

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

Magellan Financial Group Ltd

ABN/ARBN

59 108 437 592

Financial year ended:

30 June 2025

Our corporate governance statement¹ for the period above can be found at:²

- ☐ These pages of our annual report:
- ☒ This URL on our website: <https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/>

The Corporate Governance Statement is accurate and up to date as at 20 August 2025 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.³

Date: 20 August 2025

Name of authorised officer authorising lodgement: Emilie Cameron, Company Secretary

¹ "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.

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.

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 Listing Rule 4.10.3.

Under Listing Rule 4.7.3, an entity must also lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. The Appendix 4G serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity under Listing Rule 4.10.3 and under the ASX Corporate Governance Council's recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

The Appendix 4G is not a substitute for, and is not to be confused with, the entity's corporate governance statement. They serve different purposes and an entity must produce each of them separately.

² Tick whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where your corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

³ 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.

See notes 4 and 5 below for further instructions on how to complete this form.

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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 director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

⁴ Tick the box in this column only if you have followed the relevant recommendation **in full** for the **whole** of the period above. Where the recommendation has a disclosure obligation attached, you must insert the location where that disclosure has been made, where indicated by the line with “*insert location*” underneath. If the disclosure in question has been made in your corporate governance statement, you need only insert “our corporate governance statement”. If the disclosure has been made in your annual report, you should insert the page number(s) of your annual report (eg “pages 10-12 of our annual report”). If the disclosure has been made on your website, you should insert the URL of the web page where the disclosure has been made or can be accessed (eg “www.entityname.com.au/corporate-governance/charters/”).

⁵ 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.

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.5	<p>A listed entity should:</p> <ul style="list-style-type: none"> (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: <ul style="list-style-type: none"> (1) the measurable objectives set for that period to achieve gender diversity; (2) the entity's progress towards achieving those objectives; and (3) either: <ul style="list-style-type: none"> (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. <p>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.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed a copy of our diversity policy at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p> <p>and we have disclosed the information referred to in paragraph (c) in the Corporate Sustainability and Responsibility Report contained in MFG's Annual Report at: https://magellanfinancialgroup.com/shareholder-centre/results/</p> <p>and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
1.6	<p>A listed entity should:</p> <ul style="list-style-type: none"> (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period. 	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the evaluation process referred to in paragraph (a) in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) in our corporate governance statement at:</p> <p>https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process in our corporate governance statement at:</p> <p>https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input checked="" type="checkbox"/> <i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p> <p>and the information referred to in paragraphs (4) and (5) in MFG's Annual Report at: https://magellanfinancialgroup.com/shareholder-centre/results/</p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed 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 at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.2	<p>A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed our board skills matrix in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
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, affiliation 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 or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	<input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/ and, where applicable, the information referred to in paragraph (b) at: [insert location] and the length of service of each director in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input type="checkbox"/>	During FY25, MFG did not have an independent Chairman. From 25 October 2023 until 3 March 2025, Andrew Formica was the Executive Chairman of MFG. From 3 March 2025, Mr Formica reverted to Chairman of MFG. Since less than three years have passed since Mr Formica was Executive Chairman, management have determined that Mr Formica is not independent. MFG had either a Deputy Chairman or Lead Independent Director during FY25 to fulfil the role of Chairman whenever Mr Formica was conflicted. Further details are set out at page 8 of our Corporate Governance Statement. <input checked="" type="checkbox"/> set out in our Corporate Governance Statement https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/ OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/> 	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values on our website at https://magellanfinancialgroup.com/about/our-values/	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct in our Code of Ethics at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p><input checked="" type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/ and the information referred to in paragraphs (4) and (5) in MFG's Annual Report: https://magellanfinancialgroup.com/shareholder-centre/results/ <i>[If the entity complies with paragraph (b):]</i> and we have disclosed 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 at:</p> <p>..... <i>[insert location]</i></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.2	<p>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.</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.3	<p>A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input checked="" type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p> <p>and the information referred to in paragraphs (4) and (5) in MFG's Annual Report at: https://magellanfinancialgroup.com/shareholder-centre/results/</p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed 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 at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<input type="checkbox"/> set out in our Corporate Governance Statement
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
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 governance, risk management and internal control processes.	<input checked="" type="checkbox"/> <p><i>[If the entity complies with paragraph (a):]</i> and we have disclosed how our internal audit function is structured and what role it performs at: <i>[insert location]</i></p> <p><i>[If the entity complies with paragraph (b):]</i> and we have disclosed 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 at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p>	<input type="checkbox"/> set out in our Corporate Governance Statement
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	<input checked="" type="checkbox"/> <p>and we have disclosed whether we have any material exposure to environmental and social risks in the Corporate Sustainability and Responsibility Report contained in MFG's Annual Report at https://magellanfinancialgroup.com/shareholder-centre/results/ and, if we do, how we manage or intend to manage those risks at: <i>[insert location]</i></p>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

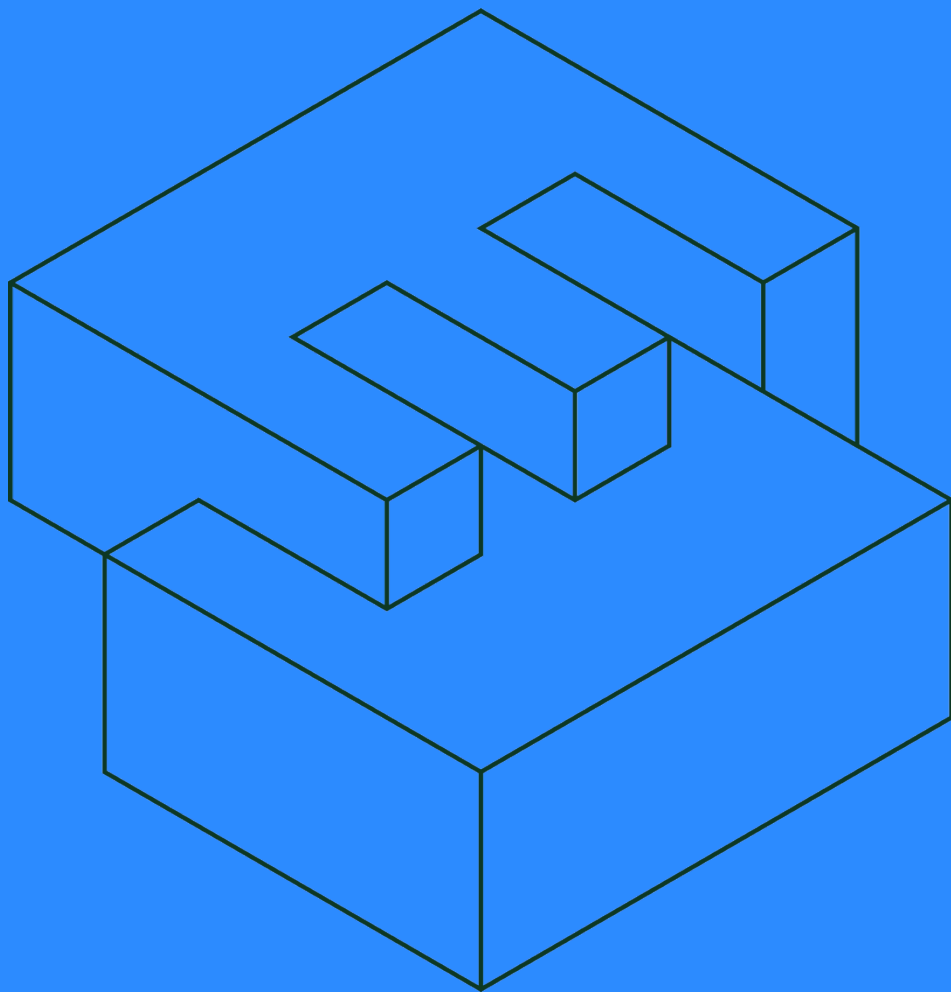
Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p><input checked="" type="checkbox"/> [If the entity complies with paragraph (a):]</p> <p>and we have disclosed a copy of the charter of the committee at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/ and the information referred to in paragraphs (4) and (5) in MFG's Annual Report at: https://magellanfinancialgroup.com/shareholder-centre/results/ [If the entity complies with paragraph (b):]</p> <p>and we have disclosed 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:</p> <p>.....</p> <p>[insert location]</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
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.	<p><input checked="" type="checkbox"/> and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives in the Remuneration Report contained within MFG's Annual Report:</p> <p>https://magellanfinancialgroup.com/shareholder-centre/results/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>	<p><input checked="" type="checkbox"/> and we have disclosed our policy on this issue or a summary of it in our corporate governance statement at: https://magellanfinancialgroup.com/shareholder-centre/corporate-governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at: <i>[insert location]</i>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed 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.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	<i>Alternative to Recommendation 1.1 for externally managed listed entities:</i> 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; and (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	<input type="checkbox"/> and we have disclosed the information referred to in paragraphs (a) and (b) at: <i>[insert location]</i>	<input type="checkbox"/> set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	<p><input type="checkbox"/></p> <p>and we have disclosed the terms governing our remuneration as manager of the entity at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Corporate Governance Statement

Current as at and approved by the Board on 20 August 2025



MFG



1. Overview	3	7. Principle 6: Respect the rights of security holders	12
2. Principle 1: Lay solid foundations for management and oversight	3	Recommendation 6.1	12
Recommendation 1.1	3	Recommendation 6.2	12
Recommendation 1.2	4	Investor relations	12
Recommendation 1.3	4	Recommendation 6.3	13
Recommendation 1.4	4	Recommendation 6.4	13
Recommendation 1.5	4	Recommendation 6.5	13
Recommendation 1.6	5	8. Principle 7: Recognise and manage risk	13
Recommendation 1.7	5	Recommendation 7.1	13
3. Principle 2: Structure the board to be effective and add value	5	Recommendation 7.2	14
Recommendation 2.1	5	Recommendation 7.3	14
Recommendation 2.2	6	Recommendation 7.4	14
Recommendation 2.3	7	9. Principle 8: Remunerate fairly and responsibly	14
Recommendation 2.4	8	Recommendation 8.1	14
Recommendation 2.5	8	Recommendation 8.2	15
Recommendation 2.6	9	Recommendation 8.3	15
4. Principle 3: Instil a culture of acting lawfully, ethically and responsibly	9		
Recommendation 3.1	9		
Recommendation 3.2	9		
Recommendation 3.3	10		
Recommendation 3.4	10		
5. Principle 4: Safeguard the integrity of corporate reports	10		
Recommendation 4.1	10		
Recommendation 4.2	11		
Recommendation 4.3	11		
6. Principle 5: Make timely and balanced disclosure	11		
Recommendation 5.1	11		
Continuous disclosure policy	11		
Recommendation 5.2	12		
Recommendation 5.3	12		

1. Overview

The Board of Directors (“**Board**”) of Magellan Financial Group Ltd (“**MFG**” or the “**Company**”) (ASX: MFG) recognise the importance of, and are committed to, achieving high corporate governance standards. The Company believes that achieving high corporate governance standards adds value to stakeholders and raises regulator and investor confidence.

The Company’s key operating subsidiary is Magellan Asset Management Limited (“**MAM**”). The Company and MAM are referred to as “**Magellan**” in this Statement. “**MFG Group**” means MFG and its controlled entities.

The Board, in consultation with management, determines appropriate corporate governance practices, taking into account the Corporations Act 2001 (Cth), ASX Listing Rules, ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations 4th edition, February 2019 (“**Governance Principles**”), regulatory requirements of the Australian Securities and Investments Commission and legislative and regulatory requirements of jurisdictions in which MFG Group operates. Where, after due deliberation, MFG’s corporate governance practices differ from the Governance Principles, this Corporate Governance Statement (“**Statement**”) sets out the reasons for the difference.

As part of the governance process, the Board and management regularly review MFG’s policies and practices to ensure that they meet the requirements of stakeholders and that there is a process of continual improvement in governance standards. A copy of the charters and policies mentioned in this Statement are available in the Shareholder Centre section on the MFG website at magellanfinancialgroup.com under Corporate Governance.

2. Principle 1: Lay solid foundations for management and oversight

Recommendation 1.1

A listed entity should have and disclose a board charter setting out:

- (a) The respective roles and responsibilities of its board and management; and
- (b) Those matters expressly reserved to the board and those delegated to management

The Board is responsible for the overall operation and stewardship of MFG and is responsible for its overall success and long-term growth and corporate governance. The Board has approved a formal Charter which details its role, powers, duties and functions. The Charter is reviewed regularly, or whenever significant change occurs, to remain relevant to MFG and its activities. The Board has retained all authority required by law and has specifically reserved various powers including:

- approving the strategic direction of the MFG Group and significant corporate initiatives;
- approving the code of ethics to underpin the desired culture within the Company;
- approving the annual budget and financial statements and monitoring financial performance against forecast and prior periods;
- overseeing the Company’s process for making timely and balanced disclosure of all material information concerning the Company that a reasonable person would expect to have a material effect on the price or value of the Company’s securities;
- assessing and determining whether to accept risks beyond the approval discretion provided to management;
- monitoring the effectiveness of risk management and compliance including satisfying itself through reporting and oversight that appropriate internal control mechanisms (for both financial and non-financial risks) are in place and are being implemented;
- determining capital management policies including dividend policy and the amount, timing and nature of dividends to be paid;
- appointing and removing the Chairman, Chief Executive Officer and the Company Secretary;
- establishing Committees of the Board and, in relation to each Committee, appointing the members and the Chairman, setting Committee charters and delegating authority to relevant Committees;
- assessing the performance of the Board and individual Directors and determining the remuneration of Directors and Committee member; and
- satisfying itself that the Company’s remuneration policies are aligned with the Company’s purpose, values, strategic objectives and risk appetite.

A copy of the Board Charter can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

Management is responsible for implementing the strategic objectives and operating within the risk appetite set by the Board and for all other aspects of the day to day running of MFG. Management is also responsible for providing the Board with accurate, timely and clear information to enable the Board to perform its responsibilities.

Recommendation 1.2

A listed entity should:

- (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and
- (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director

Prior to appointing a Director or senior executive, or putting forward a new candidate for election, appropriate screening checks are undertaken as to the person's character, experience, education, criminal record and bankruptcy history. In putting forward a Director to shareholders for election or re-election, the Company will provide shareholders with all material information in its possession relevant to a decision on whether to elect or re-elect the Director including, but not limited to:

- biographical details, including their relevant qualifications and experience together with the skills they bring to the Board;
- details of any interest, position, association or relationship that might influence or be perceived to influence the Director's independence or ability to act in the best interests of the Company;
- the term of office currently served by the Director;
- whether the Board considers the Director to be an independent Director;
- details of any other material directorships currently held by the candidate;
- a statement by the Board as to whether it supports the election of the candidate; and

- any other material information that the Board considers to be relevant to the election or re-election of the Director.

Recommendation 1.3

A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment

Upon appointment, each Director and senior executive is required to sign an agreement which sets out the terms and conditions of their appointment or employment.

Recommendation 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 Company Secretary is accountable directly to the Board, through the Chairman, for all corporate governance matters. The role of the Company Secretary for MFG is to:

- advise the Board and its Committees on governance matters;
- monitor that Board and Committee policies and procedures are followed;
- co-ordinate the timely completion and despatch of Board and Committee papers;
- ensure that the business at Board and Committee meetings is accurately captured in the minutes; and
- help to organise and facilitate the induction and professional development of Directors.

Each Director can communicate directly with the Company Secretary and vice versa.

Recommendation 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;
- (c) disclose in relation to each reporting period:
 1. the measurable objectives set for that period to achieve gender diversity;

2. the entity's progress towards achieving those objectives
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.

MFG recognises the value of attracting and retaining employees with different backgrounds, knowledge, experience and abilities. MFG's policy is to recruit and manage on the basis of competence and performance regardless of age, race, gender, nationality, religion, sexuality, physical ability or cultural background. The Board annually reviews the measurable objectives it has set to achieve improvement in the diversity of employees. MFG's Workplace Diversity & Inclusion Policy can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

Details of the gender diversity targets set by the Board and an overview of gender diversity are set out in the Corporate Sustainability and Responsibility Report contained in MFG's Annual Report. The Board annually reviews the measurable objectives it sets to achieve improvement in the diversity of employees and has set objectives for female representation of 33% for the MFG Board, 40% for senior management and 40% for the overall group.

Recommendation 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 for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.

The Board's Charter requires the Board to review its performance and the performance of its Remuneration and Nominations Committee and Directors every two years. The MFG Audit and Risk Committee Charter requires the performance of the members of the MFG Audit and Risk Committee, adherence to its Charter and achievement of its objectives to be assessed every year.

The review considers the Board's role, the processes of the Board and its Committees as well as the collective and individual performance of the Board, its Committees and each Director. The review may be conducted through a combination of written and oral communications and is discussed by the whole Board. An individual Director's performance is considered when the Board determines whether or not to support the Director for re-election.

A performance evaluation was last undertaken in FY25 in accordance with the above process.

Recommendation 1.7

A listed entity should:

- (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and
- (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.

Annual performance evaluations are conducted for senior executives of MFG by the Board or the CEO and Managing Director (as relevant). Details of the process are included in the Remuneration Report attached to the Annual Report, a copy of which can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Reports & ASX Releases.

3. Principle 2: Structure the board to be effective and add value

Recommendation 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.**

Remuneration and Nominations Committee

The Board has established a Remuneration and Nominations Committee.

The majority of the Committee (which has five members) comprises independent Non-Executive Directors, information in respect of which is contained in the MFG Annual Report and can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Reports & ASX Releases.

The Chairman of the Committee is John Eales, an independent Non-Executive Director. The role of the Committee is to make recommendations to the Board in relation to:

- the remuneration framework for directors;
- induction and continuing professional development programs for directors;
- the remuneration of the CEO and executives;
- the development and implementation of a process for evaluating the performance of the Board, its committees and directors;
- the selection, appointment and re-election of directors; and
- Board succession plans.

The Committee operates under a separate Charter which can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

The number of times the Committee met during the year, including individual attendances of members, is set out in the Annual Report.

Recommendation 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.

Board skills matrix

The Board actively seeks to maintain a balance of skills, knowledge and experience to direct and oversee the activities of MFG. The Board considers that collectively the Directors have an appropriate range of skills, experience and expertise to understand and competently deal with current and emerging business issues and effectively monitor and review the performance of MFG and exercise independent judgement.

The following table sets out the key skills and experience of the Directors that the Board considers to be most relevant to the needs of the Company and the extent to which they are represented on the Board and its Committees.

In addition, and equally important as the skills and experience outlined in the table, the Board considers that each Director has the following attributes:

- honesty, integrity and high ethical standards;
- a proven track record of creating shareholder value;
- the available time to undertake the role appropriately;
- an inquiring mind able to be applied to all matters of the Board;
- the ability to consider materiality thresholds and risk tolerance in decision making; and
- a commitment to the highest standards of governance.

Board skills and experience	Board
Total Directors	6 Directors
Executive leadership Success at a senior executive level in a successful career	6 Directors
Governance Commitment to the highest standards of governance, including experience in a major organisation subject to rigorous governance standards. An ability to assess effectiveness of senior management.	6 Directors
Strategy Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in the context of regulatory framework and business objectives.	6 Directors
Risk and compliance Ability to identify key risks related to each area of the business. Ability to monitor effectiveness of risk and compliance function and knowledge of legal and regulatory requirements.	6 Directors
Financial acumen Senior executive or equivalent experience in financial accounting and reporting, analysing financial statements, capital structure and internal financial controls.	5 Directors
Financial services industry Senior executive experience in financial services such as funds management, corporate advisory and managed investment schemes.	5 Directors
Marketing Senior executive experience in marketing and distribution of financial services.	6 Directors
Remuneration/Human Resources Experience in critically evaluating the performance of senior management. Board Remuneration Committee or human resource management experience in relation to remuneration incl. incentive programs and superannuation.	6 Directors

Recommendation 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, affiliation 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, or relationship in question and an explanation of why the board is of that opinion; and

(c) the length of service of each director.

The Board comprises six directors: one Executive Director, four independent Non-Executive Directors and one Non-Executive Director as detailed below:

Director Name	Independent Yes/No	Reason if No	Length of Service (Date Appointed)
John Eales, AM	Yes	-	1 July 2017
David Dixon	Yes	-	15 December 2022
Deborah Page, AM	Yes	-	3 October 2023
Cathy Kovacs	Yes	-	6 November 2023
Sophia Rahmani (CEO and Managing Director)	No	Executive	3 March 2025
Andrew Formica (Chairman)	No	Ceased to be an executive of the Company less than three years ago.	26 July 2023 (Andrew Formica was Executive Chairman of the Company from 25 October 2023 to 3 March 2025)

An independent Director is a Non-Executive Director who is independent of MFG and free of any interest, position, association or relationship that could materially influence (or could reasonably be perceived to influence) in a material respect, their capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of MFG and its securityholders generally. In making this determination, the Board has reviewed and assessed previous and current relationships.

Details of each Director's background and attendance at Board and Committee meetings are set out in the Directors' Report attached to the Annual Report for MFG, which can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Reports & ASX Releases.

Recommendation 2.4

A majority of the board of a listed entity should be independent directors.

The Board comprises a majority of independent Non-Executive Directors.

Recommendation 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 Chairman of the Board, Andrew Formica, is not the same person as the Chief Executive Officer of the Company.

Mr Formica became Executive Chairman from 25 October 2023 while the Company undertook a search for a new Chief Executive Officer. Sophia Rahmani commenced in the transitional role of Managing Director of MAM on 13 May 2024 and was appointed to the Board of MAM. With a view to maintaining stability and continuity, the MFG Board asked Mr Formica to remain as Executive Chairman of MFG.

Following Ms Rahmani's appointment as Chief Executive Officer of the Company with effect from 3 March 2025, Mr Formica reverted to Non-Executive Chairman of MFG.

Having regard to the Governance Principles, management have determined that Mr Formica is not an independent director as less than three years have passed since he was employed in an executive capacity by the Company. Deborah Page AM is the Lead Independent Director of the Company and will fulfil the role of Chairman whenever Mr Formica is conflicted.

Recommendation 2.6

A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.

Directors are provided with induction training similar to that provided to senior executives.

There is an induction program in place for all new employees, including senior executives. As part of this induction program, new senior executives will receive briefings on Magellan's business and its policies and procedures. These briefings will focus on the core governance and corporate structures as well as key operational, financial, regulatory, risk and compliance issues that are of relevance to Magellan.

Directors are expected to maintain the skills and knowledge required to discharge their obligations. As part of the evaluation of Board performance described in Recommendation 1.6, the professional development requirements and skills of the Directors are biennially reviewed.

4. Principle 3: Instil a culture of acting lawfully, ethically and responsibly

Recommendation 3.1

A listed entity should articulate and disclose its values.

MFG aims to conduct its business in a responsible and ethical manner in compliance with applicable laws, regulations and licence requirements of the jurisdictions in which MFG operates.

MFG's values reflect its objective of growing its clients' wealth over the long term. MFG invests in its staff for excellence so they:

- Put clients first;
- Take ownership;
- Are authentic; and
- Succeed together.

Magellan's key objectives are to:

- have processes in place to conduct business in a manner where financial services are provided efficiently, honestly and fairly;
- obtain and retain the trust of its clients by managing their money with care and diligence; and
- develop and maintain good regulatory standing and a good reputation in the market place.

Magellan's Code of Ethics sets out the behaviours required of all employees to ensure they act in accordance with Magellan's values and to allow Magellan to meet its objectives.

A copy of the Code of Ethics can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance. A statement of MFG's values can be found on MFG's website at magellanfinancialgroup.com.

Recommendation 3.2

A listed entity should:

- have and disclose a code of conduct for its directors, senior executives and employees; and**
- ensure that the board or a committee of the board is informed of any material breaches of that code.**

Code of Ethics

Magellan's Code of Ethics applies to all Directors and employees of Magellan. The Board requires all Directors and employees to comply with the Code of Ethics. The purpose of this Code is to:

- communicate the standards of behaviour that Magellan expects of its Directors and employees;
- inform Directors and employees of their responsibilities to Magellan and its clients;
- guide Directors and employees through the practices thought necessary to maintain confidence in Magellan's integrity; and
- set out the responsibilities and accountabilities of employees to report and investigate reports of unethical practices.

All employees of Magellan are required to make an annual declaration confirming their compliance with the Code of Ethics.

The Chief Risk Officer (or delegate) provides (at least annually) a written report to the Audit and Risk Committee that describes any issues arising under the Code of Ethics

including, but not limited to, information about material violations of the Code of Ethics and procedures and sanctions (if any) imposed in response to any material violations

A copy of the Code of Ethics can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

Recommendation 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.**

Whistleblowing Policy

MFG has a Whistleblowing Policy and is committed to an environment where employees (and those covered by the policy) can report issues in an environment free from victimisation. The purpose of the Whistleblowing Policy is to:

- support individuals who make an eligible disclosure about wrongdoing to do so safely, securely and with confidence that they will be protected and supported;
- ensure disclosures are dealt with appropriately and on a timely basis;
- provide transparency around Magellan's framework for receiving, handling and investigating disclosures;
- ensure Magellan's officers and other senior managers understand their obligations if they receive a report from a whistleblower; and
- support a thorough, objective, fair and independent investigation of disclosures.

The Chief Risk Officer provides the MAM Board and the MFG Audit and Risk Committee with any disclosures made under the Whistleblowing Policy (where it is not likely to breach confidentiality) together with a summary of the matter and actions taken (if any).

A copy of the Whistleblowing Policy can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

Recommendation 3.4

A listed entity should:

- (a) have and disclose an anti-bribery and corruption policy; and**
- (b) ensure that the board or a committee of the board is informed of any material breaches of that policy.**

The Board has adopted an Anti-Bribery and Corruption Policy. Any material breaches of the Company's Anti-Bribery and Corruption Policy are reported to the Board.

A copy of the Anti-Bribery and Corruption Policy can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

5. Principle 4: Safeguard the integrity of corporate reports

Recommendation 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:**
 - **the charter of the committee;**
 - **the relevant qualifications and experience of the members of the committee; and**
 - **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.**

Audit and Risk Committee

The Board has established an Audit and Risk Committee ("ARC") under a separate Charter which can be found in

the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

The ARC comprises solely of Non-Executive Directors, a majority of whom are independent. The Chairman of the ARC is Deborah Page, an independent, Non-Executive Director who is not the Chairman of the Board.

Details of the ARC members' qualifications and experience, and the number of times the ARC met during the year, including individual attendances of members, are set out in the MFG Annual Report available on MFG's website.

The role of the ARC is to oversee MFG's responsibilities relating to financial reporting, relevant statutory requirements, internal controls, statutory external financial audits and audits in relation to certain aspects of the risk management and compliance frameworks. The ARC will meet at a minimum, three times each year.

The ARC assesses its performance in accordance with the Charter every year.

The ARC is responsible for recommending to the Board the appointment and removal of the external auditor. The independence and effectiveness of the external auditor is reviewed periodically. The ARC is also responsible for ensuring that the external audit engagement partners are rotated in accordance with relevant statutory requirements. The external auditors regularly attend the ARC's meetings including when MFG's Financial Statements are being considered or where relevant items are on the ARC's agenda.

Recommendation 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.

CEO and CFO Declaration

The CEO or Executive Chairman (as applicable) and Chief Financial Officer have made the following certifications to

the Board prior to the approval of MFG's annual and half-year financial statements:

- the financial records of the Company and its controlled entities ("the Group") for the financial year have been properly maintained;
- the Financial Statements and notes applicable thereto give a true and fair view of the financial position and performance of the Company and Group and comply with the requirements of the Accounting Standards, Corporations Act 2001 (Cth) and Corporations Regulations 2001 (Cth);
- (for MFG's annual financial statements only) the consolidated entity disclosure statement required under the Corporations Act (2001) is true and correct;
- the integrity of both the Company's and Group's financial statements are founded on a sound system of risk management and internal compliance and control which, in all material aspects, implements the policies adopted by the Board; and
- the Company's and Group's risk management and internal compliance and control systems are operating effectively in all material respects.

Recommendation 4.3

A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.

Periodic corporate reports that are not audited or reviewed by an external auditor, such as the directors' report and the corporate sustainability report, are subject to verification and review by the relevant internal subject matter experts and are approved by the MFG Board.

6. Principle 5: Make timely and balanced disclosure

Recommendation 5.1

A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.

Continuous disclosure policy

The Board has adopted a Continuous Disclosure Policy that assists with clear and effective communication with shareholders by ensuring:

- the Company as a minimum complies with its continuous disclosure obligations under the Corporations Act 2001 (Cth) and the ASX Listing Rules;
- the Company provides shareholders and the market with timely, direct and equal access to information issued by it; and
- that information which is not generally available and which may have a material effect on the price or value of the Company's securities be identified and appropriately considered by the Directors for disclosure to the market.

The Continuous Disclosure Policy can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.

Recommendation 5.2

A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.

Company announcements that are deemed to contain material price sensitive information must be approved by the Board (or by such other persons authorised by the Board) ahead of the market announcement being made.

The Board receives promptly a copy of all material price sensitive announcements made that are related to the Company.

Recommendation 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.

The Company's policy for conducting investor or analyst presentations is not to disclose any information which is, or potentially is, material price sensitive information, that has not already been announced to the ASX and the market generally. Any presentation containing such information will be released to the ASX and on the Company's website ahead of the presentation.

7. Principle 6: Respect the rights of security holders

Recommendation 6.1

A listed entity should provide information about itself and its governance to investors via its website.

The Company maintains information about itself and its governance on MFG's website including:

- the names and biographical information on its directors and senior executives;
- a copy of the Company's Constitution, Board and Committee Charters and various corporate governance policies referred to in this Statement;
- a statement of MFG's values;
- copies of its annual directors' reports and financial statements;
- copies of its announcements to ASX;
- Share Registry details and a link to ASX for share price information;
- its Dividend Schedule; and
- an annual calendar of key events.

Recommendation 6.2

A listed entity should have an investor relations program that facilitates effective two-way communication with investors.

Investor relations

The Board recognises that shareholders, as the ultimate owners of the Company, are entitled to accurate, timely and relevant information and should be fully informed of material matters that affect the Group's position and prospects. Any prospective investors should be able to make informed investment decisions regarding the Company. The Company seeks to accomplish this through:

- ensuring access to information publicly released by the Company including:
 - the Group's Half Year Results released in February each year;
 - the Group's Full Year Results and Annual Report including the any Chairman's letter or CEO's letter released in August;

- the release of the Chairman's and CEO and Managing Director's addresses to the Annual General Meeting; and
- the posting of significant information on MFG's website promptly after it is disclosed to the market.

All information is available on MFG's website after it has been disclosed to the ASX and can be found in the Shareholder Centre section at magellanfinancialgroup.com under Reports & ASX Releases.

- (b) an investor relations program which has been designed to facilitate effective two-way communication with investors. The program includes half yearly and annual results briefings, the ability to submit questions via the website and a formal process for the submission of questions to be answered at the Annual General Meeting.

Recommendation 6.3

A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.

Shareholder participation at meetings

The Company recognises the importance of shareholder interaction and supports the principle of participation.

The Company holds half yearly and annual results briefings and interested stakeholders are encouraged to participate or attend. A copy of any briefing presentation is disclosed on the ASX prior to the meeting and those participating or attending have an opportunity to ask questions.

A copy of the notice of Annual General Meeting is posted on the ASX and MFG's website and mailed or notified to shareholders. In addition, shareholders are invited to submit questions about or make comments on, the activities of the Company. The Board encourages shareholders to participate or attend the Annual General Meeting or to appoint a proxy to vote on their behalf if they are unable to participate or attend. Any formal addresses by the Chairman and the CEO and Managing Director at the Annual General Meeting is disclosed on the ASX prior to the commencement of the meeting.

Recommendation 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.

If any meetings are held, the Company encourages shareholders to participate or attend, or to appoint a proxy to vote on their behalf if they are unable to participate or attend.

All resolutions will be decided by a poll rather than a show of hands.

During virtual meetings, all resolutions are required to be submitted ahead of the meeting or via an electronic voting platform during the meeting.

Recommendation 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.

Option for electronic shareholder communications

The Company recognises the benefits of using electronic communications and shareholders have the option to receive communications from, and send communications to, the unit registry electronically. The following information can be received electronically:

- dividend statements;
- Annual Reports;
- notices of meetings and proxy forms and the ability to vote online; and
- other general Company communications.

Shareholders can log into their account to make these changes.

The share registry can also be contacted via email or telephone. Contact details can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Share Registry.

8. Principle 7: Recognise and manage risk

Recommendation 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.**

Audit and Risk committee

Refer to Recommendation 4.1 for a description of the Audit and Risk Committee.

In relation to risk, the Committee assists the Board to discharge its responsibilities in relation to the effectiveness of the financial risk management framework and associated internal controls.

Recommendation 7.2

The board or a committee of the board should:

- (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.**

Magellan has adopted a risk management framework based on AS/NZS ISO 31000:2018 Risk management—Guidelines and RG 259 Risk Management Systems of responsible entities. The framework supports a structured and focused approach to identifying, managing and reviewing risk to complement the strategies adopted to achieve the corporate objectives of Magellan.

The MFG Board conducts a review of the risk management framework at least annually. This review includes whether any changes are required to the Board's risk appetite and whether the risk management framework remains sound.

A review of the risk management framework was conducted for the 2025 financial year.

Recommendation 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.**

The Company does not have an internal audit function although periodic monitoring and testing of compliance with key policies and procedures is performed by the Risk and Compliance team and the results are reported to the Audit and Risk Committee.

The Board and senior management have the skills and expertise to understand and rigorously review and challenge the information provided and recommendations submitted for approval. Where additional assurance is desired, the Board can commission external independent advice and reviews as necessary.

Recommendation 7.4

A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.

The Company discloses its environmental and social risks in the Corporate Sustainability and Responsibility Report contained in MFG's Annual Report at magellanfinancialgroup.com. In addition, MFG prepared its second Climate Report aligned to the recommendations of Task Force on Climate-Related Financial Disclosures (TCFD) for the year ending 30 June 2025.

9. Principle 8: Remunerate fairly and responsibly

Recommendation 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.

Remuneration and nominations committee

The Board has established a Remuneration and Nominations Committee as detailed under Recommendation 2.1.

Recommendation 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.

Disclosure of remuneration policies and practices

The policies and practices regarding the remuneration of Non-Executive Directors, Executive Directors and other senior executives are disclosed in the Remuneration Report contained within the Annual Report, available on MFG's website.

Recommendation 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.**

The Company has a number of equity-based remuneration schemes.

During the financial year ended 30 June 2022, the MFG Employee Share Option Plan ("**ESOP**") was established as part of broader employee engagement and retention program.

Under the ESOP, participants were granted options which vested on 1 September 2024 and may be exercised until 16 April 2027 provided the participant remains employed with satisfactory performance.

After an extensive review of its remuneration framework, in 2024 the Company introduced changes to the remuneration arrangements for executive key management personnel and other key executives. The changes included the introduction of a long-term incentive plan for executive key management and personnel and other key executives, as well as an equity grant to employees (excluding executive KMP and the senior management team) and a Matching Plan under which eligible employees may purchase shares in the Company that are 'matched' by the Company at the end of two years (subject to the satisfaction of certain conditions, which includes continued employment with Magellan).

These plans are offered under an employee incentive scheme titled "Magellan Financial Group Equity Plan" (the "**MFG Equity Plan**"), which was adopted by the Board in August 2024 and approved by the Company's shareholders at the Company's Annual General Meeting in October 2024.

Further details of the operation of the ESOP and MFG Equity Plan can be found in the Annual Report and in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Reports and ASX Releases. A summary of the key terms and conditions of the MFG Equity Plan can also be found at Schedule 1 to the 2024 Notice of the Company's Annual General Meeting.

The Company's Trading Policy prohibits Directors, officers and employees from entering into transactions designed to limit the economic risk of investing in MFG securities. Further details are in the MFG Trading Policy which can be found in the Shareholder Centre section on MFG's website at magellanfinancialgroup.com under Corporate Governance.