

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

MAYFIELD CHILDCARE LIMITED

ABN/ARBN

53 604 970 390

Financial year ended:

31 December 2025

Our corporate governance statement¹ for the period above can be found at:²

- These pages of our annual report:
- This URL on our website: www.mayfieldchildcare.com.au/investors/

The Corporate Governance Statement is accurate and up to date as at 2 April 2026 and has been approved by the Board.

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

Date: 2 April 2026

Name of authorised officer authorising lodgement: Tamara Barr, Company Secretary

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 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
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.	<input checked="" type="checkbox"/> The Company's Board Charter is available on the Company's website at: www.mayfieldchildcare.com.au/investors/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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 **in full** for the **whole** 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 **in full** for the **whole** of the period above, you can, if you wish, delete this column from the form and re-format it.

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
<p>1.5 A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(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</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(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</p> <p>(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.</p> <p>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.</p>	<p><input type="checkbox"/></p> <p>and we have disclosed a copy of our diversity policy at:</p> <p>.....</p> <p>[insert location]</p> <p>and we have disclosed the information referred to in paragraph (c) at:</p> <p>.....</p> <p>[insert location]</p> <p>and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(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.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at:</p> <p>https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(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.</p>	<p><input checked="" type="checkbox"/></p> <p>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 within our Corporate Governance Statement which is available on the Company's website at:</p> <p>https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

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 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE		
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input type="checkbox"/></p>
2.2	<p>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.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Board Skills Matrix is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, 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</p> <p>(c) the length of service of each director.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>
		<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>
		<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
		<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> The Company's Executive Code of Conduct is available on the Company's website at: www.mayfieldchildcare.com.au/investors/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> The Company's Whistleblower Policy is available on the Company's website at: www.mayfieldchildcare.com.au/investors/corporate-governance	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> The Company's Anti-Bribery, Fraud & Corruption Policy is available on the Company's website at: www.mayfieldchildcare.com.au/investors/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement

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PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(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</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.2	<p>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.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.3	<p>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.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

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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.	<input checked="" type="checkbox"/> The Company's Continuous Disclosure Policy is available on the Company's website at: www.mayfieldchildcare.com.au/investors/corporate-governance	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> Information about Mayfield and its governance is available on our website at: www.mayfieldchildcare.com.au/investors/	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(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.</p>	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
7.4	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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY		
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p>	<p><input type="checkbox"/></p>
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.	<p><input checked="" type="checkbox"/></p>
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company's 'Employee Securities Incentive Plan' is available on the Company's website at: www.mayfieldchildcare.com.au/investors/corporate-governance</p>
		<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p> <p>The Company's Corporate Governance Statement is available on the Company's website at: https://investor.mayfield.com.au/investors/reports</p>
		<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
		<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
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.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable OR <input type="checkbox"/> 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.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable OR <input type="checkbox"/> 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.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> 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			
-	<i>Alternative to Recommendation 1.1 for externally managed listed entities:</i> 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.	N/A	N/A
-	<i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i> An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	N/A	N/A



mayfield

childcare limited

ACN 53 604 970 390



CORPORATE GOVERNANCE STATEMENT

Approved by the Board on 24 March 2026

Mayfield Childcare Limited | ACN 604 970 390
Suite 1, Level 3/108 Power St, Hawthorn VIC 3122
www.investor.mayfield.com.au
ASX:MFD



Corporate Governance Statement | 31 December 2025

The Board of Directors of Mayfield Childcare Limited (**Mayfield** or the **Company**) is responsible for the corporate governance of the Company. The Board guides and monitors the business and affairs of the Company on behalf of the shareholders by whom they are elected and accountable. The Board continuously reviews its governance practices to ensure they remain consistent with the needs of the Company.

The Company complies with each of the recommendations set out in the Australian Securities Exchange (**ASX**) Corporate Governance Council's Corporate Governance Principles & Recommendations (4th Edition) (**Recommendations**) where considered appropriate for a company of Mayfield's size, nature and stage of development. This statement incorporates the disclosures required by the Recommendations under the headings of the eight core principles as adopted by the Company. Unless otherwise indicated, the Company's corporate governance practices were in place for the financial year ended 31 December 2025 (**FY25**) and to the date of signing the Directors' Report.

Further details in respect to the Company's corporate governance practises are summarised below.



The Company's corporate governance policies are available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance



PRINCIPLE 1 LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

A listed entity should clearly delineate the respective roles and responsibilities of its board and management and regularly review their performance.

Recommendation 1.1:

A listed entity should have and disclose a 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.*

The Company has established the functions reserved to the Board and has set out these functions in its Board Charter. The Board is responsible for oversight of management and the overall corporate governance of the Company including its strategic direction, establishing goals for Management and monitoring the achievement of those goals, monitoring systems of risk management and internal control, codes of conduct and legal compliance.

The responsibility for the operation and administration of the Company is delegated by the Board to the Chief Executive Officer (**CEO**) and the Executive team. The Board ensures that both the CEO and Executive team are appropriately qualified and experienced to discharge their responsibilities and have procedures in place to monitor and assess their performance. The Executive team are responsible for conducting the general operations and financial business of the Company in accordance with the delegated authority of the Board and to progress the strategic direction provided by the Boards.

Recommendation 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.*

The Board as a whole performs the responsibilities for the selection of potential Directors in accordance with the Board Charter. The Board conducts an assessment of the necessary and desirable competencies of Board members, Board succession plans and an evaluation of the Board's performance in its consideration of future Board member appointments.

When a Board vacancy occurs, the Board identifies the particular skills, experience and expertise that will best complement Board effectiveness, having regard to the Board Skills Matrix, and then undertakes a process to identify candidates who can meet those criteria.

The Company undertakes appropriate checks before appointing a Board member or an Executive team member. Candidates are assessed through interviews, meetings and background and reference checks (which may be conducted both by external consultants and by Directors) as appropriate.

The Company provides shareholders all material information in its possession relevant to the decision on whether or not to elect (or re-elect) a Director in the notice of the meeting at which the election of the Director is to be held. The qualifications, experience and special responsibilities of the Board members are also set out in the Directors' Report included within the Annual Report.

Recommendation 1.3:

A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.

The terms of appointment for the Company's Directors and Executive team are summarised in written agreements.



Recommendation 1.4:

The Company Secretary of a listed entity should be accountable to the Board through the Chair, on all matters to do with the proper functioning of the Board.

The Company Secretary has been appointed by and is accountable directly to the Company’s Board through the Chair, for all governance matters to do with the proper functioning of the Board.

Recommendation 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.*

The Company recognises that a talented and diverse workforce is a key competitive advantage and that an important contributor to the Company’s success is the quality, diversity and skills of its people. The Company is committed to its promotion of workplace diversity; however, the Board has not formally adopted a diversity policy specifically addressing diversity. The Company will consider adopting a policy in future periods.

The Company its Board and Management are committed to achieve, amongst other things:

- ✔ A diverse and skilled workforce
- ✔ A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff
- ✔ Improved employment and career development opportunities for women
- ✔ A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives

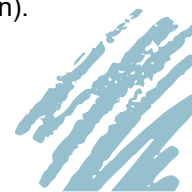
The Company is a relevant employer under the Workplace Gender Equality Act (**WGEA**) and has lodged a report with data for the period 1 April 2024 to 31 March 2025 and will be lodging a report with data for the period 1 April 2025 to 31 March 2026 during the 2025/2026 WGEA reporting submission period.

Gender Diversity:

As at 31 December 2025	Number of women employed	Total number of persons employed	%
Women on the Board	3	4	75%
Women employed in the Company in Senior Executive roles	0	2	0%
Women employed in the Company as a whole	1,083	1,130	96%

The above figure provides information regarding the proportion of gender diversity in the organisation as at 31 December 2025.

Senior Executive positions are defined as the CEO, the CFO, the Company Secretary, any person directly reporting to the CEO or any person reporting to a direct report of the CEO (excluding anyone not in managerial position).



Recommendation 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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process during or in respect of that period.*

The Board as a whole has responsibility to review its own performance, as well as the performance of individual Directors and the performance of any Board Committees. This shall occur on an annual basis, with the aid of an independent advisor if deemed required.

The Board Charter details the processes for the evaluation of Board members. The Chair of the Board may also meet individually with each Board member to discuss their performance. Non-Executive Directors may also meet to discuss the performance of the Chair.

An independent external board review was last conducted during FY23.

Recommendation 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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.*

The Board, as a whole, is responsible for evaluating the performance of the Chief Executive Officer and the Executive Team annually or more frequently if required. The Board may then hold a facilitated discussion during which each Board member has the opportunity to raise any matter, suggestion for improvement or criticism.

Due to the announcement released to the ASX by Embark Early Education Limited (ASX:EVO) (**Embark**) on 7 November 2025, advising of its intention to make an off market takeover bid for all Fully Paid Ordinary Shares in the Company (**Shares**), not currently owned by Embark (**Takeover Bid**), no review was conducted of the Company's Senior Executive performance against agreed Key Performance Indicators (**KPIs**) for 2025. Following completion of the Takeover Bid on 5 March 2026, a performance review was conducted during March 2026.



PRINCIPLE 2 STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE

The board of a listed entity should be of an appropriate size and collectively have the skills commitment and knowledge of the entity and the industry in which it operates, to enable it to discharge its duties effectively and to add value.

Recommendation 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.

Until such time as the size of the Company's operations and the Board justifies the establishment of a nomination committee, the function of such a committee will be fulfilled by the Board. The Company shall review this position periodically.

The Board will oversee the appointment and induction process for Directors and the selection, appointment and succession planning process of the Company's Executive team, where relevant.

Recommendation 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.

The Board aims to have an appropriate mix of skills, knowledge, experience and capabilities in its composition in order to effectively discharge its responsibilities of good Corporate Governance and oversight for the Company and its security holders.

Gaps in the collective skills of the Board are regularly reviewed by the Board as a whole, with the Board proposing candidates for directorships having regard to the desired skills and experience required by the Company as well as the diversity of background of proposed candidates.



The Board skills matrix is available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance

Recommendation 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 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.

Details of each Director's background including experience, knowledge and skills are set out in the Directors' Report within the Annual Report.



Name	Status and Position	Independent	Length of service*
Roseanne Healy	Non-Executive Director and Chair	Yes	2 years and 2 months
Gregory Johnson	Non-Executive Director and ARC Chair	Yes	1 year and 3 months
Ingrid Fraser-Williams	Non-Executive Director	Yes	7 months

*Roseanne was appointed Chair on 22 January 2025. Ingrid was appointed as a Director on 29 August 2025.

Recommendation 2.4:

A majority of the board of a listed entity should be independent directors.

The Board as a whole is considered to be independent, with details provided in the Directors' Report within the Annual Report and on the Company's website.

Recommendation 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.

The Board Charter provides that where practical, the Chair of the Board will be a Non-Executive Director.

The Chair, Roseanne Healy, is a Non-Executive Director and considered by the Board to be independent.

Recommendation 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

The Board oversees the induction process for new Directors. New Directors are provided with the necessary induction materials and are encouraged to spend time with the Executive team to develop their understanding of the business.

Professional development opportunities are considered on an individual basis, with opportunities provided to Directors where appropriate.

PRINCIPLE 3 INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY

A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly.

Recommendation 3.1:

A listed entity should articulate and disclose its values.

The Company's strategic statements which include the Company's values in the form of vision, mission and philosophy are disclosed within the Annual Report.

Recommendation 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.*

The Board recognises the importance of establishing and maintaining high ethical standards and decision making in conducting its business and is committed to increasing shareholder value in conjunction with fulfilling its responsibilities as a good corporate citizen. All Directors, Managers and employees are expected to act with the utmost integrity, honesty and objectivity, striving at all times to enhance the reputation and performance of the Company.

The Company currently operates under an Executive Code of Conduct which applies to the Company's Directors, the Directors of the Company, the CEO and the CFO, and any other employee or Officer of the Company who has the opportunity to materially influence the integrity, strategy and operation of the business and financial performance of the Group.. The Board shall be informed of any material breaches of the Executive Code of Conduct.

Recommendation 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.*

The Company has established a Whistleblower Policy which has been disseminated both internally and externally to key stakeholders. The Board is committed to keeping abreast of developments with regard to compliance with the Policy and receiving notifications of material incidents reported under that Policy.

The Board shall be informed of any material breaches of the Whistleblower Policy.

Recommendation 3.4:

A listed entity should:

- (a) *have and disclose an anti-bribery and corruption policy; and*
- (b) *ensure that the board or a committee of the board is informed of any material breaches of that policy.*

The Company has established an Anti-Bribery, Fraud & Corruption (**ABC**) Policy which incorporates anti bribery and corruption rules. The Company is aware of its obligations under law to not engage in bribery or corruption. The Company believes it has the required management teams and processes to ensure it is informed of any breaches under law, who in turn report to the Audit & Risk Committee (**ARC**),. The Board shall be informed of any material breaches of the ABC Policy via the ARC Chair's updates presented at monthly Board meetings.



The Company's Anti-Bribery, Fraud & Corruption Policy is available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance

PRINCIPLE 4 SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS

A listed entity should have appropriate processes to verify the integrity of its corporate reports.

Recommendation 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.*

The Company has established an ARC, the function of which is to provide assistance to the Board in fulfilling its corporate governance and oversight responsibilities in relation to the Company's financial reporting, internal control structure, risk management systems and external audit functions.

The Committee is chaired by Greg Johnson, an Independent Non-Executive Director, and comprises all Directors, all of whom are Independent Non-Executive Directors.

The Board considers that the Members of the Committee have the required accounting and financial expertise and an appropriate understanding of the industry in which the Company operates. The Chair of the Committee has leadership experience and a strong finance, accounting and business background.

The CEO, the CFO and Company Secretary have a standing invitation to attend Committee meetings.

The Company's external auditors are invited to attend Committee meetings.

The relevant qualifications and experience of the Members, details of the number of Committee meetings and attendance at those meetings are detailed in the Directors' Report within the Annual Report.

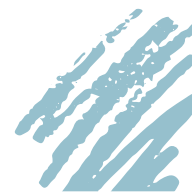


The Audit & Risk Committee's Charter is available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance

Recommendation 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.

The Board has received signed declaration from the CEO and CFO that the financial records of the Company 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 Company, and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.



Recommendation 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.

All periodic reports to be released to the market undergo a series of internal management reviews including by the CEO and CFO and where relevant third-party advisers.

A Disclosure Committee has been established comprising the CEO, CFO and Company Secretary to review and approve administration type ASX announcements.

The Board reviews and approves all major ASX announcements prior to release on the ASX, unless those that are reviewed and approved by the Disclosure Committee.



PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE

A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.

Recommendation 5.1:

A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.

The Company has established a Continuous Disclosure Policy. The Board is responsible for approving and monitoring compliance with this policy.

The Board recognises the importance of timely and balanced disclosure of all material matters concerning Mayfield and is committed to achieving the highest standards of market disclosure. The Board is responsible for compliance with Mayfield's continuous disclosure obligations. The Board focuses on timely disclosure of any information concerning Mayfield and its controlled entities that a reasonable person would expect to have a material effect on the price of Mayfield's securities.



The Company's Continuous Disclosure Policy is available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance

Recommendation 5.2:

A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.

The Company Secretary, who is the designated ASX communications officer, is tasked with providing copies of all ASX market announcements to the Board promptly after they have been made.

Recommendation 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.

The Company releases new and substantive investor or analyst presentations on the ASX Market Announcements Platform ahead of any presentation of the material.



PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS

A listed entity should provide its security holders with appropriate information and facilities to allow them to exercise their rights as security holders effectively.

Recommendation 6.1:

A listed entity should provide information about itself and its governance to investors via its website.

In line with adherence to the continuous disclosure requirements of the ASX, all shareholders are kept informed of major developments affecting the Company. This disclosure is through regular shareholder communications including the Annual Report, Half Yearly Report, the Quarterly Report, the Company's website, and the distribution of specific releases covering major transactions and events or other price sensitive information.

Recommendation 6.2:

A listed entity should have an investor relations program that facilitates effective two-way communication with investors

The Board and Executive team are actively engaged in two-way communication with investors.

Recommendation 6.3:

A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.

The Company acknowledges that respecting shareholders rights is of fundamental importance and that communication with shareholders is a key element of this. Information is communicated to shareholders through ASX announcements, the Company's website and at shareholder meetings.

The Company reserves time for shareholders to speak and direct questions to the Board at the Company's shareholder meetings. The external auditor is also invited to attend AGMs to answer any questions concerning the conduct, preparation and content of the Auditor's report.

Recommendation 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.

The Company conducts voting at its meetings of security holders by poll rather than by a show of hands for all resolutions put to a meeting.

Recommendation 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.

The Company encourages the use of electronic communication and offers security holders the option to receive and send electronic communication to the Company and its Share Registry where possible.



PRINCIPLE 7: RECOGNISE AND MANAGE RISK

A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.

Recommendation 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.*

The Company has established an Audit & Risk Committee (**ARC**), the principal function of which is to provide assistance to the Board in fulfilling its corporate governance and oversight responsibilities in relation to the Company's financial reporting, internal control structure, risk management systems and external audit functions.

The Committee is chaired by Greg Johnson, an Independent Non-Executive Director, and comprises all Directors, all of whom are Independent Non-Executive Directors.

The Board considers that the Members of the Committee have the required accounting and financial expertise and an appropriate understanding of the industry in which the Company operates. The Chair of the Committee has leadership experience and a strong finance, accounting and business background. The CEO, the CFO and Company Secretary have a standing invitation to attend Committee meetings. The Company's external auditors are invited to attend Committee meetings.

The relevant qualifications and experience of the Members, details of the number of Committee meetings and attendance at those meetings are detailed in the Directors' Report within the Annual Report.



The Audit & Risk Committee's Charter is available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance

Recommendation 7.2:

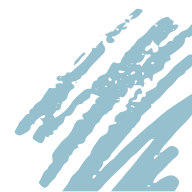
The board or a committee of the board should:

- (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.*

The newly established ARC will review the Company's Risk Register at every meeting and review the Company's risk management framework annually.

Any material updates and changes to the Risk Register will be communicated to the Board at their monthly meetings.

Risk management is considered by the Board to be of critical importance to the successful operation of the Company and is afforded due consideration at meetings.



Recommendation 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 risk and internal control processes.*

Given the size of the Company's operations, the Company does not currently have an Internal Audit Function.

The full Board has reviewed the current internal controls in place and has deemed them sufficient following consultation with the Company's External Auditors.

Recommendation 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.

The ARC, the Board and the Executive team review the Company's material exposure to economic, environmental and social risks, and the management of those respective risks. The Company discloses this information in its Annual Report.



PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY

A listed entity should pay director remuneration sufficient to attract and retain high quality Directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders and with the entity's values and risk appetite.

Recommendation 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.*

Until such time as the size of the Company's operations and the Board justifies the establishment of a remuneration committee, the function of such a committee will be fulfilled by the Board. The Company shall review this position periodically.

The Company has adopted a Remuneration Policy. The Board will oversee the remuneration of Directors and the Executive team, having regard to the Remuneration Policy. Remuneration of Directors and the Executive team are set at market rates, to ensure that the Company is able to attract the highest calibre skills and expertise.

Recommendation 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.

The Company's policies and practices regarding the remuneration of Executive and Non-Executive Directors and other Executive team members are disclosed in the Company's Annual Report.

Recommendation 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.*

The Company has a Securities Trading Policy which prohibits participants from entering into any arrangement which limits economic risks.



The Company's Securities Trading Policy is available on the Company's website at www.mayfieldchildcare.com.au/investors/corporate-governance

