

## Corporate Governance Statement

The Board of Directors of Sandon Capital Investments Limited (**Sandon** or the **Company**) is responsible for the corporate governance of the Company. The Board guides and monitors the business and affairs of the Company, on behalf of the shareholders by whom they are elected and to whom they are accountable.

The table below summarises the Company's compliance with the 4th Edition of the ASX Corporate Governance Council's (CGC) Principles and Recommendations.

### **PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT**

	<b>Corporate Governance Council Recommendation</b>	<b>Compliance</b>	<b>Disclosure</b>
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.	Complies	<p>The Company's Board Policy and the Investment Management Agreement between the Company and Sandon Capital Pty Ltd (<b>Manager</b>) sets out the specific responsibilities of the board of the Company (<b>Board</b>) and those delegated to the Manager.</p> <p>The Company's Board Policy is part of the Corporate Governance Charter which is available from the Company's website: <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a></p> <p>The Board is responsible for providing strategic guidance and for contributing to the development of the corporate strategy and performance objectives, including:</p> <ul style="list-style-type: none"> <li>• Strategic Direction</li> <li>• Risk Management and reporting</li> <li>• Management</li> <li>• Remuneration</li> <li>• Performance</li> <li>• Corporate Governance</li> </ul> <p>The Manager has been appointed to manage the Company's portfolio and has absolute and unfettered discretion to manage and do all things considered necessary or desirable in relation to the Portfolio.</p> <p>The Board appoints the Chairman and Company Secretary.</p>
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.	Complies	<p>(a) The Board is responsible for ensuring it is comprised of individuals who are best able to discharge the responsibilities of directors having regard to the law and the best standards of governance.</p> <p>(b) This will necessarily include undertaking background and other checks before appointing a person or putting them forward to security holders as a candidate for election as a director, as well as providing all material information relevant to a decision for election as a director. The qualifications, experience and special responsibilities of the Board members are set out in the Annual Report.</p>

1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Complies	Members of the Board have letters of engagement which sets out the terms of their appointment including their roles and responsibilities. The Company does not have any senior executives.
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.	Complies	The Board has appointed an experienced Company Secretary who is directly accountable to the Board.
1.5	<p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board 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>	Does not Comply	<p>As the Company has no employees and given the size of the Board and the nature of its business, a diversity policy has not been established. The Board's composition is reviewed on an annual basis. In the event a vacancy arises, the Board will consider diversity in its nomination process.</p> <p>The Company is not a relevant employer under the Workplace Gender Equality Act.</p>

1.6	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	Complies	<p>The performance of directors is annually assessed and reviewed by the Board. To determine whether it is functioning effectively, the Board shall:</p> <ul style="list-style-type: none"> <li>• review its Corporate Governance Charter annually; and</li> <li>• perform an evaluation of the Board's performance.</li> </ul> <p>The Board is responsible for undertaking an annual performance evaluation of itself and its members in light of the Company's Corporate Governance Charter. The Board will review its performance by discussion and by individual communication with the Chairman and by reference to generally accepted board performance standards.</p> <p>Such a review was undertaken during the reporting period.</p>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	Not applicable.	<p>The Company does not have any executives. The business of the Company is managed by the Manager.</p>

**PRINCIPLE 2 – STRUCTURE THE BOARD TO 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,</p> <p>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</p>	Does not comply	<p>Given the size of the Board, a Nomination Committee has not been formed. The Board as a whole considers the composition of the Board and appointment of new Directors. The Board will identify suitable candidates to fill vacancies as they arise with consideration to the optimal mix of skills and diversity.</p>
-----	--	-----------------	--

	<p>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>		
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>	Complies	<p>The Company supports the appointment of Directors who bring a wide range of business, investment and professional skills and experience.</p> <p>The Board skill matrix is available on its website, <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a></p> <p>The qualifications, skills, experience and expertise relevant to the position held by each Director in office at the date of the annual report and their attendance at Board and Committee meetings is included in the Annual Report.</p>
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendations but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	Complies	<p>(a) The Board considers Jacqueline Sullivan and Peter Velez to be independent directors;</p> <p>(b) Not Applicable; and</p> <p>(c) Details of directors including independence and length of service are included in the Annual Report.</p>
2.4	<p>A majority of the board of a listed entity should be independent directors.</p>	Complies	<p>The Board comprises three Directors of whom two are currently considered independent. The Company believes that the current Directors bring a wide range of business, investment and professional skills and experience. Although Gabriel Radzyminski is not considered</p>

			independent, his investment expertise adds value to the Company to the benefit of all shareholders.
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.	Does not comply	Gabriel Radzynski as Chairman of the Board is not considered independent. The Company believes that an independent Chairman does not necessarily improve the function of the Board. The Chairman is associated with the Manager and accordingly, the Company believes that while the Chairman has a significant personal interest in the Manager, which in turn is the driver of the business, his investment expertise adds value to the Company to the benefit of all shareholders.
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.	Complies	Due to the relatively uncomplicated nature of the Company's operations and structure, the Board induction process is of an informal nature. New Directors are fully briefed about the nature of the business, current issues, the corporate strategy and the expectations of the Company concerning performance of Directors. Directors receive a formal letter of appointment setting out the key terms and conditions and corporate expectations relevant to that appointment. Directors are individually responsible for maintaining relevant and up to date skills and knowledge.

**PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY**

3.1	A listed entity should articulate and disclose its values.	Complies	The Company's Code of Conduct establishes a clear set of values.
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or committee of the board is informed of any material breaches of that code.	Complies	The Company has adopted a formal Code of Conduct. This is incorporated into the Company's Corporate Governance Charter. The Company requires all its directors to comply with the standards of behaviour and business ethics in accordance with the law and the Code of Conduct. These include acting honestly and with integrity and fairness in all dealings.  The Company has made its Corporate Governance Charter publicly available on its website, <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a>
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.	Complies	(a) The Company has adopted a Whistleblower Policy which applies to its Directors, Officers, and service providers. The policy is available on Company's website, <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a>  (b) The Board is informed of any material incidents reported under that policy.

3.4	<p>A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material breaches of that policy.</p>	Does not comply	Due to the nature of the Company's operations, its size, and the fact that the Company has no employees, an anti-bribery and corruption policy has not been adopted by the Company at this stage.
-----	--	-----------------	---

**PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING**

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; <b>OR</b></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>	Partly complies	<p>The Company has an Audit and Risk Committee which plays a key role in assisting the Board of Directors with its responsibilities relating to accounting, developing internal control systems, reporting practices, risk management and ensuring the independence of the Company's Auditor.</p> <p>The Company has adopted a Charter for this Committee incorporating policies and procedures to ensure an effective focus from an independent perspective.</p> <p>A copy of the Audit and Risk Committee Charter is available on the Company's website, <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a></p> <p>Members of the Committee are:</p> <p>Jacqueline Sullivan – Chair, Independent Non-executive Director Peter Velez – Member, Independent Non-executive Director</p> <p>The Committee has two members (rather than three), both of whom are Independent Non-executive Directors. The Company considers that the current membership of the Committee is appropriate to perform its role.</p> <p>Details of the Directors' qualifications and their membership and attendance at Audit and Risk Committee meetings are set out in the Directors' Report contained in the Annual Report.</p>
-----	---	-----------------	--

4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	Complies	The Manager provides written confirmation to the Board that the Company's Financial Reports present a true and fair view, in all material respects, of the Company's financial condition and operational results and are in accordance with relevant accounting standards; and that this statement is founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board.
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	Complies	The Company's external auditor audits the Company's year to 30 June annual financial report and reviews the half year to 31 December interim financial report. Any periodic reports not subject to audit or review by external auditors, including the monthly investment updates, are subject to rigorous internal review process by the Manager.

**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 the Listing Rules 3.1.	Complies	<p>The Company's Continuous Disclosure Policy is designed to promote transparency and investor confidence and ensure that all interested parties have an equal opportunity to obtain information which is issued by the Company. The Company is committed to complying with the continuous disclosure obligations contained in the Listing Rules of the Australian Securities Exchange (ASX) and under the Corporations Act and ensuring that all shareholders and the market have an equal opportunity to obtain and review full and timely information about the Company's securities.</p> <p>Disclosure of such price-sensitive information to the ASX must not be delayed and is disclosed, in the first instance, to the ASX and only after receiving confirmation that a release of this disclosure has been made to the market will it then be placed on the Company's website. Material information must not be selectively disclosed (i.e., to analysts, the media or shareholders) prior to being announced to the ASX, and all media releases must be referred to the Chairman for approval prior to any announcement.</p> <p>The Continuous Disclosure Policy can be located within the Corporate Governance Charter available on the Company's website, <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a></p>
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	Complies	All Board members receive copies of the market announcements as soon as they have been released with the ASX.

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.	Complies	The Chairman and the Manager deals with analysts, investors, media and others, taking into account the regulatory guidelines including those issued by the ASX on continuous disclosure. The Company issues presentations to the ASX Market Announcement Platform ahead of the presentation.
-----	---	----------	--

#### **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.	Complies	The Company publishes on its website all important company information and relevant announcements made to the market.
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	Complies	The Company is committed to: <ul style="list-style-type: none"> <li>ensuring that shareholders and the financial markets are provided with full and timely information about the Company's activities in a balanced and understandable way through the annual and half yearly reports, investor presentations, ASX releases, general meetings and the Company's website;</li> <li>complying with continuous disclosure obligations contained in the applicable ASX Listing Rules and the Corporations Act; and</li> <li>encouraging shareholder participation at general meetings.</li> </ul>
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	Complies	The Board encourages full participation of shareholders at the Company's annual general meetings and any other general meetings to ensure a high level of accountability and identification with the Company's strategy. The external auditor was invited to attend the 2022 annual general meeting of shareholders and was available to answer any questions concerning the conduct, preparation and content of the auditor's report.
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.	Complies	At any General Meeting of the Company any substantive resolutions will be decided by way of a poll.
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.	Complies	The Company's registrar, Link Market Services, provides the option for shareholders to receive and send communications electronically. Shareholders are encouraged to create an online account at <a href="https://investorcentre.linkmarketservices.com.au/Login/Login">https://investorcentre.linkmarketservices.com.au/Login/Login</a>

#### **PRINCIPLE 7 – RECOGNISE AND MANAGE RISK**

7.1	The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which:	Partly complies	The Board of the Company takes a proactive approach to the Company's risk management and internal compliance and controls systems.
-----	--	-----------------	--



	<p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director,</p> <p>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; <b>OR</b></p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>		<p>The Audit and Risk Committee is responsible for ensuring that risks and mitigation of these risks are identified on a timely basis and that the Company's objectives and activities are aligned with the risks and opportunities identified.</p> <p>The Company has adopted a Charter for this Committee incorporating policies and procedures to ensure an effective focus from an independent perspective. A copy of the Audit and Risk Committee Charter is available from Company's website, <a href="https://sandoncapital.com.au/sandon-capital-investments-limited/">https://sandoncapital.com.au/sandon-capital-investments-limited/</a></p> <p>Members of the Committee are:</p> <p>Jacqueline Sullivan – Chair, Independent Non-executive Director Peter Velez – Member, Independent Non-executive Director</p> <p>The Committee has two members (rather than three), both of whom are Independent Non-executive Directors. The Company considers that the current membership of the Committee is appropriate for it perform its role.</p> <p>Details of the Directors' qualifications and their membership and attendance at Audit and Risk Committee meetings are set out in the Directors' Report contained in the Annual Report.</p>
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>	Complies	<p>The Audit and Risk Committee and the Board considers risk management in making all of its decisions at meetings throughout the year and intends to review and oversee the operation of systems of risk management at least annually to ensure that the significant risks facing the Company are identified, that appropriate controls, monitoring and reporting mechanisms are in place and that risk is appropriately dealt with, and to liaise with the Manager to identify and manage risk. Such a review was undertaken during the period.</p>
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; <b>OR</b></p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluation and continually improving the effectiveness of its risk</p>	Complies	<p>(b) As a small entity with limited operational complexity, the Company does not have an internal audit function. The Board works closely with the Manager to identify and manage operational, financial and compliance risks which could prevent the Company from achieving its objectives.</p>

	management and internal control processes.		
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	Complies	A summary of risks including market price, currency, interest rate, credit, counter party, liquidity and fair value are included in the Annual Report.

**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,</p> <p>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; <b>OR</b></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>	Does not comply	Given the size of the Company, its Board and that there are no employees other than Directors, a Remuneration Committee has not been formed. The Board believes that currently such a committee would not serve to protect or enhance the interests of the shareholders or its operations beyond the role currently performed by Directors. The Board as a whole considers the issue of remuneration. Should the size of the Company or complexity of its structure change, the Board will consider establishing a separate Remuneration Committee.
-----	--	-----------------	---

8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Complies	The details of the remuneration paid to Directors is included in the Remuneration Report of the Annual Report.
8.3	A listed entity which has an equity-based remuneration scheme should:  (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and  (b) disclose that policy or a summary of it.	Not Applicable	The Company does not have an equity-based remuneration scheme.

Sandon's corporate governance practices were in place for the financial year ended 30 June 2023 and to the date of signing the Directors' Report. Various corporate governance practices are discussed within this statement. For further information on corporate governance policies adopted by the Company, refer to our website: [www.sandoncapital.com.au](http://www.sandoncapital.com.au)