2026 CORPORATE GOVERNANCE STATEMENT

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CORPORATE GOVERNANCE STATEMENT 2026

This statement summarises the Corporate Governance framework, policies and practices of Inghams Group Limited (ACN 162 709 506) ('Inghams' or 'the Company') for the financial year ended on 27 June 2026 ('reporting period') in accordance with the 4th edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations ('ASX Recommendations'). Inghams' Board of Directors has approved this Corporate Governance Statement.

Inghams Board and Committee Charters and the key Corporate Governance policies referred to in this statement are available on the Company website at: https://investors.inghams.com.au/Investor-Centre/.

PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

BOARD RESPONSIBILITIES

The Board is responsible for the overall governance of the Company, including overseeing and appraising the Company's strategies, policies, performance and reporting to shareholders. In accordance with the Board Charter, the Board sets, reviews and monitors compliance with Inghams values, strategies, policies and performance, and ensures that shareholders are kept informed of the Company's performance and any major developments affecting it.

The Company's purpose and values form the basis of Inghams' culture and are disclosed on the Company's website.

The Board Charter sets out the Board's role, powers and responsibilities, and establishes the functions reserved for the Board and those delegated to the Committees and to management. The Charter is available on the Company's website at: https://investors.inghams.com.au/Investor-Centre/.

The Board's responsibilities as set out in the Board Charter include:

- Selecting, appointing and evaluating, from time to time, the performance of, determining the remuneration of, and planning succession for the role of, the Chief Executive Officer and Managing Director (CEO & MD);
- Contributing to and approving management's development of corporate strategy, setting performance objectives and approving operating budgets;
- Reviewing, ratifying and monitoring systems of risk management and internal control, and ethical and legal compliance;
- Monitoring corporate performance and implementation of strategy and policy;
- Approving major capital expenditure, acquisitions and divestitures, and monitoring capital management;
- Monitoring and reviewing management processes aimed at ensuring the integrity of financial and other reporting;
- Overseeing the Company's Environmental, Social and Governance (ESG) commitments, initiatives and reporting; and
- Developing and reviewing corporate governance principles and policies.

The Board delegates authority to the CEO & MD for the day-to-day operations of the Company, its subsidiaries and their respective operations. The Company Secretary is accountable to the Board, through the Chair, for the proper functioning of the Board.

BOARD REVIEWS AND APPOINTMENTS

The Board regularly reviews its performance and effectiveness, and that of its Committees and individual directors, to ensure they effectively meet their responsibilities.

During FY26, an internal review of Board and Committee performance was undertaken, with input from directors and executive leadership.

The Company has written agreements in place with its directors setting out the terms of their appointment. Before the appointment of a new director, the Company arranges for appropriate checks to be undertaken to inform any decision on whether to appoint a director. Material information relevant to each director's qualifications and experience is disclosed to security holders through various channels, including via the Notice of Meeting of the AGM, the directors' bios which can be found on Inghams' website and other information in this report. During the reporting period Mr Patrick (Pat) McEntee was appointed as Non-Executive Director, effective 1 June 2026, as announced to the Australian Securities Exchange (ASX). No directors resigned from the Board during the reporting period. Rob Gordon and Tim Longstaff stood for re-election at the 2025 AGM. Information relevant to the re-election of Rob Gordon and Tim Longstaff was made available to shareholders in the Notice of Meeting for the 2025 AGM.

During the reporting period there were no changes to Board Committee membership.

INCLUSION, EQUITY AND DIVERSITY

During FY26, the Company updated its Inclusion, Equity and Diversity Framework to reflect the new *Workplace Gender Equality Amendment (Setting Gender Equality Targets) Act 2024* (Cth). As a result, during the reporting period the Company set FY29 targets, through the People and Remuneration Committee, to increase women at OLT level to 40%, reduce the gender pay gap to 7.1% and implement employee consultation on gender equality. The Nomination Committee, as part of its responsibilities in reviewing and recommending the size, composition, skills and experience of the Board, has a target of maintaining gender diversity on the Board, with at least 30% of the Board to be comprised of women directors. This target reflects the Board's composition and has remained above 30% since 2019. The measurable objective with respect to the Board also meets the recommendations applying to Inghams as an S&P/ASX 300 company under the ASX Recommendations.

As a 'relevant employer' under the *Workplace Gender Equality Act 2012*, the Company submitted its annual filing to the Workplace Gender Equality Agency (WGEA) for the 12-month period ending 31 March 2026, disclosing its Gender Equality Indicators. The WGEA publishes reports in accordance with the ASX Recommendations at: https://data.wgea.gov.au/organisations/464.

As at the end of FY26, women comprised 38% of our Board, 40% of our Executive Leadership Team (ELT), 32% of our Organisational Leadership Team (OLT; 66 leaders including the ELT and leaders reporting to the ELT) and 44% of our people across Australia and New Zealand. The Company is committed to its long-term target of 40% of women in the OLT by FY29, currently falling short by six women due to low turnover in the leadership team. To support the achievement of this target, the Company has several talent initiatives in place including talent identification, development programs and initiatives that focus on growing capabilities and accelerating the advancement of women. These include access to learning, networking and mentoring programs, such as through our internal Infinity[1] group and participation in the external Chief Executive Women program. The Company has also set targets for gender representation in interview shortlists with both internal and external recruiters. While our recruitment approach remains focused on always finding the best candidate for the job, in FY26, 65.4% of salaried and wage people leader roles had a woman candidate on the shortlist and 62.5% of those candidates were successful in securing the role.

EXECUTIVE RESPONSIBILITIES AND REVIEWS

Each member of the Executive Leadership Team, including the CEO & MD, has a written service agreement that outlines their roles and responsibilities, and aligns their goals with Inghams' strategic objectives.

During the reporting period changes were made to the ELT under the leadership of the new CEO & MD. Details of the current Executive Leadership Team, including background and experience, are set out on Inghams website: https://investors.inghams.com.au/Investor-Centre/.

The Company undertakes appropriate background checks on Executive Leaders before appointment.

All ELT members were evaluated during the reporting period, with the CEO/MD reviewed by the Board and the Chair as required by the Board Charter.

PRINCIPLE 2 – STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE

The Board currently comprises seven independent Non-Executive Directors and one Executive Director (being the CEO & MD). The Chair of the Board, Helen Nash, is an independent Non-Executive Director. The Board seeks directors with an appropriate range of skills, knowledge, experience, independence and diversity to deal with current and emerging business issues. The table below summarises the key skills of the directors and forms the basis of the skills matrix against which Non-Executive Directors are assessed, to ensure that the skills and experience of the Board reflect the various areas relevant to Inghams' core capabilities and strategic objectives. Details of the current directors' experience, qualifications, and length of service are set out in the Directors' Report contained within the FY26 Financial Report.

INDEPENDENCE OF DIRECTORS

The Board considers a director to be independent where they are free of any interest, position, association or relationship that might influence, or might reasonably be perceived to influence, in a material respect, their capacity to bring independent judgement to bear on issues before the Board and to act in the best interests of Inghams and its shareholders generally. The Company's Board Charter sets out guidelines to assist with assessing the independence of directors in accordance with the ASX Recommendations and has adopted a definition of independence based on the ASX Recommendations. The Board considers the materiality of any given interest, position, association or relationship on a case-by-case basis and reviews each director's independence in light of interests disclosed to the Board from time to time. During the reporting period, the Board considered that each of Helen Nash (Chair), Rob Gordon, Margaret ("Margie") Haseltine, Michael Ihlein, Timothy Longstaff, Patrick ("Pat") McEntee and Linda Bardo Nicholls AO were free from any business or any other relationship that could materially interfere with, or reasonably be perceived to interfere with, the independent exercise of their respective judgement as directors, and were able to fulfil the role of an independent director for the purposes of the ASX Recommendations.

1. An internal group to connect the women at Inghams to support, share opportunities and create an inclusive environment.

NOMINATION COMMITTEE AND BOARD EDUCATION AND SUCCESSION

Throughout the reporting period, the Board's Nomination Committee had at least three members and all members, including the Chair, were considered independent.

There were no changes to the Nomination Committee during the reporting period, and during that time the Nomination Committee comprised six Non-Executive Directors: Helen Nash (Chair), Rob Gordon, Margaret ("Margie") Haseltine, Michael Ihlein, Timothy Longstaff and Linda Bardo Nicholls AO. The roles, responsibilities, composition and structure of the Nomination Committee are set out in the Nomination Committee Charter which is available on the Company's website.

The Nomination Committee assists the Board with the selection and appointment of directors. The Nomination Committee met seven times throughout the reporting period and individual attendance is set out in the Directors' Report contained within the FY26 Financial Report.

The Board has a program for inducting new directors and considers ongoing professional development for directors to maintain the skills and knowledge needed to perform their roles effectively.

The Board reviews its composition on an ongoing basis with a view to enhancing its base of skills and experience, and to develop succession plans to maintain an appropriate balance of skills, knowledge, experience, independence and diversity on the Board.

SKILLS AND EXPERIENCE

Specialist Experienced Developing

ASX listed and Governance
Financial, Accounting and Capital Management
Risk Management (including Cyber)
ESG (including Climate)
Strategic Planning
Meat/Poultry Processing/Agribusiness
Customer and Channel Management
Consumer, Marketing, Brand, NPD and Innovation
Integrated Supply Chain and Manufacturing
Business transformation and Operational excellence

Gender diversity

Tertiary qualifications

Tenure

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

The Company is committed to acting with honesty, integrity and ethically in all its dealings. It has adopted a Code of Conduct that underpins the Company's commitments, ethical standards and policies. It also outlines the standards of conduct expected of Inghams' business and people, taking into account the Company's legal and other obligations to its stakeholders. The Company's values – care, courage, curiosity and commitment – form the basis of Inghams' culture and are disclosed on the Company's website.

The Company has an Anti-Bribery and Anti-Corruption Policy and a Whistleblower Policy. These policies outline the Company's commitment to prevent fraud, bribery and corruption and provides a mechanism for individuals to report concerns regarding potentially improper practices or behaviours. The Board is advised of all material breaches of those policies and the Code of Conduct through the People and Remuneration Committee. Copies of these policies are available on Inghams website at: https://investors.inghams.com.au/Investor-Centre/.

PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING

FINANCE AND AUDIT COMMITTEE

The Finance and Audit Committee (F&AC) assists the Board in fulfilling its corporate governance and oversight responsibilities in relation to:

- the integrity of the Company's financial and climate-related disclosure reporting;
- the Company's financial controls and systems; and
- the Company's relationship with each of the external auditor and internal auditor, and the external and internal audit functions generally.

The F&AC Charter sets out the roles, responsibilities, composition and structure of the Committee.

Throughout the reporting period, the F&AC had at least three members and all members, including the Chair, were considered to be independent.

At the end of the reporting period, the F&AC was comprised of four Non-Executive Directors: Michael Ihlein (Chair), Rob Gordon, Timothy Longstaff and Linda Bardo Nicholls AO.

The CEO & MD, the Chief Financial Officer (CFO), the external auditor and the internal auditor attend Committee meetings if requested. The Committee has unrestricted access to management and the auditors, and the right to seek explanations and additional information.

The Committee meets with the external auditor and the internal auditor without management present. The F&AC met four times throughout the reporting period and individual attendance is set out in the Directors' Report contained within the FY26 Financial Report.

CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR AND CHIEF FINANCIAL OFFICER CERTIFICATIONS

Prior to the Board's approval of the half year and full year financial statements, the CEO & MD and the CFO provided assurances to the Board that, for each of those reporting periods, 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 their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively. As part of the FY26 full year financial statements, the CEO & MD and the CFO also provided confirmation that the consolidated entity disclosure statement was true and correct.

EXTERNAL AUDIT

Inghams' external auditor is KPMG. The Company's auditor attended the Company's Annual General Meeting (AGM) in 2025, as they do each year, and was available to answer questions from shareholders relevant to the audit and the preparation and content of the auditor's report.

INTERNAL AUDIT

The Internal Audit function provides independent and objective assurance on the adequacy and effectiveness of the Group's systems for risk management, internal control and governance. Internal Audit also offers recommendations to improve the efficiency and effectiveness of Inghams' internal control systems and processes. Internal Audit reports regularly to the F&AC on Inghams' compliance against its governance framework and policies and has direct access to the Chair of the F&AC. Internal Audit provides the F&AC with reports and information relevant to assisting the Committee with discharging its responsibilities.

VERIFICATION

Inghams is committed to providing shareholders and other stakeholders with timely and transparent corporate reporting. For any periodic report that is not audited or reviewed by an external auditor, including disclosures in this report on operations, sustainability, risk and corporate governance, the Company has implemented internal verification processes to validate the statements made and support the data used. During the reporting period, ASX announcements (other than administrative announcements) were reviewed and approved before publication by the Inghams Board and/or the Company's Disclosure Committee comprising the CEO & MD, CFO, GM – Investor Relations and Company Secretary.

PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE

The Company has a Continuous Disclosure Policy to assist with complying with its continuous disclosure obligations. The policy outlines the processes the Company implements to ensure compliance with its continuous disclosure obligations, including the role of the Disclosure Committee. The Company releases any new and substantive investor or analyst presentations prepared by the Company on the ASX Market Announcements Platform ahead of any presentations.

Directors are promptly provided with copies of all material announcements after they have been made.

A copy of the Continuous Disclosure Policy is available on Inghams website at: https://investors.inghams.com.au/Investor-Centre/.

PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS

COMMUNICATION WITH SHAREHOLDERS

Inghams' investor relations program aims to promote effective two-way communication between the Company, and both investors and market analysts. This ensures they are kept informed of all major developments affecting the Company's state of affairs. In addition, Inghams values the opportunity to hear the views and concerns of investors and analysts and, where appropriate, management distils and communicates those views to the Board.

Shareholder communications include half yearly and annual reports, market announcements and media releases. All are available in the Investor Centre of the Company website, together with corporate governance information and background information on the Group. Shareholders have the option to receive communications from and send communications to Inghams and its security registry electronically to ensure information is received in a timely manner. Digital communications also support our commitment to more sustainable operations.

The Company provides the full text of all notices of meetings and explanatory material on its website. The Company also encourages shareholders to provide email addresses so that notices of meetings and explanatory material can be sent to shareholders electronically. A notice setting out the rights of shareholders to request that documents be sent to them in a manner required by section 110K of the Corporations Act is available on the Company's website: https://investors.inghams.com.au/Investor-Centre/.

The Company encourages the participation of shareholders at its AGM each year. All substantive resolutions at meetings of shareholders of the Company are decided by poll.

PRINCIPLE 7 – RECOGNISE AND MANAGE RISK

RISK AND SUSTAINABILITY COMMITTEE

The Risk and Sustainability Committee (R&SC) oversees the implementation and effectiveness of the Company's risk management system and its sustainability strategy and reporting.

The R&SC Charter sets out the responsibilities of the Committee in relation to risk.

Throughout the reporting period, the R&SC had three members and all members, including the Chair, were considered independent.

As at the end of the reporting period, the R&SC was comprised of three Non-Executive Directors: Margie Haseltine (Chair), Helen Nash and Linda Bardo Nicholls AO.

The R&SC met four times throughout the reporting period and individual attendance is set out in the Directors' Report contained within the FY26 Financial Report.

EVALUATE AND MANAGE RISK

The Board and the R&SC monitor and evaluate risks through a variety of existing systems, programs and policies. The F&AC monitors and evaluates financial risks, while the People and Remuneration Committee monitors and evaluates people risks. The Board and/or R&SC also review the following areas:

- the Company's risk management and compliance framework, including an at least annual review of the risk management framework to satisfy itself that the framework continues to be sound and that Inghams is operating with due regard to the Board's risk appetite statements;
- health, safety, quality and environmental risks;
- all other material and emerging risks including but not limited to risks associated with cyber security, technology, artificial intelligence, digital disruption, brand and reputational, social risks, conduct risks, regulatory matters and climate-related risks and broader sustainability risks;
- strategic risks facing the Company;
- the annual insurance program structure;
- the adequacy of business continuity and disaster recovery plans;
- the Company's sustainability strategy, reporting and implementation plans; and
- Inghams' climate-related disclosures.

The Company's management is responsible for managing strategic, financial and operational risk, and implementing risk mitigation measures, within parameters established and overseen by the Board and its Committees. Management incorporates risk management into strategic planning and decision-making to understand and prioritise the management of material business risks. The R&SC reviews key risks within the Company's risk management framework to ensure Inghams' strategy is applied in a responsible, ethical and sustainable way.

Information about material business risks, including applicable environmental or social risks, is included in the Directors' Report contained within the FY26 Financial Report, with additional information available in Inghams' Sustainability Report. Further information about risks and opportunities within our spheres of influence and considered key for sustainable performance, including animal welfare, climate action, water stewardship, sustainable agriculture, waste and sustainable packaging, people and safety, and procurement is available on the Company's website: https://inghams.com.au/our-purpose/sustainability/.

PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

PEOPLE AND REMUNERATION COMMITTEE

The People and Remuneration Committee (P&RC) assists and advises the Board on remuneration policies and practices for the Board and Executive Leadership Team, including equity-based remuneration for executive management.

The P&RC Charter sets out the roles, responsibilities, composition and structure of the Committee.

Throughout the reporting period, the P&RC had three members and all members, including the Chair, were considered to be independent.

As at the end of the reporting period, the P&RC comprised three Non-Executive Directors: Timothy Longstaff (Chair), Michael Ihlein and Linda Bardo Nicholls AO.

The P&RC met four times throughout the reporting period and individual attendance is set out in the Directors' Report contained within the FY26 Financial Report.

DIRECTOR AND EXECUTIVE REMUNERATION

The Remuneration Report is included in the Company's FY26 Financial Report and provides details of Inghams' policies and practices for remunerating directors and executives. The Company distinguishes the remuneration of Executive Directors and Executive Leaders from Non-Executive Directors by offering Executive Leaders a mix of fixed and at-risk remuneration through the Company's short-term and long-term incentive plans. These plans are designed to enable Inghams to realise its strategic objectives by rewarding sustainable performance and behaviour that is aligned to our Purpose and Values.

Non-Executive Directors' remuneration is fixed and includes superannuation. It does not include any retirement benefits.

SECURITIES TRADING POLICY

Inghams' Securities Dealing Policy includes terms which provide that the Directors, the CEO & MD and other Company executives (each being 'Restricted Persons' under the Policy) are prohibited from entering into transactions or arrangements which could have the effect of limiting their exposure to risk relating to an element of their remuneration that has not vested or is held subject to escrow restrictions.

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Appendix 4G

Key to Disclosures
Corporate Governance Council Principles and Recommendations

Name of entity

Inghams Group Limited

ABN/ARBN	Financial year ended:
39 162 709 506	27 June 2026

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

☐	These pages of our annual report:	
☒	This URL on our website:	Inghams | Investor Centre

The Corporate Governance Statement is accurate and up to date as at 21 August 2026 and has been approved by the board.

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

Date:	21 August 2026
Name of authorised officer authorising lodgement:	Marta Kielich

[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:	
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.	☒ We have disclosed this in our Corporate Governance Statement and we have disclosed a copy of our board charter at: Inghams | Investor Centre	
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.	☒ We have disclosed this in our Corporate Governance Statement.	
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	☒	We have disclosed this in our Corporate Governance Statement.
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.	☒	We have disclosed this in our Corporate Governance Statement.

[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/").

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:
1.5	A listed entity should: (a) have and disclose a diversity policy; (b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and (c) disclose in relation to each reporting period: (1) the measurable objectives set for that period to achieve gender diversity; (2) the entity's progress towards achieving those objectives; and (3) either: (A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or (B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act. If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.	☒ We have disclosed this in our Corporate Governance Statement and a copy of our diversity policy can be found on our website: Inghams | Investor Centre We have disclosed the information referred to in paragraph (c) at page 2 of our Corporate Governance Statement, and as 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 our board was maintaining not less than 30% of our directors of each gender.
1.6	A listed entity should: (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ We have disclosed the evaluation process referred to in paragraph (a) and that a performance evaluation was undertaken for the reporting period in accordance with that process in our Corporate Governance Statement.

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ We have disclosed the evaluation process referred to in paragraph (a) and whether a performance evaluation was undertaken for the reporting period in accordance with that process in our Corporate Governance Statement.
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE		
2.1	The board of a listed entity should: (a) have a nomination committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or ~~(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.~~	☒ We have disclosed that we have a nomination committee which complies with paragraphs (1) and (2) in our Corporate Governance Statement and we have disclosed a copy of the charter of the committee on our website: Inghams | Investor Centre and the information referred to in paragraphs (4) and (5) is disclosed at page 3 of our Corporate Governance Statement.
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.	☒ We have disclosed our board skills matrix at page 3 of our Corporate Governance Statement.

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	☒ We have disclosed the names of the directors considered by the board to be independent directors in our Corporate Governance Statement. Where applicable, the information referred to in paragraph (b) is disclosed in our Corporate Governance Statement. We have disclosed the length of service of our directors at page 3 of our Corporate Governance Statement and in the Directors' Report.
2.4	A majority of the board of a listed entity should be independent directors.	☒ We have confirmed this in our Corporate Governance Statement.
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.	☒ We have confirmed this in our Corporate Governance Statement.
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.	☒ We have confirmed this in our Corporate Governance Statement.
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY		
3.1	A listed entity should articulate and disclose its values.	☒ We have disclosed our values 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.	☒ We have disclosed our Code of Conduct on our website at: Inghams | Investor Centre and that the board or a committee of the board is informed material breaches of that code 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.	☒ We have disclosed our Whistleblower Policy on our website at: Inghams | Investor Centre and that the board or a committee of the board is info any material breaches of that policy in our Corporate Governance Statement.

Corporate Governance Council recommendation		**Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:**
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.	☒ We have disclosed our anti-bribery and corruption policy on our website at: Inghams | Investor Centre and that the board or a committee of the board is informed of any material breaches of that policy in our Corporate Governance Statement.
PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS		
4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose: (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or ~~(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.~~	☒ We have a Finance & Audit Committee which complies with paragraphs (1) and (2), and a copy of the charter of the Finance & Audit Committee is on our website at: Inghams | Investor Centre. The information referred to in paragraphs (4) and (5) is included in our Corporate Governance Statement and within the Directors' Report.
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.	☒ We have confirmed this in our Corporate Governance Statement.

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	
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.	☒	We have confirmed this in our Corporate Governance Statement.
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	☒ We have disclosed our continuous disclosure compliance policy at Inghams | Investor Centre	
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	☒	We have confirmed this 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.	☒	We have confirmed this 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.	☒ We have disclosed information about us and our governance on our website at: Inghams | Investor Centre	
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	☒	We have confirmed this in our Corporate Governance Statement.
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	☒ We have disclosed how we facilitate and encourage participation at meetings in our Corporate Governance Statement and on our website at: Inghams | Investor Centre	
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.	☒	We have confirmed this 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.	☒	We have confirmed this in our Corporate Governance Statement.

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:
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.~~	☒ We have a Risk & Sustainability committee which complies with the requirements of paragraphs (1) and (2), and we have disclosed the charter of that committee at: Inghams | Investor Centre The information referred to in paragraphs (4) and (5) is disclosed in our Corporate Governance Statement and Directors' Report.
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.	☒ We have disclosed details of the review of the entity's risk management framework undertaken during the reporting period and that such a review took place during the relevant reporting period in our Corporate Governance Statement.
7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or ~~(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.~~	☒ We have disclosed how our internal audit function is structured and what role it performs in our Corporate Governance Statement.
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	☒ We have disclosed whether we have any material exposure to environmental and social and, if we do, how we manage or intend to manage those risks in our Corporate Governance Statement, Directors' Report and in our Sustainability Report which can be found on our website.

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:
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.~~	☒ We have a People & Remuneration Committee which complies with the requirements of paragraphs (1) and (2), and we have disclosed a copy of the charter of the committee on our website at: Inghams | Investor Centre and the information referred to in paragraphs (4) and (5) is disclosed in our Corporate Governance Statement and Directors' Report.
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.	☒ We have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives in our Remuneration Report.
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.	☒ We have disclosed our Securities Dealing Policy on our website at Inghams | Investor Centre