



2025 Corporate Governance Statement

1. Introduction

Effective corporate governance is critical for the long-term success of Aeeris Ltd (**Aeeris** or **Company**). The board of the Company (**Board**) is committed to maintaining and enhancing a strong corporate governance framework for the Company and is responsible for the overall corporate governance of Aeeris.

The Board monitors the operational and financial position, and overall performance of Aeeris and oversees its business strategy, including approving its strategic goals. The Board is committed to maximising performance, generating shareholder value and financial returns, and sustaining the growth and success of the Company.

With these objectives in mind, the Board seeks to ensure that Aeeris is properly managed and ensures the Company, its directors (**Directors**), officers and employees operate in an appropriate environment of corporate governance. Accordingly, the Board has created a framework for managing Aeeris, including adopting relevant internal controls, risk management processes, and corporate governance policies and practices which it believes are appropriate for the Company's business and which are designed to promote the responsible management and conduct of Aeeris.

The information in this Statement has been approved by the Board and is current as at 28 August 2025.

2. ASX Corporate Governance Principles and Recommendations

The ASX Corporate Governance Council has developed and released its fourth edition of the corporate governance recommendations for Australian listed entities (**ASX Recommendations**) in order to promote investor confidence and to assist companies to meet stakeholder expectations. The recommendations are not prescriptions, but guidelines. However, under the ASX Listing Rules, Aeeris is required to provide an annual Corporate Governance Statement disclosing the extent to which it has followed the ASX Recommendations in the relevant reporting period. Where Aeeris does not follow a recommendation, it must identify the recommendation that has not been followed and give reasons for not following it and must also disclose what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

The Company's current departures from the ASX Recommendations are included in Section 14 below.

The key aspects of the Company's corporate governance practices are summarised below. These charters and policies are available on its website at <https://www.aeeris.com/corporate-governance.html>.

In light of the Company's size and nature, the Board considers that the current Board and governance structures are cost effective and practical methods of directing and managing the Company. As the Company's activities develop in size, nature and scope, the size of the Board and the implementation of additional corporate governance policies and structures will be reviewed.

3. Board of Directors

The Directors bring to the Board relevant experience and skills, including industry and business knowledge, financial management and corporate governance experience. Each Director has confirmed to the Company that they anticipate being able to perform their duties as a Non-Executive Director or Executive Director, as the case may be, without constraint having regard to their other commitments.

3.1. Directors

The Board currently comprises four directors, half of whom are independent. Current directors and their experience and time in office are shown below.

Bryce Reynolds, Non-executive Chairman

B. Comm

Appointed 18 July 2014, Age 57

In 2006, Bryce established Veritas Securities Limited as a founding director after working for a large investment bank and two mid tiered Australian securities firms. Since then, he has further added to his skill base by being an active company director for numerous private ventures in the funds management and IT/digital fields.

Bryce is Chairman of the Board and a member of the Audit and Risk Committee.

Kerry Plowright, Executive Director, Chief Executive Officer

Appointed 11 November 2013, Age 66

In 2007, Kerry founded the Early Warning Network's Geographical Notification and Information System (GNIS) and has been the key driver behind the development of the Group's technology platform. Kerry is responsible for leading the Aeeris team in both the operation and further technical evolution of the EWN platform. He has a depth of experience in establishing and growing successful businesses. In 1995 he founded a digital publishing and software business called Ezimerchant, which created one of the world's first out-of-the-box e-commerce and DIY products and payments platforms.

Nathan Young, Independent, Non-executive Director

B. Comm, G.Dip App Fin

Appointed 21 February 2018, Age 49

Nathan began his career in financial markets over 20 years ago. He holds a Bachelor of Commerce from The University of Melbourne and a Graduate Diploma in Applied Finance and Investment. He has previously been employed by a large Investment Bank and Hedge Fund focused on trading and investment strategies. In these organisations one of his roles was to evaluate seed capital, pre-IPO listed investment opportunities in the technology sector.

Nathan is the Chair of the Audit and Risk Committee.

Elissa Hansen, Independent, Non-executive Director

B.Comm, Grad Dip Applied CorpGov, GAICD, FGIA

Appointed 1 May 2022, Age 52

Elissa has over 20 years' experience advising boards and management on corporate governance, compliance, investor relations and other corporate related issues. She has worked with boards and management of a range of ASX listed companies including assisting companies through the IPO process. Elissa is a Chartered Secretary who brings best practice governance advice, ensuring compliance with the Listing Rules, Corporations Act and other relevant legislation.

Elissa is a member of the Audit and Risk Committee.

3.2. Appointment, induction and training

In selecting new Directors, the Board ensures that candidates have the appropriate range of skills, experience and expertise that will best complement Board effectiveness.

The Company ensures that appropriate background checks are undertaken regarding a potential new Director's character, experience, education, criminal record and bankruptcy history before appointing or putting forward a candidate to shareholders for election as a Director.

The Company also provides its shareholders with all material information in its possession that is relevant to their decision on whether or not to elect or re-elect a Director through the Notice of Meeting, Director resumes and other information contained in the Annual Report and on the Company's website.

Upon appointment, each Director will receive a written agreement which sets out the terms of their appointment. New Directors will also attend an induction program where they are briefed on the Company's:

- operations and the industry sectors in which it operates;
- financial, strategic, operational and risk management position;
- governance matters, policies and procedures; and
- the Director and committee member's rights, duties and responsibilities.

Directors are provided with regular professional development opportunities to develop and maintain the skills and knowledge needed to perform their role as Directors effectively.

3.3. Role of the Board and management

The Board's role is to act in the best interests of the Company as a whole and is accountable to shareholders for the overall direction, management and corporate governance of the Company.

The Company has clearly defined the respective roles and responsibilities of the Board and management which are detailed in the Board Charter. The Board Charter also sets out the matters expressly reserved to the Board and those delegated to management.

The Chief Executive Officer and Chief Operations Officer are responsible for the day-to-day management of the Company, supported by the Company's senior executives. However, the ultimate responsibility for governance and strategy resides with the Board.

3.4. Board performance

The Company believes it is important that the Board reviews its own performance to ensure it is performing to a high level. Under the Board Charter, the Board must conduct an annual performance review. The Charter sets out the process for this review.

The Company undertook an informal Board review in FY25.

3.5. Professional Development

The Board reviews whether the Directors have the skills, knowledge and familiarity with the entity and its operating environment required to fulfil their role on the Board and its Committees effectively and, where gaps are identified, it may consider what training, or development could be undertaken to fulfil those gaps.

3.6. Company Secretary

Ms. Elissa Hansen is the Company Secretary. She is accountable directly to the Board on all matters to do with the proper function of the Board.

The role of the Company Secretary is set out in more detail in the Board Charter.

4. Diversity

Aeris is committed to ensuring an inclusive workplace that encourages and embraces diversity. The Company has a Diversity Policy which provides a framework for the Company to achieve workplace diversity and includes requirements for the Board to set measurable objectives. The Diversity Policy is available on the Company's website.

The Board has not established measurable targets for achieving gender diversity across the Company at this stage due to the Company's size and its development stage. It will review gender diversity and measurable targets as it grows.

The respective proportions of men and women on the Board, in senior executive positions and across the Company are as below:

	Board Members	Senior Officers	Other Roles
Number	4	7	16
Male	75%	71%	94%
Female	25%	29%	6%
Unspecified	0%	0%	0%

5. Senior Executives

For each senior executive, the Company has:

- written agreements which set out the terms of their appointment;
- policies and practices regarding their remuneration; and
- a process for periodically evaluating their performance.

The COO oversees senior executives and reports to the Board. He has regular discussions with his executives on performance, behaviours and support. Overall performance is assessed on job knowledge and requirements of the position, achievement of out-come related performance goals and any key strategic projects for the relevant financial year, and demonstrated behaviour of the Company's values.

Performance evaluations on each of the Company's senior executives were completed during the period.

6. Board Committees

To assist the Board in discharging its duties efficiently and effectively, it has established an Audit and Risk Committee (and will establish a Nomination and Remuneration Committee when appropriate for the Company). This Committee operates within its Board approved Charter which sets out the roles, responsibilities, membership requirements and meeting procedures for the committee.

The Audit and Risk Committee has three members, two of whom are independent, and is chaired by a non-executive director who is not the Chairman of the Board. A copy of the charter of the Audit and Risk Committee is available on the Company's website

Mr. Nathan Young is Chair of the Audit and Risk Committee. Mr. Bryce Reynolds and Ms. Elissa Hansen are members of the Committee. Information about the number of times the committee has met and who attended the meetings is set out in the Annual Report.

7. Nomination

Aeris does not have a nomination committee. The Board as a whole is responsible for Board succession issues and to ensure the Board has the appropriate balance of skills, knowledge, experience, independence and diversity to discharge its duties and responsibilities effectively.

Given the size of the Company, the Board believes this is an appropriate way in which to deal with this aspect of the Company's governance at this time.

7.1. Board Skills Matrix

The Board believed that its membership should comprise directors with an appropriate mix of diversity of skills, professional experience, knowledge and expertise that all directors individually and the Board collectively to:

- Discharge their responsibilities and duties;

- Understand the Company’s business and the industry and markets in which the Company operates so as to set the strategic direction of the Company to maximise shareholder value; and
- Assess the performance of management in implementing those strategic objectives.

The Board reviews the balance of skills, experience, independence, knowledge and diversity of the Board and is committed to ensuring that the directors collectively have the appropriate skills mix. In selecting new directors, the Board considers its current composition to ensure there is a range of skills and experience required to enable the Board to fulfil its responsibilities.

The skills and experience of the Directors are set out in the matrix below:

Experience	Industry
Corporate Advisory	Investment Banking
M&A transactions	Environmental
Corporate Finance	Defence
Entrepreneurial activity	Publishing
Funds Management	TMT
Software Development	Resources
Corporate Governance	

In addition to the skills and experience set out above, the Board considers that each Director has the ability to:

- Act with honesty and integrity
- Focus on the material issues
- Think strategically and take an organisation-wide perspective
- Understand the external environment and deal with pressure from external sources
- Influence effectively at the board table
- Respect alternative viewpoints
- Hold management accountable

7.2. Independence of the Board

The Board assesses the independence of Non-executive Directors against the definition of independent Director and the factors set out in Box 2.3 of the ASX Corporate Governance Principles and Recommendations.

Currently the Board comprises two independent directors. Given the Company’s background, the nature and size of its business and the current stage of its development, the Board believes that this is both appropriate and acceptable at this time. The Board will review its composition periodically and has the intention to appoint appropriate independent Directors as required.

The Chairman, Bryce Reynolds is not considered to be an independent director as he is also a director of the Company’s corporate adviser however, the Board considers the Chairman is suitably skilled to perform this role due to his experience and expertise and the size and complexity of the Company.

8. Vision, Mission & Values

8.1. Vision

Aeris' vision is to be the leader in the protection of people, property, infrastructure and business operations through the delivery of accurate weather and climate data and insights.

8.2. Mission

Aeris' mission is to provide excellence in early climatic warnings and hazard reduction technologies to assist asset owners and managers mitigate risk and protect people. It aims to:

- Build strong brands through its subsidiary companies, Early Warning Network Pty Ltd and Climatics Intelligence Pty Ltd, actioning comprehensive strategic plans and delivering high level customer experience
- Empower its people and encourage them to excel by creating supportive and inclusive workplaces.
- Partner with excellence by collaborating with industry leaders and clients, who share the Company's commitment to innovation, accuracy and protection.

8.3. Values

Aeris' values include:

- **Teamwork:** we are inclusive and work together to achieve exceptional outcomes
- **Recognition:** we recognize individuals and celebrate their successes
- **Accountability:** we live our values and take accountability for our performance
- **Respect:** we treat staff and customers with fairness, equality and respect

9. Ethical and Responsible Behaviour

Aeris is committed to acting ethically and responsibly, including acting with honesty and integrity. To support this, the Company has developed various policies that set out the values and expectations as to how the Company and its employees will work and behave.

9.1. Code of Conduct

The Company is committed not only to complying with its legal obligations, but also to acting ethically and responsibly. The Company expects a high level of honesty, care, fair dealing and integrity in the conduct of all business activities.

The Company has a Code of Conduct which sets the minimum standards of conduct expected of all Directors, officers, executives, employees and contractors of the Company. The Code of Conduct is available on the Company's website.

The Board must be made aware of any material breaches to the Code of Conduct.

9.2. Whistleblower

Aeeris' Whistleblower Policy sets out the types of disclosures that qualify for protection under the Whistleblower Protection Scheme, information about the protections available under the Scheme and how the Company will support whistleblowers and protect them from detriment. The policy is made available to all officers, employees and contractors and can be found on the Company's website.

9.3. Anti-bribery and Corruption

Compliance with Aeeris' Anti-bribery and Corruption Policy is foundational to the Company's values, reputation and standing in the wider community.

The Company prohibits bribery and corruption in all dealings in all countries. Aeeris' Anti-bribery and Corruption Policy applies to all dealings whether they be with organisations, individuals, governments, or their representatives.

A copy of the Anti-bribery and Corruption Policy can be found on the Company's website. The Board must be notified of any material breaches to this policy.

9.4. Conflicts of Interest

Aeeris' Code of Conduct also includes guidelines in managing conflicts of interest.

In accordance with the requirements of the Corporations Act 2001 (*Cth*), Directors who have a material personal interest in a matter must not be present whilst the matter is being considered. The other Directors, however, may allow such Director/s to participate and vote in relation to the issue if they are satisfied that the interest should not disqualify the Director/s from voting or being present.

9.5. Modern Slavery

Aeeris is committed to sustainable business practices, advancing human rights, and have embedded business practices that work towards the prevention of modern slavery and human trafficking in its business and supply chains. The Company has a Modern Slavery Statement and is committed to adhering to this statement, ensuring its responsibility to run a safe, accountable and profitable business.

9.6. Dealing in Aeeris' Securities

Aeeris has adopted a Share Trading Policy applicable to Directors, employees and associates which prohibits a person from trading or dealing in the Company's securities if they are privy to insider information. Further, a Director or their associates, may only deal in the Company's securities when they do not have any inside information and during a trading window. A copy of the Policy is available at https://www.aeeris.com/corporate_governance.html.

Participants in the Company's Employee Securities Incentive Plan are not permitted to enter into any transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme.

9.7. Sustainability and Climate Change

Aeeris views sustainable and responsible business practices as important for its business and shareholder value. Sustainability is about managing risks and opportunities in a way that best balances the long-term needs of all our stakeholders – customers, employees, suppliers, investors and community partners – as well as the wider community and the environment at large. Aeeris' management of sustainability aims to address the matters that the Company believes are the most material for its business and stakeholders, now and in the future. Aeeris also understands that this is an evolving agenda and seeks to progressively embed the management of sustainability matters into business practice, while also anticipating and shaping emerging social and environmental issues where it has the skills and experience to make a meaningful difference and drive business value.

The Company does not have any material exposure to environmental or social risks.

9.8. Anti-corruption and Fraud

Aeeris has zero tolerance for unfair or unethical conduct in business. It believes acting fairly and ethically will protect the Company's assets and create value for our business partners, customers and shareholders.

The Company recognises that compliance with bribery and anti-corruption laws is essential to protect its reputation and preserve its ability to continue to develop its business.

Aeeris has adopted a Fraud and Corruption Policy which reinforces the Board, senior management and employees' commitment to refraining from corrupt and fraudulent conduct and its responsibility for identifying fraudulent and corrupt activities and for establishing policies, controls and procedures for prevention and detection of these activities. A copy of the policy is available on the Company's website.

The Board independently reviews, verifies and safeguards the integrity of its corporate reporting, including regularly monitoring the appointment and removal of the external auditor and the rotation of the audit engagement partner.

10. Audit

The Board fulfills its responsibilities with respect to corporate governance and financial reporting, including overseeing the external audit functions with the assistance of the Audit and Risk Committee. The Committee provides recommendation to the Board in relation to the quality and reliability of the financial information prepared by the Company, independently verifying the content and safeguarding the integrity of corporate reporting.

The Audit and Risk Committee works with the external auditor and reviews any non-audit services provided by the external auditor to confirm they are consistent with maintaining external audit independence. The Audit and Risk Committee also reviews the appointment and removal of the external auditor and rotation of the audit engagement partner.

10.1. CEO & CFO Declaration

The Company has received a declaration from the CEO and CFO function 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.

10.2. Verification of Periodic reports

Aeris releases quarterly cashflow and activity reports that are not audited or reviewed by an external auditor. The Company has embedded processes to ensure the accuracy of these reports and to ensure they are balanced and provide investors with appropriate information to make informed investment decisions. Quarterly cashflow reports are prepared by the Company's external accounting practice and are checked by the Company's Financial Controller before being approved by the Board prior to lodgement with ASX.

11. Market Disclosure and Shareholder Communications

Aeris believes effective communication with its shareholders, potential shareholders and other market participants is of utmost importance for any listed company and is committed to promoting the highest standards of disclosure to ensure a fully informed market. Information about the Company and its governance is available on the Company's website.

11.1. Continuous disclosure

The Company must comply with continuous disclosure requirements arising from legislation and the ASX Listing Rules. The Company has in place a written policy for complying with its continuous disclosure obligations under the ASX Listing Rules. The Continuous Disclosure Policy and Communications Strategy is available on the Company's website.

Any new or substantive investor or analyst presentation is lodged and the ASX Market Announcement Platform ahead of the presentation.

The Board approves all material announcements prior to lodgement with ASX and receives copies of all material markets promptly after they have been made.

11.2. Investor Relations

The Company is committed to regularly communicating with its shareholders in a timely and accessible manner, and to encouraging shareholder participation at its general meetings.

The Company provides information about itself and its corporate governance to investors via its website. Shareholders also have the option to receive communications from, and send communications to, the Company and its share registry electronically.

The Company also has Shareholder Communications Policy which facilitates effective two-way communication with investors, as well as facilitates and encourages participation at meetings of security holders. The Shareholder Communications Policy is available on the Company's website.

Website

Information about Aeeris Limited and its governance policies and practices is available on the Company's website at <https://www.aeeris.com/index.html>.

Electronic Communication

Aeeris gives its shareholders the option to send and receive all communications to the Company and its share registry electronically. Shareholders are encouraged to update their communication preferences and elect to receive all communication electronically with the share registry, Boardroom Pty Limited, at <https://www.investorserve.com.au/>

Annual General Meeting

The Annual General Meeting (**AGM**) is an important occasion for updating shareholders on the Company's performance. The AGM provides the opportunity for shareholders to ask questions of and hear from the Board. Aeeris encourages shareholder participation at its AGM as an opportunity to allow the Board to listen and respond to shareholder feedback.

The Company ensures that its external auditor attends all AGMs and is available to answer queries from shareholders relevant to the audit and any substantive resolutions are decided by a poll rather than a show of hands.

12. Risk

The Board, through the Audit and Risk Committee, oversees the Company's risk management framework and internal control systems through regular monitoring, assessment and review.

The Board is required to review at least annually the effectiveness of the Company's risk management and internal control systems. An internal review was conducted in FY25.

The Board reviews and assesses the Company's exposure to economic, environmental and social sustainability risks and determines the Company's approach to managing those risks.

12.1. Internal Audit

The Company does not have an internal audit function at this time, and due to its size and current activities the Board does not believe one is warranted at this time. The Board evaluates and monitors internal control processes to continually improving the effectiveness of its risk management.

13. Remuneration

The Board takes responsibility for setting appropriate remuneration levels for directors and senior executives. It has a number of processes it employs for setting the level and composition of remuneration for Directors and ensuring that such remuneration is appropriate and not excessive. These are described in the Remuneration Report within the Company's Annual Report. The Remuneration Report also includes a summary of our policies and practices regarding the remuneration of Directors.

14. Compliance with Recommendation

Aeris has complied with 32 of the 35 ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (relevant to the Company) during the period. Given the nature and scale of the Company, the Board believes its compliance with the Recommendations to be appropriate at this time.

The three Recommendations the Company did not comply with fully during the year are:

- Recommendation 1.5. Whilst the Board has adopted a Diversity Policy it has not set measurable objectives for gender diversity across the Company. Given the size and development stage of the Company, the Board believes this is appropriate at this time;
- Recommendation 2.4: The Company's Board Charter requires that, where practical, the majority of the Board should be independent. The Board is currently comprised of two independent and two non-independent directors. This is not consistent with Recommendation 2.4 of the ASX Recommendations where the recommendation is for the majority of the Board to be independent however, the Directors believe that they are able to objectively analyse the issues before them in the best interests of all Shareholders and in accordance with their duties as Directors. See Section 7.2 above for further information on Director independence.
- Recommendation 2.5. Mr. Bryce Reynolds is Chairman of the Board. Mr. Reynolds is not considered to be an independent director as he is also a director of the Company's corporate adviser which is not consistent with Recommendation 2.5 which recommends that the Chair of a listed entity be an independent director and, in particular, not the same person as the CEO. The Board considers the Chairman, who is not the same person as the CEO, is suitably skilled to perform this role, notwithstanding his non-independence, due to his experience and expertise and is capable of doing so in an objective manner and in the best interests of all shareholders.