



Corporate Governance Statement

CONTENTS

GOVERNANCE FRAMEWORK	3
BOARD OF DIRECTORS	4
Role of the Board	4
Board Structure	4
Director Independence	4
Board Skills, Knowledge and Experience	4
Board Performance Evaluation	6
Board Renewal and Succession Planning	6
Meetings of Directors	6
Strategic Planning	6
Board Committees	6
Group Audit Committee	7
Group Risk Committee	7
Group People, Remuneration and Nominations Committee	7
VALUES	7
CONDUCT AND ETHICS	7
DIVERSITY	8
Gender Diversity	8
REMUNERATION POLICY	9
FINANCIAL REPORTING	9
RISK MANAGEMENT	9
EXTERNAL AUDIT GOVERNANCE AND INDEPENDENCE	10
Appointment of Auditors	10
Independence Declaration	10
Remuneration of External Auditor	10
SHARE TRADING	10
CONTINUOUS DISCLOSURE	11
COMMUNICATIONS WITH SHAREHOLDERS	11
Annual General Meeting	11
ADDITIONAL COMPANY POLICIES	11

ASX Corporate Governance Council Principles

Lay solid foundations for management and oversight

A listed entity should clearly delineate the respective roles and responsibilities of its board and management and regularly review their performance

Structure the Board to be effective and add value

The board of a listed entity should be of an appropriate size and collectively have the skills, commitment and knowledge of the entity and the industry in which it operates, to enable it to discharge its duties effectively and to add value.

Instil a culture of acting lawfully, ethically and responsibly:

A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly

Safeguard integrity of corporate reports

A listed entity should have appropriate processes to verify the integrity of its corporate reports.

Make timely and balanced disclosure

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.

Respect the rights of security holders

A listed entity should provide its security holders with appropriate information and facilities to allow them to exercise their rights as owners effectively.

Recognise and manage risk

A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework

Remunerate fairly and responsibly

A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain 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.

GOVERNANCE FRAMEWORK

MyState Limited (ASX:MYS) is the ASX listed, Non-Operating Holding Company (NOHC) of MyState Bank Limited (MSB) and TPT Wealth Limited (TPT) a trustee and asset management company.

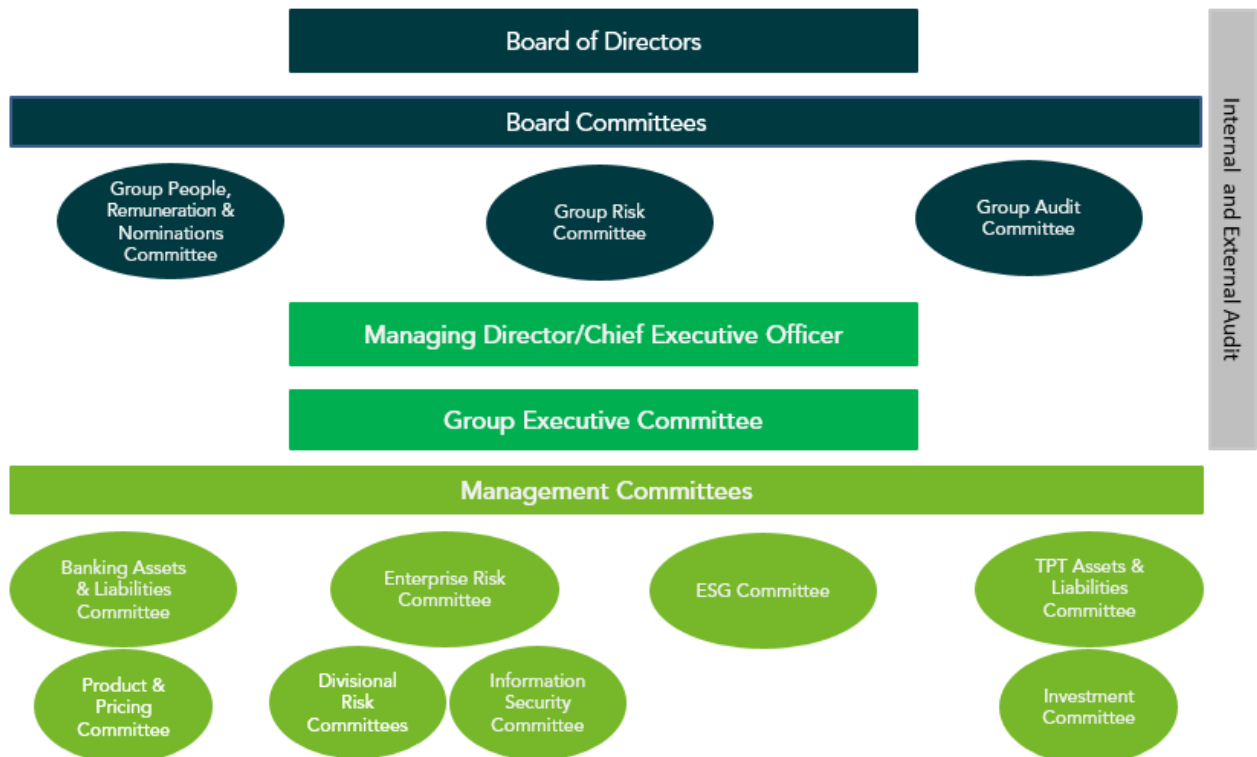
The Board is committed to upholding the highest levels of corporate governance and subscribes to the Corporate Governance Principles and Recommendations published by the ASX Corporate Governance Council in order to promote investor confidence in the company and within the broader market.

In addition the Australian Prudential Regulation Authority (APRA) requires MYS, as the NOHC of a bank, to comply with the prudential obligations that apply directly to the bank including Prudential Standard CPS 510 *Governance*.

To this end the Board has a governance framework whereby the appropriate policies, meeting the APRA prudential requirements, apply across the MYS Group of companies (Group or MyState).

MyState's Corporate Governance policies are available on the Company's website <https://www.mystatelimited.com.au/home/?page=corporate-governance> (*the website*). Unless otherwise stated, all additional documents and policies referred to in this Corporate Governance statement are located on *the website*.

This Corporate Governance Statement has been approved by the Board and is current as at 17 August 2023. MyState has complied with the principles and the underlying recommendations of ASX Corporate Governance Council for the full year to 30 June 2023.



BOARD OF DIRECTORS

Role of the Board

The role of the Board is to:

Appoint and monitor the performance of the CEO

Provide overall leadership, setting the purpose and values

Set the strategic direction and risk profile of the Group

Oversee key policies and compliance management

Lead and monitor the culture and performance including customer experience and outcomes

The Board has a governance framework which includes control systems and procedures to identify, assess, monitor and manage business risks and compliance with regulatory requirements. The Board is responsible for the appointment of the Chief Executive Officer (CEO), setting his/her remuneration and assessing his/her performance annually.

The CEO is responsible to the Board for the appointment of the Group Executive Committee (Executive) and the day-to-day operation of the Company, with all powers, discretions and delegations authorised, from time to time by the Board.

The Board also reviews recommendations from the CEO and approves the Executive structure, including appointment, succession plan considerations, remuneration and annual performance assessments.

Further details regarding the role and responsibilities of the Board and the CEO are contained in the *Board Charter* and the *Role of the Managing Director/Chief Executive Officer* documents on *the website*.

Formal performance evaluations have been undertaken for the CEO and Executives during the current financial year in accordance with the process detailed in the Remuneration Report published within the 2023 Annual Report located in the Reports section of *the website*.

Board Structure

The Board must comprise a majority of independent Directors and in addition, the Chair must also be independent and not the same person as the CEO. The Board currently comprises six, independent, non-executive Directors, including the Chair, together with the CEO.

The profile of each Director including term of office, skills, experience and expertise are set out in Board of Directors section of *the website* and also in the 2023 Annual Report located in the Reports section of *the website*.

The Company Secretary is accountable to the Board, through the Chair, on all matters to do with the proper functioning of the board.

Director Independence

The Board has an 'Independent Director Standards' policy that complies with the ASX Corporate Governance Principles and Recommendations and is available on *the website*.

To qualify as being 'independent', a Director must, in the opinion of the Board, be independent of Management and free from any business or other relationship that could materially interfere with – or could reasonably be perceived to materially interfere with – the exercise of his/her unfettered and independent judgement.

The Board has reviewed the position and associations of each of the current non-executive Directors and, noting that no Director opined on their own position, has determined that all are independent.

Board Skills, Knowledge and Experience

Each year the Board, through the Group People, Remuneration and Nominations Committee (GPRNC), reviews the key competencies required for the optimal composition of the Board.

The Board has assessed its collective skills and experience as being appropriate for effective oversight and guidance of the Group.

The Board provides Directors with the opportunity for professional development to maintain and develop the skills and knowledge required to effectively perform their role.

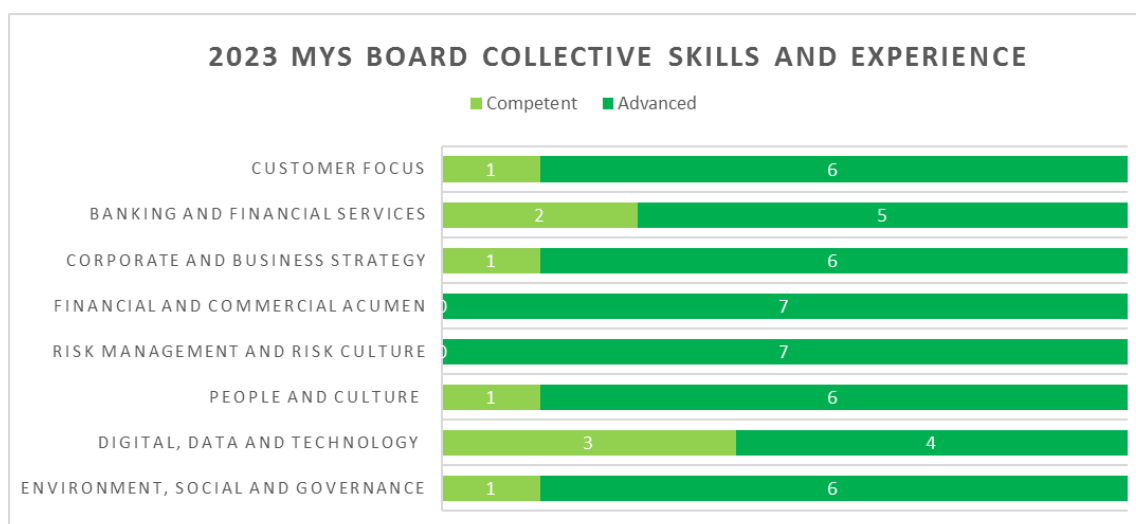
In addition, the GPRNC oversees the Director induction process to provide new Directors with the necessary information and support upon commencement of their role.

APRA's Prudential Standard CPS 520 '*Fit and Proper*' also requires Directors, Senior Management and auditors of an authorised deposit-taking institution to be assessed before appointment to establish that they have the appropriate skills, experience and knowledge to perform their role.

The Board approved Fit and Proper policy is located on *the website* and all 'Responsible Persons', including all Directors, have been assessed as meeting the 'fit and proper' criteria.

BOARD SKILLS MATRIX

Skills and Experience	Relevance to MYS
Customer Focus Experience at senior executive or senior advisory level of orienting business strategy and decision-making around the customer and the customer's experience of service delivery. Experience encouraging customer-centric innovation and process improvement.	Customer service and loyalty and a strong Net Promoter Score are key competitive advantages of MYS in the conduct of its businesses and execution of its growth strategy.
Banking and Financial Services Experience at senior executive or senior advisory level in major components of banking and financial services, including retail banking, funds management, capital management and treasury.	Important in understanding our business model and distribution channels, and important in understanding the extensive regulatory frameworks in which financial services are delivered.
Corporate and business strategy Extensive experience in the development of corporate and business strategy and oversight of implementation.	Brings a longer term perspective and an ability to test and challenge priorities and investment opportunities.
Financial and Commercial Acumen Foundation skills in overseeing financial services businesses and assessing the adequacy and effectiveness of financial controls. Critical in the assessment of risk and the exercise of business judgment.	Essential to understanding the financial drivers of the MYS business and to oversight of financial reporting. Also important in the exercise of business judgment and assessment of risk and business opportunities.
Risk Management and Risk Culture Oversight of risk management frameworks including the identification, monitoring and management of material financial and non-financial risks and controls and the drivers of organisational risk culture. Setting organisational risk appetite for key strategic risks.	Risk management is critical to business performance and regulatory compliance. Organisational risk culture is essential to wise, risk-informed decision-making throughout the organisation.
People and Culture Extensive experience in overseeing remuneration frameworks and assessing their effectiveness against business, cultural and regulatory objectives; experience in oversight of organisational cultural change and capability enhancement.	MYS is a relatively small organisation where organisational culture, remuneration and reward frameworks, and building workforce capability are essential to delivering a positive employee experience, which attracts and retains good people.
Digital, Data and Technology Oversight of investment in complex technology systems and infrastructure and assessment of value delivery; oversight of the governance, use and protection of data in the delivery of a positive customer focussed digital experience.	Digital service delivery and digital marketing are key to MYS's growth strategy. Quality of digital service delivery is a key aspect of the customer experience.
Environment, Social and Governance Commitment to the highest standards of governance including publicly listed company experience. Experience overseeing environmental and social impacts of the business, both on its workforce and on the communities in which it operates.	Sound corporate governance is the foundation of reliable oversight of decision-making; it is also essential to investor confidence and alignment of behaviours with MYS values. This in turn underlies MYS's social licence. It is important for the Board to make sure it hears the voices of all stakeholders, including customers, shareholders, employees and regulators.



Board Performance Evaluation

The Board undertakes the following performance evaluation processes:

- An independent external review by appropriately skilled specialists is conducted at least every three years.

An externally facilitated review was completed in 2022;

- In the intervening years Directors complete an internal evaluation. The results are collated and discussed by the Board.

An internal review has been completed in 2023; and

- Each Board Committee conducts an annual review of its performance against its Charter.

The Board and each Board Committee completed a review during the prior 12 months.

Board Renewal and Succession Planning

Board renewal and succession planning is a fundamental part of MyState's corporate governance framework and is conducted in accordance with the Board Renewal and Evaluation Policy located on *the website*.

The GPRNC reviews the composition of the Board in consideration of many factors including, but not limited to:

- The retirement by rotation of Directors in accordance with the Constitution; and
- The collective skills and experience around the Board table.

Meetings of Directors

The Board currently meets formally at least eight times a year and on other occasions, as required. Management are invited to attend and make presentations at Board meetings as appropriate and respond to questions from Directors.

The Board also conducts separate non-executive Director discussions each month without Management present.

The number of Board meetings and each Director's attendance at those meetings for the reporting period is detailed in the 2023 Annual Report located in the Reports section of *the website*.

Directors have access to appropriate and necessary Company records and the Board receives regular detailed financial and operational reports from Management to enable it to carry out its duties.

Each Director may, with the prior written approval of the Chair, obtain independent professional advice to assist the Director in the proper exercise of powers and discharge of duties as a Director or as a member of a Board Committee. The Company will reimburse the Director for the reasonable expense of obtaining that advice.

Strategic Planning

The Board conducts workshops with management each year to review and assess the strategic plan which focusses on MyState's long term profitable growth to deliver value to shareholders.

MyState has previously announced its growth strategy intentions to the market.

The Board continues to endorse a growth strategy commensurate with economic conditions and provides the necessary support to the Executive team in its execution of the plan.

Board Committees

MyState has three Board Committees to assist the Board in the oversight and control of the Company. These committees are the Group Audit Committee (GAC), the Group Risk Committee (GRC) and the GPRNC.

The Board dissolved its Group Digital and Marketing Committee with effect from August 2023. Relevant oversight responsibilities were transferred to Group company Boards. The change has created a more efficient and effective application of management resources and Board oversight.

Each Board Committee operates under a formal Charter approved by the Board which sets out matters relevant to the composition, responsibilities and administration of those Committees. The Charters are reviewed at least annually and are available on *the website*.

Membership of each Committee is reviewed by the Board on an annual basis. All Committees are comprised of at least three non-executive Directors, appointed by the Board, the majority being independent. Details of each Committee member's respective skills and qualifications are detailed in the 2023 Annual Report located in the Reports section of *the website*.

Each Committee develops and maintains an annual 'Program of Events', which details major items of business to be considered at set times throughout the year, to support both the Committee's and the Board's objectives. Minutes of Committee meetings and Committee recommendations are provided to the Board.

Each Committee is empowered, with the prior approval of the Chair of the Board, to consult experts at the expense of the Company where the Committee considers it necessary to carry out its duties.

All Directors are entitled to attend the meetings of all Board Committees and have unrestricted access to the papers for each Committee meeting. In practice generally, all Directors attend all Committee and Board meetings.

The number of Committee meetings held over the reporting period and the attendance of Committee members is contained in the 2023 Annual Report located in the Reports section of *the website*.

Each Committee has completed a performance review during the reporting period.

Group Audit Committee

The GAC is comprised of at least three non-executive Directors with at least one member having professional accounting, or professional financial management expertise. The Committee Chair must be an independent non-executive Director but must not be the Board Chair or the GRC Chair.

The Committee members are Andrea Waters (Chair), Stephen Davy, Warren Lee and Vaughn Richtor.

The Committee meets four times per annum and otherwise as required.

The CEO, Chief Financial Officer (CFO), Chief Risk Officer (CRO), Company Secretary, internal auditor and external auditor are invited to attend meetings on a regular basis, as required.

Group Risk Committee

The GRC is comprised of all non-executive Directors and the Chair must be an independent non-executive Director.

The Committee members are Robert Gordon (Chair), Stephen Davy, Sibylle Krieger, Warren Lee, Vaughn Richtor and Andrea Waters..

The Committee meets at least four times per annum and otherwise as required.

The CEO, CRO, CFO and Company Secretary are invited to attend meetings on a regular basis, as required.

Group People, Remuneration and Nominations Committee

The GPRNC is comprised of at least three non-executive Directors. The Committee Chair must be an independent non-executive Director.

The Committee members are Sibylle Krieger (Chair), Stephen Davy, Robert Gordon and Vaughn Richtor.

The Committee meets at least four times per annum and otherwise as required.

The CEO, General Manager People and Culture and the Company Secretary are invited to attend meetings on a regular basis, as required.

VALUES

As the most tangible demonstration of culture, the MyState values reflect how our staff are required to behave in achieving our strategic ambitions. Our cultural values are:

Create customer 'wow' - walking in our customers shoes and understanding their perspective.

Chase the better - being bold about our ambition and embracing the change required to succeed.

Collaborate to win - giving our best and doing the right thing by each other, our customers, partners and the community.

Our values are integrated into our business processes, policies and procedures, including the Code of Conduct, and annual performance assessment.

We monitor our organisational culture through a culture survey conducted by an external party every two years. Our risk culture is monitored annually, and we provide a confidential feedback mechanism for our people via the voice of the employee staff survey each year.

In late 2022 we also launched our new purpose. Developed internally by our people we captured the care for our customers, the ways we collaborate with each other, and the need for continued investment in the communities that we serve. The final result is a long form purpose statement capturing who we are, why we exist and our continued focus on growth and investment. Our purpose is lived through our rally cry – *Together for the better*.

CONDUCT AND ETHICS

The Board expects that Directors will at all times conduct themselves in a manner appropriate to their roles as Directors and maintain the highest of ethical standards. The same requirement is expected of Management and staff, as is respect for the privacy of customers and observance of the law.

MyState has a suite of Board approved policy documents which all operate in concert as part of the broader Risk Management Framework to set the behavioural expectations.

The MyState Code of Conduct clarifies the standard of behaviour that is expected of anyone who is employed by or works within the Group, including Directors and employees (both permanent and temporary), contractors, consultants and suppliers. The Code of Conduct is available on *the website*.

The MyState Whistleblower Protection Policy encourages the reporting of inappropriate conduct. The policy is linked to the Code of Conduct and details how Whistleblowers are protected from detriment. The MyState Whistleblower Protection Policy is available on *the website*.

MyState's Fraud and Corruption Control Policy and Framework outlines the policies, procedures, controls and reporting mechanisms which actively work to discourage, prevent and detect fraudulent and corrupt behaviour.

The Fraud and Corruption Control Policy and Framework contain sensitive operational information and therefore a redacted version is published on *the website*.

The Whistleblower Protection Policy and the Fraud and Corruption Control Policy and Framework both include a requirement that incidents are reported to the Board, through the GAC.

DIVERSITY

MyState considers Workplace Diversity to be a valuable asset in creating a workplace culture for innovation and quality customer experiences.

An inclusive workplace culture, where our people feel safe to share their ideas, skills and experiences helps us attract, retain and engage the best people, reflecting the diversity of our customers and the community. When we feel included we have a sense of belonging and can bring our best self to work every day, enabling us to fulfil our Purpose and uphold our Values.

MyState recognises that workplace diversity is achieved through systemic change

Accordingly, MyState's people and culture practices and initiatives are designed to promote an inclusive culture. In addition to appropriately aligned recruitment and selection processes this also includes data collection and reporting, opportunities for networking, mentorship and advocacy, and access to development opportunities.

MyState's Diversity Policy was reviewed in June 2023 and is available on *the website*.

The MyState Board also approved our refreshed diversity plan, providing the framework for our diversity and inclusion initiatives over the next three years. To enable us to make a genuine difference this plan focuses on:

- Cultural diversity
- Aboriginal and Torres Strait islander peoples
- Disability
- Gender diversity in leadership

However, the activities that bring our diversity plan to life will create a more inclusive and diverse workforce for everyone. Other diversity indicators such as LGBTQI+, religion, age, socio-economic status, care-giving responsibilities and geographic location are also very important to the MyState Limited Group (MYS). This work will benefit us all, our customers and our community.

Our diversity plan is complemented by our wellbeing program, our flexible work practices, and investment in developing capability (including leadership) and is available on *the website*.

Gender Diversity

At 30 June 2023, women account for 60% of the Group's workforce and gender diversity by role within the Group sat at the following levels with percentages representative of women placed in all roles available at that job level:

Role Category	% Women Representation (As at 30/6/23)
Non-Executive Directors	33%
Executives ¹	25%
Senior Managers ²	47%
Middle Managers ³	54%

¹ Executives comprise of direct reports to, and including, the Managing Director.

² Senior Managers comprise of direct reports to members of the Group Executive.

³ Middle Managers comprise of direct reports to Senior Managers.

MyState has complied with its 2022-23 reporting obligations under the Workplace Gender Equality Act 2012 (Cth). The report is available on *the website*.

Diversity Objectives 2020 – 2023

The MyState Group has remained steady or improved performance as measured against our diversity metrics.

Objective

The Board to consist of no less than 30% of either gender.

Status

At 30 June 2023, the Board included two female non-executive Directors which equates to 33%.

Objective

50% representation of women in leadership positions.

Status

MyState currently has a 50% representation of women in leadership positions.

Objective

2.5% representation of Aboriginal or Torres Strait Islander people in the MyState Limited workforce

Status

1.8% of MyState's workforce identify as Aboriginal and Torres Strait Islander.

Objective

Achieve at least 1% representation of the workforce with a disability

Status

1.3% of MyState's workforce is represented by employees with a disability.

Objective

Progress towards 10% representation of people born outside of Australia within the MyState workforce.

Status

8% of MyState's workforce is represented by employees born outside of Australia

Objective

Increased number of new graduates in our workplace above 2020 levels

Status

The number of new graduates entering our workforce remains steady.

Objective

Achieve WGEA accreditation – Employer of Choice for Gender Equity by 2023.

Status

We continue to implement best practice initiatives to support equality and draw from experience such as the resources made available through the Workplace Gender Equality Agency (WGEA) and the Diversity Council (DCA).

REMUNERATION POLICY

MyState's Remuneration Policy is available on *the website*. The Remuneration Policy details our remuneration practices.

In particular it prescribes that non-executive Directors receive only fees (including superannuation) for their services. Non-executive Directors are not entitled to receive any benefit on retirement or resignation other than superannuation. Unless approved by Shareholders, non-executive Directors cannot receive any shares, options or other securities in addition to or as part of their remuneration and are not eligible to participate in MyState's Employee Share Plan or any other incentive plan

The Remuneration Policy provides a considered balance between the capacity to pay and the need to attract and retain capable staff; aligns recognition and reward to strong performance; and details the process for reviewing the performance of Executives. The GPRNC considers a range of relevant matters, including risk related matters, when considering the performance and remuneration of the Executive. A performance review of Executives has been undertaken this year in accordance with the Remuneration Policy.

In addition, the 2023 Annual Report, located in the Reports section of *the website*, contains the Remuneration Report which includes details of the remuneration of Executive and non-executive Directors and other Key Management Personnel of the Company and details of the Company's Executive Short Term and Long Term Incentive Plans.

MyState has accountable persons registered with APRA under the Banking Executive Accountability Regime (BEAR). Any entitlement to variable remuneration (remuneration conditional on the achievement of objectives) for accountable persons is subject to the BEAR and that payment may be deferred, reduced or forfeited at the discretion of the Board.

All Directors and Senior Executives have a written agreement with the Company that sets out the terms of their appointment.

FINANCIAL REPORTING

MyState's financial report preparation and approval process for the financial year ended 30 June 2023, involved both the Chief Executive Officer and Chief Financial Officer providing a written statement to the Board, that, to the best of their knowledge and belief:

- the financial records of the MyState and its controlled entities for the financial year ended 30 June 2023 (Financial Period) have been properly maintained in accordance with section 286 of the Corporations Act;
- the financial statements and the notes referred to in section 295(3)(b) of the Corporations Act for the Financial Period comply with the accounting standards and other mandatory professional reporting requirements; and
- MyState's financial report presents a true and fair view, in all material respects, of the Company's financial condition and operating results.

In addition, MyState has in place a process whereby the Chief Executive Officer and the Chief Financial Officer provide a written statement to the Board that the financial statements are founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board and that the risk management and internal compliance and control system is operating efficiently and effectively in all material respects.

From time to time MyState may issue a report to the market that is not subject to audit review. In such instances a rigorous review and sign off process is completed, which may also include independent external review, for assurance that the report is materially accurate and provides stakeholders with appropriate information.

RISK MANAGEMENT

Through the GRC, the Board monitors Management's performance against the Board approved Risk Management Strategy and Risk Appetite. The risk strategy is reviewed at least annually and is operationalised through a Three Lines of Defense model. This model clearly establishes Line 1 risk management accountabilities and responsibilities for all staff through divisional risk committees. Line 2 oversight is provided by MyState's Risk Management team with Line 3 oversight provided by the Internal Audit function.

The Internal audit function is currently performed by Deloitte Touche Tohmatsu and provides an independent review of business practices and an assessment of the adequacy and effectiveness of

the risk management framework. The annual internal audit plan is approved by the GAC.

The Risk Management Strategy incorporates a forward looking view via a combination of the Strategic Risk register and an Emerging Risk register which are monitored regularly and reviewed at least annually. The requisite review of the Risk Management Strategy, Strategic Risk and Emerging Risk registers and Risk Appetite Statement have been completed during the reporting period.

MyState is cognisant of environmental and social sustainability (ESG) risks including climate risk, modern slavery and humans rights risks. Such risks are managed within the Risk Management Strategy. An overview of MyState's approach to ESG and associated material risks is provided in the Annual Report. Our Modern Slavery Statement and Human Rights Statement are published on *the website* and explain how we assess and address these risks in our business operations and supply chains. MYS is in the second year of its assessment based on the Task Force on Climate Related Financial Disclosures (TCFD) disclosures, which includes greenhouse gas emissions for FY22 and FY23 for scope 1, 2, 3 and financed emissions.

EXTERNAL AUDIT GOVERNANCE AND INDEPENDENCE

As part of MyState's commitment to safeguarding integrity in financial reporting, it has policies and procedures to monitor the independence of the Company's external auditors.

Appointment of Auditors

MyState's external auditor for the financial year was Wise Lord and Ferguson. The effectiveness, performance and independence of the external auditor is assessed annually by the GAC and reviewed by the Board. If it becomes necessary to replace the external auditor for performance or independence reasons, the GAC will commence a formal process to appoint a new external auditor.

Independence Declaration

The *Corporations Act* requires external auditors to make an annual independence declaration, addressed to the Board of Directors, confirming that the auditors have maintained their independence in accordance with the *Corporations Act 2001* and professional auditing standards.

In accordance with the *Corporations Act*, prior approval of the GAC is required for the provision of any non-audit services by the external auditor. The GAC has also adopted guidelines to assist in identifying the types of services that may compromise the independence of the external auditor and regular reviews occur of the independence safeguards put in place by the

external auditor.

Examples of services that could potentially compromise independence include valuation services and internal audit services.

The GAC has assessed the other services provided by Wise Lord and Ferguson in the financial year and has concluded that the auditor's independence has not been compromised.

Remuneration of External Auditor

Information about the total remuneration of the external auditor, including details of remuneration for any non-audit services, is set out in the financial statements within the 2023 Annual Report located on *the website*.

Attendance of external auditor at Annual General Meeting

The external auditor attends MyState's Annual General Meeting and is available to answer Shareholder questions on:

- the conduct of the audit;
- the preparation and content of the Auditor's Report;
- the accounting policies adopted by MyState in relation to the preparation of the Financial Report; and,
- the independence of the auditor in relation to the conduct of the audit.

SHARE TRADING

The Board requires Directors to own MyState shares, to further align their interests with the interests of Shareholders. The Board also encourages employees generally to own shares.

The Share Trading Policy governs share dealings by Directors and employees in accordance with the requirements of the *Corporations Act* and:

- provides a summary of the insider trading prohibition and sets out the specific requirements in relation to the buying, selling or otherwise dealing in MyState shares, or shares in other companies;
- establishes procedures relating to buying and selling shares that provides protection to MyState, Directors and employees, so that they do not abuse, and do not place themselves under suspicion of abusing, inside information that they have or may be thought to have, especially in periods leading up to an announcement of MyState's results; and,
- explains the type of conduct that is prohibited under the *Corporations Act*.

In addition the Share Trading Policy clearly prohibits the hedging of any economic exposure to MyState shares whether that relates to unvested entitlements under the Executive Long Term Incentive Plan or to shares owned outright.

A copy of the Share Trading Policy is available on *the website*.

CONTINUOUS DISCLOSURE

MyState understands that timely disclosure of price sensitive information is central to the efficient operation of the ASX's securities market and accordingly, has a Market Disclosure and Communications policy covering all announcements to the ASX which is located on the website.

MyState is committed to full compliance with its continuous disclosure obligations under ASX Listing Rules and the Corporations Act to provide all shareholders and investors equal and timely access to material information.

The policy attributes accountability at Executive level for compliance and, in particular, it sets out how information will be identified, considered for disclosure and then, where appropriate, disclosed to the market.

The website also contains a direct link to the ASX Company Announcements Platform. It also contains publications such as annual financial reports, half year results, notices of meeting, media releases and analyst and investor presentations, with the latter released prior to or simultaneously with the commencement of the relevant presentation.

The Company Secretary is the nominated disclosure officer and has responsibility for:

- overseeing and coordinating disclosure of information to the ASX;
- promptly providing a copy of all market announcements to the Board after they have been made; and
- administering the Market Disclosure and Communications Policy.

COMMUNICATIONS WITH SHAREHOLDERS

MyState understands and is committed to the provision of relevant information to Shareholders in a timely manner.

MyState recognises the importance of its relationship with investors and analysts and therefore the investor relations program incorporates periodic investor and analyst briefings. In these cases the following protocols apply:

- no information which could be expected to have a material effect on the price or value of the MyState's securities will be disclosed at these briefings unless it has been previously, or is simultaneously, released to the market and, if material information of this kind inadvertently released, it will immediately be released to the market via the ASX and be available on *the website*;

- questions at presentations that deal with material information not previously disclosed will not be answered; and,
- Publish a copy of the presentation material on *the website*.

Where requested to do so, MyState may review analysts' research reports but will confine comments to factual matters and material previously disclosed. MyState may comment on analysts' earnings estimate to the extent of:

- acknowledging the current range of estimates;
- questioning an analyst's assumptions or sensitivities if the analyst's estimate is significantly at variance from current market range estimates; and,
- advising factual errors where data is already in the public domain.

Forecast information will not generally be provided by MyState unless it has already been disclosed to the market.

Annual General Meeting (AGM)

The AGM is a forum for Shareholders to ask questions about the company performance and also provides an opportunity for Shareholders to provide feedback.

The AGM allows Shareholders to vote on a range of matters with all resolutions determined by a poll, including the election of Directors. MyState provides Shareholders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a Director.

The Board has determined to hold a hybrid AGM in 2023 which will maximise potential attendance and participation by allowing shareholders to attend the meeting in person or through online access.

The 2023 Notice of AGM will be published on the website on Friday 15th September 2023.

<https://www.mystatelimited.com.au/investor-tools/?page=events>

The website and notice of meeting will include details of how to attend the AGM in person or online, submit questions and vote in real time.

The website and notice of meeting will also advise how shareholders can lodge a proxy vote or ask a question ahead of the meeting.

MyState continues to provide the option for Shareholders to receive communications from, and send communications electronically to, the company and our share registry manager, Computershare, and takes every opportunity when communicating with Shareholders to encourage the use of this service.

ADDITIONAL COMPANY POLICIES

In addition to the policies and procedures already discussed above, MyState has also implemented a wide range of policies encompassing such areas

as safety, health, human rights, environment, security, employment and fair trading. These policies form part of the MyState's broader governance documentation suite.

Where appropriate, these policies are supplemented by supporting procedures for compliance and monitoring effectiveness.

Copies of key policies are published on *the website*.