



Corporate Governance Statement

Rubicon Water Limited (ACN 651 852 470)

A public company limited by shares

Corporate Governance Statement

This document discloses the extent to which the Company follows 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 are not 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.

This Statement can be found at: <https://rubiconwater.com/en/corporate-governance/>

| Principles and Recommendations | Compliance by the Company |
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| <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 have 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.</p> <p>Clause 2 of the Board Charter sets 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 person, or putting forward to shareholders a candidate for election, as a director; and 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>The Company complies with this recommendation.</p> <p>Under the Board Charter, it is intended that the Board should comprise directors with an appropriate mix of skills, expertise, experience and diversity relevant to the Company’s business selected on the basis of 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 of the Board Charter notes that when considering appropriate directors for appointment or re-election, the Board will identify candidates with the necessary and desirable competencies of any directors and proposed directors.</p> <p>Additionally, clause 4 of the Remuneration and Nomination Committee Charter notes that the Remuneration and Nomination Committee will undertake appropriate checks (including as to the person’s character, experience, education, criminal record and bankruptcy history) before appointing a director or senior manager.</p> <p>Clause 6 of the Board Charter also notes that for shareholder meetings where directors are standing for election or re-election, the notice of meeting must include information to enable shareholders to make an informed decision on their election.</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>In accordance with clause 6 of the Board Charter and clause 4 of the Remuneration and Nomination Committee Charter, the Company has a written agreement with each director and senior executive setting out the terms of their appointment.</p> | | | | | | | | | | | | |
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| <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 company secretary is accountable to the Board through the Chair 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 a Diversity Policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's Diversity Policy and its progress towards achieving them, and either:</p> <p>(i) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(ii) 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>The Company complies with this recommendation.</p> <p>The Company has a Diversity Policy which applies to all officers, employees and all people who work at the Company, including contractors and consultants. Clause 3 of the Diversity Policy provides that the Board is responsible for setting measurable objectives to promote gender diversity and the Company's progress in achieving them. The Diversity Policy's effectiveness is measured at least annually.</p> <p>The Diversity Policy is disclosed on Company's website.</p> <p>The objectives for achieving diversity are as follows:</p> <p>The objectives for achieving diversity are currently being further developed but as at the date of this report the Company is actively employing suitably qualified women where ever possible.</p> <p>The respective proportion of women and men in the Company as at 30 June 2022 is as follows:</p> <table border="1" data-bbox="775 1171 1394 1402"> <thead> <tr> <th></th> <th>Proportion of Females</th> <th>Proportion of Males</th> </tr> </thead> <tbody> <tr> <td>Board</td> <td>17%</td> <td>83%</td> </tr> <tr> <td>Senior executives</td> <td>14%</td> <td>86%</td> </tr> <tr> <td>Rubicon employees</td> <td>19%</td> <td>81%</td> </tr> </tbody> </table> | | Proportion of Females | Proportion of Males | Board | 17% | 83% | Senior executives | 14% | 86% | Rubicon employees | 19% | 81% |
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| Board | 17% | 83% | | | | | | | | | | | |
| Senior executives | 14% | 86% | | | | | | | | | | | |
| Rubicon employees | 19% | 81% | | | | | | | | | | | |
| <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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</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 its performance, its committees and each director.</p> <p>The Company did not carry out a review of its performance during the Period. Given the listing on the ASX during 2022 financial year such a review would not have been useful. The Board will consider conducting a review during the current Period.</p> | | | | | | | | | | | | |
| <p>Recommendation 1.7</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</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 Company has not yet carried out these reviews for the reasons set out in item 1.6.</p> | | | | | | | | | | | | |

Principle 2 – Structure the board to add value

A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.

Recommendation 2.1

The board of a listed entity should:

- (a) have a nomination committee which:
- (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
- (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.

The Company complies with this recommendation.

The Company has established a Remuneration and Nomination Committee (RNC). The RNC is governed by the RNC Charter which sets out the RNC's roles and responsibilities.

The RNC Charter is disclosed on the Company's website.

Clause 2 of the RNC Charter provides that the RNC should, to the extent practicable given the size and composition of the Board from time to time, comprise:

- at least three members;
- non-executive directors; and
- a majority of directors who are independent.

Clause 2(c) of the RNC Charter notes that the chairperson of the RNC must be an independent director.

The current RNC chairperson is Lynda O' Grady, who is an independent non-executive director. Other RNC members are Tony Morganti, an independent non-executive director and Gordon Dickinson, a non-executive director.

Clause 3(a) of the RNC Charter provides that the RNC must meet at least once annually or as frequently as is required to undertake its role effectively.

The Company has disclosed in its annual report the number of times the RNC met throughout the period and the individual attendances of the members at those meetings.

Recommendation 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.

The Company complies with this recommendation.

Clause 6(b)(i) of the RNC Charter states that the RNC will develop a board skills matrix to identify any 'gaps' in the skills and experience of the directors on the Board, and if thought appropriate, will implement such a matrix and disclose it in the Company's annual report. Whilst listing on the ASX during 2022 financial year consideration was given to the mix of skills within the then proposed director group, however, such a skills matrix has not yet been fully developed to the extent that disclosure in the Annual Report would assist security holders. The Board has considered this issue and made the decision not to include the skills matrix in the Annual Report. This will be further considered in the current reporting period.

Recommendation 2.3

A listed entity should disclose:

- (a) the names of the directors considered by the board to be independent directors;
- (b) if a director has an interest, position, association 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,

The Company complies with this recommendation.

The Company disclosed in its annual report:

- (a) the names of the directors considered by the Board to be independent directors (being Lynda O'Grady, Iven Mareels and Tony Morganti);
- (b) if a director has an interest, position, association 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,

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| <p>position, association 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>position, association 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>Recommendation 2.4</p> <p>A majority of the board of a listed entity should be independent directors.</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.</p> <p>The Board acknowledges this recommendation, however given the short period from the date of listing in FY22, the Company will not be in compliance with this recommendation. However, at the time of the issue of the Annual Report, the Board will be comprised of three independent directors and three non-independent directors. The Directors consider that they are able to objectively analyse the issues before them in the best interests of all shareholders and in accordance with their duties as directors. The independent non-executive directors may consider conferring periodically without the non-independent directors present.</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>Clause 8 of the Board Charter provides that the chairperson of the Board must not hold, and must not have held within the previous 3 years, the office of CEO.</p> <p>The Board acknowledges this recommendation, however, given the short period since listing, the Company will not be in compliance with this recommendation, as the chair of the Board, Gordon Dickinson, is not an independent director. Despite this, the Board believes that Gordon is the most appropriate person to lead the Board as its Chairman given his knowledge of Rubicon’s business and his expertise and experience in the financial services industry. The Board considers that Gordon adds significant value to its deliberations and expects that he will continue to bring sound judgement to the Board’s deliberations.</p> |
| <p>Recommendation 2.6</p> <p>A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.</p> | <p>The Company complies with this recommendation.</p> <p>Clause 10 of the Board Charter provides that new directors will be briefed on their roles and responsibilities and the minutes and papers of Board and committee meetings will be made available to them. It also provides that time will be allocated at Board and committee meetings for the continuing education of directors on significant issues facing the Company and changes to the regulatory environment.</p> |
| <p>Principle 3 – Promote ethical and responsible decision making</p> <p><i>Instil a culture 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 has articulated its values and published these on its website.</p> |
| <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) disclose that code or a summary of it.</p> | <p>The Company complies with this recommendation.</p> <p>The Company has a Code of Conduct which applies to employees, contractors, consultants and directors of the Company.</p> <p>A copy of the Company’s Code of Conduct is disclosed on its website.</p> |

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| <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 Board has adopted a Whistleblower Policy the object of which is to provide a whistleblower reporting regime, and protection for whistleblowers. The Whistleblower Policy is disclosed on the Company's website in the Corporate Governance section. The Company Secretary monitors and reports incidents under that policy on behalf of the Board.</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 that the board or a committee of the board is informed of any material breaches of that policy</p> | <p>The Company's Code of Conduct contains Business Ethics, Anti-Bribery and Anti-Corruption sections. The CFO monitors incidents under the Code of Conduct on behalf of the Board.</p> |
| <p>Principle 4 – Safeguard integrity in corporate reporting</p> <p><i>A listed entity should have formal and rigorous processes that independently verify and safeguard the integrity of its corporate reporting</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>(iii) the charter of the committee;</p> <p>(iv) the relevant qualifications and experience of the members of the committee; and</p> <p>(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> <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>The Company complies with this recommendation.</p> <p>The Company has established an Audit and Risk Management Committee (ARMC) which is governed by a charter (ARMC Charter) which sets out its roles and responsibilities.</p> <p>The ARMC Charter is disclosed on the Company's website. Clause 2 of the ARMC Charter provides that the ARMC should, to the extent practicable given the size and composition of the Board from time to time, comprise of:</p> <ul style="list-style-type: none"> • at least three members; • non-executive directors; and • a majority of directors who are independent. <p>Clause 2(c) of the ARMC Charter provides that the chair of the ARMC should be an independent non-executive director who does not chair the Board.</p> <p>The chair of the ARMC is Tony Morganti, an independent non-executive director. Other members of ARMC are Lynda O'Grady, an independent non-executive director and Gordon Dickinson, a non-executive director.</p> <p>Clause 3(a) of the ARMC Charter provides that the ARMC must meet at least two times annually or as frequently as is required to undertake its role effectively.</p> <p>The Company has disclosed in its annual report the number of times the ARMC met throughout the period and the individual attendances of the members at those meetings.</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</p> | <p>The Company complies with this recommendation.</p> <p>Clause 6 of the ARMC Charter provides that the ARMC will review the Company's financial statements with management and its external auditor before recommending that the Board approve the financial statements. The ARMC is also responsible for ensuring that appropriate processes are in place to form the basis upon which the Chief Executive Officer and Chief Financial Officer provide the recommended declarations in relation to the Company's financial statements.</p> |

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| <p>risk management and internal control which is operating effectively.</p> | |
| <p>Recommendation 4.3</p> <p>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</p> | <p>The Company complies with this recommendation.</p> <p>Periodic reports that are not audited are prepared by management and reviewed by the Board prior to being released to ASX. Where necessary, periodic reports are reviewed by the auditor for errors or omissions.</p> |
| <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:</p> <p>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</p> <p>(b) disclose that policy or a summary of it.</p> | <p>The Company complies with this recommendation.</p> <p>The Company has in place a Disclosure Policy, a copy of which is disclosed on the Company’s website.</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>The Board receives copies of all material announcements before they are made to the market.</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 materials on the ASX Market Announcements Platform ahead of the presentation</p> | <p>The Company complies with this recommendation.</p> <p>New and substantive investor or analyst presentations are released to the ASX Market Announcements Platform ahead of the presentation.</p> |
| <p>Principle 6 – Respect the rights of security holders</p> <p><i>A listed entity should respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights 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>The Company provides information about itself and its governance on its website pursuant to its Shareholder Communication Policy.</p> |
| <p>Recommendation 6.2</p> <p>A listed entity should design and implement an investor relations program to facilitate 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> <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>The Company complies with this recommendation.</p> |

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| <p>A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</p> | <p>The Board encourages full participation of shareholders at the AGM to ensure a high level of accountability and identification with the Company's strategy and goals.</p> <p>The 2022 Notice of Annual General Meeting will be provided to all shareholders and made available on the Company's website.</p> <p>The external auditor is required to attend the AGM of the Company and is available to answer shareholder questions about the conduct of the audit and the preparation and content of the auditor's report.</p> <p>Shareholders are able to communicate with the Company electronically and ask questions via the Company's website or by email. Investors are also able to communicate with the Company's share registry electronically, by emailing the share registry or via the share registry's website</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>In line with the ASX Listing Rules, all substantive resolutions are determined by way of a poll.</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>Clause 2 of the Shareholder Communication Policy provides securityholders the option to receive email communications and send email communications directly to the Company and to the Company's share registry. This option has been notified on the Company's website.</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>(ii) is chaired by an independent director, and disclose</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> <p>(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> <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 Company complies with this recommendation.</p> <p>The Company has established an Audit and Risk Management Committee (ARMC) which is governed by a charter (ARMC Charter) which sets out its roles and responsibilities.</p> <p>The ARMC Charter is disclosed on the Company's website.</p> <p>Clause 2(a) of the ARMC Charter provides that the Committee should, to the extent practicable, given the size and composition of the Board from time to time, comprise of:</p> <ul style="list-style-type: none"> • at least three members; • non-executive directors; and • a majority of directors who are independent. <p>Clause 2(c) of the ARMC Charter provides that the chair of the Committee should be an independent non-executive director who does not chair the Board.</p> <p>The chair of the ARMC is Tony Morganti, an independent non-executive director. Other members of ARMC are Lynda O'Grady, an independent non-executive director and Gordon Dickinson, a non-executive director.</p> <p>Clause 3(a) of the ARMC Charter provides that the ARMC must meet at least two times annually or as frequently as is required to undertake its role effectively.</p> |

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| | The Company disclosed in its annual report the number of times the Committee met throughout the period and the individual attendances of the members at those meetings. |
| <p>Recommendation 7.2</p> <p>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</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p> | <p>The Company complies with this recommendation.</p> <p>Clause 7 of the ARMC Charter provides that the ARMC is responsible for reviewing and monitoring the Company’s risk appetite statement at least annually to satisfy itself that it continues to be current and relevant to the Company and disclose that such a review has taken place in the Company’s annual report. The ARMC does so on a regular basis.</p> |
| <p>Recommendation 7.3</p> <p>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 risk management and internal control processes.</p> | <p>The Company complies with this recommendation.</p> <p>During the Period the Company did not establish an internal audit function. Clause 8 of the ARMC Charter provides that the ARMC is responsible for managing audit arrangements and auditor independence, including considering whether an internal auditor 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. Additionally, clause 5(b) of the ARMC Charter states that the ARMC will advise the Board in a timely manner on internal control matters which may significantly impact upon the Company.</p> |
| <p>Recommendation 7.4</p> <p>A listed entity should disclose whether it has any material exposure to economic environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p> | <p>The Company complies with this recommendation.</p> <p>Clause 7(b) of the ARMC Charter states the risks faced by the Company may include regulatory and compliance risk, investment risk, governance risk, legal risk, economic risk, environmental risk, social risk, occupational health and safety risk, financial risk, reputation risk, credit risk, operational and execution risk and strategic risk.</p> <p>Additionally, under clause 7(c)(i) the Company will disclose whether it has any material exposure to environmental or social risks and how the Company intends to manage those risks.</p> <p>The Company does not have any economic, environmental and social sustainability risks over and above those currently faced by every commercial organisation in manufacturing, which has not already been disclosed to security holders. However, the Company will in the current period be conducting a more comprehensive review of these exposures particularly in the current environment. The Company has achieved accreditation to ISO 14001: 2015 environmental management system in relation to design, production, installation and servicing of operational technology including irrigation gates for water channel management systems. The business is also, like many organisations, currently facing global supply chain issues and is proactively managing those issues by investment in increasing inventory and forward purchase commitments.</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.</i></p> | |
| <p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> | <p>The Company complies with this recommendation.</p> |

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| <p>(a) have a remuneration committee which:</p> <p>(i) has at least three members, a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director.</p> <p>and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> <p>(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> <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>The RNC is governed by the RNC Charter which sets out the RNC's roles and responsibilities.</p> <p>The RNC Charter is disclosed on the Company's website. Clause 2 of the RNC Charter provides that the RNC should, to the extent practicable given the size and composition of the Board from time to time, comprise:</p> <ul style="list-style-type: none"> • at least three members; • non-executive directors; and • a majority of directors who are independent. <p>Clause 2(c) of the RNC Charter notes that the chairperson of the RNC must be an independent director.</p> <p>The current RNC chairperson is Lynda O' Grady, who is an independent non-executive director. Other RNC members are Tony Morganti, an independent non-executive director and Gordon Dickinson, a non-executive director.</p> <p>Clause 3(a) of the RNC Charter provides that the RNC must meet at least once annually or as frequently as is required to undertake its role effectively.</p> <p>The Company disclosed in its annual report the number of times the RNC met throughout the period and the individual attendances of the members at those meetings.</p> |
| <p>Recommendation 8.2</p> <p>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.</p> <p>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 reports.</p> |
| <p>Recommendation 8.3</p> <p>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</p> <p>Clause 5.2 of the Securities Trading Policy prohibits directors and senior management (and any companies or trusts controlled by them) from trading in financial products that limit the economic risk of security holdings (e.g. hedging arrangements).</p> |



Bruce Rodgers, CEO



RUBICON™

Melbourne Office

1 Cato Street
Hawthorn East
VIC 3123

+61 3 9832 3000

enquiry@rubiconwater.com