



Butn Limited - CORPORATE GOVERNANCE STATEMENT

The table below summarises Butn Limited’s (“Butn” or “the Group”) compliance with the ASX Corporate Governance Principles and Recommendations 4th Edition. Unless otherwise indicated, Butn’s corporate governance practices were in place for the financial year ended 30 June 2024 and to the date of signing the Directors’ Report.

Principles and Recommendations	Status	Explanation												
Principle 1: Lay solid foundations for management and oversight:														
<p>Recommendation 1.1</p> <p>A listed entity should have and disclose a board charter setting out:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p>	Complying	<p>The Group’s Board Charter outlines:</p> <p>(a) the board composition, roles and responsibilities of the board, directors and management; and</p> <p>(b) tasks delegated to the board, committees and management.</p> <p>The Board Charter is available on Butn’s website under Investors, Corporate Governance section.</p>												
<p>Recommendation 1.2</p> <p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and</p> <p>(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.</p>	Complying	<p>(a) The Group has implemented appropriate guidelines and checks during the recruitment and appointment process, as part of the Group’s on-boarding process, which is detailed within the Nomination and Remuneration Committee Charter and the Board Charter. These involve amongst others background checks, role descriptions, candidate skill and capability assessments; and</p> <p>(b) All relevant material information is provided to security holders for director appointments or re-election.</p> <p>The Nomination and Remuneration Committee Charter is available on Butn’s website under Investors, Corporate Governance section.</p>												
<p>Recommendation 1.3</p> <p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	Complying	<p>The Group has written contracts with each director and senior executive which sets out the terms of their appointment.</p>												
<p>Recommendation 1.4</p> <p>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.</p>	Complying	<p>The Board Charter outlines the role, duties and responsibilities of the company secretary who is directly accountable to the board, through the chair.</p>												
<p>Recommendation 1.5</p> <p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(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</p> <p>(c) disclose in relation to each reporting period:</p>	Complying	<p>(a) The Group has adopted a Diversity Charter outlining the Group’s diversity policy;</p> <p>(b) The Diversity Charter sets the foundation for setting diversity targets and strategies to meet them; and</p> <p>(c) In relation to the reporting period, respective proportions of men and women are:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #d3d3d3;">FY24</th> <th style="background-color: #d3d3d3;">Female</th> <th style="background-color: #d3d3d3;">Male</th> </tr> </thead> <tbody> <tr> <td>Board</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>Senior executives</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>Whole workforce</td> <td style="text-align: center;">42%</td> <td style="text-align: center;">58%</td> </tr> </tbody> </table>	FY24	Female	Male	Board	0%	100%	Senior executives	0%	100%	Whole workforce	42%	58%
FY24	Female	Male												
Board	0%	100%												
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Whole workforce	42%	58%												



<p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) 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).</p>		<p>Given the Group's current size, scale and needs, the Board considered the current diversity spread to be appropriate. Nonetheless the board have set a future objective to increase diversity in the Senior executive and one below management levels over time, particularly with respect to gender diversity. The recruitment process will target, where possible, 40% or higher representation of female candidates for applicable roles at these levels.</p> <p>The Diversity Charter is available on Butn's website under Investors, Corporate Governance section.</p>
<p>Recommendation 1.6</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; 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>Complying</p>	<p>(a) Both the Board Charter and the Nomination and Remuneration Committee Charter detail the processes for the evaluation of the board, directors and committees; and</p> <p>(b) The company completed a performance evaluation process during the reporting period.</p>
<p>Recommendation 1.7</p> <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>Complying</p>	<p>(a) Both the Board Charter and the Nomination and Remuneration Committee Charter detail the processes for the evaluation of senior executives' performance. The reviews are conducted at least annually; and</p> <p>(b) The company completed a performance evaluation process during the reporting period.</p>
<p>Principle 2: Structure the board to be effective and add value:</p>		
<p>Recommendation 2.1</p> <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 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</p>	<p>Partially complying</p>	<p>Given the composition of the Board and the Group's current size and level of activity, the Group has established a Nomination and Remuneration Committee in compliance with the Recommendation with the exception of having a majority of members whom are independent directors. In particular, the Group has developed its practice and policy upon the foundations set in the Recommendations, and otherwise complies as follows:</p> <p>(1) Includes two members with one executive director and one independent non-executive director;</p> <p>(2) Is chaired by an independent director, who is also a non-executive;</p> <p>(3) Has a charter available on Butn's website under Investors, Corporate Governance section;</p> <p>(4) The members of the committee are: Cameron Petricevic (chair)</p>



<p>board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>		<p>Rael Ross (5) Has meeting information detailed in the Annual Report.</p>																		
<p>Recommendation 2.2</p> <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>Complying</p>	<p>A profile of each director, detailing skills, experience and background is included in the Annual Report.</p> <table border="1" data-bbox="890 454 1423 701"> <thead> <tr> <th>Board skill</th> <th>Skill matrix*</th> </tr> </thead> <tbody> <tr> <td>Board of director experience</td> <td>Yes</td> </tr> <tr> <td>Industry experience</td> <td>Yes</td> </tr> <tr> <td>People management</td> <td>Yes</td> </tr> <tr> <td>Strategic planning</td> <td>Yes</td> </tr> <tr> <td>Financial performance management</td> <td>Yes</td> </tr> <tr> <td>Technology</td> <td>Yes</td> </tr> <tr> <td>Banking and Funding</td> <td>Yes</td> </tr> <tr> <td>Risk management</td> <td>Yes</td> </tr> </tbody> </table> <p>*Yes indicates a majority of directors have a medium or above level of expertise in this area.</p>	Board skill	Skill matrix*	Board of director experience	Yes	Industry experience	Yes	People management	Yes	Strategic planning	Yes	Financial performance management	Yes	Technology	Yes	Banking and Funding	Yes	Risk management	Yes
Board skill	Skill matrix*																			
Board of director experience	Yes																			
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Banking and Funding	Yes																			
Risk management	Yes																			
<p>Recommendation 2.3</p> <p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position 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</p> <p>(c) the length of service of each director.</p>	<p>Complying</p>	<p>(a) The details of the directors considered by the board to be independent are detailed in the Annual Report. The Board will continue to assess whether each director is considered to be independent and should a status change occur, this will be disclosed and explained in a timely manner to the market;</p> <p>(b) N/A or not material;</p> <p>(c) The length of service of each director is detailed within the Annual Report.</p>																		
<p>Recommendation 2.4</p> <p>A majority of the board of a listed entity should be independent directors</p>	<p>Not complying</p>	<p>The Group has not established a board in strict compliance with the Recommendation due to the Group's current size, scale and needs.</p> <p>1/3 of the directors are independent directors and details of the board are provided in the Annual Report.</p>																		
<p>Recommendation 2.5</p> <p>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.</p>	<p>Complying</p>	<p>The chair of the board is Cameron Petricevic, who is an independent non-executive director and is distinct from Butn's CEO.</p>																		
<p>Recommendation 2.6</p> <p>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.</p>	<p>Complying</p>	<p>The Nomination and Remuneration Committee responsibilities include an on-boarding process for new directors and ongoing development for directors to ensure they have the requisite skills and knowledge to perform their role as directors effectively.</p>																		
<p>Principle 3: Instill a culture of acting lawfully, ethically and responsibly:</p>																				
<p>Recommendation 3.1</p> <p>A listed entity should articulate and disclose its values.</p>	<p>Complying</p>	<p>Butn's vision and values is disclosed on its website under Investors, Company Overview.</p>																		
<p>Recommendation 3.2</p> <p>A listed entity should:</p>	<p>Complying</p>	<p>(a) The Code of Conduct is available on Butn's website under Investors, Corporate Governance section and applies to all</p>																		



<p>(a) have and disclose a code of conduct for its directors, senior executives and employees; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material breaches of that code.</p>		<p>employees, senior executives and directors; and</p> <p>(b) Any material breach is reported to the board.</p>
<p>Recommendation 3.3</p> <p>A listed entity should:</p> <p>(a) have and disclose a whistleblower policy; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</p>	<p>Complying</p>	<p>(a) The Whistleblower Policy is available on Butn’s website under Investors, Corporate Governance section; and</p> <p>(b) Any material incidents are reported to the Audit and Risk Committee or the board of directors.</p>
<p>Recommendation 3.4</p> <p>A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material breaches of that policy.</p>	<p>Complying</p>	<p>(a) The Anti-Bribery and Corruption Policy is outlined within Butn’s Code of Conduct, which is available on Butn’s website under Investors, Corporate Governance; and</p> <p>(b) Any material breaches are reported to the Audit and Risk Committee or the board of directors.</p> <p>Additionally, the Company recently adopted and published its policy on Modern Slavery: Modern Slavery Policy</p>
<p>Principle 4: Safeguard the integrity of corporate reports</p>		
<p>Recommendation 4.1</p> <p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <ol style="list-style-type: none"> (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. <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>Partially complying</p>	<p>Given the composition of the Board and the Group’s current size and level of activity, the Group has established an Audit and Risk Committee in compliance with the Recommendation with the exception of having a majority of members whom are independent directors. In particular, the Group has developed its practice and policy upon the foundations set in the Recommendations, and otherwise complies as follows:</p> <ol style="list-style-type: none"> (1) Includes two members with one executive director and one independent non-executive director; (2) Is chaired by the chair of the board, an independent non-executive director; (3) Has a charter available on Butn’s website under Investors, Corporate Governance section; (4) The qualifications and experience of the members of the committee are detailed within the Annual Report; and (5) Has meeting information detailed in the Annual Report.



<p>Recommendation 4.2</p> <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>Complying</p>	<p>The Company's Audit and Risk Committee Charter requires the CEO and CFO (or each person who performs each of those roles) to provide a certification (declaration) that, in their opinion, the financial records of the Company have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the Company 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>Recommendation 4.3</p> <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>Complying</p>	<p>Periodic reports to be released to the market undergo a series of internal management reviews including by the CEO and CFO (or each person who performs each of those roles) together with the board and where relevant third-party advisers.</p> <p>Additionally, the Audit and Risk Committee are responsible for establishing procedures for verifying the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor. These risk management procedures can be found in the Audit and Risk Charter.</p>
<p>Principle 5: Make timely and balanced disclosure</p>		
<p>Recommendation 5.1</p> <p>A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.</p>	<p>Complying</p>	<p>The Group's Continuous Disclosure Policy is available on Butn's website under Investors, Corporate Governance section.</p>
<p>Recommendation 5.2</p> <p>A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.</p>	<p>Complying</p>	<p>The Group's Continuous Disclosure Policy requires copies of all material market announcements are received by the board promptly after they have been made.</p>
<p>Recommendation 5.3</p> <p>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.</p>	<p>Complying</p>	<p>The Continuous Disclosure Policy specifies the Group may hold briefing sessions, however, must not disclose any material information unless such information has already been announced to the ASX.</p>
<p>Principle 6: Respect the rights of security holders:</p>		
<p>Recommendation 6.1</p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	<p>Complying</p>	<p>The Group provides information about itself and its governance on Butn's website and specifically under Investors, Corporate Governance section. Investors are welcome to contact the Group through the website or via email: enquiries@butn.co, or phone: 1300 99 BUTN.</p>
<p>Recommendation 6.2</p> <p>A listed entity should have an investor relations program that facilitates effective two-way communication with investors.</p>	<p>Complying</p>	<p>The Group's Shareholder Communication Policy is available on Butn's website under Investors, Corporate Governance section. The policy provides the foundation and strategy for effective two-way communication within the investor community and shareholders with the aim to ensure all are kept informed of any major developments affecting the state of affairs of the Group.</p>
<p>Recommendation 6.3</p> <p>A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.</p>	<p>Complying</p>	<p>The Group's Shareholder Communication Policy and the company's constitution provide guidance on facilitating and encouraging participation of security holders at meetings. Amongst other measures, this includes structuring shareholder meetings to allow for security</p>



		holder participation, reserving time for security holders to speak and direct questions to the board as well as responding to email queries for those who may not be able to attend.
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.	Complying	The Group's Shareholder Communication Policy outlines that all substantive resolutions must be made by security holders by a poll.
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.	Complying	The Group's website contains a facility for shareholders to direct enquiries to the Company or to contact its registry, whom the Group ensures will give shareholders an option to receive and send communications electronically.
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. (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.	Partially complying	Given the composition of the Board and the Group's current size and level of activity, the Group has established an Audit and Risk Committee in compliance with the Recommendation with the exception of having a majority of members whom are independent directors. In particular, the Group has developed its practice and policy upon the foundations set in the Recommendations, and otherwise complies as follows: (1) Includes two members with one executive director and one independent non-executive director; (2) Is chaired by an independent director who is also a non-executive; (3) Has a charter available on Butn's website under Investors, Corporate Governance section; (4) The members of the committee are: Cameron Petricevic (chair) Rael Ross (5) Has meeting information detailed in the Annual Report.
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.	Complying	(a) At least annually the Audit and Risk Committee will review the company's risk management framework to ensure it continues to be sound and is operating with due regard to the set risk appetite. The board keeps an Enterprise Risk Management register, which is regularly reviewed and updated; and (b) During the reporting period, the Audit & Risk Committee completed a review of the Group's Risk Management Framework.
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	Complying	(a) Given the Group's current size, scale and needs, the Board considers it is appropriate that Butn does not have an internal audit function, nor intends to implement one. Nonetheless, the Group monitors its internal processes and regularly reviews them.



<p>(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.</p>		<p>(b) Butn's Audit and Risk Committee is responsible for evaluating and continually improving the effectiveness of Butn's governance, risk management and internal control processes, cognizant of the size, stage, and scope of the Company's activities.</p>
<p>Recommendation 7.4</p> <p>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.</p>	<p>Complying</p>	<p>The Group has not identified any material environmental or social risk exposures. The board keeps an Enterprise Risk Management register, which is regularly reviewed and updated.</p>
<p>Principle 8: Remunerate fairly and responsibly</p>		
<p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <ol style="list-style-type: none"> (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director; <p>and disclose:</p> <ol style="list-style-type: none"> (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 <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>Partially complying</p>	<p>Given the composition of the Board and the Group's current size and level of activity, the Group has established a Nomination and Remuneration Committee in compliance with the Recommendation with the exception of having a majority of members whom are independent directors. In particular, the Group has developed its practice and policy upon the foundations set in the Recommendations, and otherwise complies as follows:</p> <ol style="list-style-type: none"> (1) Includes two members with one executive director and one independent non-executive director; (2) Is chaired by an independent director who is also a non-executive; (3) Has a charter available on Butn's website under Investors, Corporate Governance section; (4) The members of the committee are: Cameron Petricevic (chair) Rael Ross (5) Has meeting information detailed in the Annual Report.
<p>Recommendation 8.2</p> <p>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>	<p>Complying</p>	<p>The Remuneration and Nomination Committee Charter details the remuneration framework, separating the practices for non-executive directors, executive directors and senior executives. There is further information disclosed in the Annual Report.</p>
<p>Recommendation 8.3</p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <ol style="list-style-type: none"> (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. 	<p>Complying</p>	<ol style="list-style-type: none"> (a) Butn has a Trading Policy which specifies trading restrictions, including limiting certain participants from using derivatives or similar instruments which limit the economic risks. (b) Butn Trading Policy is available on Butn's website under Investors, Corporate Governance section. <p>The Group has equity-based remuneration schemes which are disclosed in the Annual Report and detailed in the Group's disclosed Equity Incentive Plan.</p>
<p>Principle 9: Additional recommendations that apply only in certain cases:</p>		
<p>Recommendation 9.1</p>	<p>N/A</p>	<p>N/A</p>



<p>A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents⁸² 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.</p>		
<p>Recommendation 9.2</p> <p>A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.</p>	<p>N/A</p>	<p>N/A</p>
<p>Recommendation 9.3</p> <p>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.</p>	<p>N/A</p>	<p>N/A</p>