SiteMinder

Corporate Governance Statement

FY2026

SiteMinder customer Globales Don Pedro, Cala San Vicente, Mallorca, Spain

SiteMinder Limited | ACN 121 931 744

Corporate Governance Statement FY2026

1. Overview

The Board of SiteMinder Limited (SiteMinder or Company) is responsible for the governance of SiteMinder and its controlled entities (the SiteMinder Group) and is committed to achieving and demonstrating high standards of corporate governance and transparency across the SiteMinder Group.

The Board continually reviews the governance framework and practices of SiteMinder to ensure they are aligned with the Company's business and stakeholder needs.

This Corporate Governance Statement (**Statement**) outlines SiteMinder's principal corporate governance practices in place during the financial year ended 30 June 2026 (**Reporting Period**). SiteMinder's governance policies and procedures comply with the ASX Corporate Governance Council Principles and Recommendations (4th Edition) (**ASX Corporate Governance Recommendations**).

SiteMinder's Annual Report for the Reporting Period (**Annual Report**), its corporate governance policies and this Statement are available on SiteMinder's website at www.siteminder.com/investor-relations/policies/.

This Statement, approved by the Board on 24 August 2026 and current as of that date, updates the Corporate Governance Statement that was released on 26 August 2025.

All references to "the **Board**" below are references to the board of SiteMinder. All references to **"Shareholders"** below are references to shareholders of SiteMinder.

2. The Board of Directors

ASX Corporate Governance Recommendations: 1.1, 1.4, 2.2, 2.3, 2.4, 2.5

The following information is provided in the Corporate Governance section of the Annual Report:

- Director details, including qualifications, skills and experience.
- The number of meetings of the Board and the names of attendees at those meetings.

The governance policies referred to in this section are available on SiteMinder's website in the Governance section of the Investor Relations page:

- Board Charter
- People and Culture Committee Charter
- Board Skills Matrix

2.1 The Composition of the Board

SiteMinder's constitution provides for a minimum of three and a maximum of twelve directors. At the end of the Reporting Period, the Board of SiteMinder comprised the following 7 directors:

Director name	Roles / classification	Board appointment	Length of service (at 30 June 2026)
Pat O'Sullivan	Independent, Non-Executive Board Chair	15 October 2021	4 years, 8 months
Sankar Narayan	Chief Executive Officer and Managing Director	31 January 2019	7 years, 5 months
Jenny Macdonald	Independent, Non-Executive Director	15 October 2021	4 years, 8 months
Paul Wilson	Non-Executive Director	7 May 2012	14 years, 1 month
Kim Anderson	Independent, Non-Executive Director	20 April 2022	4 years, 2 months
Dean Stoecker	Independent, Non-Executive Director	15 September 2022	3 years, 9 months
Samantha Lawson	Independent, Non-Executive Director	1 December 2025	7 months

After the end of the Reporting Period, on 21 July 2026, Ms. Lawson retired from the Board to join SiteMinder's executive team as Chief Product Officer.

The Annual Report discloses the number of Board meetings held during the Reporting Period.

Board Independence

A majority of SiteMinder's directors, including the Chair, are independent.

To assess independence, the Board has regard to the ASX Corporate Governance Recommendations: A director is independent if they are not a member of management and are free from any business or other relationship that could materially interfere with their independent judgement or their ability to act in the best interests of SiteMinder and Shareholders.

SiteMinder's Board is chaired by Pat O'Sullivan, an experienced independent non-executive director. As Chair, Pat has demonstrated strong leadership, set clear expectations of management, encouraged direct and open discussions, and strengthened the company's culture of accountability.

SiteMinder's non-independent non-executive director, Paul Wilson, has been with SiteMinder since May 2012. Paul, as co-founder and Managing Partner of ASX-listed Bailador Technology Investments, was an early investor in SiteMinder.

The Board believes its composition is well-balanced between its long serving non-executive director, Paul, who has valuable corporate history to contribute, SiteMinder's Chief Executive Officer (**CEO**), Sankar Narayan, and its four independent non-executive directors who bring fresh ideas and perspectives (as well as highly valued experience sitting on other listed and private boards). All directors, whether independent or not, are required to act in the best interests of SiteMinder and to exercise unfettered and independent judgment.

Board Diversity

All directors on the Board support SiteMinder's diversity and inclusion efforts. The People and Culture Committee considers diversity when identifying the qualities sought for new Board candidates.

2.2 The Board's Role and Responsibilities

The Board Charter sets out the Board's operating principles, roles and functions. The Charter is assessed and updated as required to ensure it remains aligned with the dynamic nature of SiteMinder's business and governance environment.

The Board's Role

The Board's role is to govern the Company rather than to manage it. In governing the Company, the directors act in the best interests of the Company as a whole. It is the role of senior management to manage the Company in accordance with the direction and delegations of the Board, and it is the responsibility of the Board to oversee the activities of management in carrying out these delegated duties, including, whenever required, to challenge management and hold it to account.

The Board has ultimate responsibility for the Company's successful performance, and-authority over its policies, practices, management and operations. In carrying out its governance role, the Board seeks to drive performance, consider stakeholders, manage risk and ensure compliance with-legal obligations.

Delegation

The Board has reserved all powers for itself. Delegated authorities are set out in SiteMinder's Delegations Register. Where a delegation is not specified in the Delegations Register, the Board retains the authority.

2.3 Access to Information, Independent Advice and Company Secretarial Support

All directors have access to Company information, management and the Company Secretary to carry out their responsibilities. Directors may also obtain independent, professional advice at SiteMinder's expense. Directors are expected to consult with the Board Chair before engaging external advisors.

The Company Secretary is accountable to the Board for its proper functioning and reports principally to the Board Chair. The Company Secretary is responsible for the Board's administrative and legislative requirements and for ensuring that the Board processes, procedures and policies run efficiently and effectively.

SiteMinder's Company Secretary is also secretary to each Board committee and attends each committee meeting.

2.4 Board Skills Matrix

The Board has adopted a Skills Matrix, which it uses when considering director appointments or reappointments. The Skills Matrix is reviewed and adopted annually and is a critical tool for assessing whether the Board has the skills required for SiteMinder's business strategy.

All directors are expected to support SiteMinder's core values, and to diligently safeguard its long-term interests and shareholder value. Directors must demonstrate a track record of ethical leadership and accountability, of operating successfully in an environment of challenge and collegiality, and of understanding commercial risk/return trade-offs.

The table below sets out the key categories and associated skills and experience in the Board Skills Matrix:

Category	Skills / experience	
Digital & Technology	• Digital platforms • Disruptive technologies (incl AI/LM)	• Innovation and technology • Data (including AI)
Industry	• Travel • B2B	• Global markets • Global scale up
Senior Executive	• Executive leadership • Financial acumen • Capital management	• M&A • Strategy
Governance, Stakeholder & Regulatory	• Listed companies • People and culture • Legal, governance and compliance	• HSE and sustainability • Risk management and compliance oversight • ESG

The Board considers that individually and collectively, it has strong capability across relevant skills and attributes for SiteMinder's business. The Board also benefits from the varying perspectives that come from each individual Board member's diverse background and experience.

3. Operation of the Board

ASX Corporate Governance Recommendations: 1.2, 1.3, 1.6, 1.7, 2.1, 2.6, 4.1, 7.1, 8.1, 8.2

The following information is provided in the Corporate Governance section of the Annual Report:

- The qualifications and experience of the Committee members.
- The number of meetings of each Committee and the names of attendees at those meetings.
- Board and senior executives (including the CEO) performance evaluation.

The following information is provided in the Directors' Report section of the Annual Report:

- Details of SiteMinder's remuneration policies and practices for non-executive directors, executive directors and senior management.

The following governance policies referred to in this section are available on SiteMinder's website in the Governance section of the Investor Relations page:

- Board Charter
- People and Culture Committee Charter
- Audit and Risk Committee Charter

3.1 Board Committees

The Board has established the following committees under SiteMinder's constitution (each a **Committee**):

- the Audit and Risk Committee; and
- the People and Culture Committee.

Some of the Board's functions are handled by these Committees. However, the Board as a whole, determines each Committee's powers and remains responsible for accepting, modifying, or rejecting Committee recommendations.

Under their charters, each Committee may investigate any matter, access all books, records, processes, and personnel of SiteMinder and engage external consultants or advisers as it determines necessary to carry out its duties.

The Board reviews each Committee's membership and performance at least annually and requires the relevant Committee to recommend changes to its membership, responsibilities, functions or otherwise. Each Committee also evaluates its performance annually to determine whether it is functioning effectively against current best practice.

The Board may establish ad hoc committees to consider specific matters in greater detail. No ad hoc committees were established during the Reporting Period.

3.2 Audit and Risk Committee

The Audit and Risk Committee is governed by its charter, which sets out its roles and responsibilities. The Audit and Risk Committee Charter is regularly reviewed by the Committee and the Board.

The Audit and Risk Committee assists the Board with oversight of SiteMinder Group's financial reporting, internal controls, risk management systems, governance policies and internal and external audit functions. It is responsible for maintaining free and open communication with the external auditor and management.

The Audit and Risk Committee regularly reports to the Board on all matters relevant to its role and responsibilities and must promptly advise the Board of audit, financial reporting, internal control, risk management and compliance matters that may significantly affect SiteMinder.

The following table sets out the Audit and Risk Committee membership as at 30 June 2026:

Director name	ARC Role	Board roles / classification
Jenny Macdonald	Chair	Independent Non-Executive Director
Kim Anderson	Member	Independent Non-Executive Director
Paul Wilson	Member	Non-Executive Director

The Audit and Risk Committee comprises an independent majority in accordance with the ASX Corporate Governance Recommendations and ASX Listing Rule 12.7.

During the Reporting Period, the Board reviewed the Committee's membership and determined that no changes were required. The Committee also internally reviewed its performance, including its processes and skills. Opportunities for improvement identified during the review have been incorporated into the Committee's practices moving forward.

The Annual Report discloses the number of Audit and Risk Committee meetings during the Reporting Period.

3.3 People and Culture Committee

The People and Culture Committee is governed by its Charter, which sets out its roles and responsibilities. The charter is regularly reviewed by the Committee and the Board.

The People and Culture Committee assists the Board with oversight of SiteMinder's nomination, remuneration, people and culture policies and practices, which enable it to attract and retain senior management and directors and appropriately align their interests with those of other key stakeholders.

The following table sets out the People and Culture Committee membership at 30 June 2026:

Director name	PCC role	Board roles / classification
Kim Anderson	Chair	Independent Non-Executive Director
Jenny Macdonald	Member	Independent Non-Executive Director
Paul Wilson	Member	Non-Executive Director

The People and Culture Committee comprises solely non-executive directors and an independent majority in accordance with the Recommendations and ASX Listing Rule 12.8.

During the Reporting Period, the Board reviewed the Committee's membership and determined that no changes were required. The Committee also internally reviewed its performance, including an assessment of each director. Opportunities for improvement identified during the review have been incorporated into the Committee's practices moving forward.

The Annual Report discloses the number of times People and Culture Committee meetings held during the Reporting Period.

3.4 Nomination and Appointment of Directors

Background Checks

The People and Culture Committee assists the Board in recruiting directors and senior management, including conducting appropriate pre-appointment background checks.

Before appointment, all directors on the Board have undergone bankruptcy and police checks as well as reference checks as to character, experience and education.

Election or Re-election at Shareholder Meetings

At SiteMinder's Annual General Meeting on 28 October 2025, shareholders received all material information relevant to decide whether to re-elect Kim Anderson and Dean Stoecker as directors, and to approve a grant of long-term incentives to Sankar Narayan (Managing Director and CEO). The information provided included all that is required to be provided pursuant to the People and Culture Committee Charter and can be found within the 'Notice of AGM' on the Investor Relations page of SiteMinder's website or the 'Announcements' section of the ASX website (www.asx.com.au), using SiteMinder's ticker code: SDR.

The resolutions to re-elect Kim Anderson and Dean Stoecker as directors, and to approve a grant of long-term incentives to Sankar Narayan (Managing Director and CEO), passed.

Written Agreements

SiteMinder has a written agreement with each director and senior executive setting out their appointment terms. The People and Culture Committee assists with these agreements to ensure they meet SiteMinder's and stakeholders' business, professional and governance standards.

3.5 Performance Evaluations of the Board and Senior Executives

The Board recognises its responsibility to regularly evaluate the Board, its committees and individual directors. The Board Charter provides that the Board should endeavour to evaluate:

the Board, having regard to the requirements of the Board charter and leading principles of good governance;

- the Board Chair;
- each individual director's contribution to the Board;
- Board processes and the conduct of meetings;
- Board committees.

The Board also oversees the annual review of the performance of its senior executives (including the CEO), the process of which is undertaken by the People and Culture Committee and approved by the Board.

SiteMinder has disclosed in the Annual Report details of the Board and senior executive reviews undertaken during the Reporting Period. Assessments of the Board and Committees were conducted during the Reporting Period.

These processes are regularly reviewed to ensure they meet contemporary good practice guidelines for director and senior executive assessment, respectively.

3.6 Induction and Ongoing Development

The People and Culture Committee assists the Board in ensuring an effective induction process for newly appointed directors and reviewing that process. The Board Charter also provides that new directors should undergo a full induction into their roles.

New directors receive SiteMinder's core governance policies and an information pack summarising the key elements of the business. Directors are also given opportunities to meet with senior executives and managers, to tour SiteMinder's head office in Sydney and to visit overseas offices. Management also regularly briefs the Board on relevant industry, regulatory and legal developments.

SiteMinder's induction program ensures that new directors are appropriately introduced to SiteMinder, its operations and personnel and well acquainted with the industry in which SiteMinder operates.

4. Diversity and Inclusion

ASX Corporate Governance Recommendation: 1.5

The following governance policies referred to in this section are available on SiteMinder's website in the Governance section of the Investor Relations page:

- Diversity, Equity and Inclusion Policy
- Board Charter

4.1 Diversity, Equity and Inclusion Policy

Diversity, equity and inclusion are fundamental principles for SiteMinder's innovation and long-term success. Since its founding in 2006, SiteMinder has grown into a global business supported by a workforce whose diverse ideas, skills and perspectives contribute to its performance and culture. The Board, with the assistance of the People and Culture Committee, promotes diversity at all levels of SiteMinder to strengthen innovation, enhance decision-making and support sustainable growth.

SiteMinder's Diversity, Equity and Inclusion Policy applies to all employees and directors of the SiteMinder Group and is regularly reviewed. Guided by this policy and the Board Charter, the Board sets measurable objectives to promote gender diversity and for overseeing SiteMinder's progress against those objectives.

The policy requires the objectives, and the progress towards achievement of those objectives, to be disclosed annually in SiteMinder's annual report.

4.2 Diversity and Inclusion at SiteMinder

SiteMinder is committed to attracting, developing and retaining talent across our culturally and globally diverse organisation.

SiteMinder supports employee-led resource groups, including for lesbian, gay, bisexual, transgender, queer, intersex, and asexual team members (LGBTQIA+), Women at SiteMinder and Culture at SiteMinder. These groups organise trainings, events, and other initiatives to promote inclusion, raise awareness and foster a better understanding among all employees so that everyone can feel safe and supported in bringing their whole selves to work.
SiteMinder also provides training to employees on bullying, sexual harassment and discrimination, none of which are tolerated at SiteMinder.

4.3 Gender Diversity Objectives

The Board has adopted a target Board composition of 40% men, 40% women and 20% any gender, as outlined in the Board Charter and the Diversity, Equity and Inclusion Policy. At 30 June 2026, the Board comprised 43% women (Jenny Macdonald, Kim Anderson and Samantha Lawson).

The Board has also set a target to achieve a composition of 40% men, 40% women and 20% any gender across the workforce generally during the Reporting Period. Consistent with this target, in FY26 women represented 47% of SiteMinder's global workforce. Women also represented 45% of senior leadership roles and 44% of executive leadership roles. SiteMinder remains committed to continuing its progress towards gender equality.

4.4 Gender Diversity on the Board and in Senior Executive Positions

The table below sets out the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce at 30 June 2026.

Group	Men	Women
Board	57%	43%
Executive Leadership Team	56%	44%
Senior Leadership Team	55%	45%
Whole workforce	53%	47%

Senior executives for the purposes of this table have been split into the members of SiteMinder's Executive Leadership Team (whose profiles are on SiteMinder's Investors Relations page) and SiteMinder's Senior Leadership Team.

5. Governance Policies and Corporate Responsibility

ASX Corporate Governance Recommendations: 3.1, 3.2, 3.3, 3.4, 8.3

The following governance policies referred to in this section are available in the Governance section of the Investor Relations page:

- Statement of Values
- Diversity, Equity and Inclusion Policy
- Code of Conduct
- Whistleblower Policy
- Anti-Bribery and Corruption Policy
- ESG Statement
- Securities Trading Policy

The following policies referred to in this section are available on SiteMinder's website via https://www.siteminder.com/legal/:

- Modern Slavery Policy
- Modern Slavery Statement
- Supplier Code of Conduct
- Privacy Policy
- IT Security Policy

5.1 Ways of Working

At SiteMinder we refer to our values as our 'Ways of Working'. These Ways of Working aim to guide everyone at SiteMinder and set the standard for high performance and growth. The Ways of Working are set out in SiteMinder's Statement of Values. The Ways of Working are also covered in the Diversity, Equity and Inclusion Policy and the way they link to our diverse culture.

SiteMinder's Ways of Working are:

We come together

Better together,
everyone counts

Collaboration & partnering,
respect & listening

We grow

Always learning,
always growing

Growth mindset, soliciting/
acting on feedback

We hustle

Work it out,
make it happen

Ambition, agility, tenacity,
and integrity

We make it simple

Make it easier,
make it scale

Think customer, openness,
innovation, removing friction

To ensure SiteMinder's Ways of Working are embedded in the business, all employees received training on the Ways of Working during the Reporting Period and this training is refreshed annually. The Ways of Working are also referenced and modelled in interactions with employees through SiteMinder's reward and recognition programs.

5.2 Code of Conduct

SiteMinder's Code of Conduct demonstrates SiteMinder's commitment to conducting business honestly and fairly, and sets expectations for workplace behaviour, including compliance with laws and ethical standards. It applies to, among others, SiteMinder's directors, senior executives, employees and contractors.

The Code of Conduct requires material breaches of the Code to be reported to an officer or senior manager of SiteMinder, a Human Resources representative, a manager with key responsibility for continuous disclosure or a Whistleblower Officer. The Board, or either the People and Culture Committee or Audit and Risk Committee (depending on the breach) are also informed of material breaches.

All employees receive annual training on the Code of Conduct and SiteMinder's other governance policies mentioned below.

5.3 Whistleblower Policy

SiteMinder is committed to the highest standards of conduct and ethical behaviour in all its business activities and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance. Its Whistleblower Policy provides a safe and confidential environment where concerns can be raised by whistleblowers without fear of reprisal or detrimental treatment.

5.4 Anti-Bribery and Corruption Policy

SiteMinder is committed to complying with all laws of the jurisdictions in which it operates, including those relating to bribery and corruption. It's Anti-bribery and Corruption Policy sets out SiteMinder's personnel responsibilities, including with respect to their dealings with, and through, third parties. SiteMinder does not tolerate bribery, kickbacks or corruption of any kind.

Any reported or suspected breaches of the Anti-Bribery and Corruption Policy are investigated and addressed by SiteMinder management, and the Board is informed of material breaches.

5.5 ESG Statement and Modern Slavery

ESG Statement

SiteMinder's approach to managing sustainability risks, and capitalising on sustainability opportunities, is set out in its annual ESG Statement. While SiteMinder is not yet required to report under the Australian Sustainability Reporting Standards (AASB S1 and AASB S2) for FY2026, it has considered these standards in developing its FY26 ESG Statement.

The Board has ultimate oversight of, and accountability for, ESG within SiteMinder. The CEO and executive team are accountable for the development and execution of SiteMinder's ESG strategy.

SiteMinder's most material sustainability-related matters include corporate governance, cyber security and data privacy, attracting and retaining talented people, responsible use of technology, climate-related risks, and maintaining the resilience and reliability of its platform. These matters are integrated into the Company's governance, strategy, risk management processes and day-to-day operations.

SiteMinder released its latest ESG statement in its Sustainability Report FY26 (**Sustainability Report**) with the Annual Report for the Reporting Period. The Sustainability Report highlights the progress that the Company has made during the Reporting Period towards its ESG goals.

The key ESG focus areas for the Reporting Period were:

- People:
    - Diversity, Equity and Inclusion
    - Staff engagement
    - Health, safety and wellbeing

- Customers
  - Privacy and data security
  - System reliability
- Community
  - Volunteering
  - Donations and partnerships
  - Modern slavery
- Environment:
  - Carbon neutrality
  - Waste reduction
- Governance:
  - Board structure and independence
  - Code of Conduct and compliance

A copy of the Sustainability Report is available on the Investor Relations Page of SiteMinder's website.

Modern Slavery

SiteMinder prides itself on acting ethically, transparently and with integrity in everything it does. This includes upholding human rights and contributing to the global effort to end all forms of modern slavery. The Board has adopted a Modern Slavery Policy, which outlines SiteMinder's approach to mitigating the risks of modern slavery within the business; a Modern Slavery Statement, which sets out SiteMinder's overall position on ethical employment and procurement practices; and a Supplier Code of Conduct, which commits suppliers to ensuring that their supply chains meet the standards set out in the code. All of these documents are available at the SiteMinder Investor Relations webpage www.siteminder.com/investor-relations/policies/ and the SiteMinder legal page https://www.siteminder.com/legal/ .

5.6 Privacy and Data Security

Privacy and data security are an essential part of SiteMinder's business. SiteMinder is committed to protecting the data of its stakeholders, including its customers, partners and employees.

SiteMinder's Information Security Policy outlines the measures SiteMinder implements to adhere to best practice. Its Privacy Policy explains how SiteMinder collects, shares and uses personal information in accordance with its regulatory obligations, including the EU General Data Protection Regulation.

To support the governance of artificial intelligence, SiteMinder's executive has established an AI Governance Committee comprising representatives from across the business. Reporting to the CEO, this management committee oversees the responsible development, deployment and use of AI technologies, monitors emerging AI-related risks and opportunities, and promotes alignment with the Company's governance, risk management, security and privacy frameworks.

SiteMinder's AI Governance Policy provides all employees with a transparent guide for how AI can be implemented by the SiteMinder business. It includes the overarching principles which govern how AI must be used and how the AI Governance Committee reviews and authorises AI systems and AI use cases.

5.7 Securities Trading Policy

SiteMinder's Securities Trading Policy regulates dealings in SiteMinder securities by directors and certain officers of SiteMinder and other designated persons (**SiteMinder Persons**), including where they hold 'inside information' and during blackout periods. It sets out clear processes for employees, senior management and directors in respect of when to trade, and how to request or report trades.

The policy sets out three blackout periods, during which SiteMinder Persons must not deal in SiteMinder securities, and allows the board discretion to set additional restricted periods.

The policy also prohibits directors and senior management (and their associated investment vehicles) from trading in financial products that limit the economic risk of security holdings (e.g. hedging arrangements).

6. Audit and Risk Management

ASX Corporate Governance Recommendations: 4.2, 4.3, 7.2, 7.3, 7.4

The following governance policies referred to in this section are available on SiteMinder's website in the Governance section of the Investor Relations Page:

- Audit and Risk Committee Charter

6.1 Ensuring the Integrity of Corporate Reports

The Board has a process for review and authorisation to ensure the truthful and factual representation of SiteMinder's financial position and adherence to policies and procedures. This process includes:

- an external audit; and
- a review of SiteMinder's annual financial statements by the Audit & Risk Committee.

External Auditor

The Audit and Risk Committee is responsible for recommending the appointment of a qualified external auditor, with appropriate skills, knowledge and experience which is subject to members' approval at SiteMinder's AGM.

The Audit and Risk Committee Charter provides that the Audit and Risk Committee will discuss annually with the external auditor the overall scope of the external audit and ensure the external auditor attends the AGM and is available to answer questions from security holders relevant to the audit. SiteMinder's auditor, Deloitte, attended SiteMinder's AGM on 28 October 2025 (during the Reporting Period), and was available to answer questions from security holders relevant to the audit.

CEO and CFO Declaration

The Audit and Risk Committee reviews SiteMinder's financial statements with management and its external auditor before recommending Board approval. It also verifies that appropriate processes support the CEO and Chief Financial Officer (CFO) declarations regarding SiteMinder's financial statements. The Board receives appropriate declarations and assurances, including the CFO's declaration that SiteMinder's accounts have been kept in accordance with section 295A of the Corporations Act 2001 for the financial year.

Verification of Periodic Corporate Reports

The Audit and Risk Committee to ensure that any periodic corporate report SiteMinder releases to the market discloses the process taken to verify the integrity of its content.

SiteMinder's half-year financial statements released during the Reporting Period were reviewed by the Audit and Risk Committee.

6.2 Risk Management

SiteMinder's Board Charter mandates the Board to oversee, review and ensure the reliability and effectiveness of SiteMinder's risk and compliance systems. The Board views risk and compliance as an integral function and recognises that an effective compliance system must be championed by the Board along with management.

The Audit and Risk Committee reviews SiteMinder's risk profile regularly to satisfy itself that it remains sound including by considering changes to material business risks and whether SiteMinder operates within the Board's risk appetite. This review is disclosed in the Annual Report.

The Committee receives regular reports from management and external auditors, meets privately with the external auditors and ensures that external auditors have a direct line of communication with the Board Chair and the Chair of the Committee Chair.

The Board has ultimately responsibility for risk oversight and ensures that management has the resources required to mitigate material risks identified and reported to the Committee.

SiteMinder's risk management framework uses a multilayered approach to identify, assess, report, and mitigate risks. Management has the primary responsibility for identifying and reporting risks to the Committee. The Committee regularly reviews the risk register and approves risk management strategies, including controls and mitigation efforts.

The Board reviews the framework annually to satisfy itself that it remains sound and that the SiteMinder Group operates with due regard to the Board's risk appetite. During the Reporting Period, the Committee and Board reviewed and revised the framework to reflect the changing size, complexity and risk environment of SiteMinder's business.

Internal Audit

The Audit and Risk Committee established an internal audit function during the Reporting Period. The function will focus on key strategic and operational risks in accordance with a 3-year rolling audit plan, the first of which was approved by the Board during the Reporting Period.

An Internal Audit Charter underpins the function's processes, governance and independence. The Committee reviews the effectiveness and independence of the function, recommends the internal audit plan and activities and oversees management's actions in response to internal audit findings and recommendations.

Environmental and Social Risks

The Board reviews and approves the disclosure of any material exposure SiteMinder has to environmental or social risks and how SiteMinder manages or intends to manage those risks. The Board does not consider SiteMinder to have material exposure to environmental or social risks.

SiteMinder's ESG Statement outlines the Company's environmental, social and governance focus areas and the initiatives taken to combat negative impacts and increase positive impacts.

7. Communications with Shareholders and Investors

ASX Corporate Governance Recommendations: 5.1, 5.2, 5.3, 6.1, 6.2, 6.3, 6.4, 6.5

The governance policies referred to in this section are available on SiteMinder's website in the Governance section of the Investor Relations page:

- Continuous Disclosure Policy
- Shareholder Communications Policy

7.1 SiteMinder's website

SiteMinder's Investors Relations page is the primary medium for providing information to Shareholders and stakeholders. It is designed to provide clear, readily accessible information. The following information is made available:

- All ASX announcements, as soon as they have been released by ASX, including annual and half-year financial results
- SiteMinder's annual report
- Copies of all investor presentations made to analysts and media briefings
- Information about the SiteMinder leadership team and the Board
- SiteMinder's key governance policies, Board charters and constitution
- Share registry company contact details

All ASX announcements made by SiteMinder can also be accessed from the 'Announcements' section of the ASX website (www.asx.com.au), using SiteMinder's ticker code: SDR.

7.2 Continuous Disclosure

SiteMinder takes its obligations to provide accurate and timely information to the market extremely seriously.

It makes, and will continue to make, timely ASX announcements in accordance with the ASX Listing Rules and SiteMinder's Continuous Disclosure Policy. The policy is regularly reviewed to align SiteMinder's internal processes with investor and stakeholder expectations regarding market communications. The policy also ensures compliance with the ASX Listing Rules and Board and senior executive accountability for accurate and factual presentation of SiteMinder's financial position.

The policy requires the Company Secretary to provide the Board with all material market announcements promptly after release.

Before any new, substantive investor or analyst presentation, the policy requires the presentation materials to be released to ASX (even if the materials would not otherwise require market disclosure).

7.3 Investor Relations Program

SiteMinder is committed to informing Shareholders, potential investors, and other interested stakeholders of major developments affecting SiteMinder in a timely and effective manner.

In addition to its website, SiteMinder communicates with investors through market briefings, including roadshows in Australia and overseas, and makes senior executives available to investors throughout the year.

SiteMinder releases any substantive investor or analyst presentation, including those accompanying half year or full year results, prior to the commencement of any presentation meeting.

7.4 Shareholder Engagement

SiteMinder's Shareholder Communication Policy actively encourages two-way communication:

- through SiteMinder's AGM, where shareholder participation will be actively encouraged and facilitated; and
- by providing Shareholders with website information and enabling them to exchange email communications directly with SiteMinder and SiteMinder's share registry.

The Shareholder Communication Policy is regularly reviewed.

Annual General Meeting

SiteMinder held an AGM on 28 October 2025, during the Reporting Period. The notice, accompanying materials and results for the AGM, were released to the ASX and made available on SiteMinder's Investor Relations page.

The AGM enabled SiteMinder to inform Shareholders and invite their participation. Shareholders could express their views to the Board and management and vote on Board proposals. All resolutions proposed during the Reporting Period passed.

SiteMinder's Shareholder Communications Policy requires all substantive resolutions at Shareholder meetings to be decided by a poll rather than a show of hands. Under SiteMinder's constitution, the Board Chair demands a poll at each AGM and other shareholder meetings.

Electronic Communications

Shareholders are encouraged to receive Company information electronically by registering their email address online with SiteMinder's share registry and can send communications to SiteMinder electronically directly or via SiteMinder's share registry.

Appendix 4G

Key to Disclosures
Corporate Governance Council Principles and Recommendations

Name of entity

SiteMinder Limited

ABN/ARBN		Financial year ended:
59 121 931 744		30 June 2026

Our corporate governance statement[1] for the period above can be found at:[2]

☐	These pages of our annual report:	
☒	This URL on our website:	https://www.siteminder.com/investor-relations/policies/

The Corporate Governance Statement is accurate and up to date as at *[insert effective date of statement]* and has been approved by the board.

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

Date: 24 August 2026

Name of authorised officer authorising lodgement: Linda Gough, Company Secretary

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

Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of Listing Rule 4.10.3.

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

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

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

[3] Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "OR" at the end of the selection and you delete the other options, you can also, if you wish, delete the "OR" at the end of the selection.

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

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	☒ and we have disclosed a copy of our board charter at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

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

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

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
1.5	A listed entity should: (a) have and disclose a diversity policy; (b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and (c) disclose in relation to each reporting period: (1) the measurable objectives set for that period to achieve gender diversity; (2) the entity's progress towards achieving those objectives; and (3) either: (A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or (B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act. If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.	☒ and we have disclosed a copy of our diversity policy at: https://www.siteminder.com/investor-relations/policies/ and we have disclosed the information referred to in paragraph (c) as well as our measurable objective for achieving gender diversity in the composition of our board of not less than 30% of our directors of each gender within a specified period in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
1.6	A listed entity should: (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ and 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 in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ and 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 in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	The board of a listed entity should: (a) have a nomination committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	☒ and we have disclosed a copy of the charter of SiteMinder's People & Culture Committee at: https://www.siteminder.com/investor-relations/policies/ and we have disclosed the information referred to in paragraphs (4) and (5) in our Director's Report, which is contained in our 2026 Annual Report at: https://www.siteminder.com/investor-relations/reports/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.2	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.	☒ and we have disclosed our board skills matrix at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	☒ and we have disclosed the names of the directors considered by the board to be independent and the length of service of each director in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	☒ and we have disclosed our values at: https://www.siteminder.com/investor-relations/policies/	☐ 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.	☒ and we have disclosed our code of conduct at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
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.	☒ and we have disclosed our whistleblower policy at: https://www.siteminder.com/investor-relations/policies/	☐ 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.	☒ and we have disclosed our anti-bribery and corruption policy at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement
PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose: (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.	☒ and we have disclosed a copy of the charter of the Audit & Risk Committee at: https://www.siteminder.com/investor-relations/policies/ and the information referred to in paragraphs (4) and (5) in our Director's Report, which is contained in our 2026 Annual Report at: https://www.siteminder.com/investor-relations/reports/	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
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.	☒	☐ set out in our Corporate Governance Statement
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	☒	☐ set out in our Corporate Governance Statement
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	☒ and we have disclosed our continuous disclosure policy at: https://www.siteminder.com/investor-relations/policies/	☐ 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.	☒	☐ 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.	☒	☐ set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	☒ and we have disclosed information about us and our governance on our website at: https://www.siteminder.com/investor-relations/policies/	☐ 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.	☒	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	☒ and we have disclosed how we facilitate and encourage participation at meetings of security holders in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	☒	☐ 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.	☒	☐ set out in our Corporate Governance Statement
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	☒ and we have disclosed a copy of the charter of the Audit & Risk Committee at: https://www.siteminder.com/investor-relations/policies/ and the information referred to in paragraphs (4) and (5) in our Director's Report, which is contained in our 2026 Annual Report at: https://www.siteminder.com/investor-relations/reports/	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
7.2	The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	☒ and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement
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.	☒ and we have disclosed how our internal audit function is structured and what role it performs in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/	☐ 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.	☒ and we have disclosed whether we have any material exposure to environmental and social risks in our Corporate Governance Statement at: https://www.siteminder.com/investor-relations/policies/ and, how we manage or intend to manage those risks in our Sustainability report at: https://www.siteminder.com/investor-relations/esg-statement/	☐ set out in our Corporate Governance Statement
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
8.1	The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	☒ and we have disclosed a copy of the charter of the committee at: https://www.siteminder.com/investor-relations/policies/ and the information referred to in paragraphs (4) and (5) in our Director's Report, which is contained in our 2026 Annual Report at: https://www.siteminder.com/investor-relations/reports/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives in our Remuneration Report, which is contained in our 2026 Annual Report at: https://www.siteminder.com/investor-relations/reports/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed our policy on this issue or a summary of it in our continuous disclosure policy at: https://www.siteminder.com/investor-relations/policies/	☐ set out in our Corporate Governance Statement **OR** ☐ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			

Corporate Governance Council recommendation		**Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:**	**Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]**
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	☐ and we have disclosed information about the processes in place at: ………………………………………………………………… [*insert location*]	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we do not have a director in this position and this recommendation is therefore not applicable **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	☐	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are established in Australia and this recommendation is therefore not applicable **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	☐	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable ☐ we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	*Alternative to Recommendation 1.1 for externally managed listed entities:* The responsible entity of an externally managed listed entity should disclose: (a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	☐ and we have disclosed the information referred to in paragraphs (a) and (b) at: …………………………………………………………………………… [*insert location*]	☐ set out in our Corporate Governance Statement
-	*Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:* An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	☐ and we have disclosed the terms governing our remuneration as manager of the entity at: …………………………………………………………………………… [*insert location*]	☐ set out in our Corporate Governance Statement