### **Appendix 4G**

# Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity:						
	Medibio Limited					
ABN / A	NRBN:	Financial year ended:				
	58 008 130 336	30 June 2018				
Our corp	Our corporate governance statement <sup>2</sup> for the above period above can be found at: <sup>3</sup>					
	These pages of our annual report:					
$\boxtimes$	This URL on our website:	http://www.medibio.com.au/corporate-governance/				
The Corboard.	The Corporate Governance Statement is accurate and up to date as at 30 June 2018 and has been approved by the board.					
The ann	nexure includes a key to where our corporate	governance disclosures can be located.				
Date:	Megali	14 September 2018				
Name	Name of Secretary authorising lodgement: Melanie Leydin					

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

<sup>&</sup>lt;sup>1</sup> Under Listing Rule 4.7.3, an entity must lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX.

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

<sup>&</sup>lt;sup>2</sup> "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

<sup>&</sup>lt;sup>3</sup> Mark whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where the entity's corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

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

#### ANNEXURE - KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	 ve NOT followed the recommendation in full for the whole period above. We have disclosed <sup>4</sup>
PRINC	IPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVE	RSIGHT	
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.	the fact that we follow this recommendation:  in our Corporate Governance Statement OR  at [insert location]  and information about the respective roles and responsibilities of our board and management (including those matters expressly reserved to the board and those delegated to management):  at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should:     (a) undertake appropriate checks before appointing a 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.	the fact that we follow this recommendation:  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable

<sup>&</sup>lt;sup>4</sup> If you have followed all of the Council's recommendations in full for the whole of the period above, you can, if you wish, delete this column from the form and re-format it.

Corpo	rate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$
1.5	<ul> <li>A listed entity should: <ul> <li>(a) have 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;</li> <li>(b) disclose that policy or a summary of it; and</li> <li>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either: <ul> <li>(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</li> <li>(2) 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.</li> </ul> </li> </ul></li></ul>	the fact that we have a diversity policy that complies with paragraph (a):  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]  and a copy of our diversity policy or a summary of it:  ☑ at http://www.medibio.com.au/corporate-governance  and the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with our diversity policy and our progress towards achieving them:  ☐ in our Corporate Governance Statement OR  ☑ at http://www.medibio.com.au/corporate-governance  and the information referred to in paragraphs (c)(1) or (2):  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement OR</li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
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.	the evaluation process referred to in paragraph (a):  in our Corporate Governance Statement OR  at [insert location]  and the information referred to in paragraph (b):  in our Corporate Governance Statement OR  at [insert location]	<ul> <li>         ⊠ an explanation why that is so in our Corporate Governance         Statement OR         <ul> <li>             □ we are an externally managed entity and this recommendation is therefore not applicable         </li> </ul> </li> </ul>
1.7	A listed entity should:  (a) have and disclose a process for periodically evaluating the performance of its senior executives; and  (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	the evaluation process referred to in paragraph (a):  ⊠ in our Corporate Governance Statement OR  □ at [insert location]  and the information referred to in paragraph (b):  ⊠ in our Corporate Governance Statement OR  □ at [insert location]	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement OR</li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	LE 2 - STRUCTURE THE BOARD TO ADD VALUE		
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.	[If the entity complies with paragraph (a):] the fact that we have a nomination committee that complies with paragraphs (1) and (2):  □ in our Corporate Governance Statement OR □ at [insert location] and a copy of the charter of the committee: □ at [insert location] and the information referred to in paragraphs (4) and (5): □ in our Corporate Governance Statement OR □ at [insert location] [If the entity complies with paragraph (b):] the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively: □ in our Corporate Governance Statement OR □ at [insert location]	<ul> <li>         □ an explanation why that is so in our Corporate Governance Statement OR         □ we are an externally managed entity and this recommendation is therefore not applicable     </li> </ul>
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.	our board skills matrix:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corporate	e Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	 ave NOT followed the recommendation in full for the whole e period above. We have disclosed4
2.3	<ul> <li>A listed entity should disclose:</li> <li>(a) the names of the directors considered by the board to be independent directors;</li> <li>(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</li> <li>(c) the length of service of each director.</li> </ul>	the names of the directors considered by the board to be independent directors:  in our Corporate Governance Statement OR  at [insert location]  and, where applicable, the information referred to in paragraph (b):  in our Corporate Governance Statement OR  at [insert location]  and the length of service of each director:  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	the fact that we follow this recommendation:  ☐ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	the fact that we follow this recommendation:  ☐ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPI	LE 3 – ACT ETHICALLY AND RESPONSIBLY		
3.1	A listed entity should:  (a) have a code of conduct for its directors, senior executives and employees; and  (b) disclose that code or a summary of it.	our code of conduct or a summary of it:  in our Corporate Governance Statement OR  at http://www.medibio.com.au/corporate-governance/	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	LE 4 – SAFEGUARD INTEGRITY IN 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.	[If the entity complies with paragraph (a):] the fact that we have an audit committee that complies with paragraphs (1) and (2):  in our Corporate Governance Statement OR  at [insert location] and a copy of the charter of the committee:  at http://www.medibio.com.au/corporate-governance/ and the information referred to in paragraphs (4) and (5):  in our Corporate Governance Statement OR  at Annual Report 2018  [If the entity complies with paragraph (b):] the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner:  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement
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.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement

Corporate	e Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed $\dots$	 ave NOT followed the recommendation in full for the whole period above. We have disclosed <sup>4</sup>
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.	the fact that we follow this recommendation:  ☐ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity that does not hold an
			annual general meeting and this recommendation is therefore not applicable
PRINCIPI	LE 5 – MAKE TIMELY AND BALANCED DISCLOSURE		
5.1	A listed entity should:	our continuous disclosure compliance policy or a summary of it:	an explanation why that is so in our Corporate Governance
	have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and	☐ in our Corporate Governance Statement <u>OR</u>	Statement
	(b) disclose that policy or a summary of it.	□ at http://www.medibio.com.au/corporate-governance/	
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its	information about us and our governance on our website:	an explanation why that is so in our Corporate Governance
	governance to investors via its website.		Statement
6.2	A listed entity should design and implement an investor relations	the fact that we follow this recommendation:	an explanation why that is so in our Corporate Governance
	program to facilitate effective two-way communication with investors.	$oxed{\boxtimes}$ in our Corporate Governance Statement $\underline{\mathtt{OR}}$	Statement
		at [insert location]	
6.3	A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of	our policies and processes for facilitating and encouraging participation at meetings of security holders:	an explanation why that is so in our Corporate Governance Statement <b>OR</b>
	security holders.	in our Corporate Governance Statement <u>OR</u>	we are an externally managed entity that does not hold
		□ at http://www.medibio.com.au/corporate-governance/	periodic meetings of security holders and this recommendation is therefore not applicable
6.4	A listed entity should give security holders the option to receive	the fact that we follow this recommendation:	an explanation why that is so in our Corporate Governance
	communications from, and send communications to, the entity and its security registry electronically.	$oxed{\boxtimes}$ in our Corporate Governance Statement $\underline{\mathtt{OR}}$	Statement
		at [insert location]	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	PLE 7 – RECOGNISE AND MANAGE RISK		
7.1	The board of a listed entity should:	[If the entity complies with paragraph (a):]	⊠ an explanation why that is so in our Corporate Governance
	(a) have a committee or committees to oversee risk, each of which:	the fact that we have a committee or committees to oversee risk that comply with paragraphs (1) and (2):	Statement
	(1) has at least three members, a majority of whom are independent directors; and	in our Corporate Governance Statement <u>OR</u>	
	(2) is chaired by an independent director,	at [insert location]	
	and disclose:	and a copy of the charter of the committee:	
	(3) the charter of the committee;	☐ at [insert location]	
	(4) the members of the committee; and	and the information referred to in paragraphs (4) and (5):	
	(5) as at the end of each reporting period, the number of times the committee met throughout the period and	☐ in our Corporate Governance Statement <u>OR</u>	
	the individual attendances of the members at those	at [insert location]	
	meetings; or	[If the entity complies with paragraph (b):]	
	(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.	the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework:	
	Hamework.	in our Corporate Governance Statement OR	
		☐ at [insert location]	
7.2	The board or a committee of the board should:	the fact that board or a committee of the board reviews the entity's	an explanation why that is so in our Corporate Governance
	(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and	risk management framework at least annually to satisfy itself that it continues to be sound:	Statement
	(b) disclose, in relation to each reporting period, whether such		
	a review has taken place.	at [insert location]	
		and that such a review has taken place in the reporting period covered by this Appendix 4G:	
		☐ at [insert location]	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
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.	[If the entity complies with paragraph (a):] how our internal audit function is structured and what role it performs:  □ in our Corporate Governance Statement OR □ at [insert location] [If the entity complies with paragraph (b):] the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes: □ in our Corporate Governance Statement OR □ at [insert location]	an explanation why that is so in our Corporate Governance Statement
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.	whether we have any material exposure to economic, environmental and social sustainability risks and, if we do, how we manage or intend to manage those risks:    in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	LE 8 – REMUNERATE FAIRLY AND RESPONSIBLY		
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.	[If the entity complies with paragraph (a):] the fact that we have a remuneration committee that complies with paragraphs (1) and (2):  in our Corporate Governance Statement OR  at [insert location] and a copy of the charter of the committee:  at http://www.medibio.com.au/corporate-governance/ and the information referred to in paragraphs (4) and (5):  in our Corporate Governance Statement OR  at Annual Report 2018  [If the entity complies with paragraph (b):] the fact that we do not have a remuneration committee and the processes we employ for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive:  in our Corporate Governance Statement OR at [insert location]	□ an explanation why that is so in our Corporate Governance Statement OR □ we are an externally managed entity and this recommendation is therefore not applicable
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.	separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives:  in our Corporate Governance Statement OR  at Annual Report 2018	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
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.	our policy on this issue or a summary of it:  in our Corporate Governance Statement OR  at http://www.medibio.com.au/corporate-governance/	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>□ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <u>OR</u></li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corporat	e Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$	
ADDITIO	NAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED	LISTED ENTITIES		
-	Alternative to Recommendation 1.1 for externally managed listed entities:  The responsible entity of an externally managed listed entity should disclose:  (a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity;  (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	the information referred to in paragraphs (a) and (b):  in our Corporate Governance Statement OR  at [insert location]  N/A	an explanation why that is so in our Corporate Governance Statement	
-	Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:  An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	the terms governing our remuneration as manager of the entity:  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement	



## **2018 Corporate Governance Statement**

The Board of Medibio Limited (the **Company**) is responsible for the overall corporate governance of the Company. The Board believes that good corporate governance helps ensure the future success of the Company, adds value to stakeholders and enhances investor confidence.

The ASX Listing Rules require listed companies to prepare a statement disclosing the extent to which they have complied with the recommendations of the ASX Corporate Governance Council (**Recommendations**) during the reporting period. The Recommendations are not prescriptive, such that if a company considers a recommendation to be inappropriate having regard to its own circumstances, it has the flexibility not to follow it. Where a company has not followed all the Recommendations, it must identify which Recommendations have not been followed and provide reasons for not following them.

This Corporate Governance Statement (**Statement**) discloses the extent to which Medibio Limited has followed the Recommendations, or where appropriate, indicates a departure from the Recommendations with an explanation. This Statement should be read in conjunction with the material on our website (www.medibio.com.au), including the 2018 Annual Report.

This Statement is current as at 30 June 2018 and has been approved by the Board of Directors of Medibio Limited.

# PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT Recommendation 1.1 - Role of the Board and Management

The role of the Board is to provide overall strategic guidance and effective oversight of management.

The Board has a formal Board Charter which is available on our website at www.medibio.com.au.

The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board's composition, the roles and responsibilities of the Chairman and Company Secretary, the establishment, operation and management of Board Committees, details of the Board's relationship with management and details of the Board's performance review.

The Board delegates responsibility for the day-to-day management of the Company and its business to the Chief Executive Officer (CEO). The CEO is supported by the senior executive team and delegates authority to appropriate senior executives for specific activities. The Board maintains ultimate responsibility for strategy, control and risk profile of the Group.

#### **Recommendation 1.2: Appointment of Directors**

The Company has guidelines for the appointment and selection of the Board which require the Board to undertake appropriate checks before appointing a person or putting forward to security holders a candidate for election, as a Director.

We provide our shareholders with all material information relevant to a decision on whether or not to elect or reelect a Director will be provided to security holders in a Notice of Meeting pursuant to which the resolution to elect or re-elect a Director will be voted on.

#### **Recommendation 1.3: Appointment Terms**

Each Director and senior executive are party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment. Details of executive contracts in place are detailed in the Company's Annual Remuneration Report in the 2018 Annual Report.



#### **Recommendation 1.4: Company Secretary**

The Board is supported by the Company Secretary, whose role includes supporting the Board on governance matters, assisting the Board with meetings and directors' duties, and acting as an interface between the Board and senior executives across the Group. The Board and individual Directors have access to the Company Secretary.

Under the Company's governance framework, the Company Secretary is accountable to the Board on all matters regarding the proper functioning of the Board. The Board is responsible for the appointment of the Company Secretary.

Details regarding our Company Secretary, including experience and qualifications, is set out in the Directors' Report in our 2018 Annual Report.

#### **Recommendation 1.5: Diversity Policy**

The workforce of the Company comprises individuals with diverse skills, backgrounds, perspectives and experiences and this diversity is valued and respected. The Company has implemented a Diversity Policy which can be viewed at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>. The Diversity Policy provides a framework for the Company to establish and achieve measurable diversity objectives, including in respect of gender diversity. The Diversity Policy allows the Board to set measurable gender diversity objectives, if considered appropriate, and to assess annually both the objectives (if any have been set) and the Company's progress in achieving them.

The Diversity Policy is available on the Company's website at www.medibio.com.au.

The proportion of women on the Board, in senior executive positions and women across the entire organisation as at 30 June 2018 was as follows:

- Women on the Board 0%
- Women in senior executive positions 20%
- Women across the entire organisation 50%

Due to the current size and composition of the organisation the Board does not consider it appropriate to provide measurable objectives in relation to gender. The Company is committed to ensuring that the appropriate mix of skills, experience, expertise and diversity are considered when employing staff at all levels of the organisation and when making new senior executive and Board appointments and is satisfied that the composition of employees, senior executives and members of the Board is appropriate.

The Board will establish measurable objectives on its diversity policy during the 2019 financial year and review progress against the objectives in its annual performance assessment.

#### **Recommendation 1.6: Board Performance Assessment**

The Board is committed to formally evaluating its performance, the performance of its committees (where applicable) and individual Directors, as well as the governance processes supporting the Board. The Board does this through an annual assessment process.

The review process involves:

- completion of a questionnaire/survey by each director, facilitated by the Company Secretary;
- the preparation and provision of a report to each director with feedback on the performance of the Board based on the survey results; and
- The Board meeting to discuss any areas and actions for improvement.

A Board performance assessment did not take place during the period. It is planned that an assessment would be conducted in October 2018 and the results reported to the Board.



#### **Recommendation 1.7: Senior Executive Performance Assessment**

Senior Executives are appointed by the Managing Director and their Key Performance Indicators (**KPI's**) contain specific financial and non-financial objectives.

These KPI's are reviewed annually by the CEO. The performance of each Senior Executive against these objectives is evaluated annually.

Performance evaluations were undertaken during the reporting period by the Company in accordance with the process.

#### PRINCIPLE 2 - BOARD STRUCTURE

#### **Recommendation 2.1: Nomination Committee**

Due to the size of the Company and its Board, the Board will fulfil the roles and responsibilities in relation to nomination.

Our processes 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 are as follows:

- identify and recommend candidates for the Board after considering the necessary and desirable competencies of new Board members to ensure the appropriate mix of skills and experience and after assessment of how the candidates can contribute to the strategic direction of the Company;
- approve and review induction procedures for new appointees of the Board to ensure that they can effectively discharge their responsibilities;
- assess and consider the time required to be committed by a non-executive Director to properly fulfil their duty to the Company and advise the Board.
- consider and recommend candidates for election or re-election to the Board at each annual shareholders' meeting;
- review Directorships in other public companies held by or offered to Directors and senior executives of the Company;
- review succession plans for the Board will a view to maintaining an appropriate balance of skills and experience on the Board;
- arrange an annual performance evaluation of the Board, any Committees and individual Directors;
- make recommendations on the appropriate size and composition of the Board; and
- make recommendations on the terms and conditions of appointment to, and removal and retirement from, the Board.

#### **Recommendation 2.2: Board Skills Matrix**

The Company has a Board skill matrix setting out the mix of skills and diversity that the Board currently in its membership. The Board Charter requires the disclosure of each Board member's qualifications and expertise.

Full details of each Directors' relevant skills and experience are set out in the 2018 Directors' Report.

#### **Recommendation 2.3: Independent Directors**

An independent director is a Non-Executive Director who is not a member of management and free from any business or other relationship that could materially interfere with, or could reasonably be perceived to materially interfere with, the independent exercise of judgement.

The Board regularly assesses the independence of each Non-Executive Director in light of the information which



each Director is required to disclose in relation to any material contract or other relationship with the Company in accordance with the director's terms of appointment, the Corporations Act 2001, and the Board Charter.

When appointing an independent director or reviewing the independence of its Directors, the Board will have regard to the definition of independent director and the factors set out in the Recommendations, in particular the factors relevant to assessing the independence of a director set out in Recommendation 2.3.

The Board has six independent directors, Chris Indermaur (Chairman), Patrick Kennedy (Non-Executive Director), Andrew Maxwell (Non-Executive Director), Michael Phelps (Non-Executive Director), Peter Carlisle (Non-Executive Director) and Franklyn Prendergast (Non-Executive Director).

Jack Cosentino is not considered to be independent on the basis that he has held an executive management role within the Company.

The Board considers the Non-Executive Directors to be independent having regard to the indicia in Box 2.3 in the ASX Recommendations. The Board has considered the holdings of shares in the Company by these Non-Executive Directors and is of the opinion that their respective interests in shares would not materially interfere with, or could be reasonably perceived to interfere with, the independent exercise of their judgement in their position as a Director. The Board also considers that they are otherwise free from any business or other relationship that could materially interfere with, or reasonably be perceived to interfere with, the independent exercise of their judgement, and that each of these Directors is able to fulfil the role of independent Director for the purposes of the ASX Recommendations.

The Board's assessment of each Director in office at 30 June 2018 is set out below.

Name	Position	Appointment date	Status
Jack Cosentino	CEO/Managing Director	16 <sup>th</sup> February 2017	Non-Independent
Chris Indermaur	Non-Executive Chairman	7 <sup>th</sup> April 2015	Independent
Peter Carlisle	Non-Executive Director	22 <sup>nd</sup> January 2018	Independent
		(alternate director 5 <sup>th</sup> June 2017)	
Patrick Kennedy	Non-Executive Director	4 <sup>th</sup> July 2017	Independent
Andrew Maxwell	Non-Executive Director	1 <sup>st</sup> February 2017	Independent
Michael Phelps	Non-Executive Director	5 <sup>th</sup> June 2017	Independent
Franklyn Prendergast	Non-Executive Director	27 <sup>th</sup> January 2016	Independent

#### Recommendation 2.4: Majority Independence

As at 30 June 2018, six out of seven Directors are deemed independent and the Company has a majority of independent directors.

As set out in the ASX Recommendations, the Board acknowledges that having a majority of independent directors makes it harder for any individual or small group of individuals to dominate the board's decision-making and maximises the likelihood that the decisions of the board will reflect the best interests of the entity and its security holders generally and not be biased towards the interests of management or any other person or group with whom a non-independent director may be associated.

#### **Recommendation 2.5: Board Chair**

The Chair, Chris Indermaur, was appointed to the position on 7<sup>th</sup> April 2015 and is considered an independent Director. The Chair provides leadership to the Board in relation to all Board matters and is responsible for ensuring that the Board meets its responsibilities under the Board Charter. His role is set out in more detail in the Board Charter.

As at 30 June 2018 the roles of Chair and CEO are exercised by different individuals, being Chris Indermaur and Jack Cosentino, respectively.



#### Recommendation 2.6: Induction, Education and Training

In accordance with the Company's Board Charter, the Board is responsible for arranging the induction of new directors, establishing and reviewing induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities.

Directors are also encouraged to personally undertake appropriate training and refresher courses as appropriate to maintain the skills required to discharge their obligations to the Company.

#### PRINCIPLE 3 - ACT ETHICALLY AND RESPONSIBLY

#### **Recommendation 3.1: Code of Conduct**

The Board recognises the need to observe the highest standards of corporate practice and business conduct. Accordingly, the Board has adopted a Corporate Code of Conduct designed to ensure that:

- High standards of corporate and individual behaviour are observed by all Medibio employees in the context of their employment with Medibio;
- Employees are aware of their responsibilities to Medibio under their contract of employment; and,
- All persons dealing with Medibio, whether it be employees, contractors, shareholders, suppliers, customers or competitors, can be guided by the stated values and policies of the Company.

The Corporate Code of Conduct can be found on our website at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>. The key aspects of this code are to:

- act fairly with honesty and integrity in the best interests of the Company and in the reasonable expectations of shareholders;
- act in accordance with all applicable laws, regulations, and the Company policies and procedures; and,
- act in good faith and deal fairly with others, encouraging teamwork.

The Corporate Code of Conduct sets out the Company's policies on various matters including honesty and integrity, professionalism, respect for the law and confidentiality.

#### PRINCIPLE 4 - SAFEGUARD INTEGRITY IN CORPORATE REPORTING

#### **Recommendation 4.1: Audit Committee**

It is the Board's responsibility to ensure that an effective internal control framework exists within the entity. This includes internal controls to deal with both the effectiveness and efficiency of significant business processes, the safeguarding of assets, the maintenance of proper accounting records, and the reliability of financial information as well as non-financial considerations such as the benchmarking of operational key performance indicators.

The Board has established an Audit Committee, which operates under a formal charter approved by the Board, to which it has delegated the responsibility to establish and maintain the framework of internal control and ethical standards for the management of the company. The Committee also provides the Board with additional assurance regarding the reliability of financial information for inclusion in the financial reports. At the date of this report the Committee comprises of four members, and three are independent. The Chair of the Committee is not the Chair of the Board and membership is as follows:

- Andrew Maxwell (Independent Chairman)
- Chris Indermaur (Independent Member)
- Jack Cosentino (Member)
- Peter Carlisle (Independent Member)

The Audit Committee Charter is available on the Company's website at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>.



Details of meetings held by the Committee during the year and member attendances are set out in the 2018 Directors' Report.

#### Recommendation 4.2: Assurances

The CEO and Chief Financial Officer (**CFO**) provide an annual declaration to the Board prior to the Board's approval of the Company's full year financial results. This process was followed for the 2018 full year financial results, where the Interim CEO and CFO provided a declaration to the Board that, in their opinion, the financial records 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 Group, and their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively. On this basis, the 2018 full year financial results were approved by the Board.

#### Recommendation 4.3: External Auditor

Our external auditor, William Buck (Qld) attends our AGM and a representative is available to answer shareholder questions about the conduct of the audit and the preparation and content of the auditor's report.

William Buck (Qld)'s independence declaration is contained in the Directors' Report in our 2018 Annual Report.

The effectiveness, performance and independence of the external auditor is reviewed annually by the Board.

#### PRINCIPLE 5 - MAKE TIMELY AND BALANCED DISCLOSURE

#### **Recommendation 5.1: Continuous Disclosure Policy**

We are committed to providing information to shareholders and to the market in a manner that is consistent with the meaning and intention of the ASX Listing Rules and the Corporations Act.

To comply with these obligations, the Board has adopted a Continuous Disclosure Policy & Procedures, which is available on our website at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>.

The Board has overarching responsibility for compliance with continuous disclosure obligations.

The Board is committed to the promotion of investor confidence by ensuring that trading in the Company's securities takes place in an efficient, competitive and informed market and in compliance with our Securities Trading Policy (as applicable). In accordance with continuous disclosure obligations under the ASX Listing Rules, the Company has procedures in place to ensure that all price sensitive information is identified, reviewed by management and disclosed to the ASX in a timely manner. The Company website includes a link to all information disclosed to the ASX.

#### PRINCIPLE 6 - RESPECT THE RIGHTS OF SECURITY HOLDERS

#### **Recommendation 6.1: Information and Governance**

Information about the Company and its corporate governance policies is available on our website at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>.

The Company also maintains a separate investor page on our website to provide shareholders with links to annual and interim reports, ASX announcements, presentations and other key information.

#### **Recommendation 6.2: Investor Relations**

We endeavour to communicate with shareholders and other stakeholders in an open, regular and timely manner so that the market has sufficient information to make informed investment decisions.

The Company has adopted an Investor Relations Policy which aims to promote and facilitate effective two-way



communication with investors. The Investor Relations Policy outlines a range of ways in which information is communicated to shareholders and is available on the Company's website <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>.

#### **Recommendation 6.3: Shareholder Meeting Participation**

Shareholders are forwarded the Company's Annual Report, if requested (it is otherwise made available on the Company's website), and documents relating to each general meeting, being the notice of meeting, any explanatory memorandum and a proxy form and shareholders are invited to attend these meetings.

The Board regards each general meeting as an important opportunity to communicate with shareholders and it provides a key forum for shareholders to ask questions about the Company, its strategy and performance. At shareholder meetings, the Company will provide an opportunity for shareholders and other stakeholders to hear from and put questions to the Board, management and if applicable our external auditor.

Further information is included in the Company's Investor Relations Policy, which is located on the Company's website at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>.

#### Recommendation 6.4: Electronic Communication with Shareholders

The Investor Relations Policy provides that security holders can register with the Company to receive email notifications when an announcement is made by the Company to the ASX, including the release of the Annual Report, half yearly reports and quarterly reports. Links are made available to the Company's website on which all information provided to the ASX is immediately posted. Information regarding the last two years' press releases or market announcements is also available on the website.

Shareholders queries should be referred to the Company Secretary at first instance.

#### PRINCIPLE 7 - RECOGNISE AND MANAGE RISK

#### **Recommendation 7.1: Risk Committee**

Due to the size and operations of the Company, the Board determines the company's risk profile and is responsible for overseeing and approving risk management strategy and policies, internal compliance and internal control.

The responsibilities of the Board in relation to risk include:

- To implement and monitor strategies designed to achieve the company's goals and objectives
- To continuously identify and measure risks that might impact upon the company's achievement of its goals and objectives
- To formulate risk management strategies to manage identified risks and to design and implement appropriate risk management policies and internal controls
- To monitor the performance of risk management systems and internal compliance and controls at least annually and to engage in a process of continuous improvement of such systems
- To consider all risk areas and ensure that appropriate safeguards are in place.
- To assist Management as appropriate in relation to risk areas, operating procedures and, if instances arise, conflicts of interest.
- To evaluate the process the company has in place for assessing and continuously improving internal risk management, particularly those related to significant risk.

#### Recommendation 7.2: Risk Management Framework

The Group's risk management framework is supported by the Board of Directors, management team and the Audit Committee. The Board is responsible for approving and review the Company's risk management strategy and policy. Management are responsible for monitoring that appropriate processes and controls are in place to effectively and efficiently manage risk.



The Board has adopted a Risk Management Policy which sets out the Company's system of risk oversight, management of material business risks and internal control. The Risk Management Policy is available on the Company's website at https://medibio.com.au/corporate-governance. The Company's risk management framework is reviewed on a periodic basis.

#### Recommendation 7.3: Internal Audit

The Audit Committee Charter provides for the Committee to monitor the need for an internal audit function.

The Company did not have an internal audit function for the past financial year. Due to the size of the Company, the Board does not consider it necessary to have an internal audit function.

The Company will employ the following process for evaluating and continually improving the effectiveness of its risk management and internal control processes:

- (i) the Audit Committee will monitor the need for an internal audit function having regard to the size, location and complexity of the Company's operations; and,
- (ii) the Audit Committee will periodically undertake an internal review of financial systems and processes where systems are considered to require improvement these systems are developed.

#### Recommendation 7.4: Economic, Environmental and Social Sustainability Risk

The Company has no material exposure to economic, environmental and social sustainability risks.

#### PRINCIPLE 8 - REMUNERATE FAIRLY AND RESPONSIBILITY

#### **Recommendation 8.1: Remuneration Committee**

The Board has appointed a remuneration Committee to assist the Board in ensuring it is equipped to discharge its responsibilities. The Committee Comprises of:

- Chris Indermaur Independent Member & Chairman
- Andrew Maxwell Independent Member
- Peter Carlisle Independent Member

The processes we employ for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive are as follows:

- Regular review of the performance of the Board and senior executives, including comparison to expected performance levels and objectives and the Company's financial and operation performance;
- Assessing the reasonableness of the level and composition of remuneration, including comparisons to market conditions, comparable entities, industry averages and best practice;
- When appropriate, engaging remuneration consultants to provide independent review and advise services.

#### Recommendation 8.2: Remuneration Policies and Practices

Details of the Company's remuneration practices for its Directors and senior executives are disclosed in the Remuneration Report in the Company's Annual Report.

Separate disclosure regarding the remuneration of the Company's directors (Executive and Non-Executive) is disclosed in the Company's Annual report, as lodged with the ASX and issued to shareholders.



#### **Recommendation 8.3: Equity Based Remuneration Scheme**

The Company had an approved equity-based remuneration scheme during the reporting period. The Company's Securities Trading Policy prohibits all directors and employees from hedging any shares or securities of the Company. Hedging refers to using financial products to protect against or limit the risk associated with equity instruments, such as shares, options or securities.

The Securities Trading Policy can be access on the website at <a href="https://medibio.com.au/corporate-governance">https://medibio.com.au/corporate-governance</a>.