



ASX Announcement

21 August 2024

The Manager
Market Announcements Office
Australian Securities Exchange Ltd
Level 6, Exchange Centre
20 Bridge Street
Sydney NSW 2000

Appendix 4G and Corporate Governance Statement

Please find attached for immediate release in relation to AUB Group Limited (**AUB**) the following documents:

- Appendix 4G; and
- Corporate Governance Statement

The release of this announcement was authorised by the AUB Board.

For further information, contact Richard Bell, Chief Legal and Risk Officer, on +61 2 9935 2222 or richardb@aubgroup.com.au.

About AUB Group

AUB Group Limited (ASX: AUB) is an ASX200 listed group of retail & wholesale insurance brokers and underwriting agencies operating in ~595 locations globally. Over 5,500 team members work with our ~1,000,000 clients to place more than AUD 10.0bn in insurance premiums with local and foreign insurers

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

AUB GROUP LIMITED

ABN/ARBN

60 000 000 715

Financial year ended:

30 June 2024

Our corporate governance statement¹ for the period above can be found at:²

- These pages of our annual report:
- This URL on our website: <https://www.aubgroup.com.au/corporate-governance/>

The Corporate Governance Statement is accurate and up to date as at 21 August 2024 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.³

Date: 21 August 2024

Name of authorised officer
authorising lodgement:

Elizabeth McGregor, Joint Company Secretary

¹ "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of Listing Rule 4.10.3.

Under Listing Rule 4.7.3, an entity must also lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. The Appendix 4G serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity under Listing Rule 4.10.3 and under the ASX Corporate Governance Council's recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

The Appendix 4G is not a substitute for, and is not to be confused with, the entity's corporate governance statement. They serve different purposes and an entity must produce each of them separately.

² Tick whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where your corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

³ Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "OR" at the end of the selection and you delete the other options, you can also, if you wish, delete the "OR" at the end of the selection.

See notes 4 and 5 below for further instructions on how to complete this form.

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
1.1	A listed entity should have and disclose a board charter setting out: (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.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: https://www.aubgroup.com.au/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

⁴ Tick the box in this column only if you have followed the relevant recommendation **in full** for the **whole** of the period above. Where the recommendation has a disclosure obligation attached, you must insert the location where that disclosure has been made, where indicated by the line with “*insert location*” underneath. If the disclosure in question has been made in your corporate governance statement, you need only insert “our corporate governance statement”. If the disclosure has been made in your annual report, you should insert the page number(s) of your annual report (eg “pages 10-12 of our annual report”). If the disclosure has been made on your website, you should insert the URL of the web page where the disclosure has been made or can be accessed (eg “www.entityname.com.au/corporate-governance/charters/”).

⁵ If you have followed all of the Council’s recommendations **in full** for the **whole** of the period above, you can, if you wish, delete this column from the form and re-format it.

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
<p>1.5 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 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>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <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 that Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed a copy of our diversity policy at: https://www.aubgroup.com.au/corporate-governance/</p> <p>and we have disclosed the information referred to in paragraph (c) at:</p> <p>pages 71-72 of the Annual Report and in our Corporate Governance Statement.</p> <p>and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>1.6 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><input checked="" type="checkbox"/></p> <p>and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>in our Corporate Governance Statement</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p>in our Corporate Governance Statement</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.7	<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><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>in our Corporate Governance Statement</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p>in our Corporate Governance Statement</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

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PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <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><input checked="" type="checkbox"/> [If the entity complies with paragraph (a):] and we have disclosed a copy of the charter of the committee at: https://www.aubgroup.com.au/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: pages 6-10 of the Annual Report.</p> <p>[If the entity complies with paragraph (b):] and we have disclosed the fact that we do not have a nomination committee and the processes we employ 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 at:</p> <p>[insert location]</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.2	<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><input checked="" type="checkbox"/> and we have disclosed our board skills matrix at: in our Corporate Governance Statement</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
2.3	A listed entity should disclose: <ul style="list-style-type: none"> (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director. 	<input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors at: in our Corporate Governance Statement and, where applicable, the information referred to in paragraph (b) at: [insert location] and the length of service of each director at: pages 6-9 of the Annual Report.	<input type="checkbox"/> set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values at: https://www.aubgroup.com.au/our-purpose-and-values/	<input type="checkbox"/> set out in our Corporate Governance Statement
3.2	A listed entity should: <ul style="list-style-type: none"> (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code. 	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at: https://www.aubgroup.com.au/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement

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3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: https://www.aubgroup.com.au/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at: https://www.aubgroup.com.au/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement

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PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) 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><input checked="" type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at: https://www.aubgroup.com.au/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: pages 6-10 of the Annual Report.</p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner at:</p> <p>..... <i>[insert location]</i></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.2	<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><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.3	<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><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: https://www.aubgroup.com.au/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: https://www.aubgroup.com.au/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders at: in our Corporate Governance Statement	<input type="checkbox"/> set out in our Corporate Governance Statement
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</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>	<input checked="" type="checkbox"/> <p><i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: https://www.aubgroup.com.au/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: pages 6-10 of the Annual Report. <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework at: <i>[insert location]</i></p>	<input type="checkbox"/> set out in our Corporate Governance Statement
7.2	<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 that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<input checked="" type="checkbox"/> and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at: in our Corporate Governance Statement	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
7.3	<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 governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed how our internal audit function is structured and what role it performs at:</p> <p>in our Corporate Governance Statement</p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.4	<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><input checked="" type="checkbox"/></p> <p>and we have disclosed whether we have any material exposure to environmental and social risks at:</p> <p>in our Corporate Governance Statement</p> <p>and, if we do, how we manage or intend to manage those risks at:</p> <p>in our Corporate Governance Statement</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

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PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</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><input checked="" type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at: https://www.aubgroup.com.au/corporate-governance/</p> <p>and the information referred to in paragraphs (4) and (5) at: pages 6-10 of the Annual Report.</p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed the fact that we do not have a remuneration committee and the processes we employ 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>.....</p> <p><i>[insert location]</i></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	<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><input checked="" type="checkbox"/></p> <p>and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at:</p> <p>pages 26-46 of the Annual Report</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.3	<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><input checked="" type="checkbox"/></p> <p>and we have disclosed our policy on this issue or a summary of it at: in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
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 disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at: [insert location]	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable

CORPORATE GOVERNANCE STATEMENT

For the 12 months ended 30 June 2024



The Board of Directors of AUB Group Limited (**AUB**) is committed to ensuring that its Corporate Governance framework meets and exceeds the requirements set out in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (Fourth Edition) (**ASX Principles**).

Strong corporate governance is critical to the delivery of value to our shareholders and acting with integrity in the conduct of our business. AUB is committed to high standards of corporate governance and it has been an important foundation of our success and business growth.

AUB's corporate governance practices were in place throughout the reporting period and were compliant with the ASX Corporate Governance Council's guidance set out in the ASX Principles.

The statement has been approved by the Board and is current as at 21 August 2024.

Key areas of governance focus and enhancements

During the reporting period, the Board provided strategic guidance and effective oversight of management in its implementation of AUB's execution priorities, including its international expansion.

AUB has actioned a series of key governance enhancements during the reporting period, including the following:

- As part of its orderly succession process, the Board appointed a new Non-Executive Director, Melanie Laing, who brings considerable experience in strategic planning, global HR and remuneration to the Board. Melanie was appointed chair of the People & Remuneration Committee and Richard Deutsch was appointed chair of the Board Audit & Risk Committee, following the retirement of Non-Executive Directors Paul Lahiff and Robin Low.
- AUB continued with the program to enhance its broader risk management framework across AUB and Tysers, with the implementation of the revised Risk Control Self-Assessment (**RCSA**) and the new Issue and Incident Management Policy and Process. In addition, AUB has transitioned to a co-sourced internal audit function that reports to the Board Audit & Risk Committee at least quarterly.
- The Board continued to align AUB's risk, remuneration and consequences management framework, with the People & Remuneration Committee and Board Audit & Risk Committee meeting concurrently to consider if there were risk-based or other adjustments that might warrant consideration in the Board's determination of remuneration outcomes.
- The Board introduced a minimum shareholding policy, for both Non-Executive Directors and Group Executives to provide strong ongoing alignment between Non-Executive Directors, Group Executives and shareholders. Further details are included in the Remuneration Report.

Lay solid foundations for management and oversight

The AUB Board of Directors is responsible for the corporate governance of AUB and ensuring high standards of governance are maintained across all the aspects of the Company's business and operations. The Board guides and monitors the business and affairs of AUB on behalf of stakeholders and its activities are governed by the Constitution.

The responsibilities of the Board of Directors and those functions reserved to the Board, together with the responsibilities of the Chief Executive Officer and Managing Director (**CEO**) are set out in our Board Charter. It outlines the role, composition, authority, responsibilities and conduct of the Board of Directors in the



governance framework of AUB. The Board Charter is published in the Corporate Governance section of the Company's website aubgroup.com.au.

The Board seeks to identify the expectations of shareholders, as well as other regulatory and ethical expectations and obligations. In addition, the Board is responsible for identifying areas of significant business risk and ensuring arrangements are in place to adequately manage those risks.

To ensure that the Board is well equipped to discharge its responsibilities it has established guidelines for the nomination and selection of Directors and the operation of the Board.

The Board has authorised the CEO and the Group Executive (**GE**) to oversee the day-to-day operations of the Company, within the limits of specific delegations of authority. The Board ensures that the CEO and GE are appropriately qualified and experienced to discharge their responsibilities.

Whilst at all times the Board retains full responsibility for guiding and monitoring the Company, to assist in discharging its stewardship, it makes use of sub-committees.

To this end the Board has established a Board Audit & Risk Committee, a People & Remuneration Committee and a Nomination Committee. The roles of these committees are discussed throughout this statement. All Non-Executive Directors are currently members of all Board Committees.

The Board is responsible for ensuring that management's objectives and activities are aligned with expectations and risks identified by the Board. The Board has a number of mechanisms in place to ensure this is achieved including:

- Board approval of a strategic plan designed to meet stakeholders' needs and manage business risk;
- Ongoing development of the strategic plan and approving initiatives and strategies designed to ensure the continued growth and success of the Company; and
- Implementation of budgets by management and monitoring progress against budget through the establishment of both financial and non-financial key performance indicators.

Other functions reserved to the Board are:

- Approval of annual and half-yearly financial reports;
- Approving and monitoring the progress of major acquisitions and divestments;
- Ensuring any significant risks that arise are identified, assessed, appropriately managed and monitored; and
- Reporting to shareholders.

The Company has a process governing the appointment of Directors and senior executives. Each of the Directors and senior executives is screened for matters of skill, character, experience, education, criminal record and bankruptcy history.

Before Board candidates are appointed, the Nomination Committee will consider the current Board's skills and competencies and will assess its needs at that time and in the future and develop selection criteria for the candidates. Candidates will be required to disclose their other commitments and confirm that they are able to dedicate sufficient time to their duties. A shortlist of candidates is considered by the Nomination Committee relative to its selection criteria. The Nomination Committee makes recommendations to the Board for the appointment of new Directors.



The Company provides shareholders in the relevant notice of meeting with information to enable them to make informed decisions on all Directors standing for election or re-election as a Director including experience, qualifications, relevant memberships and details of other material directorships held. The notice of meeting also states whether the Board considers the Director to be independent, and the term of office currently served by the Director.

All Non-Executive Directors and senior executives have written agreements in place governing the terms of their appointment in order to ensure that roles and responsibilities are clearly defined. Non-Executive Directors have in place letters of appointment and senior executives have detailed service contracts with appropriate performance criteria.

The Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board. Details of the Company Secretaries are set out in the Annual Report.

The Company recognises that diversity includes not only gender diversity but also matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

To achieve this, a Diversity and Inclusion Policy has been put in place. The Diversity and Inclusion Policy is overseen by the People & Remuneration Committee of the Board. Management reports to the Committee on an annual basis on the status of the implementation of the Policy and the progress towards achieving its objectives.

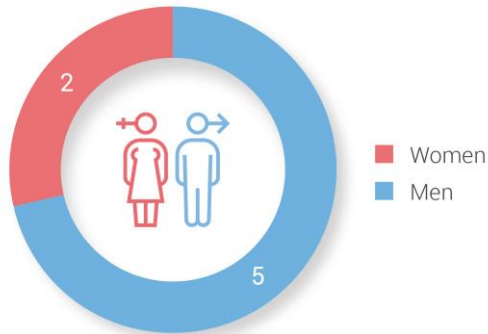
The Diversity and Inclusion Policy is published in the Corporate Governance section of the Company's website aubgroup.com.au.

Diversity and inclusion objectives include:

- seeking to achieve gender diversity in the composition of our Board and with a target of 40% women directors;
- mentoring and career resiliency programs that are focused on giving women staff equal opportunity to rise to senior positions;
- programs focused on attracting women to the insurance industry and development plans for key talent;
- regular remuneration reviews to ensure remuneration is relevant to the market and commensurate to the role regardless of gender;
- promote a culture that embraces diversity when recruiting employees, senior management and the board
- ensure that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered, and addressing any conscious or unconscious biases that might discriminate against certain candidates;
- value diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders; and
- flexible work practices and opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.



BOARD DIVERSITY



The Board comprises seven Directors, of whom two are women (29%) and five are men (71%).¹ The Board intends to achieve its diversity target of 40% women directors as part of orderly Board succession and renewal.

The Company is a relevant employer under the Workplace Gender Equality Act and submits annual reports to the Workplace Gender Equality Agency.

AUB lodged its 2023-2024 report on 31 July 2024. This report covers 35 businesses within the Group where the Company holds equity greater than 50 percent and outlines the most recent Gender Equality Indicators.

The public version of the report is published in the Corporate Governance section of the Company's website aubgroup.com.au.

The Board carries out a structured annual review of its performance and that of its Committees. The findings provide guidance to the Board and individual Directors. Periodically, the Board engages external consultants to assist with the review. For the reporting period, the Board completed an internal performance evaluation, based on confidential surveys and feedback. The results of this evaluation were discussed in a private session led by the Chair.

The CEO and Group Executive have annual performance objectives which are agreed at the beginning of the financial year and measured via a mid-year and end of year review process. The performance objectives are agreed in consultation with the People & Remuneration Committee and the Board. Performance evaluations of the CEO and Group Executive have been undertaken during the reporting period.

¹ From 1 July 2023 to 23 August 2023, the Board comprised eight members: two women and six men. During this transitional period, the composition of the Board was 25% women and 75% men.



Structure the board to be effective and add value

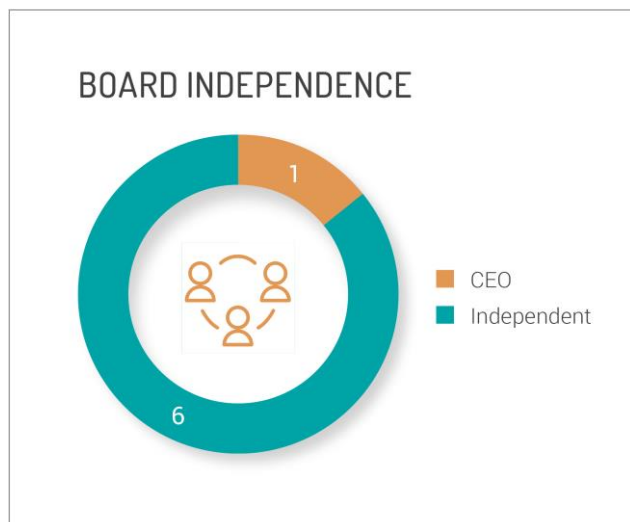
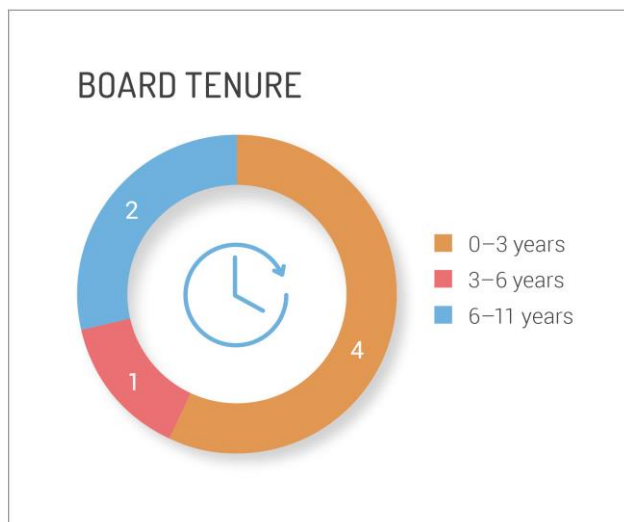
The Board has established a Nomination Committee to ensure that the Board is of a suitable size and composition, review Board succession, recommend candidates for the position of Director and ensure that Board performance is reviewed. All members of the Nomination Committee are independent Non-Executive Directors. The composition of the Nomination Committee and the number of meetings held and attended by each member of the Committee during the year can be found in the Directors' Report within the Annual Report. The Nomination Committee Charter is published in the Corporate Governance section of the Company's website aubgroup.com.au.

New Directors participate in an induction program. The Nomination Committee reviews professional development needs for Directors periodically. In addition, Directors are informed about developments within the Company and the financial services industry more generally in order to maintain the currency of knowledge, skills and experience necessary to perform their roles.

The Board considers all Non-Executive Directors of the Company to be independent:

David Clarke	Non-Executive Chair
Richard Deutsch	Non-Executive Director
Peter Harmer	Non-Executive Director
Andrew Kendrick	Non-Executive Director
Melanie Laing	Non-Executive Director
Cath Rogers	Non-Executive Director

The CEO and Managing Director, Mike Emmett, is not independent on the basis that he is an Executive Director. The length of service of each Director can be found in the Directors' Report within the Annual Report.





The Board seeks to have an appropriate and diverse mix of skills, experience, expertise and diversity (including gender and skills diversity) to effectively discharge its responsibilities, appropriately monitor risk management and add value to the Company.

The Board has identified the following strategic priorities for AUB to drive long-term sustained shareholder growth and value:

- Optimise our portfolio of businesses;
- Execute on strategically aligned acquisitions;
- Optimise Tysers Wholesale Broking;
- Focused growth and investment in UK Retail; and
- Further enhance our market-leading retail partner proposition.

Having regard to these execution priorities, the skills matrix below sets out the mix of skills and experience the Board considers necessary or desirable and the extent to which they are represented on the Board.



Board Skills Matrix 2024

SKILL / EXPERIENCE	SUMMARY	DIRECTORS' AVERAGE SKILL RATING
 Strategy and Global Perspective	Expertise and experience defining strategic objectives, assessing business plans and driving execution in large, complex, and decentralised organisations, including bringing to bear a global perspective.	
 Corporate Governance, Legal, Regulatory & Public Policy	Experience as a Non-Executive Director (Australia or overseas) and high standards of corporate governance, compliance and monitoring legal, regulatory and public policy frameworks and trends.	
 Industry Knowledge and Expertise	Experience and expertise in customer centric financial services, including the global insurance industry.	
 People, Culture and Remuneration	Board committee membership or management experience in monitoring organisational culture, people management, succession planning and remuneration frameworks and policy.	
 Financial and Investment Management Acumen	Proficiency in financial accounting and reporting, capital and investment management.	
 Corporate Transactions	Knowledge and experience in assessing and completing complex corporate transactions, including mergers, acquisitions, divestments, major projects and business integrations.	
 Risk Management	Experience in identifying, assessing and monitoring systemic, existing and emerging financial and non-financial risk management in large, complex, global and decentralised organisations.	
 Technology	Knowledge and experience in digital transformation, use of data and analytics, automation, cyber and data security, innovation and business continuity.	
 Environmental and Social	Experience and a commitment to social responsibility, environmental stewardship, workplace safety, workplace diversity, and community support.	
 Leadership	Held CEO or senior leadership position in a listed company or an organisation of similar size and complexity.	
 Stakeholder Management	Experience in building and maintaining trusted and collaborative relationships with key stakeholders, including shareholders, governments, regulators, business and community partners, etc.	



Instil a culture of acting lawfully, ethically and responsibly

At AUB we are guided by a universal set of values that describe the focus of our efforts. Our goal is for all of our decisions and actions to reflect these core values. We believe that putting our values into practice creates the greatest benefits for our shareholders, partners, employees, suppliers and communities in which we serve.

AUB's values are published on its website at www.aubgroup.com.au/our-purpose-and-values.

The Company has adopted the following policies:

- Code of Conduct, which sets out a framework of the ethical standards expected of all employees, Directors and senior executives of the Company;
- Whistleblower Policy, to foster a culture of corporate compliance and ethical decision-making and to protect eligible whistleblowers who make protected disclosures. The Whistleblower Policy was reviewed and updated during the reporting period; and
- Anti-Bribery and Corruption Policy, as part of its commitment to creating a robust culture of integrity.

Material incidents and breaches of the above policies are reported to the Board Audit & Risk Committee, in accordance with protections for eligible whistleblowers. The policies are published in the Corporate Governance section of the Company's website aubgroup.com.au.

Safeguard the integrity of corporate reports

The Board has established a Board Audit & Risk Committee (**BARC**), which operates under the BARC Charter approved by the Board. All members of the BARC are independent Non-Executive Directors, and the Committee Chair is not the Chair of the Board. The composition of the BARC and the number of meetings held and attended by each member of the Committee during the year can be found in the Directors' Report within the Annual Report. The BARC Charter is published in the Corporate Governance section of the Company's website aubgroup.com.au.

Ultimate responsibility for the integrity of the Company's financial reporting rests with the Board. The BARC assists the Board in fulfilling its statutory, corporate governance and oversight responsibilities by monitoring and reviewing the integrity of the Company's internal financial reporting and external financial statements, and the effectiveness of internal financial controls. This includes internal controls to deal with both the effectiveness and efficiency of significant business processes, the safeguarding of assets, the maintenance of proper accounting records, and the reliability of financial information as well as non-financial considerations such as the benchmarking of operational key performance indicators.

The BARC is responsible for monitoring the external audit process and reviewing the rotation, independence and performance of the external auditor.

The BARC also provides the Board with additional assurance regarding the reliability of financial information for inclusion in the financial reports. Detailed internal control questionnaires are completed by key finance and legal managers in relation to financial and other risk reporting on a six-monthly basis. These questionnaires are reviewed by the Company's management team as part of annual and half-yearly reporting to the market.

The Company has established processes to verify the integrity of periodic corporate reports which it releases to market, including reports which are not audited or audit reviewed, such as the annual and half-year Directors' Reports, and the ESG Report. The verification process requires a sign off by the relevant business managers, before the reports are presented for review by the BARC, and final review and approval by the Board.



Before it approves AUB's financial statements for each half year and full year reporting period, the Board receives from the CEO and the 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.

Make timely and balanced disclosure

AUB is committed to providing timely, complete and accurate disclosure of information to the market in accordance with its continuous disclosure obligations under the Corporations Act and the ASX Listing Rules.

The key disclosure principles and guidelines are outlined in the Continuous Disclosure Policy to:

- assist the Company's Directors and Officers to comply with continuous disclosure obligations under the Corporations Act and the ASX Listing Rules, incorporating best practice guidelines;
- ensure announcements to the market are presented in a factual, clear and balanced way;
- ensure all shareholders have equal and timely access to material information about AUB; and
- prevent selective or inadvertent disclosure of material price sensitive information concerning AUB.

The Company has a Disclosure Committee which manages the Company's compliance with its continuous disclosure obligations and this Policy. The Continuous Disclosure Policy is published in the Corporate Governance section of the website aubgroup.com.au.

AUB releases copies of the slides for investor and analyst presentations with ASX before the presentations are given. Directors are provided with copies of ASX announcements promptly after release to the market.

Respect the rights of security holders

There is a dedicated Investor Centre on the AUB website for the purposes of publishing ASX announcements, Annual Reports and other shareholder information. The Investor Centre includes a Corporate Governance section, where the Constitution, Board and Committee Charters and other corporate governance policies can be found.

AUB has established a Communications Policy which details strategies to promote and enhance effective communication with investors.

The Company is committed to:

- Ensuring shareholders and the financial markets are provided with full and timely information about the Company's activities in a balanced and understandable way;
- Complying with continuous disclosure obligations contained in the ASX Listing Rules and the Corporations Act; and
- Communicating with its shareholders and making it easier for shareholders to communicate with the Company.

AUB encourages investor participation at general meetings. In response to shareholder feedback, the 2023 annual general meeting was held as a physical meeting. Shareholders can choose to attend general meetings in person or to appoint a proxy. There is a dedicated section for general meetings on the Company's website where relevant documents are published, and shareholders are invited to submit questions in advance and to ask questions of the Directors and the Auditor. All substantive resolutions at general meetings are determined by way of a poll. Shareholders have the option to receive communications electronically from, and send communications to, the Company's share registry, Link Market Services.



Recognise and manage risk

Risk is an inherent part of AUB's business model, and effective management of that risk is therefore an important foundation of our success, business growth and delivering sustainable value to shareholders.

Effective risk management is a strategic priority at AUB, and risk is embedded in Board discussions regarding strategy and execution, and risk appetite is considered as part of major strategic decisions.

AUB's risk management strategy adopts a philosophy of not seeking to eliminate all risks, but to identify, understand, assess and effectively manage the risks and opportunities arising from our businesses. We proactively identify opportunities to create and protect shareholder value but ensure that our decisions are risk aware, informed and consider both financial and reputational impact.

AUB has an established an Enterprise Risk Management Framework (ERM), approved, and overseen by the Board. The purpose of the ERM is to document the approach to the management of risk across the Group and it covers the governance framework, risk appetite statement, risk culture, roles and responsibilities and processes that support effective risk management.

The governance framework has the following key components in place:

AUB Board of Directors: Responsible for overall risk oversight of the AUB including setting the risk appetite and monitoring to ensure that appropriate controls are in place to manage risk so that the strategic and business objectives of AUB can be met.

Board Audit & Risk Committee (BARC): Assists the Board in fulfilling its responsibilities relating to the risk management and compliance practices of AUB.

Group Risk Management Executive Committee (RMEC): Responsibility and accountability for risk management are cascaded to the Executive Management Team to fulfil its corporate governance and risk oversight responsibilities. The Committee meets at least quarterly and reports significant finding to the BARC.

Financial Risk Management Committee (FRMC): Responsibility and accountability for assessing key existing and emerging financial risks, including whether there are appropriate and effective risk management controls in place to manage these risks. The Committee meets at least quarterly and reports significant finding to the BARC.

Risk Owners: Key boards and leaders across the business are charged with monitoring and managing performance, risk and compliance of the underlying Partner businesses and ensuring they remain within the stated risk appetite.

Group Risk & Internal Audit Team: Led by the Chief Legal and Risk Officer, the Group Risk & Internal Audit Team facilitates the execution of risk management practices across AUB. The team develops and maintains the risk framework (including application of minimum standards, policies, and guidelines), provides technical support and advice to partner firms, manages the assurance program across the Group as well as monitoring and reporting on behalf of the BARC and Risk Management Executive Committee.

One important attribute that influences how risk is managed within a business is its risk culture. The key elements that define an effective risk culture at AUB include:

- setting the tone from the top;
- engagement from senior management in the risk management process;
- an understanding of the key risks that face the Company;
- understanding the level of risk that the Company is prepared to accept;
- the integration of risk into the decision-making process; and
- all staff have variable pay linked to control and governance effectiveness.



Despite the decentralised nature of certain areas of the Group, significant monitoring of businesses is performed by AUB Board representatives on partner firm boards, and further Group level oversight is achieved through Group Finance as well as independent external and internal audits.

Through the BARC, the Board keeps the adequacy of the risk management framework continuously under review including during this reporting period.

AUB operates a co-sourced internal audit model, using both internal resources and independent services providers. This model provides independent assurance, advice, and promotes continuous improvement across the Group.

Environmental, Social and Governance

Environmental

Environmental sustainability is integral to a strong, secure future. AUB is committed to being a responsible and sustainable organisation.

Climate change presents a number of risks and opportunities for all sectors, including the insurance industry. These include direct damage to assets or property, pricing and demand changes from the transition to a low-carbon economy, and business disruption from a changing regulatory environment. Increasing frequency and severity of climate-related events pose increased risks to some customers and as these events become more regular, the cost of insurance may become prohibitive and certain risks may become uninsurable.

AUB takes climate risks seriously to ensure the viability of our business as well as identify opportunities to evolve and grow in a changing world. We acknowledge the science and are supportive of global efforts to decarbonise the economy. We intend to align our business practices with the goals set in the Paris Agreement, including to limit global warming to well below 1.5 degrees. We are also committed to further developing our climate risk reporting, with a view to aligning our reporting practices to the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). Whilst we are new to TCFD, climate risk is certainly not new to the insurance industry. We have been factoring in climate-related risks into our client risk assessments for years and continue to ensure we understand how to advise clients on these risks and the impact on their insurance options and cover.

With increasing community and stakeholder concern about the consequences of climate change and impacts businesses have on the surrounding environment, it is important to improve how we measure and report on our climate change impacts and our long-term approach to mitigate them.

Whilst our carbon intensity per employee has always been low given we are a service based organisation, this has reduced significantly both during and post COVID-19 lockdown periods. We encourage avoidance of travel when possible, and otherwise offset carbon (at AUB Head Office and Tysers) when unavoidable.

Social

We conduct a materiality assessment of ESG matters every 3 years¹, including discussion with a broad range of stakeholders. Consideration of these stakeholders ensures that we continue to maintain a social licence to operate.

Our staff are the key driver of our business. We conduct pulse surveys to understand needs, we train and develop staff to ensure we maximise their potential. We engage in long term retention strategies through selling stakes in our businesses to key employees to ensure long term alignment of values between the individual and the Group. We are also certified at head office, as a Great Place to Work.

¹ The FY24 materiality exercise was deferred to FY25 to align with AUB's Climate Related Risks and Opportunities (CRRO) assessment as part of Australian Sustainability Reporting Standard S1.



We are also committed to giving back to the community through a number of initiatives under AUB's charity arms including at Group level donation matching, and volunteer days.

Governance

Due to AUB's decentralised nature as well as size, Governance is a key focus for our Board, management, and stakeholders.

We employ a top down approach to Governance as we believe tone is set at the top. This includes sub committees focused on Governance at Board and management level, Group functions focused on Group wide controls, and compliance, and AUB group representation on all sub boards.

AUB has been independently assessed by rating agencies such as MSCI to be in the best practice range compared to other organisations in relation to Governance.

AUB's Environmental and Social Governance Policy details how we seek to be a responsible and sustainable business and outlines our requirements for a robust management approach. Further details of the Company's environmental objectives can be found in the Environmental, Social and Governance Report within the Annual Report.

Remunerate fairly and responsibly

The Board is responsible for determining and reviewing executive and non-executive remuneration. The Board has established a People & Remuneration Committee which provides the Board with advice and recommendations on remuneration matters. All members of the People & Remuneration Committee are independent Non-Executive Directors. The composition of the People & Remuneration Committee and the number of meetings held and attended by each member of the Committee during the year can be found in the Directors' Report within the Annual Report. The People & Remuneration Committee Charter is published in the Corporate Governance section of the Company's website aubgroup.com.au.

It is the Company's objective to provide maximum stakeholder benefit from the retention of a high quality Board and executive team by remunerating Directors and key executives fairly and appropriately with reference to relevant employment market conditions. To assist in achieving this objective, the Remuneration and People Committee links the nature and amount of executive compensation to the Company's financial and operational performance. The Company's remuneration strategy and framework is based on a 'pay for performance' philosophy which supports sustainable value for our shareholders.

The expected outcomes of the remuneration structure are:

- Attraction of high quality leadership;
- Retention and motivation of key executives;
- Performance incentives that align the interests of Group Executives with shareholders; and
- Attraction and retention of Directors.

For a full discussion of the Company's remuneration philosophy and framework and the remuneration received by Directors and executives in the reporting period, please refer to the remuneration report, which is contained within the Annual Report.

The Company has a Securities Trading Policy, which supports compliance with insider trading laws and protects and maintains AUB's reputation in relation to securities trading by its Directors and employees. Under the Securities Trading Policy, participants in the Company's Long Term Incentive plan are prohibited from entering into a transaction that limits the economic risk of unvested Company Securities or vested Company Securities that are subject to a restriction on transfer, such as a holding lock.