

# Corporate Governance Statement

## 2021 CORPORATE GOVERNANCE STATEMENT

The Board of hipages Group Holdings Limited (**hipages** or **Company**) recognises the importance of having proper and effective corporate governance arrangements and of communicating our approach to corporate governance to our shareholders.

The ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4<sup>th</sup> edition) seek to promote eight (8) general corporate governance principles and provide recommendations as to how a listed entity might give effect to these eight principles (**ASX Recommendations**).

This Corporate Governance Statement discloses the extent to which hipages has followed the ASX Recommendations during the reporting period and identifies any Recommendation which the Company has not followed and states the Company's reasons, and the alternative governance practices the Company adopted in lieu of the Recommendation. This corporate governance statement is current as at 26<sup>th</sup> August 2021 and has been approved by the Board of the Company (**Board**).

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>1. Lay solid foundations for management and oversight</b>		
1.1 <i>A listed entity should have and disclose a board charter setting out:</i>	Yes	The Board is responsible for the corporate governance of the Company.
(a) <i>the respective roles and responsibilities of its board and management; and</i>		The Board has adopted a Board Charter which outlines the manner in which its powers and responsibilities will be exercised, discharged or delegated, having regard to principles of good corporate governance and applicable laws.
(b) <i>those matters expressly reserved to the board and those delegated to management.</i>		A copy of the Board Charter is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
1.2 <i>A listed entity should:</i>	Yes	The Company undertakes background checks with regards to proposed directors and senior executives' character, experience, education, criminal record and bankruptcy history prior to nomination for election as a director or appointment as a senior executive, as appropriate.
(c) <i>undertake appropriate checks before appointing a director or senior executive, or putting someone forward for election as a director; and</i>		For directors, any material adverse information revealed by these checks is released to security holders prior to the general meeting at which they can be elected.
(d) <i>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.</i>		All material information that the Company has in its possession about its directors and senior executives has been disclosed. In the event that an individual is nominated to be a Director, their curriculum vitae with their relevant professional history and qualifications will be circulated to the security holders in the Company in the notice of annual general meeting or the notice of general meeting (as applicable) when the ratification of that appointment is considered by shareholders.
1.3 <i>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</i>	Yes	Directors and senior executives of the Company are given letters of appointment and/or service agreements prior to their engagement with the Company which sets out the terms of their appointment.
1.4 <i>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.</i>	Yes	The Company Secretary position is directly accountable to the Board through the Chair on all matters relevant to the proper functioning of the Board.

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>1. Lay solid foundations for management and oversight (continued)</b>		
1.5 A listed entity should:	Yes	The Company has adopted a diversity policy and it recognises that a commitment to achieving greater gender and multicultural diversity is essential for enabling the Company to attract and retain employees with the best skills and abilities.
(a) Have and disclose a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;		A copy of the Diversity Policy is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
(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		The measurable objectives set by the Board and the Company's progress to the objectives are disclosed in the annual report.
(c) disclose in relation to each reporting period:		
1) the measurable objectives set for that period to achieve gender diversity;		
2) the entity's progress towards achieving those objectives; and		
3) either:		
(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		
(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.		

*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*

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ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>1. Lay solid foundations for management and oversight (continued)</b>		
1.6 A listed entity should:		
(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and	Yes	As denoted in the Board Charter, performance evaluations of the Board as a group and of individual Directors will be undertaken annually by the Board. Evaluations will be undertaken against set criteria and, where considered appropriate, third party advisers may be engaged to provide assistance.
(b) disclose, for each reporting period, whether a performance evaluation has been undertaken in the reporting period in accordance with that process during or in respect of that period.	No	Further, as set out in the Remuneration and Nominations Committee Charter, the Remuneration and Nominations Committee will assist the Board to assess Board performance, and the performance of Board committees and individual Directors.  Due to the Board only recently being appointed following the Company's listing in November 2020, the Company did not undertake formal performance appraisals of individual Directors during the financial year ended 30 June 2021.
1.7 A listed entity should:		
(a) have and disclose a process for periodically evaluating the performance of its senior executives at least once every reporting period; and	Yes	As denoted in the Board Charter, with assistance from the Remuneration and Nominations Committee, the Board is responsible for reviewing the performance of its senior executives (including the CEO) on a regular and continuing basis.
(b) disclose, in relation to each reporting period, whether a performance evaluation has been undertaken in the reporting period in accordance with that process during or in respect of that period.	Yes	The Company did undertake a performance evaluation of the senior executive team during the financial year ended 30 June 2021.
<b>2. Structure the Board to be effective and add value</b>		
2.1 The board of a listed entity should:	Yes	The Company has a Remuneration and Nominations Committee, with its own Charter.
(c) have a nomination committee which:		
1) has at least three members, a majority of whom are independent directors; and		The Committee comprises three Non-Executive Board members (Inese Kingsmill, Chris Knoblanche and Nicholas Gray), a majority of whom are considered independent Directors. The Remuneration and Nominations Committee is chaired by Inese Kingsmill who is considered an Independent Director.
2) is chaired by an independent director, and disclose:		
3) the charter of the committee;		A copy of the Remuneration and Nomination Committee Charter is available on the Company's website at the following URL:
4) the members of the committee; and		<a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
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		Details of Board committee meetings held and meeting attendance of each member is set out in the Directors Report, contained within the 2021 Annual Report.
(d) 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.	N/A	

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ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>2. Structure the Board to be effective and add value (continued)</b>		
2.2 <i>A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.</i>	Yes	<p>The Board strives to ensure that it is comprised of Directors with a blend of skills, experience and attributes appropriate for the Company and its business. The Company has a board skills matrix, setting out the mix of skills and diversity of the current Directors of the Company.</p> <p>A copy of the Board Skills Matrix is available on the Company website at the following URL:</p> <p><a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a></p>
2.3 <i>A listed entity should disclose:</i>		
(a) <i>the names of the directors considered by the board to be independent directors;</i>	Yes	<p>The Board has reviewed the position and associations of each of the five Directors in office and has determined that the following Directors are independent:</p> <ul style="list-style-type: none"> <li>• Chris Knoblanche;</li> <li>• Stacey Brown, and</li> <li>• Inese Kingsmill</li> </ul>
(b) <i>if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</i>	Yes	<p>In making this determination, the Board has had regard to the independence criteria in the ASX Principles and Recommendations (4<sup>th</sup> Edition), and other facts, information and circumstances that the Board considers relevant. The Board assesses the independence of new Directors upon appointment and reviews their independence, and the independence of the other directors as appropriate.</p>
(c) <i>the length of service of each director.</i>	Yes	<p>The interests of the Directors are disclosed in the 2021 Annual Report.</p> <p>The Company has disclosed the details of each Director (including their length of service) in the Company's 2021 Annual Report.</p>
2.4 <i>A majority of the board of a listed entity should be independent directors.</i>	Yes	<p>The Board considers three of the five Directors to be independent directors. The three directors considered independent are:</p> <ul style="list-style-type: none"> <li>• Chris Knoblanche;</li> <li>• Stacey Brown, and</li> <li>• Inese Kingsmill</li> </ul>

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>2. Structure the Board to be effective and add value (continued)</b>		
2.5 <i>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.</i>	Yes	The Company's current Chairman, Mr Chris Knoblanche, is considered an independent Director by the Board of the Company, and Mr Knoblanche satisfies the ASX Principles and Recommendations definition of an independent Director. Mr Knoblanche is not the same person as the CEO of the Company.
2.6 <i>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.</i>	Yes	As provided in the Board Charter, new Directors will be provided with an induction programme to assist them in discharging duties effectively.  On an ongoing basis, and subject to approval of the Chairman, Directors may request and undertake training and professional development, as appropriate, at the Company's expense.
<b>3. Instill a Culture of Acting Lawfully, Ethically and Responsibly</b>		
3.1 <i>A listed entity should articulate and disclose its values</i>	Yes	The Company values are: <ul style="list-style-type: none"> <li>• Service: we enjoy exceeding people's expectations;</li> <li>• Being Genuine: We are powered by real people who breathe life into the brand;</li> <li>• Innovation: We constantly challenge the way things are done;</li> <li>• Value: We love adding value and we don't hold back; and</li> <li>• Collaboration: We bounce ideas around, listen and respect each other.</li> </ul> <p>The Company values are published in the Code of Conduct which is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a></p>
3.2 <i>A listed entity should:</i>		
(a) <i>have and disclose a code of conduct for its directors, senior executives and employees; and</i>	Yes	The Board is committed to the establishment and maintenance of appropriate ethical standards in order to instil confidence in both clients and the community in the way the Company conducts its business. These standards are encapsulated in the Code of Conduct which outlines how the Company expects each person who represents it to behave and conduct business. Through ongoing reporting by management, any material breaches are reported to the Board.  A copy of the Code of Conduct is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
(b) <i>ensure that the board or a committee of the board is informed of any material breaches of that code.</i>	Yes	

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ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>3. Instill a Culture of Acting Lawfully, Ethically and Responsibly (continued)</b>		
3.3 A listed entity should:		
(a) have and disclose a whistleblower policy; and	Yes	The Company has adopted a Whistleblower Protection Policy. Through ongoing reporting, whilst preserving confidentiality, the Board is provided periodic reports on any disclosures under the policy.
(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	Yes	A copy of the Whistleblower Protection Policy is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
3.4 A listed entity should:	Yes	
(a) have and disclose an anti-bribery and corruption policy; and		The Company has not adopted a stand-alone anti-bribery and corruption policy, however section 6 of the Company's Code of Conduct, <i>Anti-Bribery and Corruption</i> , provides how the Company is committed to acting professionally, fairly and with integrity in all business dealings and relationships. A copy of the Code of Conduct is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
(b) ensure that the board or committee of the board is informed of any material breaches of that policy.		The Code of Conduct provides that the Board, or senior executives with the appropriate delegations of the Board, will undertake monitoring of the adherence to the Company's compliance with the anti-bribery and corruption policies.

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ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>4. Safeguard the integrity of corporate reports</b>		
4.1 <i>The board of a listed entity should:</i>		
(e) <i>have an audit committee which:</i>	Yes	The Company has an Audit and Risk Committee, with its own Charter.
1) <i>has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</i>		The Committee comprises three Non-Executive Board members (Stacey Brown, Chris Knoblanche and Inese Kingsmill), with each member of the Committee considered an independent Director. The Audit and Risk Committee is chaired by Stacey Brown who is considered an Independent Director.
2) <i>is chaired by an independent director, who is not the chair of the board, and disclose:</i>		A copy of the Audit and Risk Charter is available on the Company's website at the following URL:
3) <i>the charter of the committee;</i>		<a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
4) <i>the relevant qualifications and experience of the members of the committee; and</i>		Details of the relevant qualifications and experience of the Committee members can be found within the Prospectus released to ASX on 11 November 2020 and in the 2021 Annual Report.
5) <i>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</i>		Details of the number of Board committee meetings held and meeting attendance of each member is set out in the Directors Report, contained in the 2021 Annual Report.
(f) <i>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.</i>	N/A	
4.2 <i>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.</i>	Yes	The Company has received a declaration from the CEO and CFO that, in their opinion, the financial records have been properly maintained and comply with the proper standards.

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>4. Safeguard the integrity of corporate reports (continued)</b>		
4.3 <i>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.</i>	Yes	<p>The Company releases Half Year Financial Reports which are reviewed by external auditor, PWC and Full Year Financial Reports which are audited by external auditor PWC.</p> <p>The Company also releases Quarterly Activities reports and Quarterly cash flow reports in accordance with ASX Listing Rule 4.7B.</p> <p>The Company is committed to providing clear, concise and effective disclosure in its corporate reports. The Company's goal is that periodic corporate reports will be accurate, balanced and provide investors with appropriate information to make informed investment decisions.</p> <p>The Company's process for verifying unaudited periodic corporate reports is as follows:</p> <ul style="list-style-type: none"> <li>• reports are prepared by or under the supervision of subject matter experts;</li> <li>• material statements in the reports are reviewed for accuracy and material requirements and appropriately interrogated;</li> <li>• other than administrative announcements all the announcements must be approved by the Board.</li> </ul> <p>This process is intended to ensure that all applicable laws, regulations and company policies have been complied with and that the source of the information is able to be verified and that appropriate approvals have been obtained before a report is released to the market.</p>
<b>5. Make timely and balanced disclosure</b>		
5.1 <i>A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.</i>	Yes	<p>The Company is committed to providing timely, complete and accurate disclosure of information to allow a fair and well-informed market in its securities and compliance with the continuous disclosure requirements imposed by law, including the Corporations Act and the ASX Listing Rules.</p> <p>A copy of the Company's Continuous Disclosure Policy is available at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a></p>
5.2 <i>A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.</i>	Yes	<p>The Board approves all material announcements before they are released to the market. In addition, each Hipages director receives an immediate notification from the ASX of any Hipages Limited ASX announcement.</p>
5.3 <i>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.</i>	Yes	<p>Pursuant to section 6.5 of the Company's Continuous Disclosure Policy, ahead of any new and substantive investor or analyst presentation a copy of the presentation materials must be released to ASX.</p>



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ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>6. Respect the rights of shareholders</b>		
6.1 <i>A listed entity should provide information about itself and its governance to investors via its website.</i>	Yes	<p>The Company provides information about itself and its governance to its investors on the Company's website via the following URL:</p> <p><a href="https://hipagesgroup.com.au/investor-centre/">https://hipagesgroup.com.au/investor-centre/</a></p> <p>The Company will regularly update the website and contents therein as deemed necessary.</p>
6.2 <i>A listed entity should have an investor relations program that facilitates effective two-way communication with investors.</i>	Yes	<p>The Company has adopted a formal Communications Policy and within the policy Chapter 3, <i>Communications with Shareholders, Employees and The Market</i>, provides how the Company will provide regular news flow to keep investors updated and engaged.</p> <p>The Company also has an Investor Relations Program policy available at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a></p>
6.3 <i>A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.</i>	Yes	<p>The Company has a formal Communications Policy in place and Chapter 3 of the policy details how the Company facilitates and encourages participation at meetings of security holders, including:</p> <ul style="list-style-type: none"> <li>(a) making directors of the Company, members of the management team and the external auditor available to shareholders at the meeting;</li> <li>(b) allowing shareholders in attendance a reasonable opportunity to ask questions regarding the items of business, including questions to the external auditor regarding the conduct of the audit and the preparation and content of the auditor's report;</li> <li>(c) providing shareholders who are unable to attend the meeting with an opportunity to submit questions in advance of the meeting; and</li> <li>(d) allowing shareholders to lodge proxies electronically.</li> </ul>
6.4 <i>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.</i>	Yes	<p>As noted in Chapter 3 of the Communications Policy, all substantive resolutions at a meeting of security holders are decided by a poll rather than a show of hands.</p>
6.5 <i>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</i>	Yes	<p>The Company encourages shareholders to register for receipt of registry communications, annual reports, announcements and updates electronically.</p>

# Corporate Governance Statement

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>7. Recognise and manage risk</b>		
7.1 <i>The Board of a listed entity should:</i>		The Company has an Audit and Risk Committee, with its own Charter.
(a) <i>have a committee or committees to oversee risk, each of which:</i>	Yes	The Committee comprises three Non-Executive Board members (Stacey Brown, Chris Knoblanche and Inese Kingsmill), with each member of the Committee considered an independent Director. The Audit and Risk Committee is chaired by Stacey Brown who is considered an Independent Director.
1) <i>has at least three members, a majority of whom are independent directors; and</i>		
2) <i>is chaired by an independent director, and disclose:</i>		A copy of the Audit and Risk Charter is available on the Company's website at the following URL:
3) <i>the charter of the committee;</i>		<a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
4) <i>the members of the committee; and</i>		
5) <i>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</i>		Details of the number of Board committee meetings held and meeting attendance of each member is set out in the Directors Report, contained in the 2021 Annual Report.
(b) <i>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.</i>	N/A	
7.2 <i>The board or a committee of the board should:</i>		The Audit and Risk Committee regularly reviews and approves the Risk Management Framework of the Company to ensure soundness of the risk framework and to affirm that the Company is operating with due regard to the Board risk appetite.
(a) <i>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</i>	Yes	The Risk Management Framework was reviewed by the Audit and Risk Committee during the reporting period.
(b) <i>disclose in relation to each reporting period, whether such a review has taken place.</i>	Yes	
7.3 <i>A listed entity should disclose:</i>	No	The Company did not have a formal internal audit function during the reporting period ended 30 June 2021. The Company has internal processes set up for evaluating and continually improving the effectiveness of its risk management and internal control framework which is performed by the Finance and in-house legal team. This includes an annual Internal Audit review plan approved by the Audit and Risk Committee.
(a) <i>if it has an internal audit function, how the function is structured and what role it performs; or</i>		
(b) <i>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.</i>		The Company will continue to assess whether a separate internal audit function should be implemented.
7.4 <i>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.</i>	Yes	Information regarding material exposures to key risks and how the Company intends to manage said risks can be found from page 18 in the Prospectus, released to ASX on 11 November 2020, or within the 2021 Annual Report.

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ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>8. Remunerate fairly and responsibly</b>		
8.1 <i>The Board of a listed entity should:</i>	Yes	The Company has a Remuneration and Nomination Committee, with its own Charter.
(g) <i>have a remuneration committee which:</i>		
1) <i>has at least three members, a majority of whom are independent directors; and</i>		The Committee comprises three Non-Executive Board members (Inese Kingsmill, Chris Knoblanche and Nicholas Gray), a majority of whom are considered independent Directors. The Remuneration and Nomination Committee is chaired by Inese Kingsmill who is considered an Independent Director.
2) <i>is chaired by an independent director, and disclose:</i>		
3) <i>the charter of the committee;</i>		A copy of the Remuneration and Nomination Committee Charter is available on the Company's website at the following URL:
4) <i>the members of the committee; and</i>		
5) <i>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</i>		<a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
(h) <i>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.</i>	N/A	Details of Board committee meetings held and meeting attendance of each member is set out in the Directors Report contained in the 2021 Annual Report.
8.2 <i>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.</i>	Yes	The structure and details of Directors' remuneration is disclosed in the 2021 Annual Report.
8.3 <i>A listed entity which has an equity-based remuneration scheme should:</i>	Yes	The Company has a Securities Trading Policy that prohibits directors, officers and employees from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements under any equity-based remuneration scheme.
(a) <i>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</i>		A copy of the Securities Trading Policy is available on the Company's website at the following URL: <a href="https://hipagesgroup.com.au/investor-centre/corporate-governance/">https://hipagesgroup.com.au/investor-centre/corporate-governance/</a>
(b) <i>disclose that policy or a summary of it.</i>		