Corporate Governance Statement 2026

Introduction

IDP Education Limited ABN 59 117 676 463

This Corporate Governance Statement outlines IDP Education Limited's (IDP's) governance framework for the financial year ended 30 June 2026 (FY26).

The Board is responsible for overseeing the management of IDP and maintaining a governance framework that supports accountability, effective decision-making, and long-term performance. This includes appropriate internal controls, risk management processes, and governance practices aligned to IDP's operations.

Key aspects of IDP's governance framework are set out below.

This statement has been approved by the Board and is current as at 30 June 2026.

IDP's governance framework

IDP Education Limited Shareholders

IDP Board

The Board's role is set out in the Board Charter. The Board oversees the overall management of IDP and sets its strategic direction, with the aim of enhancing shareholder value through strong performance.

Board Committees are delegated specific responsibilities to assist the Board in carrying out its duties.

Audit & Risk Committee

Assists the Board in carrying out its accounting, auditing, financial reporting and risk management and compliance responsibilities.

Nomination Committee

Assists the Board in maintaining an appropriate mix of director skills, knowledge, experience, independence and diversity.

People & Remuneration Committee

Assists and advises the Board on people and remuneration policies and practices, for the Board, the Chief Executive Officer (CEO) and other members of the Global Leadership Team (GLT), as well as other IDP employees.

Global Leadership Team

IDP Team Members

Role and responsibility of the Board

The Board is responsible for the overall management of IDP and for directing its strategic goals, with the aim of increasing shareholder value through maximising IDP performance. The Board operates in accordance with the IDP Board Charter, which is available on the Investor Centre section of the IDP website. The Board Charter sets out the functions reserved for the Board. The Board reviews and approves the Board Charter annually to maintain alignment with the Board's objectives and responsibilities. Details of Board and Committee meetings held during the year, and individual directors' attendance at these meetings, can be found in the 2026 Annual Report, which is available on IDP's Investor Centre.

Further details on the matters reserved for the Board are set out in the Board Charter, which is available on IDP's Investor Centre.

The Board comprises the following directors as at 30 June 2026

Name	Independent	Appointed
Tracey Horton AO	Yes	September 2022 (Chair since June 2025)
Ariane Barker	Yes	November 2015
Andrew Barkla	No	September 2023
Paul Rogan	Yes	September 2025
Professor Colin Stirling	Yes	February 2018
Michelle Tredenick OAM	Yes	September 2022
Tennealle O'Shannessy - Managing Director and CEO	No	February 2023

* Chris Leptos retired as member of the Board on 30 June 2026

Board composition and size

The size of the Board is determined by the Board, with the support of the Nomination Committee and subject to the limits contained in IDP's Constitution. The minimum number of directors is three and the maximum is fixed by the Board but may not be more than nine, unless a shareholder resolution is passed.

Chair responsibilities

The Chair's responsibilities, as set out in the Board Charter, include providing effective leadership of the Board and representing the Board to shareholders and other key stakeholders. This includes facilitating open, constructive and respectful discussion at Board meetings, promoting strong working relationships between directors and between the Board and Management, and ensuring the Board operates effectively.

The Chair also oversees the performance and development of non-executive directors, including assessing individual contributions, identifying development needs and supporting continuous improvement in Board effectiveness. In addition, the Chair is responsible for chairing general meetings of IDP.

Company secretary responsibilities

The Company Secretary is accountable directly to the Board, through the Chair, on all matters relating to the proper functioning of the Board. The Company Secretary is responsible for coordinating all Board business, including agendas, Board papers, minutes, communication with regulatory bodies and the ASX, and all statutory and other filings. The role and responsibilities of the Company Secretary are set out in the Board Charter. All directors have access to the Company Secretary for advice and support in relation to their director's duties.

Management responsibilities

The Board has delegated responsibility for the day-to-day management of IDP and its operations to the CEO and senior executive team. This includes developing business plans, budgets and strategies for Board approval, and implementing these plans once approved. Management is responsible for operating IDP's business within the parameters set by the Board, keeping the Board informed of material developments, and referring matters outside those parameters to the Board for consideration and approval.

Management is also responsible for identifying and managing operational and business risks, maintaining effective financial and operational reporting systems, and implementing appropriate internal controls and procedures. The CEO and senior executives are expected to provide the Board with timely, accurate and sufficient information on IDP's performance, financial condition, prospects and material risks, and are responsible for implementing the policies, processes and Code of Conduct approved by the Board.

Full details are set out in the Board Charter, which is available on IDP's Investor Centre.

Director independence

The Board comprises six Non-Executive Directors, five of whom are independent (including the Chair) and one of whom is non-independent.

The Board considers a director to be independent where he or she is free of any interest, position or relationship that may influence, or may reasonably be perceived to influence, in a material respect, his or her capacity to bring independent judgement to bear on issues before the Board and to act in the best interest of IDP.

Ariane Barker has served on the Board since November 2015. The Board has determined that she continues to be capable of exercising independent judgement and bringing significant experience and business knowledge to the Board.

Andrew Barkla was appointed as a Non-Executive Director in September 2023. At the time, he was not considered independent due to his previous executive role within IDP during the three years preceding his appointment. The Board has assessed his continued contribution and determined that his status as a non-independent director does not impact his ability to perform his duties effectively or diminish the value of his oversight, which remains consistent with the expectations of all Non-Executive Directors. Andrew will be considered an independent Non-Executive Director from September 2026.

Directors are able to access members of senior management to request relevant information in their role as a non-executive director. Directors are entitled to seek independent professional advice at IDP's expense in relation to their role as a director, subject to prior consultation with the Chair.

Board skills and experience

The Board is committed to maintaining a well-rounded and diverse composition that brings together the skills, knowledge and experience necessary to meet its governance responsibilities and strategic objectives. Directors are selected for their broad expertise and varied backgrounds. The Board has developed a skills matrix that outlines the Board's current assessment of the key capabilities required to support IDP's business strategy. It is reviewed annually and reflects the areas considered critical to IDP's operations.

Directors are assessed against the key skills areas in the Skills Matrix using a defined proficiency scale of Expert, Advanced, General and Limited. The green leaf shown in the matrix reflect the number of directors assessed as having Expert or Advanced proficiency in each skill area in the most recent skills assessment review. To provide continued effectiveness, the directors are also encouraged to engage in ongoing professional development and remain current with evolving industry, regulatory and governance trends.

Skill area and description

(Number of directors with expert or advanced proficiency)

Leadership and strategy

Experience in senior leadership roles and strategic mindset. Experience on the boards of other entities and managing through periods of rapid change.

Corporate governance

Understanding of key governance issues and regulatory framework. Public company corporate governance literacy.

Financial acumen

Senior executive experience in financial accounting, analysing financial statements, capital structure and financial controls. Experience in mergers and acquisitions and capital markets transactions.

Education services

Experience in international higher education and education policy.

International experience

Experience in organisations with significant international operations and exposure to a range of geographic, political, cultural, regulatory and business environments.

People and remuneration

Experience in remuneration, regulation and structuring, and people-related issues.

Technology and digital

Experience in product development and service delivery leveraging technology, digital platforms, data analytics and technology infrastructure. Understanding of artificial intelligence and the risks and opportunities arising from digital disruption.

Risk and compliance

Ability to identify key risks related to each area of the business, including ESG and sustainability-related risks. Ability to monitor effectiveness of a risk and compliance function.

Appointment and induction of new directors

It is the role of the Nomination Committee to identify suitable candidates to complement the existing Board and to make recommendations to the Board on their appointment. The identification of potential director candidates may be assisted by engaging external search organisations as appropriate.

IDP's Constitution also allows for nominations for candidates to be submitted at least 45 business days before any general meeting or at least 30 business days before a meeting requested by shareholders.

Where a candidate is recommended by the Nomination Committee or nominated prior to a general meeting, the Board will assess that candidate against a range of criteria, including but not limited to:

- the skills, experience, expertise and personal qualities and attributes that will best complement Board effectiveness;
- the diversity of Board composition;
- the capability of the candidate to devote the necessary time and commitment to the role; and
- potential conflicts of interest, and independence.

Before appointing a director, IDP undertakes comprehensive checks, including directorships, identifying conflicts of interest, character references, criminal history, bankruptcy and disqualified company director checks.

An offer of a Board appointment must be made by the Chair only after having consulted all directors, with any recommendations from the Nomination Committee being circulated to all directors.

If all criteria are met, and the Board appoints the candidate as a director, that director must have their appointment confirmed at the next Annual General Meeting. All material information relevant to a decision on whether to elect or re-elect a director is provided to shareholders in the Notice of Meeting.

New directors are provided with a letter of appointment that sets out the terms of their appointment, including their obligations and responsibilities, required time commitment, and the requirement to disclose any interests that conflict with other interests and matters affecting independence.

The Nomination Committee is responsible for overseeing the induction of all new directors. The IDP Director Induction Framework has been established so that new Board members are suitably prepared to fulfil the requirements of their role and contribute appropriately to the operation of the Board. The framework covers aspects relating to IDP's vision and strategy, financial performance, and operational and risk management positions. In addition, briefings with the Chair, CEO, Senior Executives and Management are provided to assist new directors in understanding the business, its values and culture, and the industry it operates in.

Ongoing director development

Appropriate professional development opportunities for directors are also provided to allow directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively. On an ongoing basis, directors are provided with presentations and briefings on key developments affecting IDP and the industry in which it operates. The Board considers the adequacy of professional development opportunities for directors as part of its annual Board performance assessment.

Board performance and remuneration review

The Nomination Committee oversees the development and implementation of a process for the evaluation of the performance of the Board, Board Committees, and directors individually, using both measurable and qualitative indicators. It assists the Board and the Chair, as required, to evaluate the performance of the Board, its Committees and individual directors.

Board effectiveness is monitored through a range of methods, including an annual survey of directors, Chair-led discussions and assessing the effectiveness of the Board's performance against key responsibilities. The survey also addresses the effectiveness of the Board Committees in assisting the Board to meet its responsibilities. Upon completion of the survey or discussion, a report is produced and discussed by the Board.

An evaluation of the Board's performance was conducted in accordance with the process described above during FY26.

The People & Remuneration Committee assists and advises the Board on remuneration policies and practices for non-executive directors, executive directors and senior executives. The policies and practices are designed to:

- enable IDP to attract, retain and motivate directors, executives and employees who will create value for shareholders within an appropriate risk management framework by providing remuneration packages that are equitable and externally competitive
- be fair and appropriate having regard to the performance of IDP and the relevant director, executive or employee
- comply with relevant legal requirements

Our approach to remuneration is detailed in the Remuneration Report within the 2026 Annual Report. Within the Remuneration Report we explain all relevant remuneration components, equity performance incentives, and post-employment benefits awarded to executive and non-executive directors and senior executives. Non-executive directors do not receive performance-based remuneration or equity incentives.

Executive remuneration and performance review

A formal evaluation of the performance of the CEO and senior executives occurs annually. Mutually agreed annual performance targets are set, and performance against these targets is monitored and assessed annually.

An evaluation of the CEO's and other senior executives' performance was conducted in FY26 in accordance with the arrangements described above.

Further information is contained under the heading Remuneration Report in the 2026 Annual Report.

Securities dealing policy

IDP's Securities Dealing Policy governs when directors, officers and employees may deal in IDP Securities, and the process that must be followed in respect of such dealings.

The Securities Dealing Policy prohibits IDP personnel from entering into any transaction or arrangement, including by way of derivatives, hedges or similar financial products, that limit the economic risk of holding unvested entitlements in IDP Securities allocated under an IDP incentive scheme. IDP's Securities Dealing Policy is available on IDP's Investor Centre.

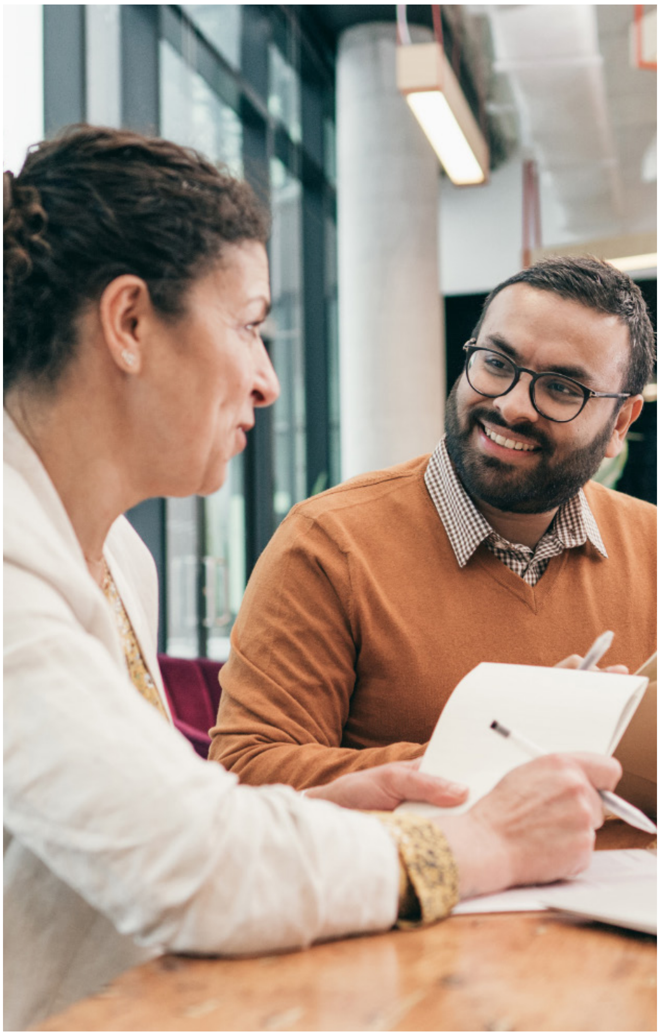
Inclusion, diversity and equity

Inclusion, diversity and equity in all their forms are a key consideration for the Board. It is through measurable objectives that pragmatic and sustainable actions can be achieved to make a difference for employees. The Board has ultimate responsibility for inclusion, diversity and equity and manages key accountability through the People & Remuneration Committee.

In FY26, the Board approved seven measurable objectives. Six of the seven objectives were achieved in the period.

The Talent Management framework has been established, including the identification of critical roles and alignment to incentive and retention plans. Success profiles for critical roles are scheduled for finalisation in Q1 FY27.

The table below summarises outcomes against the key measurable objectives for the year, with abbreviated descriptions of each objective provided.



FY26 update			
Policy principle			**Outcome**
Workforce flexibility	**1**	Review and determine any approval or extension to the Australia and New Zealand flexible working model piloted in FY25.	✓
	2	Develop a psycho-social incident response model.	✓
Workforce diversity	**3**	Operationalise and enhance disability inclusion across IDP.	✓
	4	Set the Company's strategic priorities for gender equality to be endorsed by the GLT.	✓
Supporting equity	**5**	Reinforcing our culture of respect and integrity.	✓
Talent management	**6**	Design a framework for Talent Management.	**In progress**
	7	Foster the development of AI skills in our global teams.	✓

Recommendation 1.5 of the fourth edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations states that, "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."

The table below sets out the ratio of men and women on the Board and in senior roles within IDP. We report gender diversity for all IDP employees worldwide, excluding casuals and contractors, to provide a clearer picture of the composition and diversity of our global team.

Role category	% Women (as at 30 June 2026)	% Women (as at 30 June 2025)
Women non-executive directors of IDP Education Ltd	50%	43%
Women executives of IDP Education Ltd (direct reports to the CEO)	42%	43%
Combined representation of women Senior Leaders within IDP Education Ltd	35%	35%
Other women employed within IDP Education Ltd	64%	59%

Board committees

The Board is supported by the following Committees:

- Audit & Risk Committee
- Nomination Committee
- People & Remuneration Committee

Audit & risk committee

The Audit & Risk Committee Charter, which is available on the Investor Centre on the IDP website, requires that it is comprised of a minimum three members, all of whom are non-executive directors and the majority of whom are independent. The Charter also requires that the Chair of the Audit & Risk Committee be an independent non-executive director, who is not the Chair of the Board. Other directors that are not members of the Committee and executives attend by invitation.

The members of the Audit & Risk Committee at 30 June 2026 were:	
Paul Rogan (Chair)*	Independent Non- Executive Director
Ariane Barker	Independent Non- Executive Director
Andrew Barkla**	Non-Independent Non- Executive Director
Michelle Tredenick	Independent Non- Executive Director

* Paul Rogan was appointed Member of the Audit & Risk Committee on 24 October 2025 and replaced Ariane Barker as Chair effective 1 March 2026.

** Andrew Barkla was appointed member of the Audit & Risk Committee effective 2 July 2025.

All members of the Audit & Risk Committee are financially and technically literate and have sufficient financial and technical expertise to discharge the Committee's responsibilities.

The Audit & Risk Committee Charter sets out its role and responsibilities. In summary, the role of the Committee is to assist the Board in carrying out its accounting, auditing, risk management, compliance and financial reporting responsibilities, including oversight of:

- the integrity of IDP's external financial reporting and financial statements
- the appointment, remuneration, independence and competence of IDP's external auditors
- the performance of the external audit function and the review of their audits
- the effectiveness of IDP's system of risk management and internal controls
- IDP's systems and procedures for compliance with applicable legal and regulatory requirements

The number of times the Committee met throughout the reporting period and the attendance of the Committee's members at those meetings are set out in the Directors' Report within the 2026 Annual Report.

Nomination committee

The Nomination Committee Charter, which is available on IDP's Investor Centre, requires that the Nomination Committee comprise a minimum of three members. The Charter also requires that the Chair of the Nomination Committee be an independent non-executive director. Executives may attend Committee meetings by invitation.

Recommendation 2.1 of the fourth edition of the ASX Corporate Governance Principles and Recommendations states that a Nomination Committee should have at least three members and that the majority of the members must be independent directors, with the Committee chaired by an independent director. IDP meets this requirement, as a majority of the members are independent non-executive directors.

The Nomination Committee Charter sets out its role and responsibilities. In summary, the Nomination Committee assists and advises the Board on:

- director selection and appointment practices
- director performance evaluation processes and criteria
- Board composition
- succession planning for the Board and senior executives

with a view to maintaining a Board of an appropriate size and composition (subject to the requirements set out in IDP's Constitution and Board Charter) capable of making sound decisions with the benefit of diverse perspectives and skills, and in the best interests of IDP as a whole.

The number of times the Committee met throughout the reporting period and the attendance of the Committee's members at those meetings are set out in the Directors' Report within the 2026 Annual Report.

The members of the Nomination Committee at 30 June 2026 were:	
Tracey Horton (Chair)	Independent (Chair) Non- Executive Director
Ariane Barker	Independent Non- Executive Director
Andrew Barkla	Non-Independent Non- Executive Director
Paul Rogan	Independent Non- Executive Director
Prof Colin Stirling	Independent Non- Executive Director
Michelle Tredenick	Independent Non- Executive Director

People & Remuneration committee

In December 2025, the scope of the Remuneration Committee was expanded and the Committee was renamed the People & Remuneration Committee. The Committee's Charter was revised accordingly to consolidate oversight of people and culture matters previously assigned to the Board, Nomination Committee and Audit & Risk Committee. As part of this reassignment, oversight of Work, Health and Safety has moved from the Audit & Risk Committee to the People & Remuneration Committee

The People & Remuneration Committee assists and advises the Board on people and remuneration policies and practices for the Board, the CEO, Senior Executives and employees. The Committee oversees frameworks designed to attract, retain and motivate high-performing individuals by ensuring remuneration is fair, equitable, market competitive and aligned with Company and individual performance and shareholder outcomes.

The Committee also supports alignment between remuneration outcomes and IDP's purpose, values, culture and strategic objectives, while reinforcing appropriate risk management behaviours. In addition, it oversees initiatives to promote an inclusive and high-performance culture, supports succession planning and leadership development for Senior Executives, and provides strong people governance and compliance with relevant legal requirements.

Further details on the Committee's role and responsibilities is set out in the Charter, which is available on the IDP Investor Centre.

A list of the members of the Committee members and their attendance at meetings can be found in the FY26 Annual Report which is available on the IDP Investor Centre. The members of the People & Remuneration Committee at 30 June 2026 were:

Director	
Michelle Tredenick (Chair)	Independent Non- Executive Director
Ariane Barker	Independent Non- Executive Director
Tracey Horton	Independent Non- Executive Director

Recognise and manage risk

The Board views effective risk management as essential to achieving and maintaining its operational and strategic objectives. IDP has adopted a Global Risk Management Policy, the overriding purpose of which is to make sure that:

- appropriate systems are in place to identify material risks that may impact IDP's business
- the financial impact of those risks is understood, and appropriate internal control systems are in place to limit IDP's exposure to such risks
- a Risk Appetite Statement is defined and communicated for IDP's most material risks and appropriate responsibility is delegated to control the identified risks effectively

The Global Risk Management Policy is supported by a Global Risk Management Framework which adopts the risk management process described in the Australian/New Zealand Standard (AS/NZS ISO 31000:2018 Risk management – Guidelines). The Board is satisfied that the Risk Management Policy remains relevant to the current needs of IDP and the Board.

Detailed work on this task is delegated to the Audit & Risk Committee and reviewed by the full Board. The Audit & Risk Committee assists the Board in overseeing IDP's risk profile and is responsible for overseeing Management's actions in the identification, management and reporting of material business risks.

IDP has also adopted a Risk Appetite Statement which has been incorporated into the Global Risk Register and Global Risk Management Policy.

The Board has reviewed the effectiveness of IDP's Risk Management Framework and the Risk Policy, in conjunction with its risk register and Risk Appetite Statement during FY26 and is satisfied that it continues to be sound and effective.

The active identification of risks and implementation of appropriate controls and mitigation measures are the responsibilities of Management.

Recommendation 7.4 of the fourth edition of the ASX Corporate Governance Principles and Recommendations recommends that IDP 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.

IDP monitors its exposure to all risks to the business including economic, social, governance and environmental sustainability risks. A summary of the most material risks that could affect IDP (including any material exposure to economic as well as environmental and social risks) and how IDP seeks to manage them is provided in the Risks section of the Directors' Report of the 2026 Annual Report which can be found on IDP's Investor Centre.

IDP's risk function is independent of the external audit, has access to the Audit & Risk Committee and also has access to IDP executives and employees. When considering the Audit & Risk Committee's review of financial reports, the Board receives a written statement signed by the CEO and CFO, affirming that IDP's financial reports give a true and fair view in all material respects of IDP's financial position and comply in all material respects with relevant accounting standards. The statement also confirms that IDP's financial reports are founded on a sound system of risk management and internal control and that the system is operating effectively in relation to the management of both financial reporting risks and IDP's material business risks. For those periodic corporate reports that are not audited or reviewed by the external auditor, a rigorous internal review process is implemented. This process is led by internal subject matter experts with reviews undertaken by Management and key internal stakeholders and all material quantitative and qualitative statements are supported with verifiable evidence. IDP seeks assurance reports where these statements form part of our regulatory disclosures.

This process has been formally documented and subjected to internal audit review.

Internal control systems and procedures are monitored and reviewed by the internal audit function. The role of the internal audit function is to support IDP to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes within the organisation. The internal audit function reports to the Audit & Risk Committee and the CFO and is considered independent and adequately resourced. The function is led by the Director, Group Internal Audit and IELTS Assurance.

Non-audited periodic reports include the Operating Financial Review and other information included in the Annual Report and investor presentations. These periodic reports are approved by the Board. The Risk Management Policy is available on the Investor Centre on the IDP website.

Continuous disclosure

IDP's Continuous Disclosure Policy sets out the key responsibilities for IDP's employees in relation to continuous disclosure. The Continuous Disclosure Policy is reviewed regularly by the Board.

The Continuous Disclosure Policy sets out IDP's obligations under the ASX Listing Rules and the Corporations Act and refers to the type of information that requires disclosure. The Continuous Disclosure Policy also provides procedures for internal notification and external disclosure. The Board has established a Disclosure Committee to oversee IDP's compliance with its continuous disclosure obligations. The Company Secretary is the ASX Communications Officer and is the person primarily responsible for determining whether information is price-sensitive and whether disclosure is required under the ASX Listing Rules.

IDP is committed to releasing all material market announcements to the ASX promptly and without delay, in accordance with its continuous disclosure obligations.

The Board receives copies of all material market announcements before or at the same time as lodgment on the ASX Platform. Copies of investor presentation materials are released on the ASX Platform ahead of presentations. The Continuous Disclosure Policy is available on the Investor Centre on the IDP website.

Investor relations program

IDP is committed to providing relevant and timely advice to its shareholders. It works to keep shareholders informed regarding developments and important information affecting IDP. IDP has developed an investor relations program to support effective two-way communication with shareholders, the media and the broader investment community. In FY26, IDP undertook a Board governance roadshow with investors as part of IDP Chair succession.

The key channels currently utilised by IDP to distribute information to shareholders include Annual and Half-Year Financial Reports, investor presentations and the Notice of Annual General Meeting. The IDP website and Investor Centre contain up-to-date information on the operation of IDP Group, its Board, management and corporate governance structure, ASX announcements, the share price and other information.

IDP holds investor relations roadshows at least twice a year to provide shareholders with the opportunity to meet and ask questions of IDP's Management team following the release of the Half-Year and Annual Financial Results. IDP also holds an investor relations roadshow before the Annual General Meeting following the release of the Notice of Meeting to discuss resolutions with shareholders. In addition, IDP's Head of Investor Relations is available at certain times throughout the year for meetings with shareholders and other capital markets participants. Shareholders are provided with the option to receive communications and other shareholding information via electronic means.

Annual general meeting (AGM)

The AGM is a key opportunity for shareholders to hear the CEO and Chair provide updates on IDP's performance, ask questions of the Board, express their views and vote on the various matters of IDP business on the agenda. IDP encourages its shareholders to attend its hybrid AGM. IDP also commits to dealing with shareholder queries in a respectful and timely manner whenever they are received by IDP. All resolutions at the AGM are decided by a poll rather than a show of hands.

Code of conduct

The Board recognises the need to observe the highest standards of corporate practice and business conduct. Accordingly, the Board has adopted a formal code of conduct to be followed by all directors, officers and employees of IDP. All employees receive annual training on the Code of Conduct. The key aspects of this code are to oblige all directors, officers and employees of IDP to:

- comply with the Code of Conduct, IDP's policies and the law, wherever they operate
- handle all business dealings with honesty and fairness
- not use IDP's resources, assets, relationships or information for personal gain
- protect IDP's private information at all times
- respect the rights of all employees to fair treatment and equal opportunity in a workplace free from harassment
- before buying or selling shares in IDP, consider whether they know any confidential information that has not been shared and act in accordance with our Securities Dealing Policy
- use good judgement and act in a professional and ethical manner at all times
- take responsibility for their actions and seek guidance where necessary

The Code of Conduct sets out IDP's policy on various matters including ethical conduct, business conduct, compliance, privacy, modern slavery, security of information and conflicts of interest. The Code of Conduct also includes IDP's Statement of Values, which articulates the principles, behaviours and standards that are important at IDP. The Code of Conduct was reviewed and endorsed by the Board in December 2025.

The Code of Conduct is supported by IDP's Fraud, Anti-Bribery and Anti-Corruption Policy and Whistleblower Protection Policy. The Fraud, Anti-Bribery and Anti-Corruption Policy promotes awareness of IDP's fraud, anti-bribery and anti-corruption obligations and provides for compliance with those obligations to be monitored and enforced.

The purpose of the Whistleblower Protection Policy is to provide a mechanism for all employees and contractors to report instances, or suspected instances, of unethical, improper, unlawful or undesirable conduct without fear of intimidation or reprisal. The policy is intended to encourage and promote honest and ethical behaviour by providing a clear process for escalating concerns about actual, suspected or anticipated wrongdoing within IDP.

The Board is informed of any material breaches of the Code of Conduct and Anti-Bribery and Anti-Corruption Policy and any material issues under the Whistleblower Protection Policy.

The following Corporate Governance Documents are available on the Investor Centre on the IDP website.

- Code of Conduct
- Anti-Bribery & Anti-Corruption Board Policy
- Whistleblower Protection Board Policy
- Statement of Values

www.idp.com

IDP Education Limited
ACN 117 676 463