



Continuous Disclosure Policy

Careteq Limited

ACN 612 267 857

1.0 INTRODUCTION

- 1.1 This Continuous Disclosure Policy (**Policy**) outlines the disclosure obligations of Careteq Limited (**Company**) as required under the Corporations Act 2001 and the Australian Securities Exchange (**ASX**) Listing Rules.
- 1.2 ASX Listing Rule 3.1 provides that once the Company becomes aware of any information concerning it that a reasonable person would expect to have a material effect on the price or value of the Company's securities, the Company must immediately disclose that information to the ASX.
- 1.3 Further, ASX Listing Rule 15.7 requires that an entity not release information that is intended for release to the market to any person until it has given the information to the ASX and has received an acknowledgement that ASX has released the information to the market.
- 1.4 The Policy is designed to ensure that procedures are in place so that the stock market in which the Company's securities are listed is properly informed of matters which may have a material impact on the price at which the securities are traded.
- 1.5 The Company is committed to:
- a) complying with the general and continuous disclosure principles contained in the Corporations Act 2001 and the ASX Listing Rules;
 - b) preventing the selective or inadvertent disclosure of material price sensitive information;
 - c) ensuring shareholders and the market are provided with full and timely information about the Company's activities; and
 - d) ensuring that all market participants have equal opportunity to receive externally available information issued by the Company.

2.0 DISCLOSURE OFFICER

- 2.1 The Chairman of the Board and the Company Secretary have been appointed as the Company's disclosure officers (**Disclosure Officer**) responsible for implementing and administering this Policy. The Disclosure Officers are responsible for all communication with ASX and for making decisions on what should be disclosed publicly under this Policy.

- 2.2 In the absence of the Chairman of the Board and Company Secretary, any matters regarding disclosure issues are to be referred to the Chairman of the Audit and Risk Committee.

3.0 WHAT IS MATERIAL INFORMATION

ASX Listing Rule

- 3.1 In accordance with the ASX Listing Rule 3.1, the Company must immediately notify the market (via an announcement to the ASX) of any information concerning the Company which a reasonable person with experience in the industry in which the Company operates would expect to have a material effect on the price or value of the Company's securities.
- 3.2 The Company is deemed to have become aware of the information as soon as an officer of the Company has, or ought reasonably to have, come into possession of the information in the course of performing their duties.

Material effect on price or value

- 3.3 Section 677 of the Corporations Act provides that a reasonable person is taken to expect information to have a material effect on the price or value of an entity's securities if the information would, or would be likely to, influence persons who commonly invest in securities in deciding whether to acquire or dispose of those securities. Relevant considerations include matters of fact, opinion, and intention, and need not be measurable in financial terms. The effect on the share price can be positive or negative.
- 3.4 The Disclosure Officer has responsibility for determining whether a particular piece of information is material or falls within the exception, otherwise the information should be provided to the ASX for a determination.
- 3.5 Information need not be disclosed if:
- a) a reasonable person would not expect the information to be disclosed; and
 - b) the information is confidential and the ASX has not formed the view that the information has ceased to be confidential; and
 - c) one or more of the following applies:
 - i. it would breach the law to disclose the information;

- ii. the information concerns an incomplete proposal or negotiation;
- iii. the information comprises matters of supposition or is insufficiently definite to warrant disclosure;
- iv. the information is generated for internal management purposes; or
- v. the information is a trade secret.

3.6 The Company is also required to disclose information if asked to do so by the ASX, to correct or prevent a false market.

4.0 REVIEW OF COMMUNICATIONS FOR DISCLOSURE

4.1 The Disclosure Officers will review all communications to the market to ensure that they are full and accurate and comply with the Company's obligations. Such communications may include:

- a) media releases;
- b) analyst, investor or other presentations;
- c) prospectuses; and
- d) other corporate publications.

4.2 Examples of information or events that are likely to require disclosure include:

- a) financial performance and material changes in financial performance or projected financial performance;
- b) changes in relation to Directors and Senior Executives, including changes in the terms of employment of the Chief Executive Officer and the independence of Directors;
- c) mergers, acquisitions, divestments, joint ventures or material changes in assets;
- d) significant developments in new projects or ventures;
- e) material changes to the Company's security position;

- f) material information affecting joint venture partners, customers or non-wholly owned subsidiary companies;
- g) media or market speculation;
- h) analyst or media reports based on inaccurate or out of date information;
- i) industry issues which have, or which may have, a material impact on the Company; and
- j) decisions on significant issues affecting the Company by regulatory authorities.

4.3 Where there is any doubt as to whether an issue might materially affect the price or value of the Company's securities, the Disclosure Officers will assess the circumstances with appropriate Senior Executives and if necessary, seek external professional advice.

4.4 All new or substantive presentations to analysts and investors will be released to the ASX ahead of the presentation and will then be included on the Company's website.

5.0 AUTHORISED SPOKESPERSON

5.1 The Company's authorised spokesperson is the Chief Executive Officer, and in his absence, the Chair of the Board and Company Secretary, as appropriate. In appropriate circumstances, the Chief Executive Officer may from time to time authorise other spokespersons on particular issues and those within their area of expertise.

5.2 No employees or consultants are permitted to comment publicly on matters confidential to the Company. Any information which is not public must be treated by employees and consultants as confidential until publicly released.

6.0 PROTOCOL IN RELATION TO THE REVIEW AND RELEASE OF ASX ANNOUNCEMENTS

6.1 The Company's protocol in relation to the review and release of ASX announcements (and media releases) is as follows:

- a) All price sensitive announcements are to be circulated to, reviewed and approved by all members of the Board.
- b) All members of the Board are required to seek to provide to the Chair of the Board (or in his/her absence, the Company Secretary) with verbal or written contribution of each key announcement, prior to its release.

- c) Any relevant parties named in the announcement should also be given the opportunity to review the announcement prior to its release, to confirm all information is factually correct.
 - d) The Chair of the Board (and in his/her absence, the Chair of the Audit and Risk Committee) is to be given the final signoff before release to the ASX of the announcement.
- 6.2 The Board will delegate the approval of urgent announcements to the Chair of the Board (and in his/her absence, the Chair of the Board).
- 6.3 The Company Secretary will circulate drafts of announcements to the Board before they are released to the ASX.
- 6.4 The Board, through the ASX Market Announcement Office platform, receives copies of all announcements promptly after they have been made.
- 6.5 The Company Secretary is to maintain a register and copy of all announcements release.

7.0 REPORTING OF DISCLOSABLE INFORMATION

- 7.1 Once the requirement to disclose information has been determined, the Disclosure Officers are the only persons authorised to release that information to the ASX.
- 7.2 Information to be disclosed must be lodged immediately with the ASX. Any such information must not be released to the general public until the Company has received formal confirmation of lodgement by the ASX.
- 7.3 All information disclosed to the ASX in compliance with this Policy must be promptly placed on the Company's website.

8.0 FALSE MARKETS, MARKET SPECULATION AND RUMOURS

- 8.1 As a guiding principle, the Company has a "no comment" policy on market speculation and rumours, which must be observed by all employees. However, the Company and Board may make a statement in response to market speculation if:
- a) it considers it is obliged at that time to make a statement to the market about a particular matter; or

b) the ASX asks for information,

to prevent or correct a false market occurring in Company securities.

8.2 For the avoidance of doubt:

a) the substantive content of all market presentations relating to the Company's annual or half-yearly financial results; and

b) any statement relating to the future earnings performance of the Company,

must be referred to, and approved by, the Board before being disclosed to the market

8.3 If an employee becomes aware of any market speculation or rumours of which the Company Secretary may not be aware, these should be reported to the Company Secretary immediately.

9.0 TRADING HALTS

9.1 The Company may, in exceptional circumstances, request a trading halt to maintain orderly trading in the Company's securities and to manage any disclosure issues.

9.2 No employee of the Company is authorised to seek a trading halt except for the Disclosure Officers.

10.0 MEETINGS AND GROUP BRIEFINGS WITH INVESTORS AND ANALYSTS

10.1 The Chief Executive Officer is primarily responsible for the Company's relationship with major shareholders, institutional investors and analysts and shall be the primary contacts for those parties.

10.2 Any written materials containing new price-sensitive information to be used in briefing media, institutional investors and analysts are to be lodged with ASX prior to the briefing commencing. Upon confirmation of receipt by ASX, the briefing material is to be posted to the Company's website. Briefing materials may also include information that may not strictly be required under continuous disclosure requirements.

10.3 The Company will not disclose price sensitive information in any meeting with an investor or stockbroking analyst before formally disclosing it to the market. The Company considers that one-on-one discussions and meetings with investors and stockbroking analysts are an important part of pro-active investor relations.

However, the Company will only discuss previously disclosed information in such meetings.

11.0 PERIODS PRIOR TO RELEASE OF FINANCIAL RESULTS

11.1 During the time between the end of the financial year or half year and the actual results release, the Company will not discuss financial performance, broker estimates and forecasts and, particularly, any pre-result analysis with stockbroking analysts, investors or the media, unless the information to be discussed has already been disclosed to the ASX.

12.0 WEB-BASED COMMUNICATION

12.1 The Company's website features discrete sections for shareholders and investors to ensure that such information can be accessed by interested parties. Such information will include:

- a) annual reports and results announcements;
- b) all other company announcements made to the ASX;
- c) speeches and support material given at investor conferences or presentations;
- d) company profile and company contact details; and
- e) all written information provided to investors or stockbroking analysts.

12.2 Announcements lodged with the ASX will be placed on the Company's website as soon as practicable after ASX confirms receipt of that information.

12.3 Shareholders may be offered the option of receiving information via e-mail instead of post.

13.0 ANALYSTS REPORTS AND FORECASTS

13.1 Stockbroking analysts frequently prepare reports on listed companies that typically detail their opinion on strategies, performance and financial forecasts. To avoid inadvertent disclosure of information that may affect the Company's value or share price, the Company's comments on analyst reports will be restricted to:

- a) information the Company has issued publicly; and
- b) other information that is in the public domain.

13.2 Given the level of price sensitivity to earnings projections, the Company will only make comment to correct factual errors in relation to information publicly issued by other parties and Company statements.

14.0 REVIEW OF THIS POLICY

14.1 This Policy cannot be amended without approval from the Company's Board. This Policy will be reviewed from time to time to ensure that it remains effective and meets the best practice standards and needs of the Company.

15.0 FURTHER ASSISTANCE

15.1 Any questions about the Company's continuous disclosure obligations or this Policy should be referred to the Company Secretary.

16.0 APPROVED AND ADOPTED

17.0 This Policy was approved and adopted by the Board on 22nd October 2021.