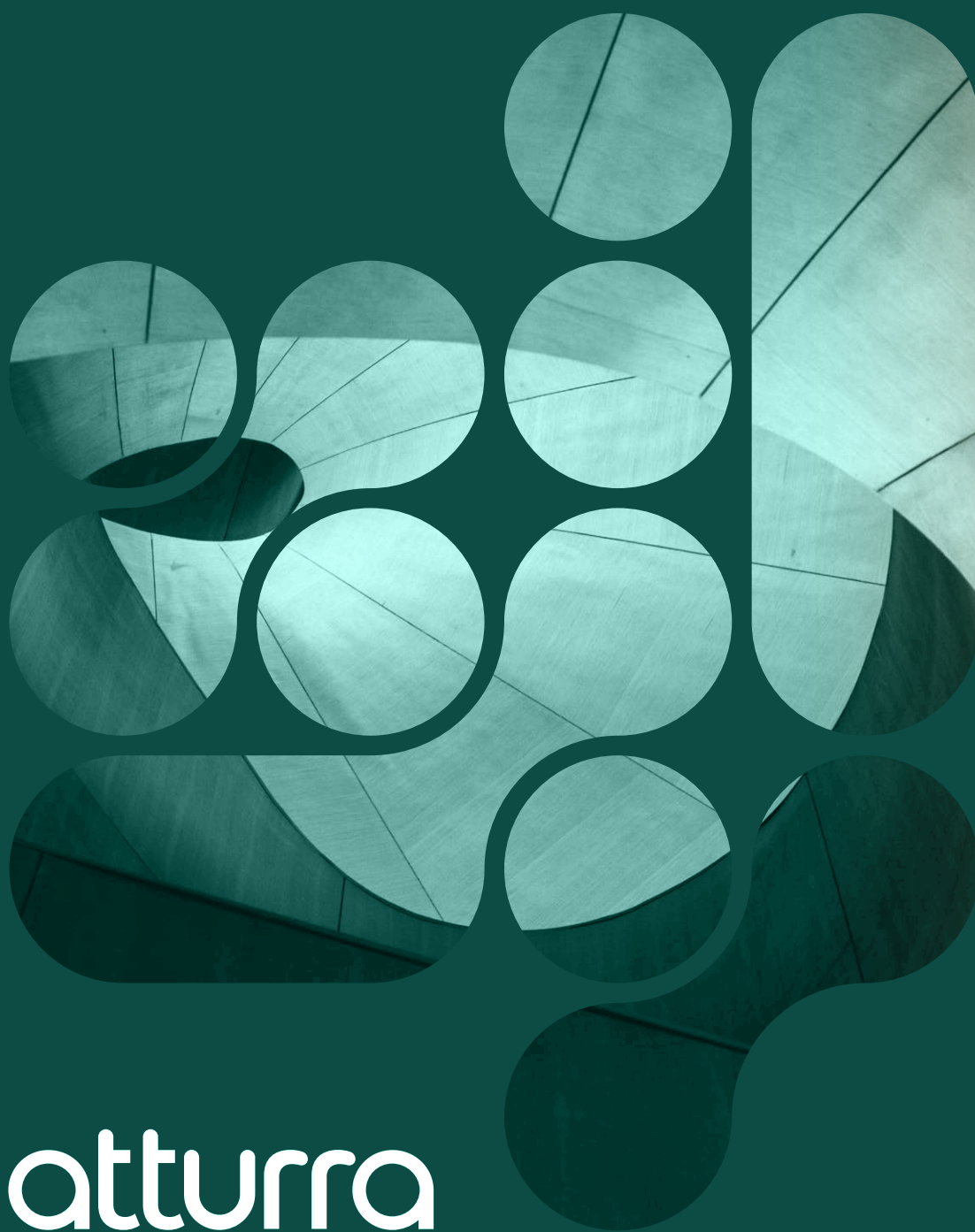


# Corporate Governance Statement 2024



atturra



# Corporate Governance Statement

This corporate governance statement sets out Atturra Limited's (**Company**) current compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (Fourth Edition) (**ASX Principles and Recommendations**). The ASX Principles and Recommendations are not mandatory. However, this corporate governance statement discloses the extent to which the Company has followed the ASX Principles and Recommendations. This corporate governance statement is current as 26 August 2024 and has been approved by the board of the Company (**Board**).

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>1. Lay solid foundations for management and oversight</b>		
1.1. A listed entity should have and disclose a board charter setting out: <ul style="list-style-type: none"> <li>a. the respective roles and responsibilities of the Board and Management; and</li> <li>b. those matters expressly reserved to the Board and those delegated to Management.</li> </ul>	Yes	<p>The Board's roles and responsibilities are formalised in a Board Charter, which is available on the Company's website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>The Charter sets out those functions that are delegated to management and those that are reserved for the Board.</p>
1.2. A listed entity should: <ul style="list-style-type: none"> <li>a. undertake appropriate checks before appointing a Director or senior executive or putting someone forward for election as a Director; and</li> <li>b. provide security holders with all material information in the Company's possession relevant to a decision on whether or not to elect or re-elect a Director.</li> </ul>	Yes	<p>In accordance with the Nomination &amp; Remuneration Committee Charter, before an individual is nominated as a candidate for an appointment to the Board, Atturra undertakes appropriate evaluations. These include independent checks of a candidate's character, experience, education, criminal record, bankruptcy history, and any other factors that would affect the Company's or the individual's reputation.</p> <p>Where a candidate is standing for election or re-election as Director, the notice of meeting will set out information on the candidate, including biographical details, qualifications and experience, independence status, outside interests and the recommendation of the rest of the Board on the resolution. Where relevant, it will confirm that the Company has conducted appropriate checks into the candidate's background and experience and will advise if those checks had revealed any information of concern.</p>
1.3. A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.	Yes	Directors and Senior Executives of the Company are given Letters of Appointment and/or Service Agreements prior to their engagement with the Company.
1.4. The company secretary of a listed entity should be accountable directly to the Board, through the chair, on all matters to do with the proper functioning of the Board.	Yes	As articulated in the Board Charter, the Company Secretary is directly accountable to the Board, through the Chair, on all matters to do with the proper functioning of the Board.

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>1.5. A listed entity should:</p> <ul style="list-style-type: none"> <li>a. have and disclose a diversity policy;</li> <li>b. through its Board or a committee of the Board set measurable objectives for achieving gender diversity in the composition of its Board, senior executives and workforce generally; and</li> <li>c. disclose in relation to each reporting period:               <ul style="list-style-type: none"> <li>1. the measurable objectives set for that period to achieve gender diversity;</li> <li>2. the entity's progress towards achieving those objectives; and</li> <li>3. either :                   <ul style="list-style-type: none"> <li>i. the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes) or,</li> <li>ii. if the Company is a relevant employer" under the Workplace Gender Equality Act 2012 (Cth), the Company's most recent "Gender Equality Indicators", as defined in and published under that Act.</li> </ul> </li> </ul> </li> </ul>	<p>Yes</p> <p>No</p> <p>Partially</p> <p>Yes</p> <p>No</p> <p>Yes</p>	<p>Atturra is committed to creating an inclusive culture at all levels of the company in which diversity is recognised and valued. The Company's Diversity and Inclusion Policy is available on the Company's website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>In accordance with the Diversity and Inclusion Policy, the Board is responsible for developing and reviewing measurable objectives, which support the Company meeting the Objectives outlined in the Policy.</p> <p>At the Board level, the Company set a measurable objective to have each gender comprise at least 25% of the Board while the Board was comprised of four members or less. At the end of FY2024 this target has been met.</p> <p>The Company is committed to achieving gender and other diversity beyond the Board level and is exploring formulating and implementing a strategy which addresses diversity, as part of the Company's wider Diversity, Equity and Inclusion Strategy.</p> <p>The Company completed the Australian Workplace Gender Equality Agency's (WGEA) compliance program for 2023/24. The submission provides transparency on gender balance across the workforce, as well as initiatives, policies and practices that support gender equality and can be accessed on the Company's website at <a href="https://investors.atturra.com/governance">https://investors.atturra.com/governance</a>.</p>
<p>1.6. A listed entity should:</p> <ul style="list-style-type: none"> <li>a. have and disclose a process for periodically evaluating the performance of the Board, its committees, and individual Directors; and</li> <li>b. disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</li> </ul>	<p>Yes</p>	<p>In accordance with the Nomination &amp; Remuneration Committee Charter, the Committee is responsible for monitoring and evaluating the performance of each Director individually, the Board collectively and of each Board subcommittee collectively.</p> <p>Given the small nature of the Board, and the Board Committees, and noting that there has been no change to membership in these forums, a review was not undertaken in FY24. The Company will consider a review in FY25.</p>
<p>1.7. A listed entity should:</p> <ul style="list-style-type: none"> <li>a. have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</li> <li>b. disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</li> </ul>	<p>No</p>	<p>Atturra has established a formal process for evaluating its senior executives via the SuccessFactors performance management module. Informal monthly reviews also continued being completed during the reporting period.</p>

## 2. Structure the Board to be effective and add value

<p>2.1. The Board of a listed entity should:</p> <p>a. have a nomination committee which:</p> <ol style="list-style-type: none"> <li>1. has at least three members, a majority of whom are independent Directors; and</li> <li>2. is chaired by an independent Director;</li> </ol> <p>and disclose:</p> <ol style="list-style-type: none"> <li>3. the charter of the committee;</li> <li>4. the members of the committee; and</li> <li>5. as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ol> <p>b. if it does not have a nomination committee, disclose that fact and the processes it employs to address Board succession issues and to ensure that the Board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	Yes	<p>The Board has established a Nomination and Remuneration Committee, which is governed by the Nomination and Remuneration Committee Charter, which is available on the Company Website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>The Committee is currently comprised of three members, a majority of whom are independent directors:</p> <ul style="list-style-type: none"> <li>• Nicole Bowman (Independent Non-Executive Director);</li> <li>• Jonathan Rubinsztein (Independent Non-Executive Director); and</li> <li>• Shan Kanji (Non-Independent Non-Executive Director).</li> </ul> <p>The Committee is chaired by Independent Non-Executive Director Nicole Bowman.</p> <p>The number of meetings held during the year and individual attendances is disclosed in the “Board of Directors” and “Directors’ Meetings” sections of the 2024 Annual Report and Directors’ Report respectively.</p>
<p>2.2. A listed entity should have and disclose a Board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.</p>	Yes	<p>The Board strives to ensure that it is comprised of Directors with a blend of skills, experience, and attributes appropriate for the Company and its business. The skills and experience of the current Directors is set out in the Company’s 30 June 2024 Annual Report.</p> <p>Further, the Company has a Board skills matrix, setting out the mix of skills and diversity of the current Directors of the Company. A copy of the Board Skills Matrix is available on the Company website at <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p>



# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>2.3. A listed entity should disclose:</p> <p>a. the names of the Directors considered by the Board to be independent Directors;</p> <p>b. if a Director has an interest, position, affiliation, or relationship of the type described in Box 2.3 but the Board is of the opinion that it does not compromise the independence of the Director, the nature of the interest, position or relationship in question and an explanation of why the Board is of that opinion; and</p> <p>c. the length of service of each Director.</p>	Yes	<p>The Board comprises of four members, two of whom Atturra considers to be independent, Nicole Bowman (Non-Executive Director) and Jonathan Rubinsztein (Non-Executive Director).</p> <p>The Board Charter sets out the factors relevant to assessing the independence of a Non-Executive Director, and will regularly, and at least annually, assess the independence of each of the Non-Executive Directors based on the interests and associates they disclose and all other available, relevant information.</p> <p>The length of service of each Director is set out in the Directors' report of the FY24 Annual Report and is as follows:</p> <ul style="list-style-type: none"> <li>• Nicole Bowman: 20 October 2021 – present;</li> <li>• Jonathan Rubinsztein: 4 November 2021 – present;</li> <li>• Shan Kanji: 20 October 2021 – present; and</li> <li>• Stephen Kowal: 20 October 2021 – present.</li> </ul>
<p>2.4. The majority of the Board should be independent Directors.</p>	No	<p>The Board considers that Mr Kanji and Mr Kowal are not Independent Directors. Accordingly, the Company does not satisfy recommendation 2.4, with the Board consisting of an equal number of independent and non-independent Directors. However, the Company is not at the size or complexity to warrant the appointment of an additional independent Director and the Board considers that each Director adds significant value given their considerable skill and experience and brings objective and independent judgment to the Board.</p> <p>The Company will continually evaluate the performance and function of the Board and the Company will determine whether it is appropriate to appoint additional independent Directors as the business evolves.</p>
<p>2.5. The chair of the Board of a listed entity should be an independent Director and, in particular, should not be the same person as the CEO of the entity.</p>	No	<p>The Board has appointed Mr Kanji, Non-Independent Non-Executive Director, as the Chair of the Board. Accordingly, the Company does not satisfy recommendation 2.5. However, the Board considers Mr Kanji to be the most appropriate person to act as the Chair of the Board given his experience and knowledge of the Company and industry. The Chair is not the same person as the CEO.</p>
<p>2.6. A listed entity should have a program for inducting new Directors and for periodically reviewing whether there is a need for existing Directors to undertake professional development to maintain the skills and knowledge needed to perform their role as Directors effectively.</p>	Yes	<p>The Board Charter sets out the induction process that new Directors will undergo, including a full briefing on the Company. In addition, Directors will be provided with the resources and training to address skills gaps identified, and to receive continuing education about key developments in the Company, the industry and the environment in which the Company operates.</p>

## 3. Instill a culture of acting lawfully, ethically and responsibly

<p>3.1. A listed entity should articulate and disclose its values.</p>	Yes	<p>Atturra's Code of Conduct sets out the Company's core values. The Code of Conduct is available on the Company website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>Atturra's core values are:</p> <ul style="list-style-type: none"> <li>• <b>Camraderie:</b> we work collaboratively with everyone, are inclusive and seek to make the workplace enjoyable for everyone.</li> <li>• <b>Innovation:</b> we implement innovative software solutions to create improvements in usability for clients.</li> <li>• <b>Dedication:</b> we take ownership for the expected outcomes and are committed to what we do.</li> <li>• <b>Excellence:</b> we deliver our best in order to provide the best possible service;</li> <li>• <b>Respect:</b> we are fully engaged, present and open in our communication. We encourage inclusion and diversity with unique perspectives and differences; and [xx]</li> </ul>
<p>3.2. A listed entity should:</p> <p>a. have and disclose a code of conduct for its Directors, senior executives and employees; and</p> <p>b. ensure that the Board or a committee of the Board is informed of any material breaches of that code.</p>	Yes	<p>Atturra's has adopted a Code of Conduct which applies to all staff members (including Directors, senior executive and employees) of Atturra.</p> <p>The Code of Conduct is available on the Company website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>The Code of Conduct sets out that the Company Secretary will promptly inform the Board of any material breaches of this Code</p>
<p>3.3. A listed entity should:</p> <p>a. have and disclose a Whistleblower Policy; and</p> <p>b. ensure that the Board or a committee of the Board is informed of any material incidents reported under that policy.</p>	Yes	<p>Atturra has adopted a Whistleblower Policy.</p> <p>The Whistleblower Policy is available on the Company website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>The Whistleblower Policy Officer will inform the Board of any material incidents reported under the policy as appropriate.</p>
<p>3.4. A listed entity should:</p> <p>a. have and disclose an anti-bribery and corruption policy; and</p> <p>b. ensure that the Board or a committee of the Board is informed of any material breaches of that policy.</p>	Yes	<p>Atturra has adopted an Anti-Bribery and Corruption Policy.</p> <p>The Anti-Bribery and Corruption Policy is available on the Company website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>Reporting and accountability with respect to the terms of this Policy will be a periodic item on the Board's agenda and the Company Secretary will inform the Board of any material incidents reported under the policy as appropriate.</p>

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>4. Safeguard the integrity of corporate reports</b>		
<p>4.1. The board of a listed entity should:</p> <p>a. have an audit committee which:</p> <ol style="list-style-type: none"> <li>1. has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and</li> <li>2. is chaired by an independent director, who is not the chair of the board,</li> </ol> <p>and disclose:</p> <ol style="list-style-type: none"> <li>3. the charter of the committee; the relevant qualifications and experience of the members of the committee; and</li> <li>4. in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ol> <p>b. if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p>Yes</p>	<p>The Board has established an Audit and Risk Committee, which is governed by the Audit and Risk Committee Charter, which is available on the Company Website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>The Committee is currently comprised of three members, a majority of whom are independent directors:</p> <ul style="list-style-type: none"> <li>• Nicole Bowman (Independent Non-Executive Director);</li> <li>• Jonathan Rubinsztein (Independent Non-Executive Director); and</li> <li>• Shan Kanji (Non-Independent Non-Executive Director).</li> </ul> <p>The Committee is chaired by Independent Non-Executive Director Nicole Bowman. The Chair of the Committee is not the Chair of the Board.</p> <p>The Board considers that the members of the Audit and Risk Committee bring the desired mix of skills and qualifications required to effectively assist the Board in matters relating to the Company's audit and risk functions. The relevant qualifications and experience of the members of the Audit and Risk Committee are included in the Directors' Report section of the FY24 Annual Report.</p> <p>The number of meetings held during the year and individual attendances is disclosed in the "Board of Directors" and "Directors' Meetings" sections of the 2024 Annual Report and Directors' Report respectively.</p>
<p>4.2. The Board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	<p>Yes</p>	<p>Prior to approval of the Company's financial statements for each financial period, the CEO and CFO give the Board a declaration that, in their opinion, the financial records have been properly maintained, that the financial statements complied with the accounting standards and gave a true and fair view of the financial position and performance of the Company, and that their opinion had been formed on the basis of a sound system of risk management and internal compliance and control, which was operating effectively.</p>



ASX Principles and Recommendations	Comply (Yes/No)	Explanation
4.3. A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor	Yes	The Audit and Risk Committee assists the Board on matters relating to, and the process for, verifying the integrity of periodic corporate reports that are not audited or reviewed by an external auditor. Such processes include the Committee reviewing and discussing the half-year and full-year financial reports, and the disclosures made in said reports, with management and the external auditors prior to making a recommendation to the Board on the adoption of the reports.
<b>5. Make timely and balanced disclosure</b>		
5.1. A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under ASX Listing Rule 3.1.	Yes	The Company has adopted a written policy design to ensure compliance with its continuous disclosure obligations under ASX listing Rule 3.1. The Continuous Disclosure and Shareholder Communications Policy is available on the Company Website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a>
5.2. A listed entity should ensure that its Board receives copies of all material market announcements promptly after they have been made.	Yes	The Board receives copies of all material announcements promptly after they have been made.
5.3. A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	Yes	Pursuant to the Company's Continuous Disclosure and Shareholder Communications Policy, all material and substantive presentations made to investors or analysts are disclosed to the ASX and are released to the ASX Market Announcements Platform prior to the presentation being held.
<b>6. Respect the rights of security holders</b>		
6.1. A listed entity should provide information about itself and its governance to investors via its website.	Yes	<p>Atturra has adopted a communication strategy as articulated in the Continuous Disclosure and Shareholder Communications Policy which is available on the Company Website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>Under this Policy, the Company will actively promote communication through a variety of measures, including the use of the Company's website and email.</p> <p>The 'Corporate Governance' section of Atturra's website contains the following information for the benefit of Atturra's security holders (and other stakeholders):</p> <ul style="list-style-type: none"> <li>• information about Atturra, and its governance, including the biographies and experience of its Directors and senior executives; and</li> <li>• copies of Atturra's governance documents, Board Charter, committee charters and other policies.</li> </ul>

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>6.2. A listed entity should have an investor relations program that facilitates effective two-way communication with investors.</p>		<p>Atturra has adopted a communication strategy as articulated in the Continuous Disclosure and Shareholder Communications Policy which is available on the Company Website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>Atturra communicates with its shareholders in a number of ways, including posting the following to the Company's website:</p> <ul style="list-style-type: none"> <li>• relevant announcements made to the market via the ASX;</li> <li>• media releases;</li> <li>• investment updates;</li> <li>• Company presentations and media briefings; and</li> <li>• copies of notices of meetings of shareholders and any upcoming documents</li> </ul> <p>The Company also maintains an email list to facilitate the distribution of the Company's announcements via email in a timely manner. The Company will also maintain an email address to allow shareholders to communicate directly with the Company via email, as well as with its share registry.</p>
<p>6.3. A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.</p>	Yes	<p>Atturra encourages shareholders to attend and participate in its AGM. At the AGM, the Chair allows a reasonable opportunity for shareholders to ask questions to the Board and the external auditors.</p>
<p>6.4. A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.</p>	Yes	<p>All substantive resolutions at shareholder meeting are decided by poll rather than a show of hands.</p>

## 7. Recognise and manage risk

<p>7.1. The Board of a listed entity should:</p> <p>a. have a committee or committees to oversee risk, each of which:</p> <ol style="list-style-type: none"> <li>1. has at least three members, a majority of whom are independent Directors; and</li> <li>2. is chaired by an independent director, and disclose</li> <li>3. the charter of the committee;</li> <li>4. the members of the committee; and</li> <li>5. as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ol> <p>b. if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	Yes	<p>The Board has established an Audit and Risk Committee, which is governed by the Audit and Risk Committee Charter, which is available on the Company Website: <a href="https://investors.atturra.com/governance/">https://investors.atturra.com/governance/</a></p> <p>The Board, through this Committee, ensures, amongst other things that the Company appropriately manages its business and operating risks (both financial and non-financial).</p> <p>The Committee is currently comprised of three members, a majority of whom are independent directors:</p> <ul style="list-style-type: none"> <li>• Nicole Bowman (Independent Non-Executive Director);</li> <li>• Jonathan Rubinsztein (Independent Non-Executive Director); and</li> <li>• Shan Kanji (Non-Independent Non-Executive Director).</li> </ul> <p>The Committee is chaired by Independent Non-Executive Director Nicole Bowman.</p> <p>The number of meetings held during the year and individual attendances is disclosed in the "Board of Directors" and "Directors' Meetings" sections of the 2024 Annual Report and Directors' Report respectively.</p>
<p>7.2. The Board or a committee of the Board should:</p> <p>a. review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the Board; and</p> <p>b. disclose, in relation to each reporting period, whether such a review has taken place.</p>	Yes	<p>The Audit and Risk Committee Charter outlines that the Company will review, at least annually, the Company's implementation of the risk management policy and framework and that the Company is operating with due regard to the risk appetite statement as set by the Board.</p> <p>A review of the risk management framework has been undertaken during the financial year by the Audit and Risk Committee.</p>

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>7.3. A listed entity should disclose:</p> <p>a. if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>b. if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	Yes	<p>Due to the Company's current size, the Company does not have an internal audit function.</p> <p>Nonetheless, the Company remains committed to continuously improving the effectiveness of its risk management and internal control processes through:</p> <ul style="list-style-type: none"> <li>• Responsibility of the Audit and Risk Committee to evaluate the effectiveness of the Company's risk management and internal control processes;</li> <li>• Reports to the Board from Management/the Audit and Risk Committee on the efficiency and effectiveness of risk management; and</li> <li>• Annual external audits and six-monthly external audit reviews.</li> </ul>
<p>7.4. A listed entity should disclose whether it has any material exposure to environmental or social risks and if it does, how it manages or intends to manage those risks.</p>	Yes	<p>The Company is subject to a number of risks which may, either individually or in combination, adversely impact its future operating and financial performance, investment returns and the value of its shares. Specific risk disclosures are included in the Prospectus dated 17 November 2021 and the Company's Annual Reports, which are available on the Company's website: <a href="https://investors.atturra.com/announcements/">https://investors.atturra.com/announcements/</a></p> <p>The Audit and Risk Committee will disclose to the Board whether the entity has any material exposure to economic, environmental or social risks and, if it does, how it manages or intends to manage those risks. The Committee is required to report to the Board on the Company's activities and risk profile on this basis, and to put systems and reporting lines in place to enable it promptly to bring to the Board's attention any departure from the risk appetite statement.</p> <p>Any material changes to economic, environmental and social risks will be announced to the market, in accordance with the requirements of the ASX Listing Rules and otherwise.</p>

8. Remunerate fairly and responsibly

8.1. The Board of a listed entity should:

a. have a remuneration committee which:

1. has at least three members, a majority of whom are independent directors; and
2. is chaired by an independent director, and disclose:
3. the charter of the committee;
4. the members of the committee; and
5. as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or

b. if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for Directors and senior executives and ensuring that such remuneration

The Board has established a Nomination and Remuneration Committee, which is governed by the Nomination and Remuneration Committee Charter, which is available on the Company Website: <https://investors.atturra.com/governance/>

The Committee is currently comprised of three members, a majority of whom are independent directors:

- Nicole Bowman (Independent Non-Executive Director);
- Jonathan Rubinsztein (Independent Non-Executive Director); and
- Shan Kanji (Non-Independent Non-Executive Director).

The Committee is chaired by Independent Non-Executive Director Nicole Bowman.

The number of meetings held during the year and individual attendances is disclosed in the “Board of Directors” and “Directors’ Meetings” sections of the 2024 Annual Report and Directors’ Report respectively.

8.2. A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive Directors and the remuneration of executive Directors and other senior executives.

Yes

The Remuneration Report sets out the details of Atturra’s policies and practices for remunerating Directors, senior executives, and employees.

The Remuneration Report is included in the FY24 Annual Report.

8.3. A listed entity which has an equity-based remuneration scheme should:

a. have a policy on whether participants are permitted to enter into transactions (whether through use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and

b. disclose that policy or a summary of it.

Yes

Atturra has an established equity-based remuneration scheme.

The Board has adopted a Share Trading Policy, which is available on the Company Website: <https://investors.atturra.com/governance/>

Under this Policy, the Company has determined that certain restrictions will apply to its Directors and employees (restricted persons). Such restrictions include that employees must not enter into an arrangement that would have the effect of limiting their exposure to risk relating to either unvested remuneration, or vested remuneration which remains subject to a holding lock. Further, restricted person must not enter into any margin lending or other secured financing arrangement in respect of the Company’s securities.

atturra