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CORPORATE GOVERNANCE STATEMENT

NBN Co is committed to meeting high standards of corporate governance which it considers essential to its long-term performance and sustainability, and to be in the best interests of its stakeholders and shareholders.

The NBN Co Board and Executive Committee are committed to excellence and continued improvement in corporate governance and aspire to the highest standards of conduct and disclosure.

To support this aspiration, the Board and the Executive Committee have embedded a framework that enhances corporate performance and protects the interests of all key stakeholders. The Board and its Committees have overall responsibility for corporate governance and are collectively focused on the long-term success of the Company. Areas of specific responsibility include financial performance, setting strategy and overseeing its implementation, providing leadership and direction on workforce culture and values, and agreeing and overseeing the risk framework and risk appetite.

The Board regularly reviews its corporate governance policies and processes to ensure they are appropriate and align with Government, regulatory and legislative requirements, and market practice. Going forward, the Company will continue to focus on organisational culture by encouraging an environment where people and stakeholders feel comfortable raising issues and ensuring the Board, Executive Committee and management are kept informed of incidents that may impact the business.

In addition, the Company will continue its voluntary adoption of the ASX Corporate Governance Principles and Recommendations, which are relevant to NBN Co, as set out in the Statement of Expectations (SoE) issued by its Shareholder Ministers on 19 December 2022.

CORPORATE STRUCTURE AND GOVERNING LEGISLATION

This Corporate Governance Statement, which was approved by the Board as part of the Annual Report on 5 August 2026, outlines the most significant aspects of NBN Co's governance framework.

As NBN Co is wholly-owned by the Commonwealth of Australia, under section 250N (4) of the *Corporations Act 2001* (Cth), it is not required to hold an Annual General Meeting.

NBN Co's governance framework is regularly reviewed to ensure it aligns to Government, regulatory and legislative requirements, and market practice relevant to the Company. NBN Co's governance practices continue to evolve, having regard to, amongst others, the:

- *National Broadband Network Companies Act 2011* (Cth)
- *Public Governance Performance and Accountability Act 2013* (Cth) (PGPA Act) and *Public Governance, Performance and Accountability Rule 2014* (Cth) (PGPA Rule)
- *Corporations Act 2001* (Cth) and *Corporations Regulations 2001* (Cth)
- *Telecommunications Act 1997* (Cth)
- Australian Accounting Standards Board (AASB) S2 *Climate-related Disclosures*
- *National Greenhouse and Energy Reporting Act 2007* (Cth) (NGER Act)
- *Competition and Consumer Act 2010* (Cth)
- *Public Interest Disclosure Act 2013* (Cth)
- *Freedom of Information Act 1982* (Cth)
- *National Anti-Corruption Commission Act 2022* (Cth)
- Commonwealth Competitive Neutrality Policy Statement
- *Taxation Administration Act 1953* (Cth)
- *Income Tax Assessment Act 1997* (Cth)
- Commonwealth Government Business Enterprise Governance and Oversight Guidelines (January 2018) (GBE guidelines)
- *Privacy Act 1988* (Cth)
- *Environment Protection and Biodiversity Conservation Act 1999* (Cth)
- *Work Health and Safety Act 2011* (Cth)
- *Security of Critical Infrastructure Act 2018* (Cth)
- Resource Management Guides issued by the Department of Finance that are applicable to NBN Co
- NBN Co's adoption of the ASX Corporate Governance Principles and Recommendations relevant to the Company, as set out in the SoE. NBN Co's practices are consistent with the relevant 4th edition Principles and Recommendations (February 2019), which are applicable to NBN Co.

NBN CO'S GOVERNANCE FRAMEWORK IS UNDERPINNED BY:

- A skilled, experienced and diverse Board supported by Board Committees dedicated to achieving high corporate governance standards
- Clear delegation, authorisation and accountability frameworks
- A robust risk management framework used to identify and manage risks to NBN Co's business
- A robust set of processes to verify the integrity of NBN Co's corporate reporting, and ensure timely and balanced disclosures of relevant information to NBN Co's Board and stakeholders
- Open and effective communications with Shareholder Ministers and their Departments
- A clear tone from the top with a strong internal control framework supported by NBN Co's Code of Conduct, policies and procedures, supporting a culture across NBN Co of acting lawfully, ethically and responsibly
- An embracement of diversity and inclusion.

Principle

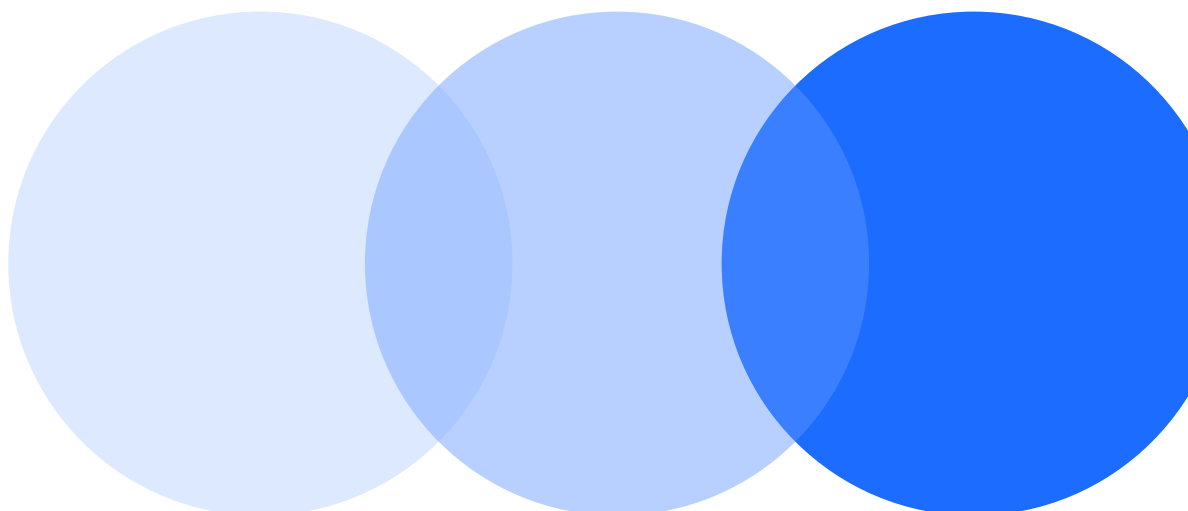
LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT (BASED ON ASX PRINCIPLE 1)

The role and responsibilities of the NBN Co Board

The *Corporations Act 2001* (Cth) and NBN Co's Constitution establish and define the corporate powers of NBN Co which are exercised by the Board, unless exercised by the Shareholder Ministers under NBN Co's Constitution. The powers of NBN Co must be exercised in accordance with the objects set out in its Constitution, in particular to roll out, operate and maintain a national wholesale broadband network, and facilitate the implementation of Australian Government broadband policy and regulation.

The Board regards NBN Co as bound by, and required to implement Australian Government broadband policy as articulated in formal communications from its Shareholder Ministers, while also exercising its powers in the best interests of NBN Co. The best interests of NBN Co are defined by reference to the NBN Co's objectives and purpose, Australian Government policy communicated from time to time by its Shareholder Ministers (including by way of the SoE), and the GBE Guidelines.

NBN Co's Board Charter sets out the powers and responsibilities of the Board. The Charter is reviewed annually by the Board and is available on NBN Co's website: <https://www.nbnco.com.au/content/dam/nbn/documents/about-nbn/policies/board-charter-december-2025.pdf>.coredownload.inline.pdf.



The Board's key responsibilities are:

- Establishing and overseeing a sound governance framework
- Approving NBN Co's strategic direction
- Engaging with its Shareholder Ministers on Australian Government policy requirements
- Approving a Corporate Plan and Statement of Corporate Intent to the Australian Government as required by the PGPA Act
- Supervising and challenging management in the implementation of NBN Co's strategic direction, the Corporate Plan and Statement of Corporate Intent and compliance with legal and regulatory obligations
- Ensuring the solvency of NBN Co
- Ensuring the long-term financial and organisational sustainability of NBN Co, including considering the culture and behaviours of NBN Co's management and personnel
- Demonstrating leadership of NBN Co, challenging management where necessary in its decision-making and holding management to account
- Taking the necessary steps to ensure compliance with duties and obligations imposed on the Board by law and by NBN Co's Constitution, including compliance with financial reporting requirements and the supervision of the development of risk management and internal control systems
- Overseeing and monitoring the effectiveness of NBN Co's Sustainability Governance Framework (SGF), strategy and associated actions, management of material social and environmental risks, issues and opportunities and associated non-financial (sustainability) reporting and disclosure requirements, including those under AASB S2 *Climate-related Disclosures*
- Setting work health, safety and environmental performance objectives, developing appropriate policies and controls, ensuring legal compliance and ongoing progress monitoring
- Approving and supervising the implementation of an appropriate internal governance framework for NBN Co including (but not limited to):
 - Developing, promoting and ensuring compliance with NBN Co's values and governance framework
 - Reporting on and investigating reports of unethical practice within NBN Co
 - Setting diversity objectives, developing a diversity policy and monitoring progress towards achieving such objectives
 - Approving policies and frameworks for, and monitoring, internal control systems
 - Approving and monitoring the Company's compliance with NBN Co's internal and external audit requirements, including overseeing the implementation of all audits

- Either approving or noting (where appropriate) and then monitoring policies which bind NBN Co's employees, Directors or (where specifically provided for in a relevant policy) third parties dealing with NBN Co
- Ensuring NBN Co acts within its powers as set out in Rule 4 of its Constitution
- Endeavouring to govern NBN Co's activities to minimise any divergence of interests between NBN Co and its Shareholder Ministers
- Regularly monitoring the ongoing independence of each Director and the Board generally, to ensure each Director continues to exercise unfettered and independent judgement and does not have any interests that derogate from carrying out the role intended with diligence and care
- Establishing and maintaining a register of interests to ensure potential conflicts can be managed and identified.

Delegation of powers

The Board may delegate its powers as it considers appropriate and has:

- Established a Delegation of Authority Framework in the Board Charter
- Delegated many of its powers to the Chief Executive Officer (CEO) who is responsible for implementing strategic objectives, policies, the budget of NBN Co (approved by the Board) and the additional responsibilities set out in Rule 12.2 of NBN Co's Constitution. The CEO has delegated some of her powers to the members of NBN Co's Executive Committee and has established standing committees to streamline the discharge of its responsibilities.

Delegations are also outlined in the Delegation of Authority Policy and Powers of Attorney which document and consolidate the functions which the Board has authorised particular staff and officers of NBN Co to carry out.

Matters specifically reserved for the Board are detailed in Section 3.4 of NBN Co's Board Charter.

Rule 8.1.1 of NBN Co's Constitution states that the Commonwealth may pass a resolution where the Ministers sign the resolution and provide it to the Company for its records, and to the extent permitted by law, any power exercisable by the Company may be exercised in that manner.

NBN Co holds an annual strategic planning meeting attended by Directors and key Executives. From time to time, NBN Co's Shareholder Ministers and representatives of its Shareholder Ministers' Departments are invited to attend Board meetings. External guest speakers may also be invited to present at Board meetings.

NBN Co's Executive Committee (ExCo)

ExCo comprises the CEO and Executives. Further details about ExCo are outlined on pages 107 to 110 of NBN Co's Annual Report 2026.

Appointments

Directors are appointed by the Commonwealth in a formal letter of appointment setting out the key terms and conditions, including certain information prescribed in the GBE Guidelines to ensure each Director clearly understands NBN Co's expectations of the Director.

Rule 5.5.1 of NBN Co's Constitution states that the term of office of a Director is to be determined by the Commonwealth at the time of appointment, with the maximum term of office to be three years.

Rule 5.5.2 of NBN Co's Constitution states that a Director retires, but is eligible for re-appointment on the expiry of his or her term of office.

The Commonwealth may at any time by written notice to NBN Co:

- Appoint a person to be an additional or replacement Director
- Remove a Director from his or her office without compensation, whether or not the Director's appointment was expressed to be for a specified period.

Rule 7.3.1 of NBN Co's Constitution states the Board Chair must be appointed by the Commonwealth from amongst the Directors. In accordance with section 2.8(b) of the GBE guidelines, the current Chair is not an NBN Co Executive.

Performance of the Board

From time to time, the effectiveness of the process and the performance of NBN Co's Board is reviewed. The review process is considered by NBN Co's Nominations Committee and the final report is provided to the Board.

Performance of the Senior Executives

The performance of NBN Co's Senior Executives is reviewed annually by the People, Safety and Sustainability Committee (PSSC) and the Board.

The STI scorecard outcomes of the FY26 performance evaluations and information about NBN Co's remuneration framework and policies for the Senior Executives are set out in the Remuneration Report on pages 119 to 125 of NBN Co's Annual Report 2026.

Company Secretaries

In accordance with Rule 5.9.1 of NBN Co's Constitution, the Company Secretaries hold office on terms and conditions determined by the Board. The appointment or removal of the Company Secretaries is to be made or approved by the Board. Details of the Company Secretaries are included on page 110 of NBN Co's Annual Report 2026.

The responsibilities of the Company Secretaries are detailed in Section 7 of the Board Charter. Each Director has access to the Company Secretaries.

The Company Secretaries are accountable to the Board through the Board Chair on all matters relating to the proper functioning of the Board and also have a management reporting line to the CEO or her delegate.

The roles and responsibilities of each Company Secretary are managed internally.

DIVERSITY, EQUITY AND INCLUSION

NBN Co is committed to the promotion of diversity, equity and inclusion among its people, in the workplace and in the community.

A diverse, equitable and inclusive workplace allows the Company to leverage different perspectives for enhanced outcomes and in turn, deliver better solutions for NBN Co's communities and customers. It helps to drive a culture of inclusion that is necessary to deliver on NBN Co's purpose to elevate Australia by connecting people and powering progress.

Further information about the diversity, equity and inclusion initiatives undertaken by NBN Co are set out in the Directors' Report on pages 69 to 72 of NBN Co's Annual Report 2026.



Objectives and targets for female representation

NBN Co remains committed to achieving 40 per cent female representation in management¹ roles by 30 June 2027.

Management roles held by females as at 30 June 2026 are outlined below:

Role	Percentage
Executive Committee	45.5%
Senior management	38.2%
Middle management	35.5%
Total females in management	36.3%

For further details on gender equity metrics and performance refer to page 70 of NBN Co's Annual Report 2026.

1. Management is defined as those employees in a Senior Manager grade or above, including Executive Manager, General Manager, Executive General Manager, and CEO/Executive Committee.

Principle

STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE (BASED ON ASX PRINCIPLE 2)

Board Composition

Pursuant to Rule 5.4.1 of NBN Co's Constitution, the Board is to comprise a minimum of three and a maximum of nine Directors. The Board currently comprises five Non-Executive Directors and one Managing Director, who is the CEO.

Membership of the Board as at the signing date comprises:

- Kevin Russell, appointed as a Non-Executive Director effective 22 April 2024. Appointed Interim Board Chair effective 1 January 2025, then as Board Chair for three years effective 1 April 2025
- Pam Bains, appointed as a Non-Executive Director effective 19 March 2022, then reappointed for two years effective 19 March 2025
- Mike Mrdak AO, appointed as a Non-Executive Director for three years effective 1 October 2023
- Chum Darvall AM, appointed as a Non-Executive Director for three years effective 19 March 2025
- Jules Scarlett, appointed as a Non-Executive Director for three years effective 19 March 2025
- Ellie Sweeney, appointed as an Executive Director for three years effective 3 December 2024.

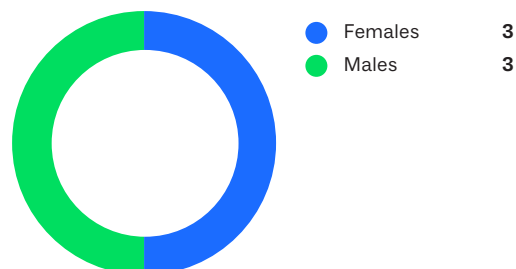
Nerida Caesar was a Non-Executive Director from 1 January 2022 until 21 May 2026. All other Directors were in office for the full period from 1 July 2025 to 30 June 2026.

Full details of current Directors including names, appointment dates, term expiration dates, qualifications, experience and remuneration are included in the Directors' Report on pages 102 to 105 and Remuneration Report on pages 126 to 127 of NBN Co's Annual Report 2026.

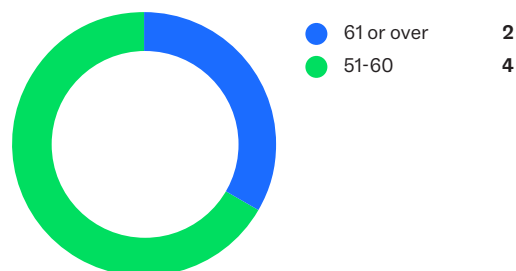
Board diversity

The NBN Co Board seeks to ensure it has an appropriate mix of skills, experience and diversity to enable it to effectively discharge its responsibilities.

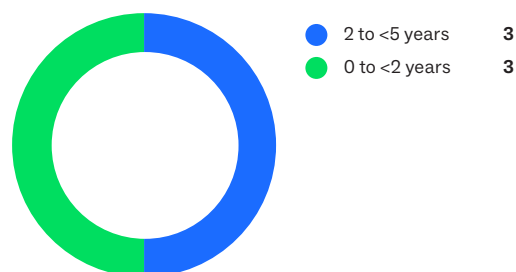
Gender



Age



Tenure



Meetings

Agendas for all Board meetings are prepared and finalised by the nominated Company Secretary in consultation with the Board Chair and the CEO. Directors receive Board reports in advance of each meeting via NBN Co's Board portal.

Key NBN Co Executives are invited to participate in Board meetings.

The Board met eight times during the period from 1 July 2025 to 30 June 2026. Directors' attendances are set out in the Directors' Report on page 106 of NBN Co's Annual Report 2026.

STANDING COMMITTEES - AN OVERVIEW

To assist in the performance of its responsibilities, the Board currently has three Committees, each of which is governed by a formal charter setting out its purpose, role, responsibilities, composition, structure and membership. The remit of the People and Remuneration Committee was expanded into the People, Safety and Sustainability Committee in December 2025.

NBN Co's governance framework:



Current NBN Co Board and Committee membership:

	Board	Audit and Risk Committee	Nominations Committee	People, Safety and Sustainability Committee
Pam Bains ¹	●	●	●	●
Chum Darvall AM	●	●	●	–
Mike Mrdak AO	●	●	●	–
Kevin Russell ²	●	●	●	●
Jules Scarlett	●	–	●	●
Ellie Sweeney	●	●	●	●

- Board or Committee chair
- Board or Committee member
- Attends Board or Committee meetings as a guest

Key Board and Committee movements during FY26:

1. Pam Bains was appointed as Chair of the PSSC effective 8 August 2025.
2. Kevin Russell ceased as the Chair of the PSSC effective 8 August 2025.
3. Nerida Caesar ceased as a Non-Executive Director on 21 May 2026 following her resignation.

Audit and Risk Committee

The Audit and Risk Committee was established on 13 August 2009 and assists the Board in:

- Satisfying itself that NBN Co complies with its financial management, performance reporting, risk oversight and management, internal controls, reporting obligations, and compliance with relevant laws and policies
- Providing a forum for communication between the Board, senior management of NBN Co, and the internal and external auditors of NBN Co.

In particular, the Committee supervises or reviews and makes the necessary recommendations to the Board in relation to:

- The preparation of periodic financial statements of NBN Co to comply with financial reporting requirements
- The preparation of NBN Co's annual Sustainability Report to comply with AASB S2 *Climate-related Disclosures*
- The delivery and effective implementation of an annual strategic Internal Audit Plan
- An annual External Audit Plan
- NBN Co's Enterprise Risk Management Framework
- A plan setting out procedures and strategies for the effective prevention, detection and management of fraud or corruption and other inappropriate practices
- A system for the integration and alignment of assurance processes
- The delivery of the Internal Audit and Fraud Plan and Enterprise Risk, Resilience and Compliance Strategies
- Significant changes in accounting policies
- The maintenance of effective and efficient internal and external audit processes
- The approach followed in establishing NBN Co's resilience planning arrangements
- The steps management takes to embed a culture that promotes the proper use of Commonwealth resources, a commitment to ethical and lawful behaviour and a proactive approach to dealing with compliance
- Auditor independence and performance
- Compliance with laws and regulations by NBN Co.

Subject to the PGPA Act and PGPA Rule, the Committee is appointed by the Board, and consists of at least three members. All Committee members are independent Non-Executive Directors.

At least one member is to have financial expertise and the necessary technical knowledge and understanding of the industry in which NBN Co operates so as to be able to assist the Committee to effectively discharge its risk-related mandate. For independence purposes, the Chair of the Committee is an independent Non-Executive Director appointed by the Board who is not the Chair of the Board.

As at 30 June 2026, the Committee comprised:

- Mike Mrdak AO (appointed as Committee member effective 14 November 2023. Appointed Interim Committee Chair effective 7 April 2024, then as Committee Chair effective 12 November 2024)
- Pam Bains (appointed effective 28 March 2022)
- Chum Darvall AM (appointed effective 25 March 2025).

Nerida Caesar was a member of the Audit and Risk Committee from 1 January 2022 until 21 May 2026. Kevin Russell (Board Chair), and Ellie Sweeney (Managing Director and CEO) attend the Committee meetings as guests.

Refer to pages 102 to 105 of the Directors' Report within of NBN Co's Annual Report 2026 for the relevant qualifications and experience of the Committee members.

The Committee will schedule a minimum of four meetings each year. Details of the number of Committee meetings each Director was eligible to attend as a Committee member and the number of Committee meetings attended during the period from 1 July 2025 to 30 June 2026 are set out in the Directors' Report on page 106 of NBN Co's Annual Report 2026.

Directors appointed as a member of the Audit and Risk Committee are not remunerated for such an appointment.

In accordance with Section 4.6(d) of its Charter, the Committee met separately with NBN Co's external auditors during the period from 1 July 2025 to 30 June 2026.

A copy of the Audit and Risk Committee Charter can be found on the NBN Co website: <https://www.nbnco.com.au/content/dam/nbn/documents/about-nbn/policies/audit-risk-committee-charter-december-2025.pdf>.
[coredownload.inline.pdf](#).

Nominations Committee

The Nominations Committee was established on 24 March 2015 and assists the Board in fulfilling its governance responsibilities in relation to:

- The appointment, induction, independence, diversity and ongoing assessment of the skills and experience of Directors
- Reviewing the composition of the Board and CEO recruitment, and ensuring newly appointed Directors are afforded an appropriate induction process that is periodically reviewed
- Succession planning for Directors, the CEO and members of NBN Co's Executive Committee, including provision of appropriate support to Shareholder Ministers as part of the process for recruitment of the CEO and appointment of new Directors
- Evaluating the performance of the Board, its Committees and Directors.

The Committee is to consist of at least three members including the Chair of the Board, and Chairs of the Board's other sub committees and all independent Non-Executive Directors. The Chair of the Committee is an independent Non-Executive Director appointed by the Board and is also the Chair of the Board.

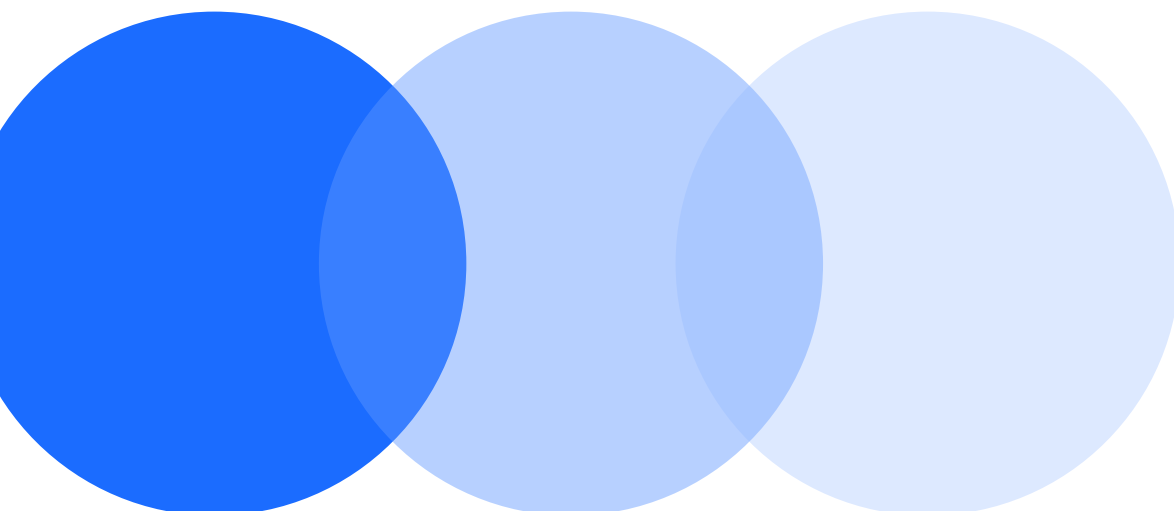
As at 30 June 2026, the Committee comprised of:

- Kevin Russell (appointed as a Committee member effective 22 April 2024, as Interim Committee Chair effective 1 January 2025 and as Committee Chair effective 13 May 2025)
- Pam Bains (appointed effective 19 March 2022)
- Mike Mrdak AO (appointed effective 1 October 2023)
- Chum Darvall AM (appointed effective 19 March 2025)
- Jules Scarlett (appointed effective 19 March 2025).

Nerida Caesar was a member of the Nominations Committee from 1 January 2022 until 21 May 2026. Ellie Sweeney (Managing Director and CEO) attended Committee meetings as a guest.

The Committee will schedule a minimum of one meeting each year. Details of the number of Committee meetings each Director was eligible to attend as a Committee member and the number of Committee meetings attended during the period from 1 July 2025 to 30 June 2026 are set out in the Directors' Report on page 106 of NBN Co's Annual Report 2026.

A copy of the Nominations Committee Charter can be found on the NBN Co website: <https://www.nbnco.com.au/content/dam/nbn/documents/about-nbn/policies/nominations-committee-charter-december-2025.pdf>. coredownload.inline.pdf.



People, Safety and Sustainability Committee

The People and Remuneration Committee, which was established on 7 February 2014, had its remit expanded into the People, Safety and Sustainability Committee (PSSC) in December 2025.

The Committee assists the Board in fulfilling its governance responsibilities, by establishing people management, remuneration, safety and sustainability policies and practices for NBN Co, informed by market best practice to:

- Ensure the highest levels of health and safety for employees, contractors and partners generally, and members of the public where appropriate
- Enable NBN Co, through its executive leadership, to attract and retain capable employees who can help deliver its vision
- Foster exceptional talent and performance while motivating and supporting employees to pursue the growth and success of the nbn™ network consistent with NBN Co's Corporate Plan
- Fairly and responsibly reward employees, having regard to the performance of NBN Co, individual performance, statutory and regulatory requirements, contractual employment obligations and current business norms
- Achieve NBN Co's sustainability (social and environmental including climate-related) strategy, goals and associated actions.

The Committee is to consist of at least three members, the majority of whom are independent Non-Executive Directors.

As at 30 June 2026, the Committee comprised:

- Pam Bains (appointed as a Committee member effective 25 March 2025 and as Committee Chair effective 8 August 2025)
- Kevin Russell (appointed as a Committee member effective 19 November 2024)
- Jules Scarlett (appointed as a Committee member effective 25 March 2025).

Ellie Sweeney attended Committee meetings as a guest in her role as Managing Director and CEO.

The Committee will schedule a minimum of three meetings each year. Details of the number of Committee meetings each Director was eligible to attend as a Committee member and the number of Committee meetings attended during the period from 1 July 2025 to 30 June 2026 are set out in the Directors' Report on page 106 of NBN Co's Annual Report 2026.

A copy of the PSSC Charter can be found on the NBN Co website: <https://www.nbnco.com.au/content/dam/nbn/documents/about-nbn/policies/people-safety-sustainability-committee-charter-december-2025.pdf>. [coredownload.inline.pdf](#).

Standing Committees - in general

Committee members are appointed by the Board for a term that coincides with the earliest of the expiration of the Director's term of appointment, his or her death or resignation or removal as a Committee member or as a Director or, the termination of the Committee. Existing members may be reappointed. The Chair of each Committee is appointed by the Board.

All Directors who are not Committee members are entitled to attend any Committee meeting, subject to conflicts of interest. All Directors have access to all Board and Committee reports via NBN Co's Board portal.

Key NBN Co Executives are invited to participate in Committee meetings.

Each Committee operates pursuant to a Board approved Charter which is reviewed annually by the relevant Committee and any proposed changes to a Charter must be approved by the Board. Each Committee Charter is available on NBN Co's website.

Agendas for all Committee meetings are prepared and finalised by the nominated Company Secretary in consultation with the Committee Chair and appropriate key NBN Co Executives.

Committee members receive Committee reports in advance of each meeting via NBN Co's Board portal.

At the Board meeting immediately following a Committee meeting, the Board is provided with a report by the Chair of the Committee on the Committee's deliberations, conclusions, resolutions and recommendations.

The nominated Company Secretary, in consultation with the Board and Committee members, sets Board and Committee meeting dates, to the extent possible, at least 12 months in advance.

Board skills

The Board seeks to ensure it has an appropriate mix of skills, experience and diversity to enable it to effectively discharge its responsibilities. This is supported through one of the Board's standing committees, the Nominations Committee, which reviews the Directors' skills and experience in the form of a skills matrix, and the composition of the Board. This is generally reported to the Shareholder Ministers in the form of a Board Plan.

Each Director's skills, experience and performance as a member of the Board is also considered as part of NBN Co's Board performance review.

Based on the Director skill matrix in June 2026, collectively the Board's high level of skills and expertise include the following areas:

Skill	Average rating out of 5*
Executive Leadership	5
Strategy	5
Corporate Governance	4
Telecommunications	4
Risk Management and Compliance	4
Reputation	4
Customer Focus	5
Technology	4
Legal and Regulatory	4
Government Stakeholder Relations and Public Policy	4
Financial Acumen and Capital Management	4
Regional and Rural	4
Remuneration	4
Marketing, Products and Services	4
Information Technology	4
Health, Safety and Environment	4
Human resources and workplace relations	4
Sustainability	4

* Rounded to the nearest whole number.

Two personal skills considered as part of the skills matrix review were:

Skill	Average rating out of 5*
Board Experience	4
Leadership	5

Legend for Level of Skills & Experience:

- 0 No skills/experience
- 1 Basic skills/experience
- 2 Somewhat skilled/experienced
- 3 Sufficient skills/experience
- 4 Extensive skills, experience and knowledge
- 5 Expert skills and experience

* Rounded to the nearest whole number.

Independence of Non-Executive Directors

NBN Co considers that a Non-Executive Director will be independent if they are independent of management and free of any interest, position or relationship that might influence, or could reasonably be perceived to influence in a material respect, the Director's capacity to bring independent judgement to bear on Board matters.

As at the date of this Corporate Governance Statement, the Board considers that all Non-Executive Directors are independent¹.

Management of Director independence

At least annually, each current Director is requested to complete a declaration of personal interests which is subject to review by NBN Co's Nominations Committee and subsequently considered by the Board.

In addition, Directors are required to be cognisant of their ongoing obligations to keep the Board and its Committees informed of any interests which could potentially conflict with the interests of the Company.

Conflicts of interest

A conflict assessment is made at any time a Director discloses any new interest or relationship. The Board, through the Chair, then evaluates the materiality of any declared interest or relationship that could be perceived to give rise to a conflict or compromise the independence of a Director on a case-by-case basis having regard to the Director's circumstances.

Where a Director has a declared material personal interest and/or may be presented with a potential material conflict of interest in a matter being presented to the Board or a Committee, the Director does not receive copies of Board/Committee reports relating to the matter and generally recuses himself/herself from the Board or Committee meeting at the time the matter is being considered.

Consequently, if recused, the Director also does not vote on the matter. Any disclosures made by a Director at a meeting are recorded in the minutes of that meeting.

NBN Co has a Director's Conflicts of Interest Policy which, as of 30 June 2026, incorporates NBN Co's External Securities (Declaration of Interests) Policy.

The Director's Conflicts of Interest Policy is reviewed and approved by the Board on a biennial basis or, more frequently if it is considered necessary or appropriate by the Board.

1. NBN Co's CEO and Managing Director, Ellie Sweeney, is an Executive Director and, as such, is not regarded as independent.

Independent advisors

In so far as it relates to enabling Directors to fulfil their responsibilities and to exercise independent judgement when making decisions, the Board collectively and each Director individually:

- Has access to:
 - Any information in the possession of NBN Co
 - Management, to seek explanations and information in relation to NBN Co, and to NBN Co's auditors (both internal and external) to seek explanations and information in relation to the management of NBN Co
- With appropriate consent, may seek any independent professional advice in accordance with NBN Co's Funding Director's Access to Independent Advice Policy which is reviewed and approved by the Board on a biennial basis or, more frequently if it is considered necessary or appropriate as determined by the Board or management
- May seek any advice or services to be provided to NBN Co by third party advisors in accordance with applicable NBN Co policies and procedures, as amended from time to time.

Induction

NBN Co has an induction program for new Directors which includes relevant reading material via NBN Co's Board portal and a list of formal induction sessions with key NBN Co Executives. Upon appointment, each Director receives a letter from the Commonwealth confirming his/her appointment which includes a reference to Directors' and Officers' liability insurance cover.

The induction program is reviewed regularly by the nominated Company Secretary in consultation with Shareholder Ministers' Departments, NBN Co's Nominations Committee, and subsequently by the Board.

Ongoing education for Directors is delivered through individual briefings, presentations made by key NBN Co Executives, and Directors visiting some of NBN Co's operational locations.

Directors have ongoing access to professional development opportunities which directly relate to their role as a Director of NBN Co and that will benefit their performance as a member of the Board.

Principle

INSTILL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY (BASED ON ASX PRINCIPLE 3)

Statement of values

NBN Co's purpose is to elevate Australia by connecting people and powering progress. NBN Co is guided by the Company's mindsets:

- Work as one, move at speed
- Focus on what matters
- Simplify, simplify, simplify
- Embrace innovation
- Be humble.

Directors' shareholding interests

The Directors have no interests in NBN Co shares which are held solely by the Commonwealth of Australia.

Codes of Conduct

NBN Co aims to carry out its business in an open and honest manner, while complying with all applicable laws.

The Directors are committed to the promotion of ethical, honest and responsible decision-making and the observance of their fiduciary duties.

Directors will:

- Act in the best interests of NBN Co, at all times bringing independent judgment to bear on matters before the Board, and carry out their duties in accordance with the law and NBN Co's governance framework and policies
- Consider the reasonable expectations of NBN Co's stakeholders (including the Shareholder Ministers, and through them the Commonwealth and the Parliament, NBN Co employees, its customers and its suppliers, and, where applicable, given the scale of the project, the broader community)
- Investigate reports of breaches by any Director of the Directors' Code of Conduct and will monitor the investigation by management of breaches by employees of the NBN Co Code of Conduct to ensure any systemic issues are adequately addressed.

NBN Co's Directors' Code of Conduct is contained within the Board Charter.

NBN Co also has in place numerous policies including a Code of Conduct, which governs its employees, contractors and consultants who are expected to be aware of and comply with this code as well as obligations set out in relevant legislation. The purpose of the code is to promote a safe, healthy and productive workplace. The code is underpinned by NBN Co's values and the principle of respect. Failure to comply with the Code of Conduct is a serious breach of NBN Co policy. A substantiated breach of the Code of Conduct may result in disciplinary steps through to a person's termination of employment or engagement with NBN Co. A copy of the Code of Conduct, in addition to other key NBN Co policies, including NBN Co's Whistleblower Policy, can be found on NBN Co's website.

Privacy

Taking a respectful and transparent approach to the way personal information is collected, used, disclosed and protected by NBN Co is essential to building trust and supports the important work that NBN Co does in delivering Australia's national broadband network.

NBN Co's Privacy Officer is supported by a team of privacy professionals who work in partnership with the business to deliver on its privacy-related objectives:

- NBN Co is driven by a purpose to connect Australia and to put access to information into the hands of all Australians. In this context, the Company recognises the value of all information and it strives to protect it as an important asset of individuals, communities and enterprises
- NBN Co strives for best practice in complying with the Australian Privacy Principles, which are contained in Schedule 1 of the *Privacy Act 1988* (Cth), in the Company's handling of personal information
- NBN Co embeds privacy into the development, innovation and improvement of specifications, standards, systems and services
- NBN Co is transparent about the ways it collects, uses and discloses personal information
- When NBN Co handles personal information, it does so in a way that aligns with the Company's values
- NBN Co educates its people on the appropriate handling of personal information.

Security Group

The Company's enterprise security approach adopts a best practice converged (all-hazards) model as outlined in the Australian Government's 2024 Protective Security Policy Framework (PSPF). The PSPF defines six security domains: Governance, Information, Personnel, Risk, Technology, and Physical. These domains protect NBN Co's people, information, and assets. The model ensures a unified effort with single delegated accountability under the Company's Chief Security Officer (CSO).

This approach also ensures that security is a shared responsibility across all operational business units to ensure the confidentiality, integrity and availability of the Company's information, systems and networks. Guiding NBN Co's security efforts is the Enterprise Security Strategy.

The Company's Security Group works closely with many of Australia's national security agencies, including the Australian Cyber Security Centre (ACSC), the Critical Infrastructure Security Centre (CISC), and the Australian Signals Directorate (ASD) to prepare for any potential security threats to NBN Co's people, assets, and business operations.

Through compliance, assurance, education and proportionate reporting, the Security Group facilitates a positive risk culture, ensures clear lines of accountability, and supports the organisation to govern security risk.

Competition law

NBN Co operates in competitive markets and supplies into competitive markets.

A key focus for NBN Co is to comply with its obligations under general competition law. In addition, there are specific competition law obligations imposed on the telecommunications industry including some that apply only to NBN Co, including:

- Supplying carriage services on a fully transparent, wholesale-only basis
- Not discriminating between access seekers in supplying carriage services and engaging in related activities
- Complying with NBN Co's Special Access Undertaking (SAU), first accepted by the Australian Competition and Consumer Commission (ACCC) on 13 December 2013 and subsequently varied on 9 April 2021 and 17 October 2023.

Competitive Neutrality Policy

NBN Co as a Commonwealth GBE is subject to the Commonwealth Competitive Neutrality Policy, which seeks to ensure that government-owned businesses do not obtain a competitive advantage over private enterprises because of their Government ownership.

Whistleblower Protection

NBN Co has an established formal Whistleblower Policy (available on NBN Co's website), which, amongst other things, meets the requirements of the three whistleblower regimes that apply to the Company as a GBE, namely the *Public Interest Disclosure Act 2013* (Cth), the *Corporations Act 2001* (Cth) and the *Taxation Administration Act 1953* (Cth). The Whistleblower Policy also deals with the application of the *National Anti-Corruption Commission Act 2022* (Cth) to NBN Co and NBN Co staff members.

The Whistleblower Policy was created to promote and maintain an open working environment in which eligible individuals including Directors, employees and other stakeholders are able to raise genuine concerns regarding unethical, unlawful or other improper conduct, without fear of reprisal and with the support and protection of NBN Co.

The Whistleblower Policy is reviewed and approved by the Board on a biennial basis or more frequently if it is considered necessary or appropriate to do so as determined by the Board or management.

Value for money

As a GBE, key principles regarding value for money, efficiency, transparency, and competition are central to NBN Co's buying decisions.

NBN Co has developed and maintains a Procurement Policy that outlines a fair, competitive process aimed at achieving value for money on a whole-of-life basis. This Policy ensures NBN Co achieves efficient and competitive outcomes, reduces the risk of anti-competitive conduct, makes value-based decisions and effectively manages contracts.

The Procurement Policy is supported by frameworks and processes for sourcing and engaging suppliers as well as for implementing and managing supplier contracts. The Procurement Policy is also an important factor in how NBN Co will demonstrate the prudence and efficiency of its expenditure to the ACCC for the purposes of NBN Co's SAU, as varied in April 2021 and October 2023.

All expenditure at NBN Co should comply with the Procurement Policy and be executed in accordance with NBN Co's Delegation of Authority Policy, agreed principles and audit requirements. The Delegation of Authority Policy is reviewed and endorsed by the Audit and Risk Committee and approved by the Board annually.

This review and approval cycle may occur more frequently if it is considered necessary or appropriate to do so as determined by the Board or management.

SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS (BASED ON ASX PRINCIPLE 4)

The Audit and Risk Committee assists the Board in:

- Satisfying itself that NBN Co is complying with its financial management, performance reporting, risk oversight and management, internal controls, reporting obligations and compliance with relevant laws and policies
- Providing a forum for communication between the Board, senior management of NBN Co, and the internal and external auditors of NBN Co. Refer to page 9 for more information on NBN Co's Audit and Risk Committee.

Internal Control Framework

The Audit and Risk Committee assists the Board in overseeing the Internal Control Framework and reviewing its effectiveness.

The Board recognises that even best practice internal control systems are unlikely to preclude all errors and irregularities. The framework is intended to provide appropriate assurance on:

- Accuracy and completeness of financial reporting against the key performance indicators in the GBE Guidelines
- Safeguarding of assets
- Maintenance of proper accounting records
- Segregation of roles and responsibilities
- Compliance with applicable legislation, regulation and best practice
- Effectiveness and efficiency of operations and information technology systems
- Key strategic and operational risks.

Internal controls have been implemented to identify, evaluate and manage material risks to the achievement of NBN Co's objectives.

These internal controls cover financial, strategic, operational and compliance risk, and take the form of appropriate financial delegations, financial planning and reporting, compliance with appropriate procurement standards, strategic and operational planning, and internal audit practices.

Periodic corporate reports

NBN Co produces a number of periodic corporate reports, including the Half-Year Report, the Annual Report (including the Directors' Report, Remuneration Report, Corporate Governance Statement, Financial Report, Sustainability Report and Regulatory Report), Sustainable Bond Report, the Tax Transparency Report, and a Corporate Plan and Statement of Corporate Intent as per the PGPA Act.

The full year Financial Report is audited by NBN Co's external auditors. While the external auditors do not provide an audit opinion on the annual Directors' Report, including the operating and financial review section, Regulatory Report, Corporate Governance Statement or the Remuneration Report, which are all contained in the Annual Report, they are read by them, and in doing so, they consider whether the other information is materially consistent with the Financial Report.

The Sustainability Report, which forms part of NBN Co's Annual Report, is a new mandatory reporting requirement for the financial year ended 30 June 2026. Certain disclosures included within the Sustainability Report are subject to a standalone assurance opinion provided by NBN Co's external auditors.

Both the full year Financial Report and the Sustainability Report are reviewed by the Audit and Risk Committee, prior to approval by the Board.

The half-year Financial Report is subject to the review of the Audit and Risk Committee, prior to approval by the Board.

Periodic corporate reports that are not audited or reviewed by external auditors are verified internally by management prior to public release. In addition, certain reports are reviewed by the Shareholder Departments prior to being released.

NBN Co's process for verifying unaudited periodic corporate reports is as follows:

- Reports are prepared by, or under the supervision of, subject-matter experts
- Material statements in the reports are reviewed for accuracy with reference to company source documents or, if no source documents are available, by persons with the knowledge and expertise to confirm the accuracy and completeness of the disclosures
- Relevant Executives further review and approve the disclosures.

These processes are intended to ensure that all applicable laws, regulations and company policies have been complied with, and that appropriate internal approvals are obtained before a report is publicly released.

Internal Audit

Internal Audit is a key component of NBN Co's governance framework. It provides independent and objective assurance and consulting activities designed to protect and enhance value and improve NBN Co's operations.

The Internal Audit function is independent, with the General Manager of Group Internal Audit and Fraud, reporting administratively to the CFO and functionally to the Audit and Risk Committee.

The General Manager of Group Internal Audit and Fraud has free and unrestricted access to the Audit and Risk Committee and the Board. The Audit and Risk Committee, in turn, has been constituted by the Board under Section 92 of the PGPA Act to review and endorse an annual Internal Audit Plan. The Internal Audit function operates in accordance with a Board approved Charter which is reviewed annually by the Audit and Risk Committee and the Board.

NBN Co operates a co-sourced internal audit and fraud model with dedicated in-house internal audit and fraud staff working with Ernst & Young, KPMG, Protiviti, PKF Integrity and KordaMentha resources as co-sourced internal audit and fraud service providers. Other providers are used on an as-needed basis.

Outcomes of internal audit reviews are provided to the Audit and Risk Committee for its review in compliance with Section 28 of the PGPA Rule. The internal audit activity also seeks to meet or exceed the mandatory guidance provided in the International Professional Practices Framework, published by the Global Institute of Internal Auditors.

External audit

Under Section 98 of the PGPA Act, the Auditor General is responsible for auditing the financial statements of Commonwealth companies. In addition, NBN Co's Annual Report is tabled in Parliament and its financial statements are lodged with the Australian Securities and Investments Commission. The Australian National Audit Office has contracted PwC to audit the Company on behalf of the Auditor-General.

NBN Co applies audit independence principles in relation to the external auditors.

The Audit and Risk Committee meets with the external auditors during the year to:

- Discuss the external audit plans, identify any significant changes in structure, operations, internal controls or accounting policies likely to impact the financial statements
- Review the results and findings of the external auditors, the appropriateness of accounting and financial reporting, performance reporting, risk oversight and management, the internal control system and the implementation of any recommendations made
- Finalise annual reporting, review the preliminary financial statements prior to sign-off and any significant adjustments required as a result of the external auditor's findings
- Review fees paid by NBN Co to the external auditors which are provided in Note H4 to the annual financial statements.

Fraud risk and reporting

The Commonwealth Fraud Control Framework which includes the Fraud and Corruption Rule (Section 10 of the PGPA Rule 2014), the Fraud and Corruption Policy, and Fraud and Corruption Guidance, outlines the Government's requirements for fraud control, including that Government entities put in place a comprehensive fraud control program that covers prevention, detection, investigation, risk management and reporting strategies.

NBN Co has voluntarily adopted these requirements where appropriate. In addition, NBN Co has adopted a methodology consistent with the relevant recognised Australian Standards AS 8001-2021: *Fraud and Corruption Control* standards and the ISO 31000:2018 *Risk management* standard.

As a GBE, NBN Co is committed to applying and adhering to these standards and as such, has a zero-tolerance approach to fraudulent and/or corrupt behaviour.

NBN Co's Fraud and Corruption Control Policy and the Fraud and Corruption Control Plan also contribute to the sound management of fraud and corruption risk, and detail the requirements and responsibilities for the prevention, detection and response to fraud and corruption, including referral to the National Anti-Corruption Commissioner under the *National Anti-Corruption Commission Act 2022* (Cth), when required. In addition, the Fraud and Corruption Control Policy seeks to promote behaviour that is consistent with the Code of Conduct and other associated policies, which allow NBN Co to act appropriately and consistently in the investigation and reporting of suspected fraudulent or corrupt activity.

The Audit and Risk Committee by delegation of the Board:

- Approves the Fraud and Corruption Control Plan
- Reviews and evaluates compliance with and the effectiveness of the Fraud and Corruption Control Policy annually.

This review and approval cycle may occur more frequently if it is considered necessary or appropriate to do so as determined by the Board or management.

Certification by the Chief Executive Officer (CEO) and Chief Financial Officer (CFO)

Prior to the approval of the Financial Report by the Board, the CEO and the CFO provide confirmation in writing that the financial statements and accompanying notes comply with the accounting standards and are a true and fair view of the financial position and performance of the Company.

The letter also includes representation to the Board in respect of the adequacy and effectiveness of NBN Co's risk management, internal compliance and control systems.

Based on the evaluation performed as at 30 June 2026, the CEO and the CFO concluded that, as of the evaluation date, such risk management, internal compliance and control systems were reasonably designed so that the Company's financial statements and notes are in accordance with the PGPA Act and the *Corporations Act 2001* (Cth) and there are reasonable grounds to believe the Company will be able to pay its debts as and when they fall due.

Principle

MAKE TIMELY AND BALANCED DISCLOSURE (BASED ON ASX PRINCIPLE 5)

Continuous disclosure

NBN Co recognises that information is a vital and invaluable resource, both for the Company and for the broader Australian community which is why it fosters and promotes a pro-disclosure culture, with the goal of creating an organisation that is open, transparent and accountable.

As a GBE, NBN Co has continuous disclosure obligations to keep Shareholder Ministers informed of significant decisions and significant issues.

These continuous disclosure obligations to its Shareholder Ministers are set out in the GBE guidelines which are amended from time to time, and the PGPA Act and are reinforced by NBN Co's other reporting commitments to the Commonwealth.

NBN Co's transparency and reporting obligations arise from the PGPA framework, its financial reporting obligations under the *Corporations Act 2001* (Cth), other applicable laws and requirements imposed by its Shareholder Ministers. The Company also publicly releases financial and operating results on a half-yearly basis.

NBN Co has also listed some of its debt securities on the Singapore Stock Exchange (SGX) and has continuous disclosure obligations to the SGX.

In addition, NBN Co is subject to the *Freedom of Information Act 1982* (Cth), and information about NBN Co's approach to ensuring its compliance with that Act is separately available on its website at <https://www.nbnco.com.au/corporate-information/about-nbn-co/freedom-of-information>.

NBN Co has a Continuous Disclosure Policy which came into effect following approval by the Board on 13 October 2015.

The Continuous Disclosure Policy is reviewed and approved by the Board each year or, more frequently if it is considered necessary or appropriate to do so as determined by the Board or management.

Principle

RESPECT THE RIGHTS OF SECURITY HOLDERS (BASED ON ASX PRINCIPLE 6)

Shareholder communication

NBN Co keeps its Shareholder Ministers and their Departments informed of any significant developments on an ongoing basis.

NBN Co regularly reports to its Shareholder Ministers based on the best practice reporting timetable detailed in the GBE Guidelines and other requests from the Shareholder Ministers.

The Shareholder Ministers are publicly accountable, and NBN Co is also subject to Parliamentary scrutiny through Parliamentary Committees.

NBN Co has a dedicated governance section on its website. The governance section provides information about, or links relating to the following (amongst other things):

- The names, photographs and biographical information for each of its Directors and Senior Executives
- Its Constitution, Board Charter and the charters of each of its Board Committees
- Its Corporate Governance Policies
- Its Corporate Plan and Statement of Corporate Intent
- Its Annual Reports which include its financial statements and Sustainability Report
- Its sustainability reporting which include its Modern Slavery Statement
- Its Half-Year Reports which include its financial statements
- Half-yearly updates on financial and operating results.

Principle

RECOGNISE AND MANAGE RISK (BASED ON ASX PRINCIPLE 7)

Risk management

NBN Co is required to address risk management in the context of its status as a GBE. The PGPA Act and the GBE Guidelines prescribe the requirements NBN Co must meet to fulfil its obligations to its Shareholder Ministers to enable them to exercise their accountability to Parliament and to the general public.

As a GBE, NBN Co is responsible for providing a Corporate Plan and Statement of Corporate Intent to its Shareholder Ministers, which outlines the Material Business Risks to NBN Co. In addition, NBN Co provides regular reporting to the Shareholder Ministers of risks, mitigations, and trends.

Further information on NBN Co's risk management can be found on pages 97 to 101 of the Directors' Report within NBN Co's Annual Report 2026.

Sustainability

Sustainability is integral to NBN Co's strategic direction, reinforcing the Company's purpose and enabling long-term social, economic and environmental value for the nation and customers.

NBN Co supports this value creation and protection by managing sustainability (or environmental, social and governance) risks, issues, and opportunities through the Company's principles-based approach to sustainability, and the Sustainability Governance and Enterprise Risk and Compliance Frameworks.

NBN Co's approach to sustainability is integrated within the Company's Value Creation Model and is informed by an evidence-based materiality assessment.

For further information on NBN Co's approach to sustainability refer to the following sections of NBN Co's Annual Report 2026:

- How we create value on page 18
- Sustainability at NBN Co on page 26 for details on material environmental and social risks, issues and opportunities and NBN Co's Sustainability Governance Framework
- Upgrade and expand the network on page 30, Support greater use of the network on page 42, Enhance retail service provider and customer experience on page 50, and A safe, inclusive and engaged workforce on page 64 for details on the management of social risks
- Protected environment on page 76 for details on the management of environmental risks
- Sustainability Report on pages 214 to 244 for details on NBN Co's climate-related risks and opportunities
- Independent auditor's review report on specified sustainability disclosures on pages 245 to 248.
- Independent practitioner's reasonable and limited assurance report on selected sustainability information on pages 249 to 256.

A summary of NBN Co's Material Business Risks is set out on pages 99 to 101 of NBN Co's Annual Report 2026.

Treasury

NBN Co's Treasury Policy establishes a prudential framework providing guidelines, controls and reporting systems for the management of NBN Co's treasury operations by providing clear guidelines for managing treasury risks and making investment and hedging decisions.

The policy is reviewed and approved annually by the Board.

Principle

REMUNERATE FAIRLY AND RESPONSIBLY (BASED ON ASX PRINCIPLE 8)

NBN Co's PSSC assists the Board in fulfilling its governance responsibilities in relation to fairly and responsibly rewarding employees, having regard to the performance of NBN Co, individual performance, statutory and regulatory requirements, contractual employment obligations and prevailing market practice.

Refer to Principle 2 for additional information on the PSSC, including its composition and Charter.

Non-Executive Directors' remuneration

Remuneration and travel allowances payable to Non-Executive Directors are determined by the Commonwealth Remuneration Tribunal, an independent statutory body established under the *Remuneration Tribunal Act 1973* (Cth). Full details of Directors' remuneration are included in the Remuneration Report.

Chief Executive Officer remuneration

The Remuneration Tribunal has declared NBN Co's CEO position to be a Principal Executive Office under the Remuneration Tribunal Act. The Board determines the remuneration arrangements for the CEO in accordance with the Remuneration Tribunal framework.

Senior Executives' remuneration

Remuneration of Senior Executives is determined by the Board, following endorsement by the PSSC and on the recommendation of the CEO. Full details of Key Management Personnel remuneration are disclosed in the Remuneration Report.