INCOME ASSET MANAGEMENT GROUP LIMITED
ACN 010 653 862

CORPORATE GOVERNANCE STATEMENT

The Directors and Management of Income Asset Management Group Limited (**IAM** or the **Company**) are committed to conducting the business of IAM and its controlled entities (the **Group**) in an ethical manner and in accordance with the highest standards of corporate governance. The Company has adopted and substantially complies with the *ASX Corporate Governance Principles and Recommendations (Fourth Edition)* (**Recommendations**) to the extent appropriate to the size, life cycle stage and nature of the Group's operations.

Consistent with the Company's commitment to transparency in its dealings with stakeholders, this Corporate Governance Statement (**Statement**) has been prepared by reference to each recommendation contained in the Recommendations.

In this Statement, all references to the Company's website are to https://incomeam.com/ (**Website**).

The Board seeks to ensure that IAM is properly managed to protect and enhance shareholder interests, and that IAM and its directors, officers and personnel operate in a manner that is legal, ethical and fair to shareholders. Accordingly, the Board has created a framework for managing IAM, including adopting relevant internal controls, risk management processes and corporate governance policies and practices which it believes are appropriate for IAM's business and which are designed to promote the responsible management and conduct of the Company.

The Statement was approved by the Company's Board on 26 August 2026 and is current as at that date. Reporting is for the year ended 30 June 2026 (**Reporting Period**), unless stated otherwise.

ASX Recommendation		Status	Reference / Comment
Principle 1 – Lay solid foundations for management and oversight *A listed entity should establish and disclose the respective roles and responsibilities of its board and management and how their performance is monitored and evaluated.*			
1.1	**A listed entity should disclose:** **(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.**	**Compliant**	The Board monitors the operational and financial position and performance of IAM and oversees its business strategy, including considering and approving the Company's strategic objectives. The Board has adopted a written charter (**Board Charter**) to provide a framework for the Board in guiding and monitoring the activities of the Company and its subsidiaries (**Group**) on behalf of shareholders. The Board Charter reflects the role and responsibility of the Board and those matters delegated to senior management. The matters reserved to the Board, include: • determining all matters relating to the strategic direction, policies, practices and the establishment of goals for management and the operation of the Group; • the monitoring and ultimate control of the business of the Group; and • the delegations of authority to the management of IAM. The management function is conducted by, or under the supervision of, the CEO as directed by the Board (and by officers to whom the management function is properly delegated by the CEO). Management must report to the Board on a regular basis, on the performance of all parts of the business. The delegation of authority to senior management includes: • responsibility for operating the Group's businesses within the parameters and in accordance with the policies set by the Board, and

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			keeping the Board informed of material developments in relation to those businesses; • identifying material business risks, formulating strategies to manage the risks and monitoring the effectiveness of the management process and reporting to the Board accordingly; and • implementing and monitoring compliance with the policies, processes and codes of conduct approved by the Board.
1.2	**A listed entity should:** **(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate 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.**	**Compliant**	The Board is tasked with identifying individuals who may be qualified to become new directors, having regard to such factors as it considers appropriate, including skill set, diversity and business experience. The current members of the Board were appointed following a formal process which included the identification of suitable candidates, interviews and background checks. Prior to appointing a new director, the Board undertakes background checks, including police and insolvency clearances, reference checks and reputational enquiries. When putting forward candidates for election or re-election at a general meeting, to enable shareholders to make an informed decision on whether or not to elect or re-elect the relevant director or candidate, the Company provides details of the Director or candidate's relevant qualifications and experience and the skills they bring to the Board; details of any other listed directorships held in the preceding 3 years; the term of office already served by the Director if relevant; whether the Director or candidate is considered to be independent; and a recommendation by the Board in respect of the election or re-election of the Director or candidate.
1.3	**A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.**	**Compliant**	All senior executives have entered into written agreements with the Company. The Company has issued an appointment letter to each of the Directors, confirming their respective roles and responsibilities as directors of a public listed entity and setting out their terms of engagement.
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.**	**Compliant**	The Board Charter provides that the Company Secretary is accountable directly to the Board through the Chair on all matters relating to the proper functioning of the Board.
1.5	**A listed entity should:** **(a) have and disclose a diversity policy;** **(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** **(c) disclose in relation to each reporting period:** **(1) the measurable objectives set for that**	**Compliant**	The Company has adopted a Diversity Policy, which may be viewed on the Website. The Diversity Policy provides a framework to achieve IAM's goals of recognising and respecting diversity in the workplace. The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent. In August 2024, the Company's Board adopted the targets of recruiting a female board member and achieving at least 30% female representation within the Company's executive management and throughout the Company's employee base, for the coming period of three years. In furtherance of progress towards this target, the Company appointed Ms Danielle Press to the Board in December

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	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.**		2024, following a search to identify candidates with relevant skills who would add value to the Company and enhance the Board's aggregate skill set. As at 30 June 2026, the proportion of female representation across the Company was as follows: - Board: 33.3% (FY25 25%) - Senior Executive (being the CEO and executives reporting to the CEO): 12.5% (FY25 25%) - Whole Organisation: 21% (FY25 30.3%) In August 2026, the Board confirmed its Measurable Objectives to maintain at least one female board member and to target at least 30% female representation within the Company's executive management and throughout the Company's employee base, for the period of three years. The Company was not in the S&P / ASX300 Index at the commencement of the Reporting Period.
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** **(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.**	**Compliant**	The Board Charter provides that the Chair is responsible for regular evaluation of the performance of the Board and its committees and individual directors. Ongoing regular informal performance evaluation, including individual feedback and Board group discussion, was undertaken by the Chair during the Reporting Period. A formal Board evaluation was not carried out due to the changes in Board composition in the Reporting Period.
1.7	**A listed entity should:** **(a) have and disclose a process for periodically evaluating the performance of its senior executives; and** **(b) disclose, for each reporting period, whether a performance evaluation has been undertaken in**	**Compliant**	The Board Charter provides that non-executive directors scrutinise the performance of executive management against agreed objectives and strategies. During the Reporting Period, formal reviews were undertaken in respect of senior executives by the CEO.

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	accordance with that process during or in respect of that period.		
Principle 2 – Structure the Board to add value *A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.*			
2.1	**The board of a listed entity should:** **(a) have a nomination committee which:** **(1) has at least three members, a majority of whom are independent directors; and** **(2) is chaired by an independent director,** **and disclose:** **(3) the charter of the committee;** **(4) the members of the committee; and** **(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** **(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.**	**Compliant**	The Board is responsible for the nomination and selection of directors. The Board periodically reviews its membership and evaluates the skills and experience represented, in order to identify any aspects which need to be supplemented. The Board is always open to recruiting candidates who can add functionality and provide relevant insights and skills to improve its knowledge pool. When a need is identified to address a particular skills gap, the Board conducts a process to identify suitable candidates, through business networks and also using recruitment specialists, where appropriate. Once suitable candidates are identified, each Board member is given the opportunity to interview the candidate, and the Company undertakes background checks, including police and insolvency clearances, reference checks and reputational enquiries in respect of the candidate, prior to any appointment being made.
2.2	**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.**	**Compliant**	The Board aims to be comprised of Directors who have, at all times, the appropriate mix of skills, experience, expertise and diversity relevant to IAM's business and the Board's responsibilities. The Board has compiled a matrix of skills and experience which it considers necessary in order for it to effectively discharge its duties.

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			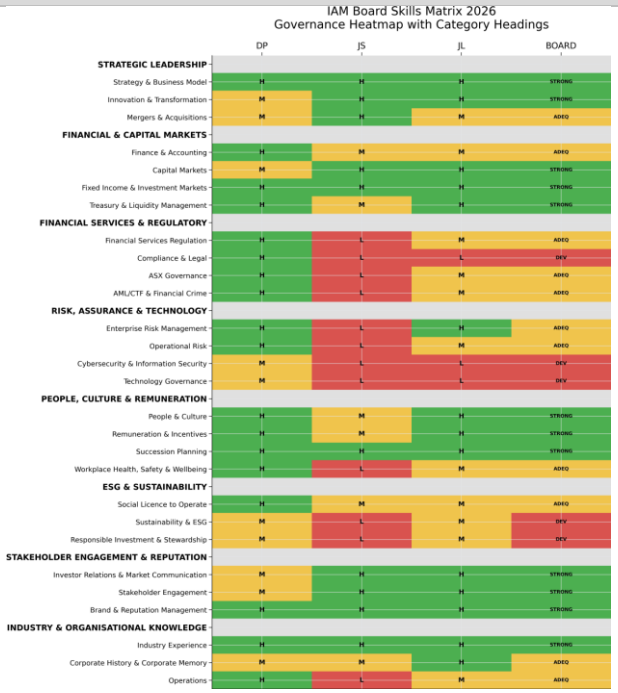 The Board, via the use of its skills matrix, has assessed the relevant level of each competency on the Board and although some competencies and skills are better represented than others, the Board is of the opinion that collectively it has an adequate skill level for all competencies to discharge its duties. In addition to the skills and experience set out in diagram above, the Board considers that each director has the following attributes: • integrity; • strategic thinking; • sufficient time to devote to IAM's business; • willingness to question and challenge; and • commitment to the highest standards of governance.
2.3	**A listed entity should disclose:** **(a) the names of the directors considered by the board to be independent directors;** **(b) 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**	**Compliant**	At 30 June 2026, there were three Directors on the Board, being ▪ **Ms Danielle Press** (appointed as an Independent Non-Executive Director effective 12 December 2024 ▪ **Mr Jonathan Lechte** (appointed as Managing Director effective 12 November 2025); and ▪ **Mr James Simpson** (appointed as a Non-Executive Director effective 1 January 2026). The Board considers Ms Press to be an independent director even though an entity with which she is associated provides services to the Company, they do materially interfere with the exercise of her independent and unfettered judgment. A Director is considered independent by the Company if the Director is a non-executive Director who is free of any business or other relationship that could materially interfere

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	(c) the length of service of each director.		with the exercise of their unfettered and independent judgment or could reasonably be perceived to do so. In determining whether a Director is "independent", the Board refers to the Recommendations. In reaching the conclusions set out above, the Board considered the guidelines of materiality for the purpose of determining Director independence set out in the Board Charter and Box 2.3 of the Recommendations. The length of service of each Director is set out above and in the Company's 2026 Annual Report.
2.4	**A majority of the board of a listed entity should be independent directors.**	**Not Compliant**	The Board currently comprises three Directors, one of whom is considered to be independent. The current Board composition is considered to require augmentation to be appropriate for the size of the Company and the stage of its life cycle, given the industry experience, access to corporate history and investment the current Directors represent. As the Company scales its activities and seeks to enhance its governance practices, Board composition will be regularly reviewed.
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.**	**Compliant**	Ms Press, Chair of the Board, is an independent Director. The positions of Chair and CEO are held by separate persons (Ms Danielle Press and Mr Jon Lechte respectively).
2.6	**A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.**	**Compliant**	The Company has an effective orientation programme for new Directors in place, including the provision of historical corporate documents and policies and the opportunity to engage with senior executives. The Board, under the guidance of the Chair, considers professional development opportunities for individual directors and industry-relevant engagement opportunities for the Board and senior executives, from time to time.
	Principle 3 – Act ethically and responsibly *A listed entity should act ethically and responsibly*		
3.1	**A listed entity should articulate and disclose its values:**	**Compliant**	The Board is committed to providing an ethical and legal framework within which Company's employees conduct IAM's business. The IAM values are captured on the landing page of the Website, under the headings: "I Am, I Care, I Trust, I Aspire."
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 a committee of the board is informed of any material breaches of that code.**	**Compliant**	The Board has adopted a Corporate Code of Conduct, which is available on the Website, and which sets out the values, commitments, ethical standards and policies of IAM and outlines the standards of conduct expected of the business and IAM's employees, taking into account IAM's legal and other obligations to its stakeholders. Any material breaches of the Code of Conduct are reported to the Board, through the Company's Audit, Risk and Compliance Committee.

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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.**	**Compliant**	The Company has adopted a Whistleblower Policy, which is available on the Website. Any material incidents reported under the policy are reported to the Board.
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.**	**Compliant**	The Board has adopted a Corporate Code of Conduct, which includes anti-bribery and corruption provisions. Any material breaches of the Code of Conduct (which may be viewed on the Website) are reported to the Board.
Principle 4 – Safeguard integrity in corporate reporting *A listed entity should have formal and rigorous processes that independently verify and safeguard the integrity of its corporate reporting.*			
4.1	**The board of a listed entity should:** **(a) have an audit committee which:** **(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and** **(2) is chaired by an independent director, who is not the chair of the board,** **and disclose:** **(3) the charter of the committee;** **(4) the relevant qualifications and experience of the members of the committee; and** **(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** **(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.**	**Part-Compliant**	The Board has established an Audit and Risk Committee, comprising three members, being: Danielle Press (Chair), Jonathan Lechte and James SImpson. The Chair of the Audit and Risk Committee is an independent non-executive Director, but is not separate from the Chair of the Board, and one of the three committee members is independent. The charter of the Committee may be viewed on the Website. The relevant qualifications and experience of the members of the Audit and Risk Committee, along with the detail of committee meetings and member attendance, are set out in the Company's Annual Report to shareholders for the year ending 30 June 2026 (**Annual Report**).
4.2	**The board of a listed entity**	**Compliant**	The Directors are committed to the preparation of financial

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	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.		statements that present a balanced and clear assessment of the Group's financial position and prospects. In accordance with the Company's legal obligations and Recommendation 4.2 of the ASX Recommendations, the CEO and Chief Financial Officer are required to provide a declaration to the Board in relation to the financial statements for each financial period, that complies with the requirements of sections 286,296 and 297 of the *Corporations Act 2001 (***Act***)*, Corporations Regulations, relevant Reporting Standards and other mandatory professional reporting requirements and states that, in their opinion, the financial records of the Company 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. The Board has received these assurances prior to approving the financial statements for the Reporting Period and will seek these assurances prior to approving the financial statements for all quarterly, half-year and full year results.
4.3	**A 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.**	**Compliant**	The Company's external auditor attends the annual general meeting and is available to answer shareholders' questions about the conduct of the audit and the preparation and content of the external auditor's report; accounting policies adopted by the Company in relation to the preparation of the financial statements and the independence of the auditor in relation to the conduct of the audit.
Principle 5 – Make timely and balanced disclosure *A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.*			
5.1	**A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1**	**Compliant**	The Company has a documented Continuous Disclosure Policy which has established procedures to ensure compliance with ASX Listing Rule disclosure requirements and inform directors and Management of their obligations in relation to timely disclosure of material price-sensitive information. A copy of the Continuous Disclosure Policy is available on the Website.
5.2	**A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.**	**Compliant**	All material market announcements released by the Company are provided to the Board prior to release.
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.**	**Compliant**	If a new and substantive investor or analyst presentation is given, a copy of the presentation materials will be released on the ASX Market Announcements Platform ahead of the presentation.
Principle 6 – Respect the rights of security holders *A listed entity should respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights effectively.*			
6.1	**A listed entity should provide**	**Compliant**	The "About" section of the Website is the primary medium

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	information about itself and its governance to investors via its website.		providing information for all shareholders and stakeholders and it has been designed to enable information to be accessed in a clear and readily accessible manner. The Website contains information relevant to shareholders and stakeholders, including: ▪ links to all relevant announcements made to ASX; ▪ corporate governance policies and the Board and committee charters; ▪ Company contacts; and ▪ the full text of notices of meeting and explanatory material. All corporate governance policies and the Board Charter are available on the Website.
6.2	**A listed entity should have an investor relations program to facilitate effective two-way communication with investors.**	**Compliant**	The Board is committed to providing shareholders with sufficient information to assess the performance of IAM and to inform shareholders of all major developments affecting the Company which are relevant to shareholders, in accordance with all applicable laws. To this end, the Company has adopted a Shareholder Communication Policy, a copy of which is available on the Website. The Board seeks to communicate with the Company's shareholders by lodging all relevant financial and other information with ASX and publishing information on the Website. The Website contains information about IAM, including media releases, key policies and charters. Shareholders are able to contact the Company through the Website and investor relations contact details are provided on all ASX market announcement materials.
6.3	**A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.**	**Compliant**	Shareholders are encouraged to attend the Company's general meetings and notice of such meetings is given in accordance with the Company's Constitution, the Corporations Act, and the ASX Listing Rules. The Company's annual general meeting in particular is an opportunity for shareholders to receive updates from the CEO and Chair on Company performance, ask questions of the Board and vote on the various resolutions affecting the Company's business. Shareholders are also given an opportunity at annual general meetings to ask questions of the Company's auditors regarding the conduct of the audit and preparation and content of the auditor's report. The date, time and location of the Company's general meetings will be provided in the notices of meetings, and on the Website. Shareholders are encouraged to attend meetings in person or via available technology when appropriate. In the event that they are unable to do so, they are encouraged to participate in the meeting by appointing a proxy, attorney or representative to vote on their behalf. The Company's annual general meeting will be convened once a year. For general meetings of shareholders, a detailed agenda setting out resolutions to be considered, is included with the notice of meeting. The outcome of voting on resolutions at general meetings is

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			released to the market via ASX after the conclusion of the meeting and posted on the Website.
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**	**Compliant**	All resolutions at meetings of shareholders are decided on a poll rather than by a show of hands.
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.**	**Compliant**	Investors are able to communicate with the Company electronically via e-mail. Investors are also able to communicate with the Company's registry electronically by e-mailing the registry or via the registry's website. Investors may also contact the Company via the "Contact" link on the Website. IAM encourages its shareholders to receive company information electronically by registering their email addresses online with IAM's share registry, Boardroom Pty Limited.
Principle 7 – Recognise and manage risk *A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.*			
7.1	**The board of a listed entity should:** **(a) have a committee or committees to oversee risk, each of which:** **(1) has at least three members, a majority of whom are independent directors; and** **(2) is chaired by an independent director,** **and disclose:** **(3) the charter of the committee;** **(4) the members of the committee; and** **(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** **(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.**	**Partly Compliant**	The Board has established an Audit and Risk Committee, comprising three members, being: Danielle Press (Chair), Jonathan Lechte and James Simpson. The Chair of the Audit and Risk Committee is an independent non-executive Director, and one of the three committee members is independent. The charter of the Committee may be viewed on the Website. The relevant qualifications and experience of the members of the Audit and Risk Committee, along with the detail of committee meetings and member attendance, are set out in the Company's 2026 Annual Report.
7.2	**The board or a committee of the board should:**	**Compliant**	The Company's risk management framework is integrated with its day-to-day business processes and functional responsibilities, and is overseen by the Audit and Risk

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	(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 **(b) disclose in relation to each reporting period, whether such a review has taken place.**		Committee, in concert with the operational Management Executive Risk and Compliance Committee, which meets quarterly. The Board undertook a formal review of the Company's risk framework during the Reporting Period, in September 2025.
7.3	**A listed entity should disclose:** **(a) if it has an internal audit function, how the function is structured and what role it performs; or** **(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 risk management and internal control processes.**	**Compliant**	The Company does not at this time, have an internal audit function but does have an Executive Risk and Compliance Committee, whose responsibilities include reviewing compliance on an ongoing basis; reporting on compliance matters, including breaches, to the CEO and separately to the Audit and Risk Committee and the Board; and acting on recommendations of the Board. Compliance matters are escalated to the Board or ASIC or other external parties when necessary.
7.4	**A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.**	**Compliant**	The Company's goal is to create the foundations for a long-term, sustainable business which is respected, supported and welcomed wherever it operates. Health, safety, the environment and community are important to IAM. This commentary details the Company's exposure to material economic, environmental and social sustainability risks and how it manages these risks. <u>Economic sustainability risks</u> Economic sustainability is the ability of an entity to continue operating at an effective economic level over the long-term. A range of factors can influence the level of the Company's economic sustainability, including the following: • Financing risks • Credit and fraud risk • Regulatory and legal risks • Financial and reporting risks • Operational risks. <u>Environmental sustainability risks</u> Environmental sustainability is the ability of an entity to continue operating in a manner that does not compromise the health of the ecosystems in which it operates over the long-term. <u>Social sustainability risks</u> Social sustainability is the ability of an entity to continue operating in a manner that meets accepted social norms and needs over the long-term. The Company has not identified any material exposure to economic, environmental or social sustainability risks.

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Principle 8 – Remunerate fairly and responsibly *A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders.*			
8.1	**The board of a listed entity should:** **(a) have a remuneration committee which:** **(1) has at least three members, a majority of whom are independent directors; and** **(2) is chaired by an independent director,** **and disclose:** **(3) the charter of the committee;** **(4) the members of the committee; and** **(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** **(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.**	**Part-Compliant**	The Board established a People, Culture and Remuneration Committee (**PCRC**). The charter of the Committee may be viewed on the Website. Currently due to changes to the Board's composition, the function of the PCRC is being performed and its obligations discharged by the Board. Ms Press as Chair of the board manages the process.
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.**	**Compliant**	Details of the directors' and key senior executives' remuneration are set out in the Remuneration Report section of the Company's Annual Report. The Annual Report may be viewed on the Website.

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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.**	**Compliant**	IAM has a long-term incentive plan (**Plan**), which provides that dealing in an unvested award, including engaging in a transaction which limits the economic risk of participating in the Plan, is prohibited, unless the Board determines otherwise.