



# Corporate Governance Statement 2024



**Nine Entertainment Co.**

ABN 60 122 203 892

[nineentertainment.com.au](http://nineentertainment.com.au)

# Corporate Governance Statement 2024

This Corporate Governance Statement provides an outline of the corporate governance framework for Nine Entertainment Co. Holdings Limited (**Nine** or the **Company**) for the year to 30 June 2024 (**Reporting Period**), demonstrating the extent to which Nine has complied with the ASX's Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition).

This statement was approved by the Board.

## 1 Board and Management

### 1.1 Role of the Board

The role and responsibilities of Nine's Board, as set out in the Board Charter<sup>1</sup>, include:

- I. defining Nine's purpose and strategic objectives;
- II. approving Nine's budgets and business plans;
- III. approving Nine's annual report including the financial statements, directors' report, remuneration report and this Corporate Governance Statement;
- IV. approving major borrowing and debt arrangements, the acquisition, establishment, disposal or cessation of any significant business of the company, any significant capital expenditure and the issue of any shares, options, equity instruments or other securities in Nine;
- V. assessing performance against strategies to monitor both the performance of the Chief Executive Officer and other executives as determined from time to time by the People & Remuneration Committee;
- VI. ensuring that Nine acts legally and responsibly on all matters and that the highest ethical standards are maintained. This includes approving Nine's environmental, social and governance (**ESG**) policy and strategy;
- VII. maintaining a constructive and ongoing relationship with the Australian Securities Exchange and other regulators, and overseeing implementation of policies regarding disclosure and communications with the market and Nine's shareholders; and
- VIII. monitoring and approving changes to internal governance including delegated authorities, and monitoring resources available to senior management.

Further, with the guidance of the Board's People & Remuneration Committee, the Board is responsible for:

- I. ensuring Nine's remuneration framework and policies are aligned with its purpose, values, strategic objectives and risk appetite;
- II. evaluating and approving the remuneration packages of the Chief Executive Officer and other members of senior management;
- III. monitoring compliance with the Non-Executive Director remuneration pool and recommending any changes to the pool;
- IV. administering short- and long-term incentive plans and engaging external remuneration consultants, as appropriate;
- V. appointing, evaluating or removing the Chief Executive Officer, and approving appointments or removal of all other members of senior management;
- VI. work health and safety; and
- VII. employee engagement and culture.

1. Copies of the Board Charter, Committee Charters and governance policies referred to in this Corporate Governance Statement are all available on Nine's website [nineforbrands.com.au/corporate-governance-2](https://nineforbrands.com.au/corporate-governance-2)

With the guidance of the Audit & Risk Management Committee, the Board is ultimately responsible for:

- I. preparing and presenting Nine's financial statements and reports;
- II. overseeing Nine's financial reporting, including reviewing the integrity and suitability of Nine's accounting policies and principles and how they are applied, and ensuring they are used in accordance with the statutory financial reporting framework;
- III. assessing information from external auditors to ensure the quality of financial reports;
- IV. overseeing the adequacy of Nine's financial controls and systems;
- V. reviewing, monitoring and approving Nine's risk management framework, policies, procedures and systems for managing financial and non-financial risks;
- VI. overseeing Nine's ESG initiatives; and
- VII. managing internal and external audit arrangements and auditor independence.

With the guidance of the Nominations Committee, the Board is ultimately responsible for:

- I. nomination, appointment and removal of non-executive directors (including consideration of diversity and whether to recommend re-election of a director);
- II. assessing the necessary and preferable skills and experience for non-executive directors;
- III. succession planning for directors; and
- IV. assessing the independence of non-executive directors.

## 1.2 Delegation to Management

The responsibility for the operation and administration of Nine and its wholly owned subsidiaries (**the Group**) is delegated, by the Board, to the Chief Executive Officer and senior management within levels of authority specified by the Board from time to time. The Board ensures that this team is appropriately qualified and experienced to discharge its responsibilities and has in place procedures to assess the performance of the senior management team. During the year, the delegation of authority across the Group was reviewed and updated.

The Chief Executive Officer's role includes:

- I. responsibility for the effective leadership of the management team;
- II. the development of strategic objectives for the business; and
- III. the day-to-day management of Nine's operations.

The Chief Executive Officer may delegate aspects of his authority and power but remains accountable to the Board for Nine's performance and is required to report regularly to the Board on the conduct and performance of Nine's business units.

### 1.3 Board composition

The Board consisted of a majority of independent Directors during the Reporting Period.

At all times during the Reporting Period, the Chair was an independent Director and not the same person as the Chief Executive Officer.

During the Reporting Period, the Board and its committees consisted of the following individuals:

Name	Tenure	Independent	Committee membership
Catherine West	From 9 May 2016	Yes	Member of the Audit & Risk Management Committee Chair of the Nominations Committee Member of the People & Remuneration Committee (Chair of that Committee until 9 June 2024)
Peter Costello	From 6 February 2013 to 9 June 2024	Yes	Member of the Audit & Risk Management Committee until 9 June 2024
Michael Sneesby	From 1 April 2021	No	None
Andrew Lancaster	From 1 April 2021	No	Member of the People & Remuneration Committee Member of the Nominations Committee
Samantha Lewis	From 20 March 2017	Yes	Chair of the Audit & Risk Management Committee Member of the People & Remuneration Committee
Mickie Rosen	From 7 December 2018	Yes	Member of the Audit & Risk Management Committee from 9 June 2024 Member of the Nominations Committee
Mandy Pattinson	From 1 August 2023	Yes	Member of the Nominations Committee Member of the People & Remuneration Committee from 23 August 2023 and Chair from 9 June 2024

Details of Directors' skills, experience and expertise and their attendances at Board and Committee meetings are contained in the Annual Report.

### 1.4 Company Secretary

The Board appoints and removes the Company Secretary. All Directors have direct access to the Company Secretary who supports the effectiveness of the Board by monitoring that Board policy and procedures are followed, and co-ordinates the completion and despatch of Board agendas and papers. The Company Secretary is accountable to the Board through the Chair, on all corporate governance matters.

## 2 Board appointment and reviews

### 2.1 Board appointment and induction

The processes to address succession of Directors and ensuring that the Board is comprised of an appropriate mix of skills, knowledge, diversity, independence and experience are managed by the Board through the Nominations Committee.

Where a casual vacancy is to be filled, the Nominations Committee typically considers the skills and expertise which it would be beneficial to add to the Board, then identifies suitable candidates (using an external search adviser if necessary). A review process is carried out by the Nominations Committee, before a candidate is proposed to the whole Board for approval.

When Directors are proposed to shareholders for election or re-election, detailed information about the Director, their professional background and areas of expertise are provided to shareholders, so that the shareholders have all material information relevant to a decision whether or not to elect or re-elect that Director.

All Directors are issued with a letter of appointment that sets out the key terms of their appointment and the Company's expectations regarding involvement with Nine. Nine provides briefings to new Directors on its business and strategy and the Directors' roles and responsibilities and access to previous board papers, as part of the induction. Directors may meet with the Company's auditors to receive a detailed briefing on Nine's financial reporting and audit issues.

All Directors are expected and encouraged to engage in professional development activities to develop and maintain the skills and knowledge needed to perform their roles as Directors. In addition, ongoing engagement with senior management across the business provides the Directors with development of their knowledge of industry issues.

Directors may obtain independent professional advice at Nine's expense on matters arising in the course of their Board and committee duties, after obtaining the Chair's approval. The other Directors must be advised if the Chair's approval is withheld.

## 2.2 Remuneration

The Remuneration Report sets out Nine’s policies and practices regarding the remuneration of non-executive Directors, executive Directors and other senior management of the group. It also provides details of the remuneration paid to Directors and certain other senior management of Nine in the Reporting Period.

Nine has a written employment agreement with each senior executive, setting out the terms on which she or he is engaged by the Company, including the components of fixed and variable or at risk remuneration payable to the senior executive.

## 2.3 Board skills matrix

The Board has adopted a skills matrix which is used, together with a consideration of the diversity present among the Board, in assessing the composition of the Board from time to time. During the Reporting Period, the Board reviewed the skills matrix and confirmed it remains appropriate. The skills identified are:

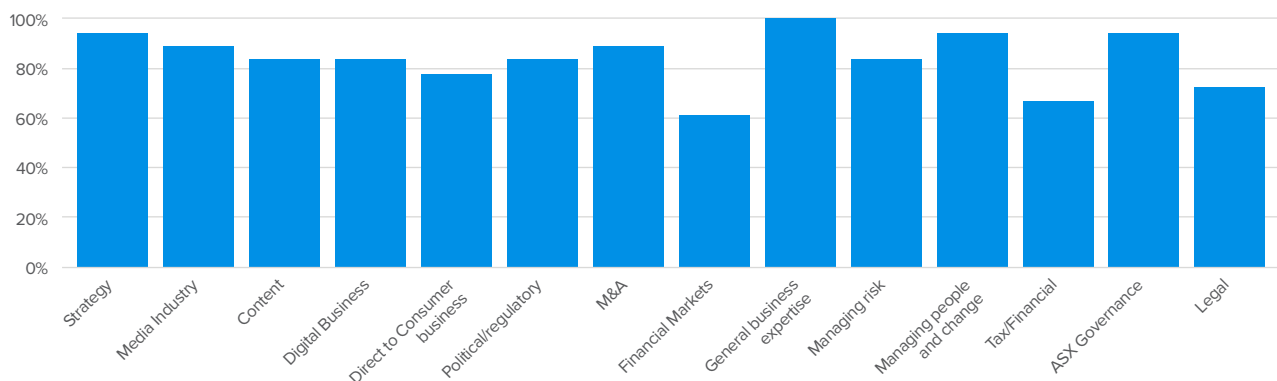
Media Industry	Working in or with the media industry in a significant capacity
Content	Working in or with businesses that acquire, create or exploit content.
Digital/New Media	Working in or with digital/online businesses and emerging forms of media and technology
Direct to consumer	Working in or with businesses that are consumer facing
General business expertise	Gained in a substantial business, as a senior executive or director
Strategy	Developing and implementing the strategic direction of an organisation
Managing Risk	Developing, implementing and overseeing risk management policies and procedures for a substantial organisation
Managing People & Change	Expertise in human resource management, particularly through periods of change in a business or industry
Political/regulatory	Managing and influencing the political and regulatory environment
Mergers & Acquisitions	Expertise in undertaking corporate mergers or acquisitions activities
Financial Markets	Expertise in debt and capital markets
ASX Governance	Knowledge of the corporate governance and regulatory framework that applies to an ASX listed company
Legal	Experience practising as a lawyer in a relevant field or exposure to legal issues relevant to Nine’s business
Tax/Financial	Expertise in overseeing or managing the tax and financial affairs of a substantial Australian business.

The Board considers that the current members, taken as a whole, satisfy the mix of skills identified in the skills matrix, as a majority of Directors have a high level of expertise across each of the skills identified in the skills matrix. The Board also demonstrates diversity in terms of gender and international work experience.

The chart below shows the degree to which Board members, considered as a group, demonstrate a high level of the skills which form part of Nine’s skills matrix (with a score of 100% indicating that all Directors have the skill to a high degree).

Since the end of the Reporting Period, the Board has reviewed the skills matrix and refined its terms for future years.

### Skills Matrix



## 2.4 Review processes

The Board carries out a review of the performance of the Board and Directors and each committee reviews its performance. The Chair discussed performance of the board with each Director in respect of the Reporting Period. Each Committee Chair also reviewed the performance of that Committee.

Nine has an employee performance review process which operates throughout the company. In addition, the People & Remuneration Committee reviews performance of the Chief Executive Officer and other senior management, in the context of determining incentives and remuneration. This took place in respect of the Reporting Period.

## 3 Committees

### 3.1 People & Remuneration Committee

The People & Remuneration Committee Charter sets out the terms of reference for the People & Remuneration Committee. The Committee's key responsibilities and functions are to assist the Board in discharging its responsibilities in connection with:

- I. Remuneration framework and policies (including approving remuneration arrangements for the Chief Executive Officer, Directors and senior management);
- II. Short- and long-term incentive plans;
- III. Succession and development plans for the Chief Executive Officer and senior management;
- IV. Setting objectives for achieving diversity and monitoring progress in meeting those objectives;
- V. Work health and safety;
- VI. Employee engagement and culture, and Nine's Code of Conduct.

At all times during the Reporting Period, the People & Remuneration Committee comprised a majority of independent Directors and was chaired by an independent Director.

At all times during the year, the Committee was comprised of at least three members.

### 3.2 Audit & Risk Management Committee

The Audit & Risk Management Committee Charter sets out the terms of reference for the Audit & Risk Management Committee. The Committee's key responsibilities and functions are to assist the Board in discharging its responsibilities:

- I. to prepare and present Nine's financial statements and reports;
- II. in relation to Nine's financial reporting, including reviewing the integrity and suitability of accounting policies and principles, assessing significant estimates and judgements in financial reports and assessing information from internal and external auditors to ensure the quality of financial reports;
- III. in relation to the entry into, approval, or disclosure, of related party transactions (if any);
- IV. in overseeing the adequacy of Nine's financial controls and systems;
- V. to review, monitor and approve Nine's risk management framework, policies, procedures and systems for financial and non-financial risks;
- VI. to manage audit arrangements and auditor independence; and
- VII. overseeing Nine's ESG initiatives.

At all times during the Reporting Period, the Audit & Risk Management Committee comprised a majority of independent Directors and was chaired by an independent Director. It had at least three members throughout the Reporting Period.

### 3.3 Nominations Committee

The Nominations Committee Charter sets out the terms of reference for the Nominations Committee. The Committee's key responsibilities and functions are to assist the Board in discharging its responsibilities in connection with:

- I. nomination, appointment and removal of non-executive directors (including consideration of diversity and whether to recommend re-election of a director);
- II. assessing the necessary and preferable skills and experience for non-executive directors;
- III. succession planning for directors; and
- IV. assessing the independence of non-executive directors.

## 4 Reporting and Risk

### 4.1 Risk management

Nine recognises that risk is an accepted part of doing business, enabling the creation of long-term shareholder value.

Nine is committed to the identification, monitoring and management of key risks, to protect and enhance shareholder interests.

Responsibility for risk management is shared across the organisation:

- I. The Board is responsible for approving Nine's Risk Management Policy and for determining Nine's approach to risk, taking into account Nine's strategic objectives and other factors including stakeholder expectations.
- II. The Board has delegated to the Audit & Risk Management Committee responsibility for:
  - a. identifying major risk areas;
  - b. periodically reviewing, monitoring and approving Nine's risk management framework, policies, procedures and systems to provide assurance that major business risks are identified, consistently assessed and appropriately addressed;
  - c. ensuring that risk considerations are incorporated into strategic and business planning;
  - d. providing risk management updates to the Board and any supplementary information required to provide the Board with confidence that key risks are being appropriately managed and making recommendations on changes to Nine's risk management framework;
  - e. reviewing reports from management concerning compliance with key laws, regulations, licences and standards which Nine is required to satisfy in order to operate;
  - f. overseeing the effectiveness of Nine's financial controls and systems
  - g. overseeing tax compliance and tax risk management;
  - h. reviewing any significant findings of any examinations by regulatory agencies;
  - i. reviewing any material incident involving a fraud or a breakdown of Nine's risk controls;
  - j. overseeing the progress of Nine's ESG-related activities; and
  - k. evaluating the structure and adequacy of the Group's insurance coverage.
- III. Nine management is responsible for establishing operational processes and policies to support Nine's risk management framework, including identifying major risk areas and effectively identifying, monitoring, reporting on and managing key business risks.
- IV. Each employee and contractor is expected to understand and manage the risks within their responsibility and boundaries of authority, as set out in Nine's internal policies, when making decisions and undertaking day-to-day activities.

Nine has processes in place to identify and assess key risks, whether at an enterprise level or a major project level, and to manage those risks. Nine's Risk and Assurance function, with oversight from the Audit & Risk Management Committee, implements a continuous process of communication with internal stakeholders to understand and influence the risk environment affecting Nine. It also conducts annual examinations of Nine's external and internal environments, to establish the parameters within which risks must be managed. Key business risks are discussed below and are further outlined in the Operating and Financial Review section of the Annual Report.

Nine's internal processes for financial risk management include establishing operating plans and budgets, periodic reforecasting and monitoring of progress against the approved plans and budgets. There are controls in place across key financial processes, including in relation to matters such as approval of payments and approval of contracts, which are designed to ensure that levels of delegated authority are adhered to. Staff and business units have both financial and non-financial KPIs, which are monitored.

Nine has a thorough system for managing workplace safety, including regular reviews of policies and operating procedures, training and support for staff on health, safety and wellbeing matters, and consultation through WHS committees, business unit operational meetings and information discussions about safety.

During the Reporting Period, Nine, including through the Audit & Risk Management Committee, continued to review its risk management framework, including re-assessing the major risk areas for the business. Through these activities, the Audit & Risk Management Committee has reviewed Nine's risk management framework and satisfied itself that it continues to be sound and that Nine is operating with due regard to an appropriate risk appetite.

## 4.2 Internal Audit

Responsibility for internal audit is part of the broader Risk and Assurance function, managed by the Director of Risk, who reports on internal audit activities at each meeting of the Audit & Risk Management Committee.

The internal audit function's goal is to bring a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control and governance over business processes, through independent, objective assurance.

The internal audit plan is agreed with the Audit & Risk Management Committee annually, however it is able to be adapted as the need arises following consultation with the Committee. During the year, Nine conducted a number of reviews in the internal audit plan, using an external service provider to provide specialist skills and capacity.

## 4.3 Reporting by CEO and CFO

The Chief Executive Officer and Chief Financial Officer are each responsible for reporting to the Audit & Risk Management Committee any proposed changes to the risk management framework. Any exposures or breaches of key policies or incidence of risks, where significant, must be reported to the Audit & Risk Management Committee and the Board.

The Chief Executive Officer and Chief Financial Officer are required to provide to the Board declarations in accordance with section 295A of the Corporations Act which confirm:

- I. that the financial records of Nine have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of Nine's financial position and performance;
- II. their view that the Company's financial reporting is founded on the basis of a sound system of risk management and internal compliance and control which implements the financial policies adopted by the Board; and
- III. that the Company's risk management and internal compliance and control system is operating effectively in all material respects.

These declarations were provided before the half year accounts to 31 December 2023 and the full year accounts to 30 June 2024 were approved by the Board.

## 4.4 Verification of the integrity of unaudited corporate reports

Nine periodically releases reports which have not been audited or reviewed by the auditors, such as the Directors' Report and operating review which accompanies the financial statements, this Corporate Governance Statement and other elements of the Annual Report.

Nine has a process to ensure that those reports are complete and accurate before they are released, which includes:

- Preparation of drafts by experienced staff of Nine, who consult with relevant colleagues to ensure information is collected from necessary departments within Nine and consult with advisers as required;
- Review of the drafts by relevant stakeholders who will have knowledge of the matters covered in the report, which may include the General Counsel, Head of Investor Relations, Chief Financial & Strategy Officer, Deputy Chief Financial Officer, Group Financial Controller and Director of Risk; and
- Where necessary or appropriate, approval by the Board or by the Company's Disclosure Committee (which consists of the Chief Executive Officer, General Counsel & Company Secretary and Chief Financial & Strategy Officer).



## 4.5 Material exposure to risks

Nine recognises that as a part of doing business, and enabling the creation of long-term shareholder value, it may have exposure to specific risks that could impact on its ability to create value for its shareholders. Management regularly identifies key risks that have the potential to impact the business. Those risks include (in no particular order):

- Adverse economic conditions and structural change within the media industry;
- Failing to deliver on group strategy, including effective commercialisation of new markets and opportunities;
- Cyber security breaches or compromises of Nine data or systems;
- Challenges with deploying emerging technology including Artificial Intelligence;
- Impact of adverse regulatory change;
- Operational disruption caused by technology failure; and
- Maintaining an organisational culture that continues to attract and retain talent and manages staff wellbeing and safety.

The Board and management will continue to monitor key risk in the business, including those listed above, throughout the upcoming reporting period. Further discussion regarding the key risks affecting Nine's business and the way in which Nine manages those risks are outlined in the Operating and Financial Review in Nine's Annual Report.

Nine has adopted an Environmental, Social and Governance Policy. Nine's initial priorities in this regard are in the areas of:

- Facilitating independent journalism
- Consumer data security and privacy
- Community engagement and contribution
- Carbon footprint accounting
- Diversity and inclusion
- ESG disclosure and transparency

Nine does not have material exposure to environmental risks, given the nature of Nine's business. However, Nine understands that its impact on the environment is an important matter requiring increased attention and reporting. To that end, Nine appointed environmental specialists South Pole in 2023, to support Nine in GHG accounting and goal setting across Nine.

Relative to similar media corporations locally and globally, Nine anticipated its Scope 1+2 emissions would not exceed 5% of its GHG emissions. On completion of the benchmark GHG accounting for CY 2022 across the Nine group, Nine was pleased that its Scope 1+2 emissions fell significantly below that number, at 2.4% of its total emissions. The remaining 97.6% of Nine's GHG emissions are attributed to its Scope 3 supply chain. Nine is evaluating the results to understand where it can have the most significant impact over time in reducing its impact.

Nine is a foundation member of Sustainable Screens Australia, which supports the establishment of the albert initiative in Australia. Founded in 2011 in the UK, albert is a BAFTA-owned, industry backed organization that supports the film and television industry to reduce the environmental impact of its productions.

Nine provides senior Sustainability representation across the industry (via IAB, AANA, Green Ears and Sustainable Screens Australia) and regularly reviews industry initiatives. Nine's mastheads drive agenda-setting sustainability conversations, including the Australian Financial Review ESG Summit.

Nine understands that, as a media company, it has a role to play in supporting the community and upholding high standards in relation to its content. Nine undertakes a number of activities, including those described below, to engender trust and confidence in Nine. This is necessary for its continued social licence to operate and to mitigate social risks relating to Nine's operations.

Nine's activities as a broadcaster and publisher are managed in compliance with the Broadcasting Services Act 1992 (Cth), Commercial Television Code of Practice, Commercial Radio Code of Practice, the Press Council's Statement of General Principles and other regulatory obligations which affect the material which Nine can broadcast and publish, and the manner in which Nine conducts operations. These set minimum standards for Nine's content and provide its stakeholders with assurance about Nine as a trusted source of news and entertainment.

There are a number of legislative reform projects being pursued which could impact on the way in which Nine carries out its business activities, including its journalism. Nine contributes to these projects by making submissions, both directly and through industry bodies, to ensure that the role of broadcasters, publishers and content creators is properly taken account of, when policies which impact on their roles, such as the proposed reforms of the Privacy Act, are considered.

Nine is preparing its Modern Slavery Statement for the Reporting Period. In doing so, Nine has reviewed elements of its supply chain to investigate whether Nine and its key suppliers are engaging in modern slavery practices. Nine's Modern Slavery Statement will provide further details of its focus in this area.

As part of its commitment to enhancing Diversity and Inclusion, Nine has Diversity, Equity and Inclusion communities, built on Gender Equity, LGBTQIA+, Culture, Disability and First Nations. Each of these communities has an Executive Sponsor and co-chairs drawn from across Nine. They provide support for people with lived experience, encouraging them to come together as a group to raise awareness and champion change within its organisation.

Nine takes its role as a community participant seriously, and undertakes a number of initiatives to support the communities we operate in, including:

- providing free airtime and advertising space to community service organisations and charities for community service announcements;
- actively supporting fundraising for a number of charities including the Sydney Children's Hospital Gold Telethon and the Mark Hughes Foundation Beanies for Brain Cancer fundraising drive; and
- providing opportunities for staff to volunteer (through paid volunteer leave) both with the charities supported by Nine Cares, including Adopt Change, Goanna Academy, Orange Sky, St Vincent de Paul, Too Good Co and YoungCare, and charities of the individual's choosing.

## 5 Diversity

### 5.1 Diversity Policy

Nine has adopted a Diversity & Inclusion Policy, to recognise the value of creating a workplace that is inclusive and respectful of diversity. Nine acknowledges the positive outcomes that can be achieved from a diverse workforce, and recognises the contribution of diverse skills and talent from its Directors and employees. In the context of the policy, diversity includes gender, age, ethnicity, cultural background, religion, sexual orientation, disability and mental impairment.

The Diversity Policy requires the Board to set and monitor on an annual basis Nine's performance against measurable objectives in relation to gender diversity, and other aspects of diversity.

### 5.2 Gender representation

As at 30 June 2024, the proportion of men and women employed by Nine was as follows:

	Women	Men
Board of Directors	67%	33%
Senior Executives	52%	48%
Total Nine workforce	47%	53%

For this purpose, "Senior Executives" are the Chief Executive Officer, direct reports to the Chief Executive Officer, and other senior leaders in group leadership roles.

## 5.3 Objectives for FY24

Nine's performance against the objectives for achieving gender diversity which were adopted for the Reporting Period is as follows:

Objective	Performance
At least 30% of board positions to be held by women and at least 30% of such positions to be held by men	This was satisfied. At 30 June 2024, four out of six (67%) board members are women and two out of six (33%) are men.
At least 40% of senior executive positions to be held by women (for this purpose, senior executives are the Chief Executive Officer, direct reports to the Chief Executive Officer, and other senior leaders in group leadership roles)	This was satisfied. Nine out of 17 of the senior executive positions are held by women.
At least 40% of management positions to be held by women	This was satisfied. Representation of women in management was 44% demonstrating the impact of Nine's work in providing development and opportunities for women at Nine.
Achieve gender balance in leadership and talent development	This was satisfied. <ul style="list-style-type: none"><li>• 53% of promotions were awarded to women;</li><li>• Leading @ Nine participation was split 50/50 between male and female;</li><li>• the number of participants in the annual Future Women conference increased; and</li><li>• 75% of identified future talent are female.</li></ul>
Monitor and review initiatives that drive equity and inclusion, including, but not limited to gender equity, across the business such as pay equity review, Diversity, Equity and Inclusion communities and flexible working.	The Nine Communities continue to grow in strength, with more than 500 people actively participating in Communities. Through their events and initiatives, we grow advocacy for Inclusion across a number of bases. Nine conducted a Respect at Work review project in late 2023, with findings shared in early 2024. These findings have formed the basis of Nine's Respect Belongs Here framework. A Pay Equity Review will occur in the second half of 2024. The Families at Nine Policy was reviewed, with changes to be implemented with effect from 1 July 2024.

## 5.4 Objectives for FY25

The Board has adopted the following measurable objectives for FY25 for achieving gender diversity:

- At least 30% of board positions to be held by women and at least 30% of such positions to be held by men;
- At least 40% of senior executive positions to be held by women (for this purpose, senior executives are the Chief Executive Officer, direct reports to the Chief Executive Officer, and other senior leaders in group leadership roles);
- At least 40% of management positions to be held by women;
- Continue to achieve gender balance in leadership and talent development; and
- Review, iterate and continue to drive initiatives that champion equity and inclusion, including, but not limited to gender equity, across the business such as pay equity review, investment in employee resource groups (Nine Communities), review of parental leave offering, Respect At Work initiatives and flexible working options.

## 6 Corporate Governance Policies

### 6.1 Values

Nine's statement of its purpose is:

*At Nine, we shape culture by sparking conversations, challenging perspectives, informing and entertaining our communities.*

*We bring people together by celebrating the big occasions and connecting the everyday moments.*

*Australia Belongs Here.*

In conjunction with that purpose, Nine has three values ([nineforbrands.com.au/about/careers-at-nine](https://nineforbrands.com.au/about/careers-at-nine)):

- Walk The Talk
- Turn Over Every Stone
- Keep It Human

Nine's purpose is why we do what we do and is designed to guide decisions with a shared perspective, across all of Nine. The values are "how we do it". The values have been rolled out across Nine's business, as each part of the business considers what those values mean for how they work and the behaviours expected of all employees to demonstrate the values.

## **6.2 Code of Conduct**

Nine has a Code of Conduct which applies to all Directors and employees of Nine and its subsidiaries. The Code of Conduct:

- sets the ethical standards required in relation to conduct of Nine's business;
- provides clear guidance on Nine's values and expectations of staff, in relation to matters such as protecting confidential information, receipt of gifts, compliance with laws, protecting Company assets and outside interests of employees;
- prohibits giving or taking any bribes or improper payments in connection with doing business with Nine; and
- offers guidance to shareholders and other stakeholders on its values, standards and expectations and what it means to work for or with Nine.

Any material breaches of the Code of Conduct would be reported to the People & Remuneration Committee or, if any such breaches involved fraud or other financial misconduct, would be reported to the Audit & Risk Management Committee.

Nine is not aware of any material breaches of the Code of Conduct during the Reporting Period.

## **6.3 Securities Trading Policy**

Nine's Securities Trading Policy has been developed to educate the Board and employees of the Group about their obligations under the Corporations Act in relation to trading in securities. The policy sets black-out periods in which shares cannot be traded by Directors and employees to whom the policy applies. It requires those individuals to obtain consent before any trading outside a black-out period is undertaken.

The Securities Trading Policy prohibits employees from entering derivative or other transactions which limit economic risk in respect of any Nine securities which are unvested or subject to a holding lock.

Nine is not aware of any breaches of the Securities Trading Policy during the Reporting Period.

## **6.4 Disclosure Policy**

Nine has a Disclosure Policy which sets out the processes which are followed to ensure compliance with the ASX Listing Rules in relation to continuous disclosure. Nine has a Disclosure Committee which is tasked with determining whether announcements on potentially price sensitive matters are required, the content of announcements and ensuring that announcements are made within the time frame required by the ASX Listing Rules.

Nine's Disclosure Policy requires that any briefing and presentation materials containing previously undisclosed information will be disclosed to the market through the ASX and Nine's corporate website.

Nine is not aware of any breaches of the Disclosure Policy during the Reporting Period.

Directors are on an email distribution list which ensures they receive copies of all material market announcements promptly after they are released to the ASX.

Nine ensures that any new and substantive investor or analyst presentation, such as the Annual General Meeting presentation and results presentations, is provided to the ASX Markets Announcement Platform before the presentation is provided to any third parties.

## 6.5 Shareholder Communications and participation

Nine has a Shareholder Communications Policy which promotes effective two way communications with shareholders and other stakeholders and encourages effective participation at Nine's general meetings. Nine's website ([nineforbrands.com.au](http://nineforbrands.com.au)) provides ready access for shareholders to key corporate governance documents, ASX releases, financial reports and other information of relevance to shareholders. The website is updated as soon as possible after documents are released to the ASX under Nine's continuous disclosure obligations. The policy was complied with during the Reporting Period.

Nine and its share registry, Link Market Services, encourage shareholders to receive communications from Nine and its share registry electronically. The websites of Nine and the registry both provide contact points for shareholders to communicate with Nine and the registry electronically.

Nine provides a webcast/teleconference facility for its results announcements, so that all shareholders can attend the presentation of the results, and its Annual General Meeting. In 2023, Nine held its AGM as a hybrid meeting, in preference to an in person only meeting, to facilitate shareholder participation, and will do this again in 2024. In addition, Nine's constitution allows direct voting, giving shareholders a greater ability to participate directly in voting at the Annual General Meeting, if they are unable to attend the meeting.

Shareholders are invited to submit questions ahead of the Annual General Meeting, so that any issues raised by shareholders in advance can be responded to. There is also an opportunity for shareholders to ask questions or comment on matters relevant to Nine at the Annual General Meeting. The Company's auditor is always present at Annual General Meetings to answer questions about the conduct of the audit and the audit report.

For some years, Nine has put all resolutions at its Annual General Meeting to shareholders by a poll, rather than by a show of hands. This is to support the principle of "one share, one vote" which is captured by the ASX Listing Rules, and ensures that the outcome of resolutions reflects the will of the shareholders.

## 6.6 Whistleblower Policy

Nine has a Whistleblower Policy which applies to all Directors and employees of Nine and its subsidiaries and has appointed a third party service provider to provide a confidential, anonymous means for notifications to be provided under the Whistleblower Policy. Any material incidents reported under that policy will be reported to the People & Remuneration Committee or, if the incident relates to fraud or other financial misconduct, to the Audit & Risk Management Committee.

A copy of the policy is available on Nine's website.