

The Corporate Governance Statement of Isentia Group Limited and its subsidiaries (referred to hereafter as the 'company' or 'Isentia') was approved by the Board of Directors (the 'Board') on 24 August 2020. It relates to the reporting period 1 July 2019 to 30 June 2020.

ASX RECOMMENDATION - 3RD EDITION		COMPLIED WITH?	COMMENT
1.	<b>Principle 1 – Lay solid foundations for management and oversight</b> <i>A listed entity should establish and disclose the respective roles and responsibilities of its board and management and how their performance is monitored and evaluated</i>		
1.1	A listed entity should disclose: a) the respective roles and responsibilities of its board and management; and b) those matters expressly reserved to the board and those delegated to management.	Complies	The Board has adopted a charter which is published on the company's website <a href="http://www.isentia.com">www.isentia.com</a> . The charter sets out the Board's composition, the Board's role and responsibilities, the relationship and interaction between the Board and management, and the authority delegated by the Board to management and Board committees.
1.2	A listed entity should: a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election as a director; and a) 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.	Complies	The company conducts appropriate checks prior to appointing directors. All of the five current non- executive directors have been elected or re-elected by shareholders in accordance with the company's constitution. Where directors have sought election or re-election, the company has provided all material information in its possession relevant to the shareholder decision to vote for or against the election or re-election of the director in the explanatory statement which accompanies the Notice of Meeting for the shareholder meeting where the vote will be taken. A complete biography of each director is available in the Investor Centre on the company's website
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Complies	There is a written agreement with each director and senior executive which sets out the terms of their appointment.
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.	Complies	The Company Secretary role is performed by Jacquie Shanahan. Ms Shanahan is accountable directly to the board through the Chair. Each director is also able to communicate directly with Ms Shanahan and vice versa.

1.5	<p>A listed entity should:</p> <p>a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</p> <p>b) disclose that policy or a summary of it; and</p> <p>c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or relevant committee in accordance with the entity's diversity policy and its progress towards achieving them and either:</p> <p>1. the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes; or</p> <p>2. if the entity is a relevant employer under the 'Workplace Gender Equality Act', the entity's most recent 'Gender Equality Indicators' as defined in and published under that Act.</p>	Complies	<p>Isentia's Diversity Policy is published in the Investor Centre on the company's website. The Diversity Policy sets out the process by which measurable objectives to achieve gender diversity are developed and approved.</p> <p>The Company's FY 2020 gender diversity objectives and the progress in achieving these objectives are set out below.</p> <table><tr><th>Initiative</th><th>Measurable Objectives</th><th>Progress As at 30 June 2020</th></tr><tr><td>Learning and development program participation</td><td>Ensure gender diversity in leadership development program participation across the group.</td><td>106 participants  53% F 46% M  Generally even participation with Philippines (68%F)</td></tr><tr><td>As part of our regular analysis of pay data, conduct and respond to a review of gender equality in pay.</td><td>Pay data will be analysed and a report prepared which will recommend specific actions to address any identified equity issues.</td><td>Conducted informally as required and within the annual remuneration review in September 2020. For this period we continue to monitor but to date, no action was taken as we identified 'no unexplainable or unjustifiable gaps'</td></tr><tr><td>Create a mentoring program for identified Top talent</td><td>Match Top talent (CEO -2) with board member or ELT member with continued focus on women within Isentia</td><td>Plan to include within formal program. Launching a formal internal mentoring program in H2 FY21.</td></tr><tr><td>Workplace Gender Equity Agency (WGEA) report comparison YOY</td><td>Compare WGEA compliance report YOY. Develop plan of action for areas that need improvement.</td><td>YOY comparison undertaken with little shift. Key area of focus: Investigation of promotions of women for internal roles; Restructure in Technology drove outcome with greater number of males currently in Technology.</td></tr></table> <p>In regard to gender diversity, as at 31 May 2020, females represented 57% of all staff, 60% of Isentia's management and supervisory staff, and 40% of senior management. The Board has two female non-executive Director (representing 33% of the Board).</p> <p>Isentia's Workplace Gender Equality Report' which includes the most recent 'Gender Equality Indicators' is available in the Investor Centre on the company's website.</p>	Initiative	Measurable Objectives	Progress As at 30 June 2020	Learning and development program participation	Ensure gender diversity in leadership development program participation across the group.	106 participants  53% F 46% M  Generally even participation with Philippines (68%F)	As part of our regular analysis of pay data, conduct and respond to a review of gender equality in pay.	Pay data will be analysed and a report prepared which will recommend specific actions to address any identified equity issues.	Conducted informally as required and within the annual remuneration review in September 2020. For this period we continue to monitor but to date, no action was taken as we identified 'no unexplainable or unjustifiable gaps'	Create a mentoring program for identified Top talent	Match Top talent (CEO -2) with board member or ELT member with continued focus on women within Isentia	Plan to include within formal program. Launching a formal internal mentoring program in H2 FY21.	Workplace Gender Equity Agency (WGEA) report comparison YOY	Compare WGEA compliance report YOY. Develop plan of action for areas that need improvement.	YOY comparison undertaken with little shift. Key area of focus: Investigation of promotions of women for internal roles; Restructure in Technology drove outcome with greater number of males currently in Technology.
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1.6	<p>A listed entity should:</p> <ul style="list-style-type: none"> <li>a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</li> <li>b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	Complies	<p>The Board has established a comprehensive questionnaire to evaluate its effectiveness on an annual basis. All directors completed the effectiveness evaluation in relation to the FY2020 reporting period. The results were summarised and circulated to all directors for consideration and discussion at the June 2020 NRC meeting.</p>
1.7	<p>A listed entity should:</p> <ul style="list-style-type: none"> <li>a) have and disclose a process for periodically evaluating the performance of its senior executives; and</li> <li>b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	Complies	<p>Isentia has a Remuneration Policy which is published in the Investor Centre on the company's website. The Remuneration Policy sets out that senior executive remuneration will be reviewed at least annually with consideration given to performance, amongst other factors. The annual formal performance review for senior executives takes place in July and August each year where performance is reviewed against previously set objectives with weighted key result areas and capabilities for each role.</p> <p>Evaluation of performance of all senior executives in accordance with this process was or will be conducted in 2020.</p>
2.	<p><b>Principle 2 – Structure the board to add value</b></p> <p><i>A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.</i></p>		

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2.1	<p>The board of a listed entity should:</p> <p>a) have a nomination committee which:</p> <ol style="list-style-type: none"> <li>1. has at least three members, a majority of whom are independent directors; and</li> <li>2. is chaired by an independent director, and disclose:</li> <li>3. the charter of the committee;</li> <li>4. the members of the committee; and</li> <li>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</li> </ol> <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>	Complies	<p>The Board has established a Nomination and Remuneration Committee (<b>NRC</b>). The members of the NRC in FY2020 were Fiona Pak-Poy (chair), Douglas Snedden, Travyn Rhall, Justin Kane and Abigail Cheadle all of whom are considered independent directors except for Justin Kane.</p> <p>A copy of the charter of the Nomination and Remuneration Committee is available in the Investor Centre on the company's website.</p> <p>The Nomination and Remuneration Committee met twice formally during FY2020. In addition to the formal NRC meetings, NRC matters were addressed at board meetings throughout the year. Details of attendances at these meetings are set out in the Directors Report contained within the 2020 Annual Report.</p>

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2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.	Complies	<p>The Board has undertaken a process to determine the competencies it requires as a whole, to effectively discharge its duties and has summarised them as set out below. Each year directors are individually assessed against each competency using the scale “competent / strong / very strong”. Individual ratings are consolidated to determine the “score” for the whole of the Board for each competency. In addition to these subjective measures, the Board has created matrices to rate its degree of gender diversity and independence applying an assessment criteria of ‘average practice, good practice and best practice. These are also reported below.</p> <p style="text-align: center;"><b>Summary Board Skills Competency Table</b></p> <table><tr><th>Competencies</th><th>Ratings</th></tr><tr><td>Industry</td><td>Strong</td></tr><tr><td>Technical</td><td>Strong</td></tr><tr><td>Governance</td><td>Strong</td></tr><tr><td>Business/Admin</td><td>Strong</td></tr><tr><td>Gender diversity score</td><td>Good practice</td></tr><tr><td>Independence score</td><td>Good practice</td></tr></table>	Competencies	Ratings	Industry	Strong	Technical	Strong	Governance	Strong	Business/Admin	Strong	Gender diversity score	Good practice	Independence score	Good practice
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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, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>c) the length of service of each director.</p>	Complies	<p>Details of all directors are set out in the Directors’ report contained within the 2020 Annual Report and in the Investor Centre on the company’s website. This includes whether or not they are considered independent by the Board, a summary of their skills and experience, their length of service and any other ASX listed directorships they hold or have held in the last three years.</p>														

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2.4	A majority of the board of a listed entity should be independent directors.	Complies	A majority of the Board are independent.
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.	Complies	The chair of the Board, Doug Snedden is considered an independent director and is not the CEO.
2.6	A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	Complies	<p>Isentia's program for inducting provides new directors with the opportunity to undertake a tour of the business including product demonstrations and access to senior executives to help facilitate a thorough understanding of the business.</p> <p>Isentia is committed to ensuring its directors are adequately skilled and informed to perform their duties effectively through management presentations at board meetings and attending relevant industry conferences where applicable. Through the annual board performance assessment process, opportunities for development of directors' skills and knowledge are identified for the year ahead.</p>
3.	<b>Principle 3 – Act ethically and responsibly</b> <i>A listed entity should act ethically and responsibly</i>		
3.1	A listed entity should: a) have a code of conduct for its directors, senior executives and employees; and b) disclose that code or a summary of it.	Complies	Isentia's Code of Conduct is available in the Investor Centre on the company's website.

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4.	<b>Principle 4 – Safeguard integrity in corporate reporting</b> <i>A listed entity should have formal and rigorous processes that independently verify and safeguard the integrity of its corporate reporting.</i>		
4.1	<p>The board of a listed entity should:</p> <p>a) have an audit committee which:</p> <ol style="list-style-type: none"> <li>has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>is chaired by an independent director, who is not the chair of the board,</li> </ol> <p>and disclose:</p> <ol style="list-style-type: none"> <li>the charter of the committee;</li> <li>the relevant qualifications and experience of the members of the committee; and in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ol> <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>	Complies	<p>The Board has established an Audit and Risk Committee (<b>ARC</b>). The members of the ARC during FY2020 were Abigail Cheadle (chair), Doug Snedden, Fiona Pak-Poy and Travyn Rhall all of whom are considered independent directors.</p> <p>The chair of the Audit and Risk Committee was not the chair of the Board.</p> <p>A copy of the charter of the Audit and Risk Committee is available in the Investor Centre on the company's website.</p> <p>The relevant qualifications and experience of the members of the Audit and Risk Committee are set out in the 'Information on directors' section of the Directors' report contained within 2020 Annual Report.</p> <p>The Audit and Risk Committee met four times throughout FY2020 and all members were in attendance at each meeting.</p>

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4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	Complies	Prior to approving the financial statements for the financial year ended 30 June 2020, the Board received a s295A declaration from the CEO and CFO stating 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.
4.3	A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	Complies	Isentia's 2020 AGM will be held on Thursday 19 November 2020. The company's external auditor, Deloitte Touche Tohmatsu, has indicated that they will attend the AGM and will be available to answer questions from shareholders relevant to the audit of the financial report for the financial year ended 30 June 2020.
5.	<b>Principle 5 – Make timely and balanced disclosure</b> <i>A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.</i>		
5.1	A listed entity should: a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and b) disclose that policy or a summary of it.	Complies	Isentia's Continuous Disclosure Policy is available in the Investor Centre on the company's website. This policy sets out the process by which it will comply with its continuous disclosure obligations under the ASX Listing Rules.



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6.	<b>Principle 6 – Respect the rights of security holders</b> <i>A listed entity should respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights effectively.</i>		
6.1	A listed entity should provide information about itself and its governance to investors via its website.	Complies	Isentia's website contains information about the company and its products and services. It also contains an Investor Centre where information about the company's ASX listing including share price, market announcements, financial reports and corporate governance practices can be located. See <a href="https://www.isentia.com/investors/">https://www.isentia.com/investors/</a>
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	Complies	Isentia's shareholder Communications Policy is available in the Investor Centre on the company's website.  This policy is designed to promote effective communication with shareholders.
6.3	A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	Complies	Isentia's shareholder Communications Policy is available in the Investor Centre on the company's website.  This policy is designed to promote effective communication with shareholders and encourage effective participation at general meetings of the company.
6.4	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Complies	Through the Isentia's share registry provider, Link Market Services, shareholders can elect to send and or receive communications electronically.

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7.	<b>Principle 7 – Recognise and manage risk</b> <i>A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.</i>		
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> <ol style="list-style-type: none"> <li>has at least three members, a majority of whom are independent directors; and</li> <li>is chaired by an independent director,</li> </ol> <p>and disclose:</p> <ol style="list-style-type: none"> <li>the charter of the committee;</li> <li>the members of the committee; and</li> <li>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</li> </ol> <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>	Complies	<p>The Board has established an Audit and Risk Committee (<b>ARC</b>). The members of the ARC during FY2020 were Abigail Cheadle (chair), Doug Snedden, Fiona Pak-Poy and Travyn Rhall all of whom are considered independent directors.</p> <p>The chair of the Audit and Risk Committee was not the chair of the Board.</p> <p>A copy of the charter of the Audit and Risk Committee is available in the Investor Centre on the company's website.</p> <p>The relevant qualifications and experience of the member of the Audit and Risk Committee are set out in the 'Information on directors' section of the Directors' report contained within 2020 Annual Report.</p> <p>The Audit and Risk Committee met four times throughout FY2020 and all members were in attendance at each meeting.</p>
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</p> <p>b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	Complies	<p>Isentia has developed a risk management framework for documenting, assessing and reporting risks and risk management practices including a risk register, risk assessment criteria and a risk profile heat map.</p> <p>All risks identified are assigned an owner within the business who is responsible for review and management of the exposure.</p> <p>The Audit and Risk Committee reviewed and updated the risk register and group risk profile as required in FY2020</p>

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7.3	<p>A listed entity should disclose:</p> <ul style="list-style-type: none"> <li>a) if it has an internal audit function, how the function is structured and what role it performs; or</li> <li>b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</li> </ul>	Complies	<p>The company does not currently have an internal audit function.</p> <p>The Audit and Risk Committee relies on the risk management framework to identify potential risk exposures and requires management to report actions, plans and projects designed to address these exposures on a priority basis.</p> <p>The internal audit function is assessed by the Audit &amp; Risk Committee regularly with regard to business needs, risk exposure and the ability of the Board to discharge its duties to oversee internal control systems and other responsibilities as set out in its Charter.</p>
7.4	A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.	Complies	The Board does not believe the company has any material exposure to economic, environmental and social sustainability risks. This has been determined through consultation with management and a review of the risk register.
8.	<p><b>Principle 8 – Remunerate fairly and responsibly</b></p> <p><i>A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders.</i></p>		
8.1	<p>The board of a listed entity should:</p> <ul style="list-style-type: none"> <li>a) have a remuneration committee which: <ul style="list-style-type: none"> <li>1. has at least three members, a majority of whom are independent directors; and</li> <li>2. is chaired by an independent director,</li> </ul> and disclose: <ul style="list-style-type: none"> <li>3. the charter of the committee;</li> <li>4. the members of the committee; and</li> <li>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.</li> </ul> </li> </ul>	Complies	<p>The Board has established a Nomination and Remuneration Committee (<b>NRC</b>). The members of the NRC in FY2020 were Fiona Pak-Poy (chair), Douglas Snedden, Travyn Rhall, Justin Kane and Abigail Cheadle all of whom are considered independent directors except for Justin Kane.</p> <p>A copy of the charter of the Nomination and Remuneration Committee is available in the Investor Centre on the company's website.</p> <p>The Nomination and Remuneration Committee met twice formally during FY2020. In addition to the formal NRC meetings, NRC matters were addressed at board meetings throughout the year. Details of attendances at these meetings are set out in the Directors Report contained within the 2020 Annual Report.</p>

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	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		
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Complies	Isentia has a Remuneration Policy which is available in the Investor Centre on the company's website. The Remuneration Policy sets out the framework for developing the structure of executive remuneration and remuneration for non-executive directors acknowledging the different role and responsibilities of non-executive directors compared with executives and senior managers.
8.3	A listed entity which has an equity-based remuneration scheme should: a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and b) disclose that policy or a summary of it.	Complies	Isentia's Securities Trading Policy prohibits staff from entering into derivatives with regard to unvested securities. The policy also prohibits employees from using margin loans to acquire securities in the company.  Isentia's Securities Trading Policy is available in the Investor Centre on the company's website.