



Corporate Governance Statement

Nitro Software Limited (ACN 079 215 419)



Nitro Software Limited (ACN 079 215 419) (“Company”)

Corporate Governance Statement

This document discloses the extent to which the Company will follow, as at the date it is admitted to the official list of the ASX, the recommendations set by the ASX Corporate Governance Council in the fourth edition of its Corporate Governance Principles and Recommendations (**ASX Recommendations**). The ASX Recommendations are not mandatory, however the ASX Recommendations that will not be followed have been identified and reasons provided for not following them along with what (if any) alternative governance practices the Company intends to adopt instead of the relevant ASX Recommendation.

All corporate governance policies have been adopted by the Company. All references to “the **Board**” below are references to the board of the Company. All references to “**Shareholders**” below are references to shareholders of the Company.

Principles and Recommendations	Compliance by the Company
<p>Principle 1 – Lay solid foundations for management and oversight</p> <p><i>A listed entity should establish and disclose the respective roles and responsibilities of its board and management and how their performance is monitored and evaluated.</i></p>	
<p>Recommendation 1.1</p> <p>A listed entity should review and disclose a board charter setting out:</p> <ul style="list-style-type: none"> (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management. 	<p>The Company complies with this recommendation.</p> <p>The Board Charter sets out the principles for the operation of the Board and describes the functions of the Board and the functions delegated to management of the Company. The Board Charter is available on the Company’s website. https://ir.gonitro.com/investor-centre/?page=corporate-governance</p> <p>Clauses 1 and 2 of the Board Charter set out the responsibilities and functions of the Board. The Board may delegate consideration to a committee of the Board specifically constituted for the relevant purpose.</p> <p>Clauses 3 and 9 of the Board Charter set out the responsibilities delegated to the CEO, management and the company secretary.</p>
<p>Recommendation 1.2</p> <p>A listed entity should</p> <ul style="list-style-type: none"> (a) undertake appropriate checks before appointing a director or senior executive, or putting someone forward for election as a director; and 	<p>The Company complies with this recommendation.</p> <p>The Board undertakes appropriate checks (including checks in respect of character, experience, education, directorships or executive commitments and any conflicts of interest) before appointing a person or putting forward for election.</p> <p>The Nomination and Remuneration Committee is responsible for considering and recommending to the Board the process for identifying and selecting candidates for appointment as a Director and assessing nominations of new directors against a</p>



Principles and Recommendations	Compliance by the Company
<p>(b) provide shareholders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>	<p>range of criteria including the candidate's background, experience, gender, professional skills, personal qualities and whether their skills and experience will complement the existing Board.</p> <p>Clause 6 also notes that the Board will ensure that the Company provides securityholders with information to enable them to make an informed decision on whether or not to elect or re-elect a director.</p>
<p>Recommendation 1.3</p> <p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	<p>The Company complies with this recommendation.</p> <p>The Company has a written agreement with each director and senior executive setting out the terms of their appointment.</p>
<p>Recommendation 1.4</p> <p>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.</p>	<p>The Company complies with this recommendation.</p> <p>Clause 9 of the Board Charter provides that the secretary is accountable to the Board on all matters to do with the proper functioning of the Board.</p>
<p>Recommendation 1.5</p> <p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board to set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(i) the measurable objectives set for that period to achieve gender diversity;</p> <p>(ii) the entity's progress towards achieving those objectives; and</p> <p>(iii) either:</p>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>The Company has a Diversity Policy which applies to officers, employees and all people who work at the Company, including contractors and consultants.</p> <p>The Diversity Policy is available on Company's website. https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p> <p>Clause 3 of the Diversity and Inclusion Policy, the Board is responsible for, among other things, annually setting measurable objectives to promote gender diversity in the composition of its Board, senior management and workforce and assessing annually the Company's progress in achieving them.</p> <p>Due to listing in December 2019, setting of annual measurable objectives to promote gender diversity and assessment of their progress was not completed during this reporting period. The Board will disclose, the objectives set and measurement of their progress in 2020. This will include disclosure of the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce.</p>



Principles and Recommendations	Compliance by the Company
<p>(A) 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</p> <p>(B) if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in and published under the Act.</p>	
<p>Recommendation 1.6</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(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.</p>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>Clause 7 of the Board Charter (which, is available on the Company's website: https://ir.gonitro.com/investor-centre/?page=corporate-governance) contains the process for regular review of the performance of the Board, its committees and each director.</p> <p>Due to the Company listing in December 2019, a performance evaluation was not undertaken during this reporting period. A performance evaluation will be carried out in due course.</p>
<p>Recommendation 1.7</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(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.</p>	<p>The Company complies with this recommendation.</p> <p>Clause 7 of the Board Charter provides that the Board will regularly carry out a formal review of the performance of the CEO and other Senior Management against guidelines approved by the Board.</p> <p>The performance of senior executives, including their performance against key metrics was completed following the end of the year. The outcomes of that review are outlined in the remuneration report contained in the annual report.</p>



Principles and Recommendations	Compliance by the Company
<p>Principle 2 – Structure the board to add value</p> <p><i>A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.</i></p>	
<p>Recommendation 2.1</p> <p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director; and disclose (iii) the charter of the committee; (iv) the members of the committee; (v) 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 <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>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>The Company has adopted a Remuneration and Nomination Committee (RNC). Since listing, the RNC comprised of three independent non-executive directors and one non-independent non-executive director and now comprises two independent non-executive directors and one non-executive director: Lisa Hennessy (Chairman), Sarah Morgan and John Dyson.</p> <p>The Chair of the RNC is currently an independent non-executive director.</p> <p>The RNC Charter is available on the website of the Company: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p> <p>At the end of each reporting period, the Company discloses in its annual report the number of times the committee met throughout the period and the individual attendances of the members at those meetings is to be disclosed. Due to the Company listing in December 2019, the committee did not meet during 2019.</p>
<p>Recommendation 2.2</p> <p>A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.</p>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>Clause 5 of the Board Charter sets out the aim of the Board to have an appropriate mix of skills, experience and expertise relevant to the Company’s business and the Board’s duties and responsibilities.</p>



Principles and Recommendations	Compliance by the Company
	<p>Due to the Company listing in December 2019, the board's skills matrix was not finalised for this reporting period. The Board skills matrix will be finalised and reported in due course.</p>
<p>Recommendation 2.3</p> <p>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 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>	<p>The Company complies with this recommendation.</p> <p>The Board has disclosed in the annual report the names of directors considered by the Board to be independent during the year. Information in relation to the Board of Directors is available on the website. The Board currently considers, Andrew Barlow, Sarah Morgan and Lisa Hennessy to be independent directors of the Company.</p> <p>In accordance with the Company's Board Charter, directors must disclose their interests, positions, associations or relationships and the independence of the directors is regularly assessed by the Board in light of such disclosures. Details of the Directors' interests, positions, associations and relationships are provided in the annual report.</p> <p>The Directors in office as at the date of this Corporate Governance Statement have served continuously since their respective dates of appointment.</p>
<p>Recommendation 2.4</p> <p>A majority of the board of a listed entity should be independent directors.</p>	<p>The Company does not comply with this recommendation.</p> <p>Clause 5 of the Board Charter provides that the majority of the Board should, to the extent practicable given the size and composition of the Board from time to time, be comprised of independent directors. However, since listing the Board comprised of four independent directors and four non-independent directors and following the change in role of Kurt Johnson to Executive Chairman, now comprises of three independent directors and five non-independent directors.</p> <p>The Board acknowledges this ASX Recommendation but considers its current composition appropriate given the shareholding structure (in which a substantial number of Shares on issue will be held by the major Existing Shareholders) as well as the value that the Board obtains from having input on operational and strategic matters from the Company's founders and executive directors.</p>
<p>Recommendation 2.5</p> <p>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>	<p>The Company complies with this recommendation.</p> <p>Clause 8 of the Board Charter provides that the chairperson of the Board should be an independent director and must not hold (or held in the previous 3 years) the office of CEO.</p>



Principles and Recommendations	Compliance by the Company
	<p>Since listing the Chairman, Kurt Johnson, was considered an independent director. However, following his appointment as an executive director he will now not be considered to be independent. As a result, Lisa Hennessy, an independent non-executive director has been appointed as lead independent director.</p>
<p>Recommendation 2.6</p> <p>A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing director to undertake professional development opportunities to maintain the skills and knowledge needed to perform their role as directors effectively.</p>	<p>The Company complies with this recommendation.</p> <p>Under Clause 2 of the Board Charter, the Board is responsible for the Company's induction program for new directors and periodic review and facilitation of ongoing professional development for directors.</p> <p>Clause 9 of the Board Charter requires the company secretary to organise all such training and professional development and the RNC is responsible for reviewing the Company's induction program and ensuring continuing directors are provided with appropriate opportunities to develop and maintain the skills and knowledge needed to perform their role.</p> <p>Clause 10 of the Board Charter provides that new directors will be briefed on their roles and responsibilities and time will be allocated at Board and committee meetings for continuing education on significant issues facing the Company and changes to the regulatory environment.</p>
<p>Principle 3 – Instil a culture of acting lawfully, ethically and responsibly</p> <p><i>A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly.</i></p>	
<p>Recommendation 3.1</p> <p>A listed entity should articulate and disclose its values:</p>	<p>The Company complies with this recommendation.</p> <p>The Company's values, as set out in the annual report, are:</p> <ul style="list-style-type: none"> • <i>"Performance First, No BS, and Be Good".</i>
<p>Recommendation 3.2</p> <p>A listed entity should:</p> <p>(a) have 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 breach of that code.</p>	<p>The Company complies with this recommendation.</p> <p>The Company has a Code of Conduct which applies to employees, contractors, consultants, manager and directors of the Company.</p> <p>Clause 17 requires material breaches of the Code of Conduct to be brought to the attention of Human Resources and, where required, the Board and the Audit and Risk Management Committee.</p> <p>A copy of the Company's Code of Conduct is available on its website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p>



Principles and Recommendations	Compliance by the Company
<p>Recommendation 3.3</p> <p>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>	<p>The Company complies with this ASX Recommendation.</p> <p>The Company has a Whistleblower Protection Policy, which is disclosed on the Company's website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p> <p>Clause 6 of the Whistleblower Protection Policy provides for quarterly reporting to the Board on all active whistleblower matters.</p>
<p>Recommendation 3.4</p> <p>A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure the board or a committee of the board is informed of any material breaches of that policy.</p>	<p>The Company complies with this recommendation.</p> <p>The Company has an anti-bribery and corruption (ABC) policy which applies to all officers, employees, franchisors and contractors who represent the Company.</p> <p>Under Clause 4 of the ABC Policy, all material breaches of the ABC Policy must be reported immediately to the Board.</p> <p>A copy of the Company's policy is available on its website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p>
<p>Principle 4 – Safeguard integrity in corporate reporting</p> <p><i>A listed entity should have appropriate processes to verify the integrity of its corporate reports</i></p>	
<p>Recommendation 4.1</p> <p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director, who is not the chair of the board, and disclose:</p>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>The Company has established an Audit and Risk Committee (ARC). Since listing, the ARC comprised of four independent non-executive directors but will now comprise three independent non-executive directors: Sarah Morgan (Chairman), Andrew Barlow and Lisa Hennessy.</p> <p>The Chair of the ARC is an independent non-executive director.</p> <p>The ARC Charter which sets out its roles and responsibilities is available on the Company's website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p> <p>The Company, at the end of each reporting period, discloses in its annual report the number of times the Committee met throughout the period and the individual attendances of the members at those meetings. Due to the Company listing in December 2019, the committee did not meet during 2019.</p>



Principles and Recommendations	Compliance by the Company
<ul style="list-style-type: none"> (iii) the charter of the committee; (iv) the relevant qualifications and experience of the members of the committee; and (v) 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 <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>Recommendation 4.2</p> <p>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>The Company complies with this recommendation.</p> <p>The Board, with the guidance of the ARC, review the Company's financial statements with management and its external auditor before approving the statements. The Board requires that the Chief Executive Officer and Chief Financial Officer state in writing to the Board that the Company's financial reports represent a true and fair view, in all material respects, of the Company's financial condition and operational results and are in accordance with the relevant accounting standards and that the opinion has been formed on the basis of a sound system of risk management and internal control which is working effectively.</p>
<p>Recommendation 4.3</p> <p>A listed entity disclose it 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.</p>	<p>The Company complies with this recommendation.</p> <p>Clause 4 of the ARC Charter requires the Audit and Risk Management Committee to ensure that any periodic corporate report the Company releases to the market that has not been subject to audit or review by an external auditor discloses the process taken to verify the integrity of its content.</p>



Principles and Recommendations	Compliance by the Company
<p>Principle 5 – Make timely and balanced disclosure</p> <p><i>A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.</i></p>	
<p>Recommendation 5.1</p> <p>A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.</p>	<p>The Company complies with this recommendation.</p> <p>The Company has a Continuous Disclosure Policy for complying with its continuous disclosure obligations under listing rule 3.1, which is available on the Company’s website. https://ir.gonitro.com/investor-centre/?page=corporate-governance</p>
<p>Recommendation 5.2</p> <p>A Listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.</p>	<p>The Company complies with this recommendation.</p> <p>Under Clause 4 of the Company’s Disclosure Policy, the Disclosure Committee is required to provide the Board with copies of all material market announcements promptly after they have been made.</p>
<p>Recommendation 5.3</p> <p>A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation material on the ASX Market Announcements Platform ahead of the presentation.</p>	<p>The Company complies with this recommendation.</p> <p>Clause 9(b) of the Disclosure Policy requires that ahead of any new and substantive investor or analyst presentation, a copy of the presentation materials must be released to ASX (even if the information in the presentation would not otherwise require market disclosure).</p>
<p>Principle 6 – Respect the rights of security holders</p> <p><i>A listed entity should provide its security holders with appropriate information and facilities to allow them to exercise their rights as security holders effectively.</i></p>	
<p>Recommendation 6.1</p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	<p>The Company complies with this recommendation.</p> <p>Information about the Company and its governance can be found on the Company’s website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p>
<p>Recommendation 6.2</p> <p>A listed entity should have an investor relations program that facilitates effective two-way communication with investors.</p>	<p>The Company complies with this recommendation.</p> <p>The Company’s Shareholder Communication Policy provides for an investor relations program which actively encourages two-way communication:</p>



Principles and Recommendations	Compliance by the Company
	<ul style="list-style-type: none"> through the Company's AGM, where shareholder participation is actively encouraged and facilitated; and by providing shareholders with information via the investor section of the Company's website and the option to receive email communications and send email communications directly to the Company and to the Company's share registry.
<p>Recommendation 6.3</p> <p>A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.</p>	<p>The Company complies with this recommendation.</p> <p>Security holders are encouraged to participate at all general meetings and AGMs of the Company. Where practicable, the Company will consider the use of technological solutions for encouraging participation.</p> <p>The Company's Securityholder Communication Policy is available on its website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p>
<p>Recommendation 6.4</p> <p>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>	<p>The Company complies with this recommendation.</p> <p>Clause 6(g) of the Company's Securityholder Communication Policy provides that all substantive resolutions at a meeting of security holders will be decided by a poll rather than a show of hands.</p>
<p>Recommendation 6.5</p> <p>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p>	<p>The Company complies with this recommendation.</p> <p>Under Clause 2 of the Company's Securityholder Communication Policy, security holders are encouraged to register with the Company's share registry to receive company information electronically.</p>
<p>Principle 7 - Recognise and manage risk</p> <p><i>A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework</i></p>	
<p>Recommendation 7.1</p> <p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(i) has at least three members, a majority of whom are independent directors; and</p>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>The Company has established an ARC. Since listing, the ARC comprised of four independent non-executive directors but will now comprise three independent non-executive directors: Sarah Morgan (Chairman), Andrew Barlow and Lisa Hennessy.</p> <p>The Chair of the ARC is an independent non-executive director.</p>



Principles and Recommendations	Compliance by the Company
<ul style="list-style-type: none"> (ii) is chaired by an independent director, and disclose (iii) the charter of the committee; (iv) the members of the committee; and (v) 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 <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>	<p>The ARC Charter, which sets out its roles and responsibilities, is available on the Company's website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p> <p>The Company, at the end of each reporting period, discloses in its annual report the number of times the Committee met throughout the period and the individual attendances of the members at those meetings. Due to the Company listing in December 2019, the committee did not meet during 2019.</p>
<p>Recommendation 7.2</p> <p>The board or a committee of the board should:</p> <ul style="list-style-type: none"> (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 (b) disclose, in relation to each reporting period, whether such a review has taken place. 	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>Clause 7 of the ARC Charter provides that the Committee is responsible for reviewing the risk profile of the Company at least annually to satisfy itself that it continues to be sound and disclose. The Company takes a proactive approach to risk management and has discussed the assessment of risk in the annual report.</p> <p>Due to the Company listing in December 2019, the Company's risk management framework was not reviewed during this reporting period. A review will be carried out in due course.</p>
<p>Recommendation 7.3</p> <p>A listed entity should disclose:</p> <ul style="list-style-type: none"> (a) if it has an internal audit function, how the function is structured and what role it performs; or (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 	<p>The Company complies with this recommendation.</p> <p>The Board does not consider the Company would benefit from having an internal audit function. The ARC Charter provides for the Risk and Audit Committee Management Committee to manage audit arrangements and auditor independence, including considering whether an internal audit function is required and, if not, ensuring that the Company discloses the processes it employs to evaluate and improve its risk management and internal control processes.</p> <p>The ARC Charter provides that the Committee is responsible for reviewing and reporting to the Board (at least annually) on the effectiveness of the Company's internal controls; and reviewing and reporting to the Board (at least annually) on the</p>



Principles and Recommendations	Compliance by the Company
governance, risk management and internal control processes.	effectiveness of internal systems and process for identifying, managing and monitoring material business risks. The Committee is also required to manage audit arrangements and auditor independence, including considering whether an internal audit function is required, and if not, ensuring that the Company discloses the processes it employs to evaluate and improve its risk management and internal control processes. No internal audit function exists or is determined to be necessary at this time.
<p>Recommendation 7.4</p> <p>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>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>The Company has identified key risks within the business. In the ordinary course of business, management monitor and manage these risks. Key operational and financial risks are presented to and reviewed by the Board. Other risks are outlined in the annual report. Since the Company listed in December 2019, the Company has not been through a full year risk review cycle.</p>
<p>Principle 8 – Remunerate fairly and responsibly</p> <p><i>A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retrain and motivate high quality senior executives and to align their interests with the creation of value for security holders and with the entity’s values and risk appetite.</i></p>	
<p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director. <p>and disclose:</p> <ul style="list-style-type: none"> (i) the charter of the committee; (ii) the members of the committee; and (iii) 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 	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>Since listing, the RNC comprised of three independent non-executive directors and one non-independent non-executive director and will now comprise two independent non-executive directors and one non-executive director: Lisa Hennessy (Chairman), Sarah Morgan and John Dyson.</p> <p>The Chair of the RNC is an independent non-executive director.</p> <p>The RNC is governed by the RNC Charter which sets out the Committee’s roles and responsibilities. The RNC Charter is available on the Company’s website: https://ir.gonitro.com/investor-centre/?page=corporate-governance.</p> <p>At the end of each reporting period, the Company discloses in its annual report the number of times the Committee met throughout the period and the individual attendances of the members at those meetings is disclosed. Due to the Company listing in December 2019, the committee did not meet during 2019.</p>

Principles and Recommendations	Compliance by the Company
<p>(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 is appropriate and not excessive.</p>	
<p>Recommendation 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.</p>	<p>The Company complies with this recommendation. Details of the Company's remuneration policies and practices for non-executive directors, executive directors and senior management are disclosed in the Company's annual report.</p>
<p>Recommendation 8.3 A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	<p>The Company complies with this recommendation. Clause 5.2 of the Securities Trading Policy prohibits directors and senior management (and their associated investment vehicles) from trading securities that limit the economic risk of security holdings that are unvested or which are subject to a holding lock (eg hedging arrangements).</p>
<p>Principle 9 – Additional recommendation that apply only in certain cases</p>	
<p>Recommendation 9.1 A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should be disclosed the processes it had in place to ensure the director understands and can contribute to the discussion</p>	<p>All directors speak the language that the meetings are held in.</p>



Principles and Recommendations	Compliance by the Company
<p>at those meetings and understands and can discharge their obligations in relation to those documents.</p>	
<p>Recommendation 9.2</p> <p>A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.</p>	<p>The Company complies with this recommendation.</p> <p>Clauses 5.3 of the Company's constitution requires notice of General Meetings to be given to securityholders 28 days in advance, and to specify the place, day and hour of the General Meeting. Clause 5.2 of the Company's constitution specifies that members may participate in General Meetings via audio or video conference communication systems or similar means, and that this participation will be deemed to constitute presence at the General Meeting.</p>
<p>Recommendation 9.3</p> <p>A listed entity established outside Australia, and an externally managed listed entity that has a AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.</p>	<p>The Company has not followed the recommendation in full for the whole of the period.</p> <p>Clause 5.3 of the Company's constitution enables the Company's external auditor to attend and be heard at any General Meeting and to receive all notices of, and other communications relating to, any General Meeting.</p> <p>Due to the Company listing in December 2019, the auditors did not attend the AGM held during the year. The auditors will attend the AGM to be held during 2020.</p>