



**IRONBARK** CAPITAL

ABN 89 008 108 227

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CORPORATE GOVERNANCE STATEMENT

## IRONBARK CAPITAL LIMITED

30 JUNE 2024

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The Board of Ironbark Capital Limited has adopted a system of corporate governance in accordance with the *ASX Corporate Governance Principles and Recommendations – 4th edition* unless indicated. The Corporate Governance Statement provides a summary of those governance practices adopted by the Board. The Corporate Governance Statement dated 30 June 2024 has been approved by the Board on 22 August 2024.

The governance documents referred to in this statement are available in the Corporate Governance section on the Company's website

<https://ironbarkcapital.com/about/corporate-governance/>

### **Principle 1 – Lay solid foundations for management and oversight**

#### Requirements of the Principle

Companies should establish and disclose the respective roles and responsibilities of board and management and review their performance.

#### *Role of the Board*

- Sets the objectives and direction of the Company
- Determines capital management initiatives
- Monitors the Company's performance
- Assesses and manages business risk and compliance with the regulatory standards
- Oversees and assesses the performance of the Investment Manager
- Appoints the Company Secretary and oversees the responsibilities delegated to the Company Secretary
- Appoints, oversees and reviews the relationships with external service providers, and
- Sets the values and ethical standards for the Company.

#### *Operation of the Board*

The Board meets regularly and liaises monthly on financial and investment matters with the review of the financial statements, NTA, investment performance and compliance reports. The Company Secretary is responsible for providing and co-ordinating information to the Board.

The Board approves all letters of engagement with external providers. This includes custody, tax and audit in addition to the administrative and investment management functions.

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### *Delegation to Management*

The Company has no employees and has entered into an agreement with Kaplan Funds Management Pty Limited (KFM) to provide a range of management and administrative services including Company Secretary. KFM is paid a fee for the costs in providing these services. Kaplan Funds Management Pty Limited is also the Investment Manager to the Company.

### *Company Secretary*

The Company Secretary is directly accountable to the Board through the Chairman on all corporate governance matters and any other matter to do with the function of the Board. All directors have direct communication to the Company Secretary.

### *Director Appointments and Evaluation of Performance*

Prior to the appointment of a Director, the Board ensures the appropriate background checks are made before any appointment is made. Security holders are provided with all material information in its possession relevant to any decision on the election and re-election of a Director.

When evaluating performance, the Chairman meets with each Director individually at least annually to discuss issues including the performance and effectiveness of the Board. This is part of the continuous review of Directors by the Chairman. The Directors review the performance of the Chairman. The Board undertook a review of its performance for the year.

### *Agreements*

Directors' terms of appointment are set out by letter at the time of their appointment. Each director has signed a written agreement setting out the terms of their appointment requiring disclosure of conflicts of interest; compliance with the entity's trading policy, anti-bribery and corruption policy and code of conduct; notification of and approval of any new director roles; Directors and Officers insurance; and taking professional advice.

### *Diversity Policy*

The Board has a Diversity Policy which considers diversity to include factors such as gender, race, age, experience, religion, disability and cultural background. When a Board vacancy arises, the Board will consider the aforementioned factors when considering a suitable candidate. The appointment will ultimately be based on merit which will take into consideration the person's experience and ability to contribute to the corporate goals of the Company. Currently, the Board has three Directors, and a Company Secretary. The Company has no employees.

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### Principle 2 – Structure the Board to be effective and add value

#### Requirements of the Principle

Companies should have a board of an effective composition, size and commitment with the knowledge of the entity to effectively discharge its responsibilities and duties.

#### *Structure of the Board*

Details of the Directors and their qualifications are set out in the Directors' Report in the Company's Annual Report available on the Company's website at: <https://ironbarkcapital.com/share-registry/latest-reports-and-news/>

The Board is comprised of three Non-Executive Directors of which two are independent Directors. A majority of independent Directors has been maintained throughout the year in accordance with Recommendation 2.4. The independent Directors are:

- Michael Cole, Chairman
- Neal Hornsby

The independence of Directors provides assurance that they can exercise their judgement without interference from any business or other relationship. Although a director has served in office for more than 10 years their independence is not compromised where all other criteria are met and where the Directors are not associated with the Investment Manager or its related entities.

The following matrix summarises the skills and experience of the current Board:

<b>Investment Sector Experience</b>	<b>Number of Board Members</b>
Funds Management/Investment	2
Accounting/Tax	3
Compliance/Risk Management	3
Board Directorships	3

The term of office up to the date of this report is as follows:

M. Cole 21 years

N. Hornsby 1 year

S. Kaplan 2 years

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To assist directors in their independent role, each Director has the right to seek independent professional advice at the Company's expense, subject to prior consultation with the Chairman, so that they can meet their responsibilities as independent directors. A copy of any advice is made available to all Directors. All Directors are provided with access to continuing education opportunities to broaden their skills and knowledge enhancing their contribution to the Board.

Directors are required to seek re-election at least every three years in accordance with ASX Listing Rules and Corporations Act 2001.

### *Nomination Committee*

The Board may establish committees to assist with its responsibilities. Due to the company's size, and with no company employees as the functions are outsourced, the nomination committee activities are undertaken by the Board.

The Board reviews the composition of the Board, succession planning and the process for appointment of Directors. Where necessary, advice from external consultants or specialists will be utilised.

The Charter of any committee is reviewed by the Board annually.

## **Principle 3 – Instil a culture of acting lawfully, ethically and responsibly**

### Requirements of the Principle

Companies should instil and reinforce a culture of acting lawfully, ethically and responsibly.

### *Values*

The values of the Company underpin the code of conduct and how the Company conducts its business dealings. The reputation of the Company is paramount and the values are espoused in the Code of Conduct of honesty, integrity and fairness in dealings at all times; compliance with laws and regulations; and acting in the best interest of all shareholders.

### *Code of Conduct*

The Board has adopted a Code of Conduct and Ethics requiring the Directors to act in the best interests of the Company and its shareholders with honesty, integrity and fairness in their dealings at all times. It also details how conflicts of interest should be avoided and the responsibility and accountability of individuals for reporting and investigating reports of unethical practises such as bribery or corruption, of which there is zero tolerance.

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### *Whistleblower Policy*

The Company's Whistleblower Policy allows stakeholders to report any unlawful or unethical behaviour through a policy that outlines the process and protections. The Board will be informed of any material incidents reported under the Policy.

KFM also has a whistleblower policy. Any incidents under this policy are required to be escalated directly to the Ironbark Board.

### *Securities Dealing*

The Securities Dealing Policy outlines the trading restrictions of the Directors ensuring no conflict of interest, and transparency in personal trading in the Company's securities. It prohibits trading during closed periods including when privy to market sensitive information, yet to be made public.

## **Principle 4 – Safeguard the integrity of corporate reports**

### Requirements of the Principle

Companies should have formal processes that independently verify the integrity of its corporate reports.

### *Audit Committee role*

The Board has established an Audit Committee with three directors, the majority of which are independent directors. The role of the Committee is to review the financial information provided to shareholders and regulators, oversee and manage the auditors and oversee and manage the risk management framework and the controls therein. The Audit Committee Charter sets out the roles and responsibilities of the Committee. The Chairman of the Audit Committee is independent and is not Chairman of the Board.

### *External Auditor*

The External Auditor attends the Company's Annual General Meeting to answer questions from shareholders relevant to the audit.

### *Declarations on the Financial Reporting*

The Board reviews the financials and performance monthly and questions any unusual activity.

The Board receives from the CFO/Company Secretary declarations half yearly indicating that the financial records have been properly maintained and the financial reports give a true and fair view of the results of the Company and are in accordance with the applicable accounting standards.

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### **Principle 5 – Make timely and balanced disclosure**

#### Requirements of the Principle

Companies are required to make timely and balanced disclosure of all matters that would have a material effect on the price/value of its securities, in accordance with its disclosure obligations as a listed company.

#### *Continuous Disclosure*

The Company is required as a listed Company to comply with the ASX Listing Rules on Continuous Disclosure. All information material to the Company's stakeholders is disclosed to the market in accordance with the rules. The Company Secretary is responsible for release of the information to the ASX and other regulators, with the ASX notifications available to all via the Company's website.

The Directors receive all information released to the ASX prior to its release.

Any presentations are released to the ASX ahead of the relevant meeting.

### **Principle 6 – Respect the rights of security holders**

#### Requirements of the Principle

Companies are required to provide security holders with the appropriate information to allow them to exercise their rights accordingly.

#### *Website*

The Company's website provides the shareholder with information about the Company, its Board, governance policies, links to ASX announcements, Share Registry forms, Company reports, and portfolio and performance information.

#### *Shareholder Communication*

The Board has a policy of actively communicating with its shareholders. It has adopted a Communications Policy outlining how shareholders will receive or obtain information about the Company to facilitate this communication. The Board encourages shareholders to take advantage of receiving the monthly ASX NTA announcements, Annual Report and other shareholder communications through electronic notification by the Share Registry or via the Company's website. The Company's primary means of communication is via the share registry, the ASX, its website and directly at the AGM. Any specific enquiries from shareholders are dealt with by the Company Secretary and communicated to the Board as required.

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### *Resolutions at Meetings*

The Chairman of the meeting ascertains the voting intentions of the meeting from those attending in person or via an online platform. Any substantive resolutions will be decided by poll rather than a show of hands.

### **Principle 7 – Recognise and manage risk**

#### Requirements of the Principle

Companies are required to establish a sound risk management framework and regularly review its effectiveness.

#### *Audit Committee*

The Board has an Audit Committee responsible for the controls and risk management, accounting policies and financial reporting.

The role of the Audit Committee is to review the financial information provided to shareholders and regulators, oversee and assess the audit function and oversee and manage the risk management framework and the controls therein. The Audit Committee meets at least two times per annum. The Chairman of the Audit Committee is independent and is not Chairman of the Board.

#### *Risk Management and Compliance*

Due to the structure and size of the Company, it does not have a specific Risk Committee or an internal audit function. The Board through its Audit Committee is responsible for ensuring that systems are in place to identify, monitor and manage risks, and controls are in place to monitor and mitigate risks. The Board review of the risk management framework takes place at the end of each financial year. The Company Secretary/CFO independently provide input to the effectiveness of the Company's framework as the administrative functions of the Company are outsourced.

Kaplan Funds Management Pty Limited as Investment Manager is required to act in accordance with the Board approved investment management agreement and reports to the Board monthly on the portfolio's performance, and proposed actions for the upcoming period.

In addition, the Investment Manager is required to provide half-yearly a declaration that it has invested the Company's assets in accordance with the approved investment mandate and complied with the Investment Management Agreement requirements during the reporting period.

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### *Environmental, Social and Governance Risk (ESG)*

The Company does not have direct exposure to material environmental and social sustainability risks. However, as an investor, Ironbark may have indirect exposure to such risks through its investments. To mitigate the risk, the Investment Manager considers the environmental, social and governance risks of companies in which it invests in their investment decisions and planning as part of its broader investment strategy.

### **Principle 8 – Remunerate fairly and responsibly**

#### Requirements of the Principle

Companies are required to remunerate their directors appropriately to attract and retain high quality directors and align their interests, creating value for shareholders in accordance with the Company's values and risk appetite.

#### *Remuneration of Directors*

Due to the Company's size, and with no Company employees as the functions are outsourced, the remuneration committee activities are undertaken by the Board.

The Board makes specific recommendations as to the appropriate remuneration based on independent advice and comparable organisations. This is reviewed annually by the Board in accordance with the responsibilities and the activity within the Company. No director individually determines their remuneration. Details of directors' remuneration are set out in the Company's Annual Report.