


Oneview Healthcare PLC (ASX: ONE)
ABRN: 610 611 768

BOARD CHARTER

January 2026



Oneview Healthcare PLC is an Irish company registered under the Companies Act 2014 as a public limited company (513842). It is registered under the Corporations Act 2001 (Cth), Australian Registered Body Number 610 611 768.

1. Introduction

1.1 Purpose of Charter

This is the Charter of the Board of the Group (the **Charter**). The Charter governs the operations of the Board. It sets out the Board's role and responsibilities, composition, structure and membership requirements.

1.2 Role of Board

The Board is responsible for the overall operation and stewardship of the Group and, in particular, for the long-term growth and profitability of the Group, the strategies, policies and financial objectives of the Group, and for monitoring the implementation of those policies, strategies and financial objectives, including the responsibilities set out below.

In performing the responsibilities set out in this Charter, the Board should act in good faith in the interest of the Company and act at all times in a manner that demonstrates leadership and that is designed to create and continue to build sustainable value for shareholders and in accordance with the duties and obligations imposed on them by the Company's constitution and by law.

1.3 Review of Charter

The Board must review and reassess this Charter at least annually and, if required, make any amendments to the Charter.

2. Roles and responsibilities of the Board

2.1 Strategy

The role of the Board in respect of strategy includes:

- (a) defining the Group's purpose and setting its objectives in consultation with management;
- (b) providing input to, and approval of, the Group's strategic direction and budgets as developed by management;
- (c) directing, monitoring and assessing the Group's performance against strategic and business plans, to determine if appropriate resources are available; and
- (d) approving and monitoring capital management and major capital expenditure, acquisitions and divestments.

2.2 Risk management & reporting

The role of the Board in respect of risk management and reporting includes:

- (a) identifying the principal risks of the Group's business and ensuring the Group has in place an appropriate risk management framework and establishing the acceptable levels of risk within which the Board expects the management of the Group to operate;
- (b) ensuring adequate accounting records are kept and annual financial statements are prepared;
- (c) ensuring compliance with the Irish Companies Act 2014 (as amended); reviewing and ratifying the Group's systems of internal compliance and control, risk management and legal compliance systems, to determine the integrity and effectiveness of those systems;
- (d) preparing a statement in the annual directors' report in the consolidated financial statements of the Group acknowledging that the directors of the Company are responsible for securing the Company's compliance with Relevant Obligations applicable to it (as defined in Section 225 of the Irish Companies Act 2014 (as amended) (the Compliance Statement) which must also include a statement by the directors confirming they had done the following:
 - (i) drawn up a statement setting out the Company's policies (that are in the directors' opinion appropriate to the Company) respecting compliance by the Company with its Relevant Obligations;
 - (ii) put in place appropriate arrangements or structures that are, in the directors' opinion, designed to secure material compliance by the Company with its Relevant Obligations (the **Compliance Measures**); and
 - (iii) conducted a review during the financial year to which the directors' report relates of the Compliance Measures which had been put in place; and
- (e) approving and monitoring material internal and external financial and other reporting, including:
 - (i) periodic reporting to shareholders, the ASX and other stakeholders; and
 - (ii) overseeing the Group's processes for making timely and appropriate disclosure of all material information concerning the Group that a reasonable person would expect to have a material effect on the price or value of the Group's securities.

2.3 Relationship with management

The role of the Board in relation to management includes:

- (a) appointment and removal of the CEO (or equivalent) and the Company Secretary;

- (b) ratifying the appointment and removal of senior executives (which includes all executives who report directly to the CEO);
- (c) approving the Group's remuneration policies and framework and determining whether the remuneration and conditions of service of senior executives are appropriate and consistent with the approved remuneration policies and framework;
- (d) establishing and monitoring executive succession planning;
- (e) delegating the day to day decision making and implementation of Board approved strategy to the CEO;
- (f) establishing an appropriate framework to facilitate reporting of relevant information by management to the Board;
- (g) setting specific limits of authority for management; and
- (h) where required, challenging management to promote accountability for their conduct and actions.

2.4 Monitoring of performance

The role of the Board in respect of performance monitoring includes:

- (a) approving criteria for assessing performance of senior executives and monitoring and evaluating their performance;
- (b) undertaking an annual evaluation of the performance of the Board, each Board Committee and individual directors, comparing their performance with the requirements of this Charter, relevant Board Committee Charters and the reasonable expectations of individual directors;
- (c) appointing a suitable non-executive director to conduct an annual evaluation of the performance of the Chair, including the canvassing of views of the other directors; and
- (d) where appropriate, engaging external facilitators to conduct its performance evaluations,
- (e) each year following the performance review, the Chair should establish the goals and objectives of the Board for the upcoming year and effect any amendments to this Charter and any Board Committee Charter considered necessary or desirable.

2.5 Corporate governance

The role of the Board in respect of corporate governance includes:

- (a) approving the Group's organisational values;

- (b) selecting and appointing the Board chair, and if the Company has one, the deputy chair or senior independent director;
- (c) ensuring ethical behaviour and compliance with the Group's own governing documents, including the Group's Code of Conduct; and
- (d) monitoring and evaluating the Group's compliance with its corporate governance standards and the Irish Companies Act 2014 (as amended).

2.6 Board Committees

The role of the Board includes:

- (a) establishing such committees of the Board as may be appropriate including the following Board Committees:
 - i. Audit & Risk Management Committee; and
 - ii. Remuneration & Nomination Committee;

The Board is responsible for oversight of each of its Committees;

- (b) adopting Charters setting out the membership, responsibilities and reporting obligations of each Board Committee and evaluating the performance of the Board Committees; and undertaking an annual performance evaluation of each Board Committee that compares the performance of the Board Committee with the requirements of the relevant Board Committee Charter, setting forth the goals and objectives of the Board Committee for the upcoming year and effecting any amendments to the relevant Board Committee Charter considered necessary or desirable.

2.7 Other

The role of the Board also includes performing such other functions as prescribed by law.

3. Board composition and related matters

3.1 Board size

The Constitution of the Company provides that the number of directors must at any time be no more than 10 and no less than 2.

3.2 Board composition

The Board should comprise:

- (a) a majority of people who are independent¹ directors;
- (b) people with a mix of skills and diversity of backgrounds to enable the Board to discharge its duties effectively.

3.3 Chair

The Chair of the Board should be independent and should not hold the role of CEO (or equivalent).

3.4 Company secretary

The Company Secretary will:

- (a) be appointed and removed by the Board;
- (b) have those qualifications required under s. 1112 of the Irish Companies Act (as amended); and
- (c) report to and be accountable to the Board, through the Chair of the Board, on all matters to do with the proper functioning of the Board and Board Committees.

3.5 Independent directors

A director will be considered independent from the Group if they have no business or other relationship which could materially interfere with, or could reasonably be perceived to materially interfere with, the independent exercise of their judgment.

Examples of such relationships include:

- (a) is, or has been, employed in an executive capacity by the Group or another group member, and there has not been a period of at least three years between ceasing such employment and serving on the Board;
- (b) is, or has within the last three years been, a principal, partner, director, or senior employee of a material professional adviser or a material consultant to the Company or a member of the Group;
- (c) is, or has been within the last three years, in a material business relationship (such as a material supplier or customer) with the Company or member of the Group or an officer of, or otherwise associated directly or indirectly with, someone with such a relationship;
- (d) is a substantial shareholder (eg 5% of voting shares) of the Group, or an officer of, or otherwise associated directly with, a substantial shareholder of the Group;
- (e) has a material contractual relationship with the Company or a member of the Group other than as a director;

¹ Independent, as defined by the ASX Corporate Governance Council. See section 3.5

- (f) has close personal ties with a person who falls within any of the above categories;
- (g) has been a director of the Group for such a period that his or her independence may have been compromised.

Where a director falls within one or more of these examples, the Board should rule the director not to be independent unless it is clear that the interest, position or relationship in question is not material and will not interfere with the director's ability to bring an independent mind to issues or to act in the Group's best interests as a whole.

Family ties and cross-directorships may be relevant in considering interests and relationships which may compromise independence, and should be disclosed by directors to the Board.

The Board will:

- (a) regularly review the independence of each Director in light of interests disclosed and will disclose any change of ASX, as required by the ASX Listing Rules; and
- (b) review the independence of any director who has served in that position for more than 10 years to confirm that their independent status can be maintained.

3.6 Appointing new directors

When considering the appointment of a person as a director, the Board will undertake appropriate checks before appointing the person, or putting the person forward to shareholders as a candidate for election as a director. These checks will include, but are not limited to, the candidate's character, experience, education, criminal record and bankruptcy history.

A candidate standing for election as a non-executive director will be asked to provide the Board, or the Nomination Committee, with the information outlined in paragraph 4 of the Schedule to the Communications Policy so as to enable shareholders to make an informed decision as to whether to elect or re-elect the candidate. The candidate will also be asked to provide details of any commitments that will be in addition to those they will undertake if elected or re-elected as a non-executive director of the Company or a member of the Group, including a statement that they will have sufficient time to fulfil their responsibilities as a director of the Company or a member of the Group.

4. Management and delegation

4.1 CEO and management

The CEO (or equivalent) is responsible for running the day to day affairs of the Group under delegated authority from the Board and to implement the policies and strategy set by the Board. In carrying out his responsibilities, the CEO (or equivalent) must report to the Board in a timely and clear manner and ensure all reports to the Board present a true and fair view of the Group's financial condition and operational results.

4.2 Delegation to management

The role of management is to support the CEO (or equivalent) and implement the running of the general operations and financial business of the Group, in accordance with the delegated authority of the Board. The delegated authority includes responsibility for:

- (a) developing business plans, budgets and strategies for the Group for consideration by the Board and, to the extent approved by the Board, implementing these plans, budgets and strategies;
- (b) operating the Group's business within the parameters set by the Board from time to time and keeping the Board informed of material developments in the Group's business;
- (c) in respect of proposed transactions, commitments or arrangements that exceed the parameters set by the Board, referring such matters to the Board for its consideration and approval;
- (d) identifying and managing operational and other risks and, where those risks could have a material impact on the Group's businesses, formulating strategies for managing these risks for consideration by the Board;
- (e) implementing the policies, processes and codes of conduct approved by the Board; and
- (f) managing the Group's current financial and other reporting mechanisms and control and monitoring systems to ensure that these mechanisms and systems function effectively and capture all relevant material information on a timely basis.

4.3 Senior executives

The Group will have:

- (a) a written agreement with each person appointed as a senior executive of the Group setting out the terms of their appointment; and
- (b) a process for ensuring that the performance of senior executives of the Group are reviewed at least annually.

5. Other matters

5.1 Protocols where a director has a conflict of interest

From time to time a director may have a conflict of interest. To help directors manage any such conflicts the Board has developed protocols setting out the structures and procedures to be followed with the aim of ensuring that the consideration of matters by

the Board and any Board committees is undertaken free from any actual influence or appearance of influence from persons with conflicts of interest, and that the disclosure of the Group's confidential information is to be subject to appropriate corporate governance controls. Those protocols are set out in Annexure A.

5.2 Independent Professional Advice For Directors

- (a) Directors may obtain independent professional advice, at the Group's cost, in carrying out their responsibilities.
- (b) It will be appropriate to obtain independent professional advice where:
 - (i) the issue or recommendation in question is one which the director reasonably considers, after consulting with the Board or the Chair of the Board, is of a character that makes obtaining independent advice appropriate; and
 - (ii) the Board or Chair, following such consultation consents to the obtaining of such advice.
- (c) Independent professional advice can be obtained without the involvement of the Group's management where the Board or the Chair considers it appropriate to do so.
- (d) A suitable qualified expert in the appropriate field should be instructed. Prior to instructing the expert, the director should advise the Board or Chair of the fee payable which must be reasonable having regard to the nature of the advice sought and the fees charged by comparable experts.
- (e) All instructions to the expert must be in writing specifying the party instructing and the capacity in which that party is acting and the party to whom the advice is to be addressed.
- (f) Except in circumstances of competing interests between the directors or the director and the Group, a copy of the advice, the letter of instruction, and all materials which accompanied the letter must be provided to the Board.

5.3 Terms of appointment of Directors

- (a) All directors are expected to continue as directors only for so long as they have the confidence of their fellow Board members and the confidence of the Group's shareholders.
- (b) In accordance with the Constitution of the Company, no director except a CEO will hold office for a continuous period in excess of three years or past the third annual general meeting following the director's appointment, whichever is the longer, without submitting for re-election.
- (c) The Group will have a written agreement with each person appointed as a director setting out the terms of their appointment.

5.4 Inconsistency with the Group constitutions

To the extent that there is any inconsistency between this Charter and the any member of the Group's constitution, the constitution will prevail in respect of that Group member.

5.5 Adoption of Charter and Board review

This Charter (including its annexures) was adopted by the Board on 17th February 2016. The Board will review this Charter periodically. The Company Secretary will communicate any amendments to employees as appropriate. The last review of this Charter took place on 21st January 2026 and replaces any previous policy in this regard.

Annexure A (Board Protocols - Conflicted Directors)

1. Background

1.1 Purpose

The purpose of these protocols is to set out the structures and procedures which have been put in place by the Board to ensure that the consideration of matters by the Board and any Board committees is undertaken free from any actual influence or appearance of influence from persons with conflicts of interest, and that the disclosure of the Group's confidential information is to be subject to appropriate corporate governance controls.

1.2 Directors' duties

Annexed to these protocols is:

- (a) an outline of duties of directors in relation to the disclosure of interests and avoiding conflicts; and
- (b) a discussion of certain conflicts which may arise with nominee directors.

Nothing in these protocols is intended to limit in any way the duties owed to the Group by the directors.

2. Disclosure of information to Directors

2.1 Directors disclosure of interests

Directors must at all times comply with their duties and obligations as directors under statute, common law and the relevant Group member's constitution to disclose certain interests to the Board and avoid conflicts of interest. The duties of the directors also include a duty of confidentiality owed to the Group. An outline of certain duties and obligations of directors is set out in Annexure B to these protocols.

2.2 Review of information before disclosure to directors

Subject to the Irish Companies Act 2014 (as amended), before any information is circulated by the Group's management to the Board or any Board committee, it must first be provided to the Company Secretary (Probity Officer) who will determine whether the disclosure of that information to any of the directors may give rise to a conflict of interest or potential conflict of interest (a conflict) in relation to one or more of the directors. Information which must first be provided to the

Probity Officer includes any agendas or papers for Board meetings or Board committee meetings and any documents generated internally or by the Group's advisors. The Chair may, as appropriate, make certain senior executives and management of the Group aware of this requirement.

In making that determination in respect of a particular director, the Probity Officer may consult with the Chair of the Board or, in the event that disclosure of the information to the Chair may give rise to a conflict, the Deputy Chair of the Board. If the Chair or the Deputy Chair (as applicable) considers it appropriate, he or she may establish a committee comprising of those directors who do not have a conflict for the purposes of making the determination (**Independent Directors**).

The Chair or Deputy Chair (as applicable), or any committee of Independent Directors established by the Chair or Deputy Chair, may also for the purposes of making the determination:

- (a) request further information from the relevant director; and/or
- (b) seek advice from the Group's legal or other advisors.

3. Procedures

3.1 Procedures to be followed before board meeting

Before notice of any matter to be considered by the Board or a Board committee (**Relevant Matter**) is circulated to directors, the procedure set out in paragraph 2.2 of these protocols must be adopted for the purpose of determining whether the involvement of any of the directors in the Board's or Board committee's consideration of that Relevant Matter would give rise to a conflict.

3.2 Exclusion of conflicted director

If the Board or a Board committee is required to consider a Relevant Matter and it has been determined in accordance with paragraph 2.2 of these protocols that the involvement of a director (**Conflicted Director**) in the Board's consideration of the Relevant Matter, or a Board committee's consideration of the Relevant Matter, would give rise to a conflict, then the Conflicted Director:

- (a) must not receive any information about the Relevant Matter; and
- (b) is not entitled to participate in any discussions regarding, nor take part in any decision-making process in relation to, the Relevant Matter,

unless the Independent Directors make a determination under paragraph 3.3 of these protocols.

3.3 Inclusion of conflicted director on limited basis

After following the procedures set out in paragraph 2.2 of these protocols, depending on the nature of the conflict or potential conflict and the application of the particular facts, the Independent Directors may decide that the Conflicted Director can:

- (a) receive part of the information in respect of the Relevant Matter;
- (b) receive redacted versions of information distributed to the Board in respect of the Relevant Matter; or
- (c) participate in the discussions regarding the Relevant Matter but not to vote on resolutions covering the Relevant Matter.

3.4 Procedures where conflicted director excluded

Subject to the relevant Group member's constitution, if the Relevant Matter is to be considered at a Board meeting or Board committee meeting and a determination is made under paragraph 3.2 of these protocols (and not under paragraph 3.3 of these protocols):

- (a) the Conflicted Director may only receive modified versions of the agenda and other papers circulated to directors in respect of that meeting which exclude all information relating to the Relevant Matter;
- (b) the Conflicted Director may attend the meeting provided that the Conflicted Director excuses himself or herself from the meeting during any discussion of the Relevant Matter and takes no part in any decision-making process in relation to the Relevant Matter;
- (c) the Independent Directors must not disclose to the Conflicted Director any information relating to the Relevant Matter including the content of any relevant discussions at Board meetings and any other relevant discussions, negotiations or agreements;
- (d) the Company Secretary will prepare minutes of all meetings of the Board and circulate those minutes to the members of the Board. However, if the Relevant Matter was considered at a meeting, the Conflicted Director will only be provided with a modified version of the minutes of that meeting which excludes those minutes relating to the Board's consideration of the Relevant Matter;
- (e) the Probity Officer will be responsible for establishing and implementing appropriate measures to ensure that the Conflicted Director does not have access to email or any other folders where any documents or other information relating to the Relevant Matter are stored or to any relevant hard copy documents (and if requested by an Independent Director, the Probity Officer will report to the Board on the

methodology employed to achieve this result);

- (f) if the Conflicted Director acquires any information about the Relevant Matter in his or her capacity as a director which is not publicly available, the Conflicted Director must keep that information confidential in accordance with the duties owed by the Conflicted Director.

3.5 Compliance with protocols

Each director:

- (a) must use all reasonable efforts to ensure that each person to whom these protocols apply complies with the protocols;
- (b) must notify the Chair promptly if the director becomes aware of any circumstances which, or which are likely to, result in a breach of these protocols, giving sufficient details of those circumstances to the Chair so that remedial action may be taken;
- (c) acknowledges that if these protocols are breached, the Group reserves the right to at any time terminate the involvement of the relevant director, or any associate or involved person, in the Relevant Matter.

These protocols do not limit any other rights that the Group may have against a director in respect of any breach of any legal or contractual obligations of a director.

Annexure B (Disclosures of interests and conflicts of interest)

1. Statutory duty to disclose material personal interest

Section 231 of the Irish Companies Act 2014 (as amended) requires a director to disclose the nature of his interest in a contract, transaction or arrangement or proposed contract, transaction or arrangement with the Group at a meeting of its board of directors.

2. Restrictions on voting

Section 1113 of the Irish Companies Act 2014 provides that subject to certain exceptions, and unless the constitution of the Company provides otherwise, a director of a public limited company who has an interest in respect of any contract or arrangement that is being considered at a directors' meeting must not vote on the matter nor be counted in the quorum present for the meeting.

3. Notice

Under Section 231 of the Irish Companies Act, a director who has an interest in a proposed contract or arrangement must declare such an interest at the meeting of the board of directors at which the question of entering into the contract or arrangement is first considered. If a director became interested in a contract or an arrangement after it is made, the director should declare his interest at the first meeting of the directors held after the director becomes so interested.

4. General law – Conflicts of interest

- (a) At general law, directors have a fiduciary duty to avoid conflicts of interest. It is an established principle that directors of a company must not, in any matter falling within the scope of their service, have a direct or indirect interest or inconsistent engagement with a third party (actual or potential) that is likely to give rise to a conflict, except with the company's fully informed consent in accordance with the Irish Companies Act 2014 (as amended) (often referred to as the Conflict Rule).
- (b) Amongst many of the general principles that have been developed by the Courts in respect of the Conflict Rule, in certain circumstances, mere disclosure of a conflict between interest and duty and abstaining from voting on the matter is insufficient to satisfy a director's fiduciary obligations. Disclosure is usually a minimum requirement and generally speaking, a director has a positive duty to protect the interests of the company.
- (c) In addition, a director must account to the company for any benefit accruing

to him in such circumstances. It will not be an excuse to show that a company was not in a position to obtain the benefit or that the director acted honestly and in good faith. However, provision may be made in the constitution for circumstances in which a director may obtain a benefit. Also, a director may obtain a benefit where he has made a full disclosure of the facts to the shareholders and has obtained their consent by the company's shareholders to a benefit being obtained by him.

- (d) The minute book should be up to date, ensure that any conflict is noted in the register of director's interests, and that a written notice of the conflict is served on the company at the relevant board meeting where the contract is discussed.

5. Common form of conflict - use of information by nominee directors

- (a) A common situation in which a conflict may arise is where a nominee director acquires information as a result of the nominee's position as a director that the nominee knows will be of interest to the nominating company. The conflict in this situation includes:

- (i) a duty of confidentiality owed to the company of which it is a director; and
- (ii) a commercial desire to communicate knowledge acquired to the nominating company as a result of his or her position as a nominee.

- (b) As a basic principle, the duty of confidentiality owed to the company in paragraph 5(a)(i) of this annexure is greater than any duty owed to the nominating company.
- (c) Consequently, as a general rule, if a director acquires any information in his or her capacity as director of a company (which is not otherwise publicly available), the director cannot communicate that information to the nominating company. To do so would potentially breach a number of directors' duties, including the common law duties to act honestly and to avoid conflicts of interest, and the statutory duties under Section 228 of the Irish Companies Act 2014 (as amended) which include, amongst others, to act in good faith, not to misuse position, and not to misuse information.

6. Nominee Directors

- (a) From time to time there may be directors on the Board who are nominated representatives of shareholders of the Group. If the Board is required to consider a matter which involves, or affects the interests of, a shareholder, any involvement in the Board's consideration of that matter by a director who is the nominated representative of that shareholder may give rise to a conflict for that Director (for instance, as contemplated in paragraph 5 of this annexure).
- (b) In those circumstances, the procedure set out in paragraph 2.2 of the protocols must be adopted for the purposes of making a determination as to

whether the Director's involvement in the Board's consideration of the matter would give rise to a conflict.

- (c) If it is determined that the Director's involvement in the Board's consideration of the matter would give rise to a conflict, that Director must not:
 - (i) be provided with any information relating to that matter;
 - (ii) participate in any discussions regarding that matter; and
 - (iii) take part in any decision-making process in relation to that matter.
- (d) In addition, if that Director acquires any information about the matter, he or she must not, without the consent of the Board, disclose any of that information to the shareholder he or she represents nor attend any discussions or negotiations in relation to the matter between the Group on the one hand and that shareholder.