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29 August 2024

Companies Announcements Office  
Australian Securities Exchange

### **Appendix 4G and Corporate Governance Statement**

ImpediMed Limited (ASX.IPD) is pleased to release its Appendix 4G and Corporate Governance Statement.

**Approved for release by the Board of ImpediMed Limited.**

For more information, contact Leanne Ralph, Company Secretary, at [leanne.ralph@bellev.com.au](mailto:leanne.ralph@bellev.com.au)

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

ImpediMed Limited

ABN/ARBN

65 089 705 144

Financial year ended:

30 June 2024

Our corporate governance statement<sup>1</sup> for the period above can be found at:<sup>2</sup>

- These pages of our annual report:
- This URL on our website: <https://www.impedimed.com/about/investors/corporate-governance/>

The Corporate Governance Statement is accurate and up to date as at 29 August 2024 and has been approved by the board.

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

Date: 29 August 2024

Name of authorised officer authorising lodgement: Leanne Ralph

<sup>1</sup> "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

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.

<sup>2</sup> 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.

<sup>3</sup> 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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
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"/> We have disclosed a copy of our board charter at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <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 <b>OR</b> <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 <b>OR</b> <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 <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

<sup>4</sup> 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”).

<sup>5</sup> If you have followed all of the Council’s recommendations **in full** for the **whole** of the period above, you can, if you wish, delete this column from the form and re-format it.

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<p>1.5 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> <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) either:</p> <p>(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</p> <p>(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> <p>If the entity was in the S&amp;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 type="checkbox"/></p> <p>We have adopted a diversity policy and have disclosed a copy of our diversity policy at:</p> <p><a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a></p> <p>and we have disclosed the information referred to in paragraph 1.5(c)(3) in our Corporate Governance Statement.</p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p> <p>In relation to 1.5(c)(1) and (2) we have not established measurable objectives for achieving gender diversity.</p>
<p>1.6 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><input checked="" type="checkbox"/></p> <p>We have disclosed the evaluation process referred to in paragraph (a) and whether a performance evaluation was undertaken for the reporting period in accordance with that process, referred to in paragraph (b), in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></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, <sup>4</sup> 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: <sup>5</sup>
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"/></p> <p>We have disclosed the evaluation process referred to in paragraph (a) and whether a performance evaluation was undertaken for the reporting period in accordance with that process referred to in paragraph (b), in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
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"/> We have a Nomination Committee and we have disclosed a copy of the charter of the committee at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>2.1(a)(4) in our Corporate Governance Statement</p> <p>2.1(a)(5) in our Director's Report section of our Annual Report, which can be found at: <a href="https://www.impedimed.com/about/investors/financial-reports/">https://www.impedimed.com/about/investors/financial-reports/</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></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"/> We have disclosed our board skills matrix in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.3	<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, 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</p> <p>(c) the length of service of each director.</p>	<p><input checked="" type="checkbox"/> We have disclosed the names of the directors considered by the board to be independent directors in our Corporate Governance Statement.</p> <p>We have disclosed the length of service of each director in our Corporate Governance Statement and our Annual Report.</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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
2.4	A majority of the board of a listed entity should be independent directors.	<input type="checkbox"/>	<input checked="" type="checkbox"/> We currently have three independent directors and three executive directors, an explanation of which is set out in our Corporate Governance Statement
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 checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and 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 <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> We have disclosed our values in our Corporate Governance Statement.	<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"/> We have disclosed our code of conduct at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a>	<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"/> We have disclosed our whistleblower policy at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a>	<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 type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at: ..... [insert location]	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement Whilst we don't have a separate policy we address anti-bribery and anti-corruption in our Code of Conduct which can be found at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
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 type="checkbox"/></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p> <p>We have a combined Audit and Risk Management Committee, the composition of which includes one executive director and three independent directors.</p> <p>The executive director was previously non-executive until 17 April 2024 and is expected to return to non-executive status approximately end September 2024</p> <p>We have disclosed a copy of the charter of the committee at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a></p> <p>and the information referred to in paragraphs (4) and (5) in our Annual Report which can be found at: <a href="https://www.impedimed.com/about/investors/financial-reports/">https://www.impedimed.com/about/investors/financial-reports/</a></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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>			
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"/> We have disclosed our continuous disclosure compliance policy at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a>	<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
<b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b>			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> We have disclosed information about us and our governance on our website at: <a href="https://www.impedimed.com/about/investors/">https://www.impedimed.com/about/investors/</a> And at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a> And at: <a href="https://www.impedimed.com/about/">https://www.impedimed.com/about/</a>	<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"/> We have disclosed how we facilitate and encourage participation at meetings of security holders in our Corporate Governance Statement.	<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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> 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: <sup>5</sup>
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
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
<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
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>We have a combined Audit and Risk Management Committee and we have disclosed a copy of the charter of the committee at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>7.1(a)(4) in our Corporate Governance Statement</p> <p>7.1(a)(5) in our Director's Report section of our Annual Report, which can be found at: <a href="https://www.impedimed.com/about/investors/financial-reports/">https://www.impedimed.com/about/investors/financial-reports/</a></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>We have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period in our Corporate Governance Statement.</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, <sup>4</sup> 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: <sup>5</sup>
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"/> 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.	<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"/> We have disclosed whether we have any material exposure to environmental and social risks in our Corporate Governance Statement.	<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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
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"/> We have a Remuneration Committee and we have disclosed a copy of the charter of the committee at: <a href="https://www.impedimed.com/about/investors/corporate-governance/">https://www.impedimed.com/about/investors/corporate-governance/</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>8.1(a)(4) in our Corporate Governance Statement</p> <p>8.1(a)(5) in our Director's Report section of our Annual Report, which can be found at: <a href="https://www.impedimed.com/about/investors/financial-reports/">https://www.impedimed.com/about/investors/financial-reports/</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	<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><input checked="" type="checkbox"/> 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 our Corporate Governance Statement and in our Remuneration Report contained in our Annual Report, which can be found at: <a href="https://www.impedimed.com/about/investors/financial-reports/">https://www.impedimed.com/about/investors/financial-reports/</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></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"/> We have disclosed our policy on this issue or a summary of it in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>



## 2024 Corporate Governance Statement

The ImpediMed Limited Board of Directors is pleased to present ImpediMed’s Corporate Governance Statement for 2024 (**Statement**). Copies of all governance documents referred to in this Statement can be found at <https://www.impedimed.com/about/investors/corporate-governance/>.

The Company’s governance policies and practices have been largely consistent with the 4<sup>th</sup> edition of the ASX Corporate Governance Council’s *Corporate Governance Principles and Recommendations (ASX Governance Principles)* throughout the year. The Company’s governance policies and practices are reflected in this Statement as well as the Appendix 4G.

## 1 Board of Directors

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### Relevant governance document:

- [Board Charter](#)
  - [Nomination Committee Charter](#)
- 

### 1.1 Role of the Board

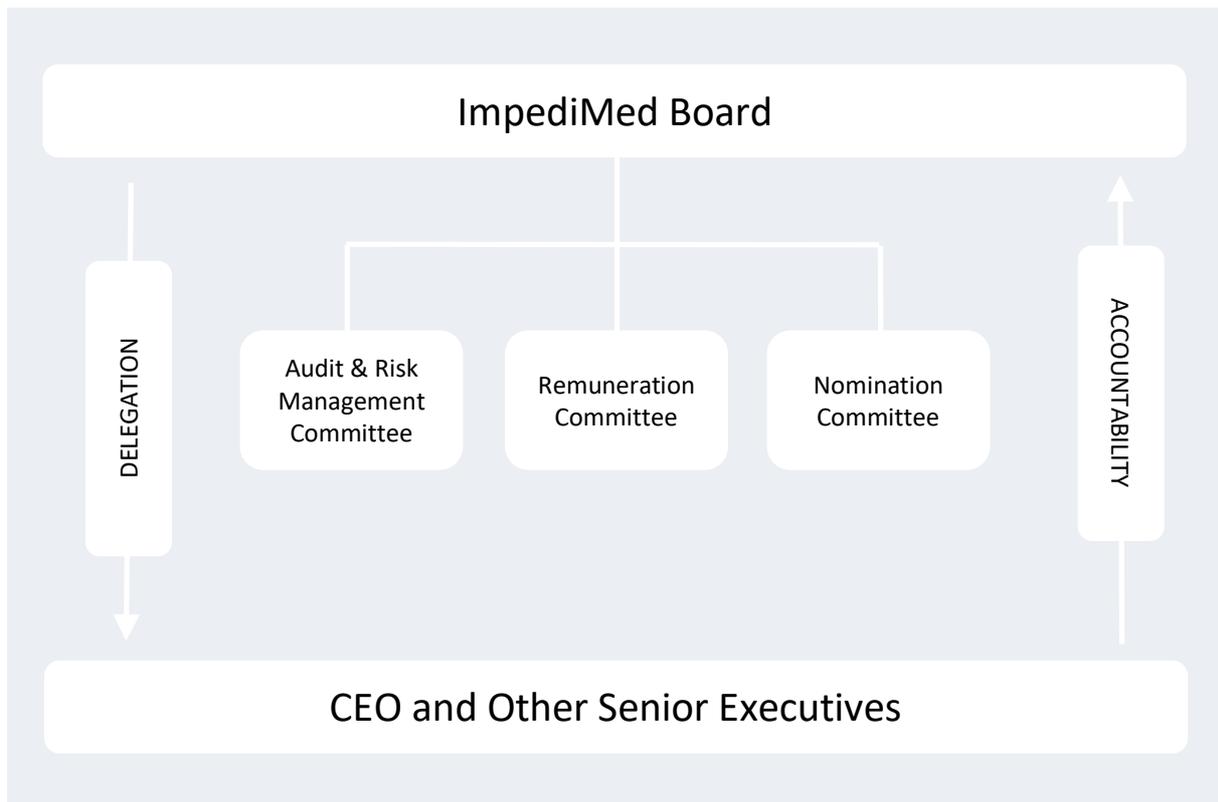
The Board is accountable to the Company’s stakeholders and is responsible for demonstrating leadership, defining the Company’s purpose, establishing strategic objectives, approving the Company’s values and the Code of Conduct and oversight of the management of the Company. To clarify the roles and responsibilities of directors and management and assist the Board in discharging its responsibilities, the Board operates under a formal Charter that sets out the functions reserved to the Board and provides for the delegation of functions to Board Committees and to senior management.

### 1.2 Delegation

The Board formally delegates certain functions to Board Committees and to management via the formal Board and Committee Charters. The Board directly retains responsibility for a number of matters, including:

- Overall strategic guidance
- Approving the Company’s values and Code of Conduct;
- Overseeing management;
- Overseeing financial and capital management;
- Promoting effective engagement with shareholders;
- Promoting ethical and responsible decision-making;
- Ensuring a robust risk management framework is in place;
- Setting the Company’s Risk Appetite;
- Monitoring the systems of compliance, risk management and control;
- Overseeing the Company’s process for making timely and balanced disclosure of all material information;
- Overseeing policies governing the Company’s relationship with other stakeholders; and
- Overseeing policies relating to ESG, WHS and other regulatory and statutory requirements

An outline of the relationship between the Board, the Board Committees and management is provided in the diagram below. A description of each committee and its responsibilities is set out in section 2.



Further detail around the responsibilities reserved for the Board and those specifically delegated to the Chief Executive Officer (**CEO**) are outlined in the Board Charter, which is reviewed each year to ensure that the division of functions between the Board and management continues to be appropriate for the needs of the Company.

The CEO oversees the day-to-day management of the business and, with the support of senior management, reports to the Board on the exercise of his delegated authority. The CEO has been delegated the authority to manage the Company in accordance with the strategy, plans and policies approved by the Board. The delegations are reviewed by the Board periodically.

The non-executive directors have the opportunity to meet at each Board meeting without the CEO or management present.

### 1.3 Board Processes

The non-executive directors are appointed pursuant to formal letters of appointment which, among other things, set out the key terms and conditions of the appointment, the Board's expectations in relation to the performance of the director, procedures for dealing with a director's potential conflict of interest and the disclosure obligations of the director, together with the details of the director's remuneration.

In order to facilitate independent judgement in decision-making, each director has the right to seek independent professional advice at the Company's expense, subject to the prior notification of the Chair and where the estimated costs are considered to be reasonable.

The Board Charter expressly provides that the company secretary is directly accountable to the Board through the Chair on all matters to do with the proper function of the Board. All directors have access to the company secretary, who is appointed by, and accountable to, the Board on all governance matters.

Details of Board meetings held during the year and individual directors' attendance at these meetings can be found in the Directors' Report in the 2024 Annual Report.

#### 1.4 Board Composition

The names of the Directors, the commencement of their tenure, and their status as an independent or non-independent director is set out below.

Director	Tenure commencement	Independent / Non-independent
Ms Christine Emmanuel-Donnelly	28 September 2023	Independent, non-executive director and Chair
Dr Parmjot Bains <sup>1</sup>	8 January 2024	Managing Director and Chief Executive Officer
Mr McGregor Grant <sup>2</sup>	28 September 2023	Non-independent, executive director, Chief Financial and Chief Operating Officer
Mr Andrew Grant <sup>3</sup>	28 September 2023	Non-independent, executive director
Ms Janelle Delaney	28 September 2023	Independent, non-executive director
Ms Fiona Bones	7 June 2024	Independent, non-executive director

Notes:

<sup>1</sup> Dr Parmjot Bains was appointed as Interim Managing Director and Chief Executive Officer on 08 January 2024 and appointed to this role full time effective 01 July 2024.

<sup>2</sup> Mr McGregor Grant was appointed as an independent, non-executive director on 28 September 2023. He assumed the role of Interim CFO and Executive Director on 17 April 2024 and was appointed to this role full time effective 01 July 2024.

<sup>3</sup> Mr Andrew Grant was appointed an independent, non-executive director on 28 September 2023. He transitioned to an executive director on 17 April 2024 for an interim period of up to six months.

Mr Donald Williams, Mr David Anderson, Mr Amit Patel and Mr Daniel Sharp ceased as directors on 28 September 2023 at a General Meeting held on that date. Mrs Janet West stepped down as an independent, non-executive director on 2 October 2023. Dr Michael Van Seiden stepped down as an independent, non-executive director on 17 November 2023.

Mr Richard Valencia stepped down as Managing Director and Chief Executive Officer on 20 November 2023.

Directors' qualifications and experience are contained in the Directors' Report in the Annual Report, including details of their other listed entity directorships. This information can also be found on the Company's website.

#### 1.5 Director independence

ImpediMed recognises that independent directors have an important role in assuring shareholders that the Board is able to act in the best interests of the Company and independently of management. Because of this, the Board assesses all directors' independence annually. ImpediMed's criteria for assessing director independence aligns with the guidance provided in the ASX Governance Principles.

Information about any such interests or relationships, including any related financial or other details, is assessed by the Board to determine whether the interest, position, or relationship could, or could reasonably be perceived to, materially interfere with the exercise of a director's unfettered and independent judgement. As part of this process, the Board considers each of the factors relevant to assessing the independence of a director set out in Box 2.3 of the ASX Governance Principles and other facts, information, and circumstances that the Board considers relevant. The Board considers the materiality of any given relationship on a case-by-case basis.

The Board also assesses the independence of new directors prior to their appointment.

The findings of the annual review of Director independence are considered by the Board. As part of the review, ImpediMed's criteria for assessing director independence is outlined to each director requesting they confirm whether they have any interests, positions or relationships with the Company that could materially interfere with the Director's capacity to bring independent judgement on matters before the Board and act in the best interests of ImpediMed.

As illustrated in the table above the following directors have been determined as being independent as at the date of this Statement – Ms Christine Emmanuel-Donnelly, Ms Janelle Delaney and Ms Fiona Bones. The Board has made this assessment on the basis that none of these directors have been employed in an executive capacity by the Company within the last three years, has not had a material business relationship with the Company within the last three years, is not a substantial holder of ImpediMed shares and do not fall within any other criteria listed in Box 2.3 of the ASX Governance Principles.

Further rationale for the determination of these directors being independent is they conduct themselves at arm's length in their engagement with the Company and bring their considerable skillsets to bear on matters before the Board. The approach of these directors to matters of the board is always independent in both appearance and in fact.

Dr Parmjot Bains, Mr McGregor Grant and Mr Andrew Grant, by virtue of their executive roles, are considered non-independent, based on the criteria in Principle 2 of the ASX Governance Principles.

Based on this assessment, the Board does not have a majority of independent directors, but an equal proportion of independent and non-independent directors.

## 1.6 The Chair

As noted above, the directors have elected Ms Christine Emmanuel-Donnelly as Chair of the Board as an independent, non-executive director. The duties of the Chair and the CEO are carried out by separate people.

## 1.7 Nomination and appointment of Directors

When considering the appointment of directors to the Board, a formal process is undertaken to identify various candidates, with interviews held and appropriate background checks carried out. In addition, the Board considers and formally resolves to support the election or re-election of directors to shareholders at general meetings/annual general meetings.

Before director candidates are selected, the Board considers the current collective skills and competencies and will assess its needs at that time and in the future and develop selection criteria for the candidates. Candidates are required to disclose their other commitments and confirm that they are able to dedicate sufficient time to their duties. A shortlist of candidates is considered by the Board relative to its selection criteria.

The Company provides shareholders, in the relevant notice of meeting, with information in the Board's possession relevant to assist them to make an informed decision on all directors standing for election or re-election. This information includes biographical details, covering relevant qualifications, experience, and skills directors bring to the Board, details of any other material directorships currently held by the candidate, the term of office currently served by the directors, a statement on the independence of the candidate and the reasons why, and a statement by the Board

as to whether it supports the election or re-election of the candidate and a summary of the reasons why.

Directors are elected or re-elected in accordance with the Company Constitution, the *Corporations Act 2001 (Cth) (Corporations Act)*, and the ASX Listing Rules.

**1.8 Induction and ongoing development**

A director induction program has been designed, and the directors are expected to participate in this induction and orientation program on appointment. In addition, industry updates are regularly provided to the Board to ensure they are informed about developments within the company and the industry in which it operates.

**1.9 Knowledge, skills, and experience**

The Board maintains a Board Skills Matrix that outlines the skills and experience considered by the Board to be important for its directors to collectively possess. These skills are set out in the table below, with each considered a competency that the Board believes it requires to effectively discharge its duties.

The Board Skills Matrix and competency descriptions are reviewed annually to ensure the skills remain relevant to the Company. This review was carried out in 2024, with two changes:

- Separation of Data & Security skill from Technology & Innovation, to recognise its importance.
- deletion of Clinical Experience

The other skills and description of those skills from the previous year were considered appropriate and relevant to the business.

The Board comprises highly experienced senior business leaders from a variety of professional backgrounds who each meet the fundamental requirements and, collectively, possess the necessary mix of skills, experience, tenure and diversity considered necessary to appropriately govern the Company.

From time to time there may be areas identified by the Board where additional knowledge would be beneficial, which it addresses by engaging external advisors and/or requesting more detailed reporting from management.

Diagram 2 illustrates the number of directors that have a level 3, ‘high’, or level 2, ‘medium’ competency, and experience in the described skill, where directors were asked to rate their competency level for each identified skill as follows:

- High: Strong working knowledge or expertise and experience;
- Medium: Solid working knowledge and some experience; and
- Low: Limited knowledge and not an area of experience.

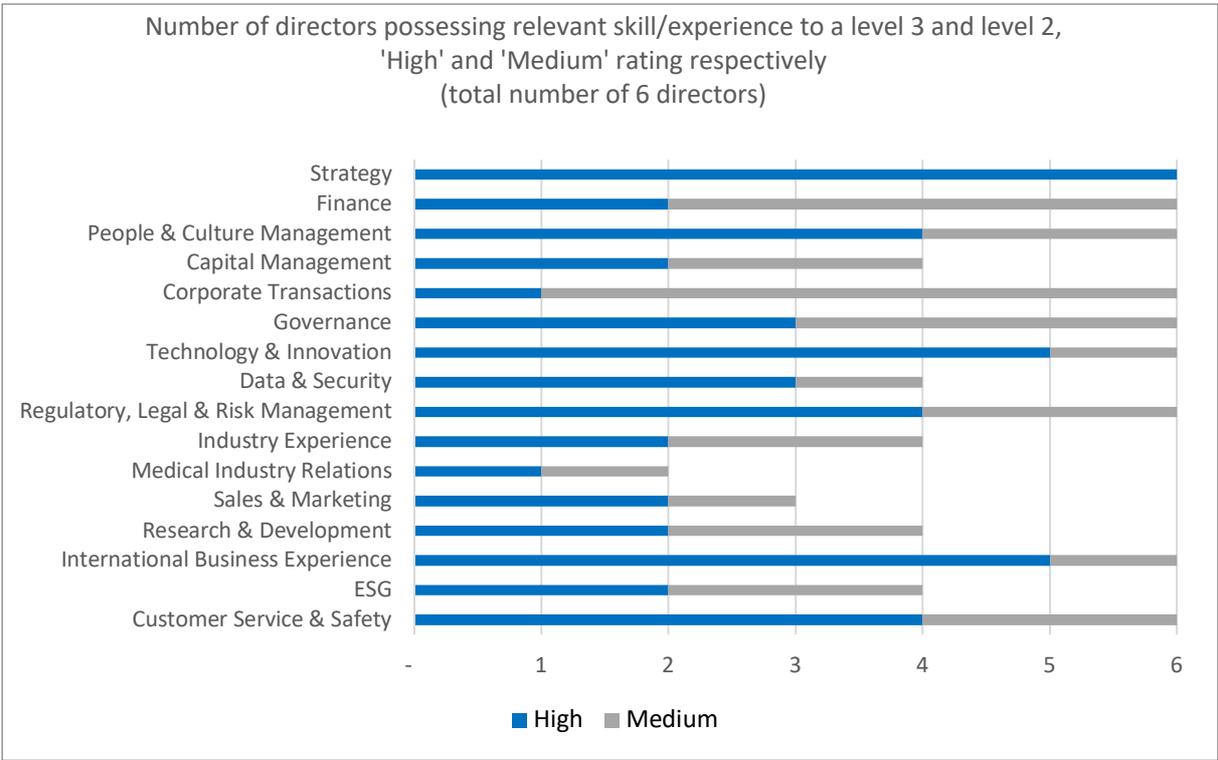
These numbers are extracted directly from the Board Skills Matrix.

All directors are expected to use their range of relevant skills, knowledge and experience and to apply their judgement to all matters discussed at Board meetings.

Desired Skill	Description
Strategy	Experience in defining strategic objectives, assessing business plans and driving execution. Ability to think strategically and identify and critically assess opportunities and threats and develop effective strategies in the context of changing market conditions.
Finance	Understanding the financial drivers of the business, experience in financial accounting and reporting, audit, corporate finance and internal financial controls.
People and Culture Management	Board committee or senior executive equivalent experience relating to people management and human resources, corporate culture and remuneration issues.
Capital Management	Expertise in considering and implementing efficient capital management including alternative capital sources and distributions, yields and markets.
Corporate Transactions	Experience in assessing and completing complex business transactions, including mergers, acquisitions, divestments, capital management, major projects and business integrations.
Governance	Knowledge and experience in best practice governance structures, policies and processes, including experience with other ASX-listed entities.
Technology & Innovation	Experience and expertise in the area of technology applied to consumer service companies, including governance of technology projects, and keeping abreast of emerging technology relevant to the Company.
Data & Security	Understanding the use of data and requirements relating to data security, cyber risk and privacy.
Regulatory, Legal & Risk Management	<p>Experience in identification, monitoring and management of material financial and non-financial risks, including legal and regulatory compliance, WHS, oversight of compliance management frameworks, controls and systems, ability to identify and oversee mitigation strategies for emerging risk and compliance issues in the organisation.</p> <p>Knowledge of legal and regulatory requirements of the Company.</p>
Industry Experience	Experience and broad understanding of the medical device market in the USA, including market drivers, risks and trends including policies, competitors, end users, regulatory policy and framework.
Medical Industry Relations	Knowledge of the medical industry interest groups and lobbying and legislation. Effective networks.
Sales and Marketing	Clear understanding of developing and implementing sales and marketing teams and strategies, recruiting, running and incentivising sales teams, and setting sales budgets and targets.
Research and Development	Experience in areas relating to Science, Engineering, Technology, Pre-Clinical Development and Clinical trials.
International Business Experience	Experience in international business, trade and/or investment at a senior executive level and exposure to global markets and a range of different political, regulatory and business environments.
ESG	Expertise in areas of environment, social and governance (ESG), and the ability to advise the Company of required policies, actions and disclosures on these matters.
Customer Service and Safety	Experience developing customer-focused strategy and committed to achieving and delivering best-practice customer/client outcomes.

Other specialist skills held by directors not included in the matrix include intellectual property and software.

The following chart depicts the number of directors possessing the above skills to a level 3 'high' and level 2 'medium' in accordance with the competency level described above.



The following charts depict board tenure, independence and gender diversity, as at the date of this Statement.



# 2 Operation of the Board

**Relevant governance documents:**

- [Audit and Risk Management Committee Charter](#)
- [Remuneration Committee Charter](#)
- [Nomination Committee Charter](#)
- [2024 Annual Report](#)

## 2.1 Board Committees

The Board has established the following standing Committees, which assist it with the execution of its responsibilities. The composition and effectiveness of the committees are reviewed on an annual basis:

- Audit and Risk Management Committee;
- Remuneration Committee; and
- Nomination Committee.

Each of these committees operates in accordance with specific charters approved by the Board, which sets out its composition, functions and responsibilities.

In addition, the Board may establish ad-hoc committees or delegate authority to existing committees to oversee specific activities.

Details of the number of committee meetings held during the year and individual directors’ attendance at these meetings can be found in the 2024 Directors’ Report. Details of the qualifications and experience of committee members can also be found in the Directors’ Report.

A description of the role of each committee and its composition as at the date of this Statement is set out in the following table.

Committee	Members	Composition	Role
<b>Audit &amp; Risk Management Committee</b>	Ms Fiona Bones (Chair) Ms Christine Emmanuel-Donnelly Janelle Delaney Andrew Grant	<ul style="list-style-type: none"> <li>- At least three members, all of whom are to be independent, non-executive directors.</li> <li>- The chair must be an independent non-executive director, who is not the chair of the Board.</li> <li>- Membership must be structured such that all members are financially literate, at least one member has financial expertise and some members have an understanding of the industry and the circumstances in which the Company operates.</li> </ul>	<p>The Audit &amp; Risk Management Committee assists the Board in fulfilling its statutory, fiduciary and regulatory responsibilities. The Committee assists the board in the oversight of the quality and integrity of the accounting, auditing and financial reporting of the Company. The Committee also reviews the adequacy of ImpediMed’s internal control framework, monitors the effectiveness, objectivity and independence of the external auditor and reviews reports from the external auditor and internal audits.</p> <p>The Committee also assists the Board in overseeing the effectiveness of the Company’s system of risk management, internal controls and general risk management, and the Company’s systems for compliance with applicable legal and regulatory requirements.</p>

<b>Remuneration Committee</b>	Ms Christine Emmanuel-Donnelly (Chair) Ms Janelle Delaney Mr Andrew Grant	<ul style="list-style-type: none"> <li>- At least three members, a majority of whom are independent, non-executive directors.</li> <li>- The chair should be an independent non-executive director.</li> <li>- All members must be free from any interest, business or other relationship which, in the opinion of the Board, could, or could reasonably be perceived to, materially interfere with the exercise of his or her independent judgment as a member of the Committee.</li> </ul>	<p>The Remuneration Committee assists and makes recommendations to the Board on:</p> <ul style="list-style-type: none"> <li>- NED fees and minimum shareholding requirements;</li> <li>- Remuneration policies and packages for the CEO and senior executives;</li> <li>- Board and CEO and other senior executive succession planning;</li> <li>- Incentives schemes and equity-based remuneration plans;</li> <li>- Superannuation arrangements;</li> <li>- Gender bias.</li> </ul> <p>The Committee is also responsible for assisting the board with:</p> <ul style="list-style-type: none"> <li>- Legislative updates, remuneration trends and any major changes to employee benefit structures;</li> <li>- Annual remuneration report.</li> </ul> <p>The Committee ensures that the structure of remuneration is aligned to the Company's purpose, values, risk appetite and strategic objectives.</p>
<b>Nomination Committee</b>	Ms Christine Emmanuel-Donnelly (Chair) Ms Janelle Delaney Mr Andrew Grant Ms Fiona Bones	<ul style="list-style-type: none"> <li>- At least three members, a majority of whom are independent, non-executive directors.</li> <li>- The chair must be an independent non-executive director.</li> </ul>	<p>The Committee assists and advises the Board on nomination policies and practices for the Board, including:</p> <ul style="list-style-type: none"> <li>- Director selection and appointment practices;</li> <li>- The appointment and re-election of directors</li> <li>- Director performance evaluation processes and criteria;</li> <li>- Board size and composition;</li> <li>- Succession planning for the Board and senior executives;</li> <li>- Board skills matrix</li> <li>- Diversity policy.</li> </ul>

## 2.2 Remuneration of Directors and Senior Executives

The Company's remuneration framework is designed to ensure that the level and composition of remuneration is both competitive and reasonable. Policies are designed to attract and retain talented and motivated employees as well as raising the level of performance of the Company.

### *Remuneration of Executives*

The remuneration framework is designed to attract, motivate and retain employees, including senior management, and ensure that the interests of the employees are aligned with those of the shareholders. In discharging its duties, the Remuneration Committee reviews and makes recommendations to the Board on the remuneration of the CEO, CFO, and other senior executives, including:

- short and long-term remuneration, including both fixed remuneration and performance-based remuneration;
- any termination payments; and
- appropriate grants of securities under the Long-Term Incentive Plan.

In making its recommendations the Remuneration Committee ensures that the objectives of the Group's reward framework are to:

- align remuneration with the Group's business strategy, remuneration philosophy and interests of shareholders
- offer an attractive and competitive mix of remuneration benchmarked against applicable markets
- provide strong linkage between individual and Group performance and rewards
- offer remuneration based on internal comparison with other employees and matching the role requirements with the skills, experience and responsibilities of individual executives
- support the corporate mission statement, values and policies through recruiting, organising and managing high achieving individuals committed to the Group's success

Details of the nature and amount of remuneration for each Executive KMP and ImpediMed's remuneration policies and practices are contained in the Remuneration Report in the Annual Report.

#### *Remuneration of Non-executive Directors*

The Company distinguishes the structure of Non-executive Directors' remuneration from that of executive Directors and senior executives. Non-executive Directors are remunerated by way of fees which are set with reference to the prevailing market rates. They do not participate in the schemes designed for the remuneration of executives, nor do they receive bonus payments, or any retirement benefits other than any required statutory superannuation.

To create alignment between Non-executive directors and shareholders, Non-executive directors are encouraged to hold ImpediMed shares, and a policy has been adopted that places a minimum holding requirement of the equivalent to one-times annual base director fees over a five-year period, with an expectation that shares are held for the duration of their directorship. All directors comply with this policy and will acquire the required amount of ImpediMed shares within the timeframe required by the policy. Each Non-executive director's current ImpediMed shareholding is set out in the Remuneration Report in the Annual Report.

Conversely, to preserve independence and impartiality, no element of Non-executive director remuneration is 'at risk' (that is, it is not based on the performance of the group).

### 2.3 Performance evaluation

The Board is committed to enhancing its effectiveness through performance management and review. The annual Board review process is designed to help enhance performance by providing a mechanism to raise and resolve issues and provide recommendations to enhance its effectiveness.

A board performance review was undertaken in July 2024. This year, the Board undertook a confidential, structured evaluation to review the role, composition, values, behaviours and processes of the Board and its Committees. The review involved each Director providing feedback on a range of Board-related topics, covering the role of the Board, strategy, composition and skills of the Board, meeting processes, Board papers and relationships and culture of the Board.

The results of that review were presented to the Board in August 2024 and highlighted a number of highly positive attributes about the ImpediMed Board. The process also identified areas for increased focus and recommended improvements.

The evaluation for all executives is based on specific criteria, including the business performance of the Company, whether strategic objectives are being achieved, and the development of management and personnel.

As outlined earlier in this Statement, the CEO was appointed in January 2024. Following this appointment an assessment was made of the Executive team which led to a restructuring of this team. Therefore, for the 2024 financial year no formal performance review of the CEO was undertaken. The CEO's performance will be formally assessed on an annual basis by the Board. The achievement of the CEO's Individual Objectives will be considered by the Remuneration Committee, which evaluates the CEO's performance and makes a recommendation to the Board in relation to performance and remuneration.

An annual assessment of the performance of all other senior executives is undertaken by the Board on the basis of recommendations from the CEO, who conducts performance reviews in relation to each senior executive. This review was undertaken in 2024 as part of the restructuring assessment outlined above.

Further information on directors' and executives' remuneration, including principles used to determine remuneration, is set out in the 2024 Remuneration Report.

# 3 Inclusion and Diversity

**Relevant governance document:**  
 - [Diversity Policy](#)

## 3.1 Diversity and inclusion at ImpediMed

The Company recognises the value contributed to the organisation by employing people with varying skills, cultural backgrounds, gender, ethnicity and experience. The Company believes its diverse workforce is the key to its continued growth, improved productivity and performance.

The Company actively values and embraces the diversity of employees and are committed to creating an inclusive workplace where everyone is treated equally and fairly, and where discrimination, harassment and inequity are not tolerated. While the Company is committed to fostering diversity at all levels, gender diversity has been and continues to be a priority for the Company. The Company wants all employees to feel valued, appreciated, and free to be who they are at work.

A formal Diversity Policy has been adopted by the Board which outlines the Company’s commitment to providing an inclusive work environment in which everyone belongs. The Policy is reviewed annually and covers a variety of factors such as gender, age, ethnicity, cultural background, language, work and life balance, and disability. The Company has a diverse mix of employees with the appropriate qualifications for roles within the current business.

## 3.2 ImpediMed’s diversity profile, diversity initiatives, and measurable objectives

The Company has not yet established measurable targets for achieving gender diversity. The board has considered setting gender diversity targets but decided that as the Company already recruits on the basis of no bias and has a culture that supports workplace diversity, the establishment of gender diversity targets should not be put in place at this time. This position is reconsidered on an annual basis.

A snapshot of the gender diversity levels in the Group, as at 30 June 2024 and 30 June 2023 is set out below.

Employee Category	2024					2023				
	Female	%	Male	%	Total	Female	%	Male	%	Total
Non-executive Directors	3	100%	-	-	3	1	25%	4	75%	5 <sup>3</sup>
Executive <sup>1</sup>	4	44%	5	56%	9	2	33%	4	67%	6
Company-wide <sup>2</sup>	39	47%	44	53%	83	37	49%	39	51%	80

- 1. Including Executive Directors
- 2. Including Board
- 3. Including 2 Non-executive Directors who were appointed on 1 July 2023

‘Executive’ is defined as direct reports to the MD/CEO.

In addition to gender, the Company’s Diversity Policy supports the Company’s stance of a policy of non-discrimination that ensures all employees are treated fairly.

## 4 Corporate Responsibility

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### Relevant governance documents:

- [Code of Conduct](#)
  - [Whistleblower Policy](#)
  - [Information Security Risk Management Plan](#)
- 

### 4.1 Company values

The Company has established a set of values which comprise:

- We Challenge each other to be great.
- We hold ourselves Accountable.
- We do the Right thing.
- We are focused on Execution.

Following the recent management changes, the Company is in the process of reviewing and updating its values.

The Company's **mission**: We improve patient outcomes by setting new standards of care in fluid and body composition management.

The Company's **vision**: Transform medicine by providing clinically relevant insights that improve lives.

### 4.2 Code of Conduct

The Company's Code of Conduct (the **Code**) is designed to maintain confidence in the integrity of the Company and the responsibilities and accountability of individuals for reporting and investigating reports of unethical practices.

The Code sets out the standards of behaviour expected of the Board, employees and contractors of the Company whilst conducting its business. It is designed to assist employees and contractors to understand their responsibilities and obligations and provide guidance on expected performance, behaviour and ethical standards in the workplace, as well as on social media.

The Code provides general guidance as to the standards of work performance, ethical standards and behaviour required.

Any material breaches of the Code are reported to the Board.

### 4.3 Whistleblower Policy

The Company has adopted a Whistleblower Policy, the purpose of which is to allow people who are concerned about any improper conduct to feel comfortable reporting that conduct. It enables reporting of dishonest, fraudulent, illegal, or otherwise improper behaviour by employees, contractors, partners, former employees, and other relevant stakeholders.

The Board is informed of any material incidents reported under this policy.

#### 4.4 Anti-Bribery Policy

Whilst the Company has not adopted a separate Anti-Bribery Policy, we are committed to directors, officers, employees, and agents conducting themselves according to the highest standards of ethical conduct, including a zero tolerance for bribery and corruption. This position is endorsed by two sections in the Code of Conduct titled 'Anti-Bribery and Gifts' and 'Dealings with politicians and government officials.'

#### 4.5 Environmental, Social and Governance (ESG)

Sustainable and responsible business practices are important to the creation of value for employees, residents, suppliers, and shareholders, and the community and environment at large. We listen to feedback from stakeholders on what is most important to them. The Company also focuses on what is most material for the business and where we can make a meaningful difference.

The Company has prepared an ESG Statement outlining the initial steps taken in the ESG journey. This can be found in the 2024 Annual Report.

#### 4.6 Environmental and Social Risks

Specifically in response to Recommendation 7.4 of the ASX Recommendations, the board does not believe it has any material exposure to environmental or social risks.

The Board considers the Company's exposure to environmental and social risks, and we have policy frameworks to manage both the risks and the opportunities.

- *Environmental including climate change risks* – the Company has no known environmental risks but is supporting the global move towards components free of hazardous substances in its device electronics and is working with its contract manufacturers to identify replacement parts, where necessary, to substitute into its device designs. Disruptions to the supply chain for these components could have an adverse impact on the Company. The Company is committed to managing and minimising the environmental footprint of operations, including its offices and travel. The Board also considers the physical and transition risks that climate change poses to the business. The approach to climate change is outlined in line with the recommendations of the Taskforce on Climate-related Financial Disclosures in the 2024 Annual Report.
- *Social risks* – the Company considers the salient human rights and labour risks and have practices and processes in place to mitigate the risks, including the Code of Conduct.

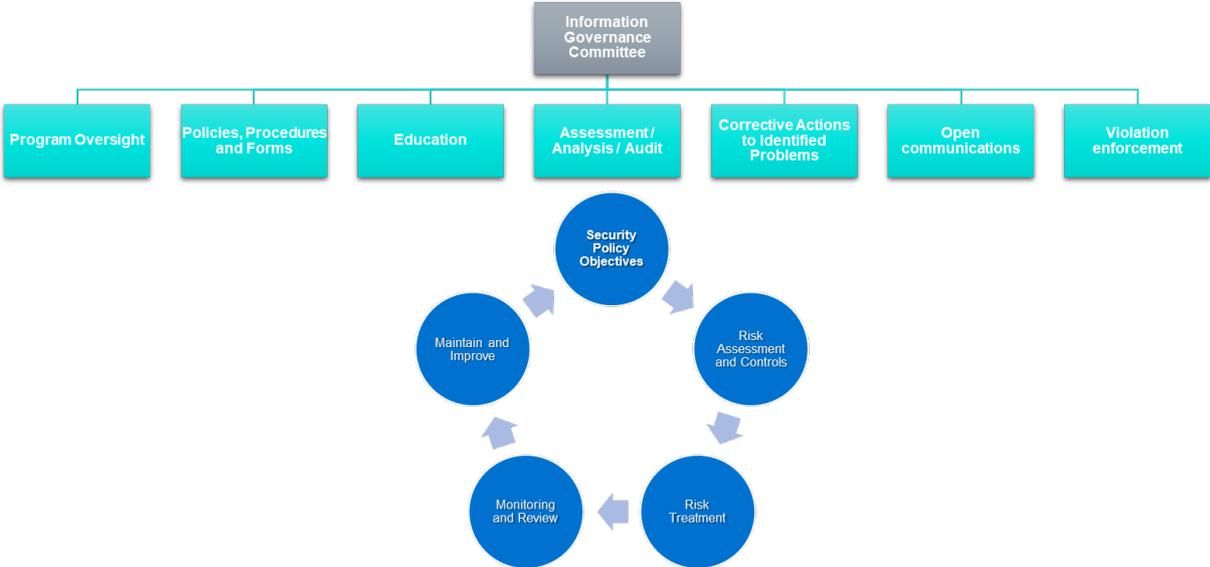
#### 4.7 Cybersecurity

ImpediMed has implemented a robust Information Security Risk Management Plan to protect customer data. On-going Security and Privacy Risk Analysis influence the risk management controls used to mitigate risks in response to evolving threats and technologies.

This is part of the Company's ongoing Information Security Risk Management Plan designed to manage risks associated with privacy and security of information on a continual basis.

ImpediMed's Information Governance Program is built upon and managed to seven foundational elements to strengthen governance of the Information Security Program and achieve Security Policy Objectives.

In December 2020, the Company achieved HITRUST Common Security Framework certification. HITRUST sets the global standard of safeguarding information, and this certification places the Company at the forefront of quality assurance and customer data protection.



## 5 Risk Management and Assurance

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### Relevant governance document:

- [Audit and Risk Management Committee Charter](#)
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### 5.1 Role of the Audit and Risk Management Committee

The Audit and Risk Management Committee assists the Board in carrying out its accounting, auditing and financial reporting responsibilities, including oversight of:

- (a) integrity of the Company's corporate reporting processes and financial statements;
- (b) accounting and tax, and related policies;
- (c) the appointment, remuneration, independence and competence of the Company's external auditors;
- (d) the performance of the Company's external audit functions and review of their audits;
- (e) the effectiveness of the Company's system of risk management and internal controls;
- (f) the Company's systems and procedures for compliance with applicable legal and regulatory requirements.

The qualifications and experience of the members of the Audit and Risk Management Committee are outlined in the Directors' Report in the 2024 Annual Report.

The CFO, senior members of Finance, and the external auditors attend meetings by invitation of the Audit and Risk Management Committee. This committee holds regular meetings with the external auditor without management or executive directors present. Any director who is not a member of the Audit and Risk Management Committee may attend any meeting of the committee.

### 5.2 Risk Management Framework

The Audit and Risk Management Committee reviews and assesses the Company's risk management framework annually. This process includes reviewing the implementation, management, and maintenance of appropriate enterprise-wide risk management systems, policies and procedures, reporting protocols, and internal controls to ensure they continue to be sound and that the Company is operating in line with the current risk appetite set by the Board. A review of the framework, as described, was carried out during the 2024 financial year.

The identification and proper management of risk within the Group is an important priority for the Board and Management. The Board monitors risk within the Group to ensure high standards of operational quality and compliance with the Group's approved strategies, policies and procedures. It ensures the Board is aware of any material risk issues and assesses the viability of the Group's operations.

The Company has adopted an internal Risk Register, which outlines the types and extents of risk that ImpediMed is willing to accept in pursuit of its strategic objectives while adhering to the Company's values. The Risk Register is scheduled to be reviewed on an annual basis and is updated with the risk management framework.

### 5.3 External auditor

One of the functions of the Audit and Risk Management Committee is to review and monitor the performance and independence of the external auditor.

The Company's current auditor is Ernst & Young (EY). The current lead audit partner is Mr Madhu Nair.

EY has provided an independence declaration to the Board for the year ended 30 June 2024, and this declaration forms part of the 2024 Directors' Report. Details of non-audit services provided by the external auditor over the reporting period are included in the Financial Statements.

The external auditor is required to attend the annual general meeting and is available to answer questions from shareholders about the conduct of the audit and the preparation and content of the external auditor's report; accounting policies adopted by the Company in relation to the preparation of the financial statements; and independence of the auditor in relation to the conduct of the audit.

#### 5.4 Internal audit

The Company does not currently have an internal audit function, nor do we engage an external internal auditor. However, the Audit and Risk Management Committee considers the need for internal control reviews as necessary.

#### 5.5 Integrity in Financial Reporting and Periodic Corporate Reports

The Company has a requirement that the CEO and CFO provide written assurance to the Board, prior to the approval of the Company's financial statements for each financial period, that in their opinion, the Company's financial records have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of ImpediMed's financial position and performance, and that this opinion has been formed on the basis of a sound system of risk management and internal control which operates effectively.

This written declaration was received by the Board prior to its approval of the full year and half year financial statements for the financial year ended 30 June 2024.

The Board has processes in place to verify the integrity of any other financial or non-financial corporate reports not reviewed by the external auditor.

The Board approves the release of the quarterly Appendix 4C and Business Activity Reports. All relevant information from management is provided to the board upon which their approval for release is based.

Any other periodic corporate report receives the approval of the Board prior to release to the market. This approval is based on a review of all relevant information provided by management. The specific process for each periodic corporate report will vary depending on the particular release but generally involves management analysis, discussion and recommendation, backed up by supporting documentation.

#### 5.6 Risks

The management of the Company and the execution of its growth strategies are subject to a number of risks, which could adversely affect the Company's future development.

These risks are monitored and managed by the Board, Audit and Risk Management Committee and management in accordance with the framework set out in the Audit and Risk Management Committee Charter. Key business risks, their impact and mitigants are outlined in the Directors' Report contained in the Annual Report.

## 6 Shareholders and Disclosure

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### Relevant governance documents:

- [Disclosure and Communication Policy](#)
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### 6.1 Communications and external disclosure

ImpediMed has a Disclosure and Communication Policy, the objectives of which are to:

- ensure that the Company is able to meet its continuous disclosure obligations under the ASX Listing Rules and the Corporations Act; and
- establish internal procedures so that all Group Personnel understand their obligations to ensure confidential information is protected and disclosure of price sensitive information to the Disclosure Officer.

Further, all material ASX announcements are promptly circulated to directors upon their release to the market.

### 6.2 Shareholder communications

ImpediMed is committed to maintaining direct, open, timely and effective two-way communications with all shareholders. The Company's policy is that shareholders are informed of all material developments that impact the Company.

Communicate with shareholders is made via the following means:

- release of half-year and full-year financial statements;
- release of ASX Announcements relating to important strategic and financial initiatives;
- publication of an Annual Report;
- the Annual General Meeting;
- live audiocasts of results briefings and Annual General Meetings;
- media and analyst calls with ImpediMed's CEO and CFO following the release of key financial information; and
- provision of information and resources through the online Investor Relations section of the website at <https://www.impedimed.com/about/investors/>.

Shareholders are also invited to communicate directly with the Company and provide contact information and a dedicated email address on the Investor Centre. All shareholders have the option to receive communications from, and send communications to, the Company and the Share Registry electronically.

To also facilitate communication, we have established a Disclosure Policy. The aim of this policy is to promote and maintain the confidence of the Company's shareholders through ongoing timely, balanced and effective communication.

When the Company holds a new investor or analyst presentation, a copy of the presentation materials is released to the ASX ahead of the presentation.

**This Corporate Governance Statement was approved by a resolution of the Board on 29 August 2024.**

**The Corporate Governance Statement and Key to Disclosures (Appendix 4G) have been lodged with the ASX and are available at <https://www.impedimed.com/about/investors/corporate-governance/>**