ESG 2023

THE BASELINE

ORCODA

ASX:ODA

ORCODA ESG 2023

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FOREWORD

ORCODA Limited (ASX:ODA) and its subsidiaries ("The Company") are pleased to announce that the Company has adopted an Environmental, Social, and Governance (ESG) framework with 21 core metrics and disclosures created by the World Economic Forum (WEF).

Highlights:
- Disclosures using the World Economic Forum Stakeholder Capitalism ESG framework
- Engagement of Socialsuite technology platform for disclosing and monitoring progress
- Commitment to setting bi-annual ESG actions and releasing ESG disclosure reports

"ORCODA is committed to building legitimate Environmental, Social, and Governance (ESG) credentials. We have commenced ESG reporting as a tangible first step in our ESG journey. We greatly value ESG considerations as they enable us to better identify material risks and growth potential, leading to better-informed decisions and business outcomes. Equally, our commitment to ESG creates a consistent and measurable approach that helps us contribute to building a more prosperous and fulfilled society and a more sustainable relationship with our planet.

We have adopted Socialsuite's ESG Go as a best-in-class solution for leading companies to easily start ESG reporting with a structured, standardised, and globally recognised solution. We find ESG Go excels in making the WEF framework accessible and operational. We use it to track our disclosure progress, demonstrate our ESG performance against the WEF ESG framework, and share our journey of building robust ESG credentials."

Geoff Jamieson, Managing Director of ORCODA
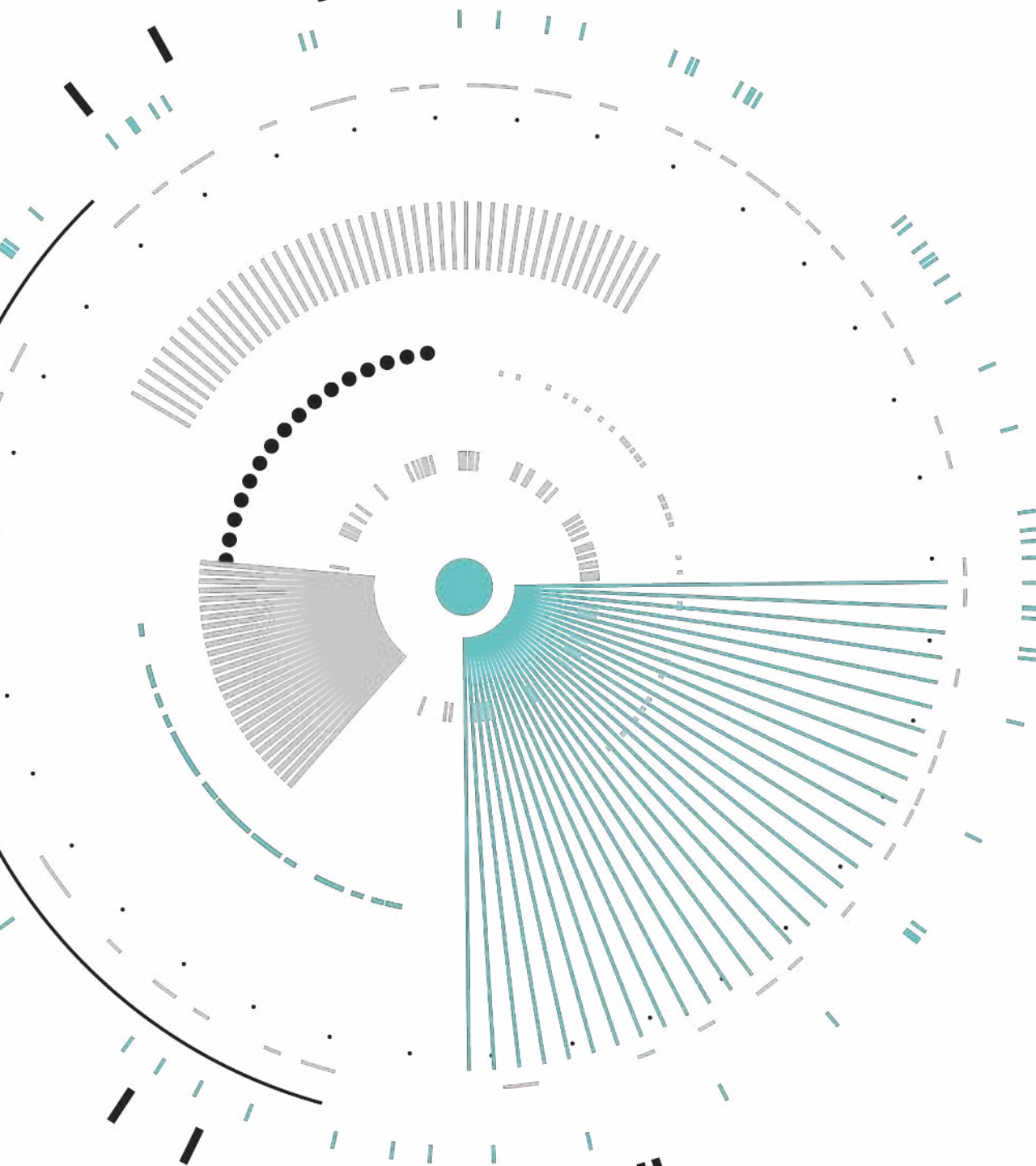
STARTING ESG REPORTING

The context in which The Company operates has been transformed by climate impact, nature loss, and social unrest around inclusion and working conditions. This new global environment is challenging the traditional expectations of corporations and redirecting investment capital. Global sustainable investment now tops $30 trillion, up 68% since 2014 and tenfold since 2004. The Company is charting a course to build resilience and enhance our social licence through a greater commitment to long-term, sustainable value creation that embraces the wider demands of people, planet and shared prosperity.

UNIVERSAL ESG METRICS

The Company has commenced ESG reporting by making disclosures against the World Economic Forum (WEF) Stakeholder Capitalism framework. The WEF framework is a set of common metrics for sustainable value creation captured in 21 core ESG disclosures. The Board of ORCODA has resolved to use this universal ESG framework to align mainstream reporting on performance against ESG indicators.

The Company sees the WEF Stakeholder Capitalism Metrics as the most appropriate ESG disclosure framework to start its ESG journey. The Stakeholder Capitalism framework leverages a variety of existing frameworks and is intentionally built to be a steppingstone to begin building capacity and capability in ESG reporting. It enables The Company to report on core ESG matters of governance, anti-corruption practices, ethical behaviour, human rights, carbon emissions, land use, ecological sensitivity, water consumption, diversity and inclusion, pay equality and tax payments.

By including ESG metrics in mainstream reporting and integrating them into governance, business strategy, and performance management process, The Company sets out to demonstrate that it diligently considers all pertinent risks and opportunities in running its business. The Company will demonstrate ongoing commitment to ESG by sharing its progress toward ESG disclosures in quarterly updates in combination with making disclosures transparently available in the public domain.

1. CORPORATE PURPOSE

The Company's Purpose Statement was approved by the Board of Directors (BoD) in 2022 and **is "Enabling clients to generate fast, accurate and reliable information, to make data-led decisions for the movement of people, the delivery of goods & services, the assets deployed and the infrastructure needed."** and our Vision is "As optimisation experts in the digital transformation of transport logistics and infrastructure, we develop solutions that are envisioned to empower Connected Smart Cities of the future."

ORCODA Limited is an integrated technology company that provides smart software solutions for transport logistics and transport infrastructure services. Our proprietary cloud-based, open ended, end-to-end software technology platforms have true optimisation capabilities. ORCODA's mission is "to optimise our clients' transport operations and support their digital transformation".

As we pursue our purpose, our mission and vision, we are guided by our corporate values:
- Passionate - We care and support people in an environment where individuals live a life of their choosing
- Respectful - We learn from each other and celebrate diversity – we value each personas an individual
- Accountable - We are transparent and responsible in all of our actions, and we promote open communication
- Innovative - We embrace new ideas, take smart risks and reward creativity and innovation
- Successful - We grow from our successes, and also our mistakes, and abide by all processes and procedures
- Ethical - We are true to our word and walk our talk. We encourage autonomy and self-determination

Please refer to the ORCODA website for further information at https://ORCODA.com/our-values

2. BOARD COMPOSITION

ORCODA is governed by its Board of Directors (BoD) which exercises an active ESG approach in respect of board composition. The Company adopted the board skills matrix supplied by SocialSuite ESG, which revealed scores between good (2) and strong (3), and an average of 2.52 across all ESG competencies.

The Company seeks to ensure that board composition positively optimises value through appropriate diversity of thought. Full details of the director's expertise and experience, tenure, committee roles, independence, meeting attendance, other significant positions and commitments and remuneration are set out in the Annual Report (Refer to our Investor Hub in the link below). Further details of board members are published on the company About Us website.

The role of the Board, and the directors' skills and experience is expanded further in our Corporate Governance Statement and Board Charter. A number of other relevant documents can be found under the Corporate Governance section of the Company website.

As The Company progresses, we remain committed to the representation of diverse skills and experience, gender equality, social inclusiveness, and independence, amongst our board of directors.

See also: About Us, Corporate Governance, Investor hub

BOARD SKILLS MATRIX SUMMARY

SKILL	AVERAGE
Independent	67%
Age	57
Gender	0% Female
	100% Male
Experience	2.5
Governance Competencies	2.6
Behavioural Competencies	2.7
TOTAL	**2.6**

Level of board skills and experience	Strong: 3
	Good: 2
	Limited: 1

* The Board Matrix was supplied by SocialSuite and was completed internally Sept 2022

3. STAKEHOLDER CONSULTATION

The Company recognizes the growing importance of addressing issues beyond the traditional scope of the business purpose of The Company. We wish to address the economic and social issues that serve not only our customers and shareholders, but the larger communities that we impact as a business to create long-term value. A material sustainability issue is an economic, environmental, or social issue which can have significant repercussions on a company, whether positive or negative.

The Company has identified the following key stakeholders:
- Board of Directors
- Investors and Shareholders
- Employees and Management
- Customers
- Partners and Suppliers
- Government
- Local Communities where we operate

It is critical to engage with a diverse set of stakeholders who are interested in or directly affected by our business and services. We will work to resolve material issues that are identified from stakeholders while monitoring the progress against our business goals.

The Company regularly engages with our stakeholders via:
- Regular scheduled meetings
- Industry Associations: Memberships, event attendance and speaking engagements
- Event attendance and sponsorship within local communities and government bodies where we operate
- Interactive Investor hub that allows shareholders and prospective investors to interact with the management team and comment on ASX reports & announcements

The Company has also outlined a formal "Continuous Disclosure and Shareholder Communications Policy" which is available on the company website, and includes:
- Outline of consultation
- Analysis of what constitutes a material issue
- Communication opportunities (media, social media, website, ASX, reports to shareholders, and meetings)
- Black-out periods where no communication on financial information is permitted.
- Analysis and Feedback from material issues captured
- Roles and responsibilities

ANALYSIS AND FEEDBACK FROM MATERIAL ISSUES CAPTURED

References:
- Continuous Disclosure and Shareholder Communications Policy
- Interactive Investor hub
- Transit Care Case Study on Sustainability – lowering Carbon Emissions by over 34% in 5 years
- Published Article - Electrification + Smart Tech for Smart Cities
- Community Transport Report

ENVIRONMENTAL SUSTAINABILITY

The Company actively discusses environmental sustainability with key stakeholders, as its software can substantially reduce the carbon emissions of some clients through optimisation of fleets of vehicles. In addition, our software digitally transforms organisations to encourage a paperless workflow that is less reliant on manual processes.

ELECTRIFICATION

The Company envisions that the Smart Cities of the future will require connected Electrified Transportation Networks with Intelligent Transport Management platforms and Smart Infrastructure Devices. As published in an article by Geoff Jamieson, Managing Director of ORCODA, "Electrification will be the smart technology that propels us towards our smart city vision for the future. It enables many modern functionalities connecting the assets people live in and travel in through Wi-Fi wireframes that deliver incredible speed and accuracy, achieving sustainable energy and an electrified, digitalised and connected transportation network. Smart electrification can help cities save money, reduce emissions, and improve quality of life for residents. For example, electrified transportation networks can reduce traffic congestion and pollution, while also providing cleaner, quieter, and more efficient transportation options."

PRIVACY AND SECURITY

As a technology company, we value data privacy and security for all key stakeholders and actively update our procedures and processes to the best in market. In addition, our corporate governance outlines our ethics and code of conduct that are published on our website and embraced by all internal stakeholders and available to all external stakeholders.

ISO 27011: Information Security Management
IT security, cybersecurity and privacy protection are vital for companies and organisations today. ISO 27011 is the world's best-known standard for information security management systems (ISMS) and their requirements. It enables organisations of all sectors and sizes to manage the security of assets such as financial information, intellectual property, employee data and information entrusted by third parties.

SOC 2 - AICPA
The Association of International Certified Professional Accountants (AICPA) is the most influential body of professional accountants. SOC 2 is the most renowned security framework for growing SaaS companies. It demonstrates an organisation's ability to effectively safeguard the privacy and security of customer data.

The Company has adopted the above frameworks within our practices and procedures and is working towards receiving compliance certification.

SOCIAL INNOVATION

Social innovation refers to solutions that imply change, which aim to improve the welfare and wellbeing of individuals and communities. Our community transport software assists mobility-impaired communities to access affordable and reliable transport. We have published evidence of the beneficial outcomes our clients have gained from implementation of The Company's software that include - increased accessibility to transport to mobility impaired communities. The Company works closely with community transport industry associations to be industry leaders that share knowledge and encourage advancement in community transport services across Australia.

4. ANTI-CORRUPTION

Corruption undermines stakeholder legitimacy, trust and reputation. The Company acknowledges that its continued success depends upon its reputation for professionalism and integrity, which requires we maintain high standards of ethical conduct in our operations. This means being transparent to our stakeholders and demonstrating how our behaviour is consistent with our broader governing purpose.

The Company has several policies and procedures in place to improve the broader operating environment and culture, in order to combat corruption. This includes The Company 's Values, and the Code of Conduct and the Anti-Bribery and Corruption Policy that are available on The Company website. Further information on these policies and other relevant information can be found in The Company 's Corporate Governance section on the website at the link below.

The Company does not formally train staff on anti-bribery and corruption, though its staff and contractors must follow The Company's Code of Conduct and all other policies and procedures. The Company ensures its employees have awareness and access to its policies and procedures to maintain transparency. Scheduled updates and acknowledgement of these policies and procedures occur after each annual review from the Board of Directors.

The Company has formally briefed all employees on its Anti- Bribery and Anti-Corruption Policy, and it is written into all employment contracts. The Company takes adherence to the policy very seriously.

During the current quarter, and current financial year to date, there have been no reported incidents of corruption.

See also: Code of Conduct, Our Values, Corporate Governance, Anti-Bribery and Corruption Policy

5. ETHICAL BEHAVIOUR

The Company is committed to the highest standards of conduct and ethical behaviour in all our business activities and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance.

ORCODA encourages the reporting of any instances of suspected unethical, illegal, fraudulent, or undesirable conduct involving The Company's businesses and provides protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation, disadvantage or reprisal.

Directors and management of The Company are committed to conducting The Company's business ethically and in accordance with high standards of corporate governance incompliance with the ASX Corporate Governance Principles and Recommendations.

The Company has clear and formalised internal and external mechanisms for seeking advice about ethical or lawful behaviour and organisational integrity. These are formalised in our Corporate Governance Documents, including the Whistle Blower Policy published on our website. This policy outlines our commitment to investigating claims and whistle-blower protection.

INTERNAL MECHANISMS FOR REPORTING AND/OR GAINING ADVICE:

To ensure appropriate escalation and timely investigation, we request that reports are made to a Whistleblower Protection Officer, listed below:

• The Company's Non-Executive Chairman - Nicholas Johansen
• The Company's Managing Director - Geoff Jamieson Geoff Jamieson

The option to raise the matter with an "officer" or "senior manager" of the Company is also acceptable. This includes a director, or a senior manager in the company who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business of the company, or who has the capacity to affect significantly the company's financial standing. This may include an executive general manager or general manager.

EXTERNAL MECHANISMS FOR REPORTING AND/OR GAINING ADVICE:

Report may also be made to the following external people or bodies:
• ORCODA external auditors;
• ASIC;
• A lawyer (to obtain advice or representation about the Corporations Act);
• a relevantly prescribed Commonwealth authority.
• Report may be made anonymously, or you may disclose your identity.

The Company's Whistle Blower Policy and other relevant Corporate Governance documents – which are aligned to these principles – can be found on ORCODA 's website at the links below.

See also: Whistle Blower Policy, Corporate Governance

6. RISKS AND OPPORTUNITIES

The BoD is committed to the identification, assessment, and management of risk throughout The Company's business activities. The BoD recognises that ESG-inclusive risk management is an essential element of good corporate governance and fundamental in achieving its strategic and operational objectives. The role of the Committee is to prepare and review The Company's risk profile, accounting, auditing, and financial reporting responsibilities as outlined in the Audit, Risk and Finance Committee Charter. The Committee reviews The Company's risk profile annually to assure itself that it continues to be sound, as reported in the annual Corporate Governance Statement. The company has the appropriate insurance policies in place to mitigate the relevant risks in our businesses.

The Audit, Risk and Finance Committee Charter describes the committee's responsibilities for determining if there is any material exposure to economic, environmental, and social sustainability risks, and if so, evaluate the management of those risks.

The Company's Risk Management Policy is outlined within the Corporate Governance Statement, and its framework is integrated within The Company's day-to-day business processes and functional responsibilities. The Company notes that public tenders to governments, or large commercial tenders, require detailed risk and mitigation strategies embedded into their submissions, and the execution of complex organisational logistics, operating around large machinery on hand, and transferring people with complex conditions on the other, requires that the active management of risk is embedded in to the culture of the Company both from "bottom-up" and "top-down".

Economic, Environmental, and Social Sustainability Risks
The Audit and Risk Committee has considered The Company's material exposures to economic, environmental, and social sustainability risks. Economic and social sustainability are not considered key risks owing to the business's emphasis on scalable technology innovation and SaaS innovation. The Company is prioritizing environmental risk and has so for several years. Notably, and more recently, this has been more necessary due to the environmental impact of The Betta Group acquisition and the importance of environmental planning. Since its origin, the Transport Division of The Company has leaned into vehicles with smaller carbon footprints - for example, in The Company's fleet of Prius Hybrid vehicles and their involvement in community transport for the elderly and clients with disabilities within the NDIS scheme.

6. RISK AND OPPORTUNITIES

Quality management, environmental management and OH&S can be considered areas of risk if not properly managed, and therefore we have adopted the international standards and systems set out by ISO as a means of risk reduction.

ISO (INTERNATIONAL ORGANIZATION FOR STANDARDISATION)

Divisions of The Company are ISO standard approved, which are crucial accreditations from the world's leading developer of International Standards. ISO is a nongovernmental organisation that promotes the development of standardisation to facilitate international trade, and to developing cooperation. International Standards give state of the art specifications for products, services and good practice, helping to make industry more efficient and effective. They ensure that products and services are safe, reliable and of good quality. For The Company, they are strategic tools that reduce costs by minimising waste and errors and promoting better product design.

ISO 9001: QUALITY MANAGEMENT SYSTEM (QMS)

ISO 9001 is the internationally accepted standard for a quality management system. TheISO9001 standard improves performance through the formalisation of processes and the control of risk. By implementing the ISO9001 management system, we remain committed to delivering the best quality result for our clients.

ISO 14001: ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

ISO 14001 is the internationally accepted standard for an Environmental Management System. Our EMS includes the policies, processes, plan, practices, and records that define how The Company interacts with the environment. With the world facing the effects of climate change, The Company is aware of environmental impact and its corporate responsibility towards ensuring a more sustainable future. ISO 14001 requirements provide a framework and guidelines for our environmental management system.

ISO 45001: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (OHSMS)

ISO 45001 is the internationally accepted standard for an Occupational Health and Safety Management System (OHSMS) that brings together the policies and procedures required to mitigate risks associated with our business operations. Health and safety in the workplace is our number one priority and ISO 45001 demonstrates our commitment to delivering to international standards.

6. RISK AND OPPORTUNITIES

EMERGING NON-TRADITIONAL (ESG) RISKS

- Climate risks – we have not begun to measure our CO_2 emissions but will do for future ESG reports.
- Transition risks – The Company has researched and published thought leadership articles regarding the future transition and development to smart cities and the need for greater electrification.
- Health and Safety risks – A Covid Safety Plan was made effective as of 17 Dec 2021
- Cyber Security Risks:

ISO 27011: INFORMATION SECURITY MANAGEMENT

IT security, cybersecurity and privacy protection are vital for companies and organisations today. The ISO 27011 standards keeps them safe.
ISO 27011 is the world's best-known standard for information security management systems (ISMS) and their requirements. Additional best practice in data protection and cyber resilience are covered by more than a dozen standards in the ISO 27011. It enables organisations of all sectors and sizes to manage the security of assets such as financial information, intellectual property, employee data and information entrusted by third parties.
The Company has adopted these standards within our practices and procedures and is working towards receiving a compliance certification.

SOC 2 - AICPA

The Association of International Certified Professional Accountants (AICPA) is the most influential body of professional accountants. SOC 2 is the most renowned security framework for growing SaaS companies. It demonstrates an organisation's ability to effectively safeguard the privacy and security of customer data. The Company has adopted this framework within our practices and procedures and is working towards receiving a compliance certification. The Company can supply numerous procedure manuals and formal policies on our quality management systems in place, that include environment and WH&S management systems.

See also: Corporate Governance Statement, Finance, Audit, and Risk Committee Charter, 2022 Annual Report, Electrification + Smart Tech for Smart Cities

7. GHG EMISSIONS

CLIMATE CHANGE

The Company has reviewed the Greenhouse Gas (GHG) Protocol and respects that it is the global standard framework for measuring and managing GHG emissions.

The Transport Division of The Company has, since its origin, leaned in toward vehicles with smaller carbon footprints - for example in The Company's fleet of Prius vehicles and their involvement in community transport for the elderly and clients with disability within the NDIS scheme.

We have jointly commissioned a report with one of our clients who has recorded an excess of 34% reduction in carbon emissions over 5 years (2017-2021) through the use of ORCODA Logistics Management Software (OLMS), which was used to optimise their fleet, increase utilisation and optimise the routes of vehicles.

We have not yet fully measured our corporate GHG emissions for direct or indirect emissions, nor indirect supply chain emissions, however we look forward to developing an inventory and reporting in future ESG reports.

See also: TransitCare Case Study

8. TCFD IMPLEMENTATION

While use of the Task Force on Climate-Related Financial Disclosures (TCFD) framework is currently voluntary in Australia, there is an increasing expectation from investors, governments, customers and the community that businesses assess and disclose climate-related risks.

As a result of ongoing and growing expectations of key stakeholders, The Company is investigating early disclosure of climate risk in accordance with the recommendations of the TCFD framework as they relate to both physical risks, and transition risks (and opportunities).

We look forward to developing consistent climate-related financial risk disclosures in future ESG reports.

Core Elements of Recommended Climate-Related Financial Disclosures

Governance
Strategy
Risk Management
Metrics and Targets

Governance
The organization's governance around climate-related risks and opportunities

Strategy
The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

Risk Management
The processes used by the organization to identify, assess, and manage climate-related risks

Metrics and Targets
The metrics and targets used to assess and manage relevant climate-related risks and opportunities

10. WATER CONSUMPTION

The use of water by our organisation is not applicable or significant to our work and therefore will not be reported.

9. LAND USE

Protecting and safeguarding Key Biodiversity Areas (KBAs) might be our best chance of reversing the catastrophic biodiversity loss that the planet is currently experiencing.

We understand that KBA's contribute significantly to the global persistence of biodiversity. This can mean that a KBA site contains many unique species, or its home to one species found either nowhere else or in only a few other places. KBA recognition indicates that an area is a place that's important for the planet's overall health.

Our approach to biodiversity, conservation and land use management is to carry out our activities in a compliant and responsible manner that protects biodiversity and ecosystems. We are committed to avoiding operational activities near sites containing biodiversity of global or national significance.

The organisation follows the Environment Protection Biodiversity Conservation Act 1999 (EPBC Act) in Australia, which aligns with the International Union for Conservation of Nature's (IUCN) Red List. The IUCN Red List is the world's most comprehensive information source on the global extinction risk status of animal, fungus, and plant species.

ORCODA provides the technology, so land use is not directly affected. However, we aim to disclose the value supply chain in this section as it refers to KBAs and environmental impact of land use for our suppliers, contractors, subcontractors, clients and our subsidiaries.

See also: Downer Biodiversity and Environmental Policy, Downer Sustainability Reports, Department of Defence, Mt Buller and Mt Stirling Resort Environment Management Plan

9. LAND USE

ORCODA provides the technology for key transport supplier, Bus Fleet Australia, who delivered guest transfer and rideshare services for over 400,000 people in the 2022 ski season at Mt Buller in the Australian Alps. Trips are booked and paid for via our Mt Buller Transportation App, by guests for travel between carparks, hotels, ski fields and attractions etc. Our in-vehicle technology is used to achieve faster and more reliable service. The team at Bus Fleet use our technology to manage the transport logistics for 40 vehicles to aggregate and optimise their transport operations to reduce CO2 emissions.

Mt Buller and Mt Stirling Resort is not within a KBA, however it is nearby, and it is therefore requested that our technology tracks and records transport movements in order to report the CO2 emissions each year. The Mt Buller and Mt Stirling Resort has a published target to cut 60% CO2 emissions by 2030.

The Environmental Management Plan supplied by Mt Buller and Mt Stirling Resort Management Board is a strategic document that guarantees protection of the Resort's natural environment while ensuring the sustainability of Resort activity and development.

Section 6.2 deals with Energy Efficiency & Air Quality - A number of initiatives have been undertaken to reduce energy use and minimise greenhouse gas contributions including the adoption of ORCODA Software for Bus Fleet Australia's 40+ vehicles.

See also: Corporate Governance Statement

9. LAND USE

The Betta Group has worked within the Shoalwater Bay (Rockhampton, QLD) on the military base - Defense Department Training Area. Any work carried out on these lands require The Betta Group to operate under the Defense/Downer Policies and Procedures which are published publicly on the Downer website. As we are a subcontractor and contractor for Defense projects via Spotless (wholly owned subsidiary of Downer Group) and Laing O'Rourke, we therefore collectively refer to the Downer Biodiversity policies and procedures when onsite at Shoalwater Bay. According to Downer, the Defense base at Shoalwater Bay has ensured that protections are in place if Defense operations overlap with protected areas of national significance or areas of high biodiversity value.

For specific in-field projects, The Company has a Pest and Weed Management Plan and an Emergency & Disaster Management Plan (extreme weather).

ORCODA is active in implementing land use and ecological sensitivity policies and practices that substantially reduce the impact on the environment across the value chain.

See also: Corporate Governance Statement

11. DIVERSITY AND INCLUSION

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, ethnicity, cultural background, language, disability, and other areas of potential difference.

The Company is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. A copy of our Diversity Policy and other relevant documents are available on the company website.

Please note that The Company has begun tracking the diversity breakdown indicators of our employees, management and board of directors, starting with gender. We can report the below data set for gender (Sept 2022):
• Board of Directors - 100% male
• Management team - 25% female, 75% male
• Employees - 90% male 10% female

The Company retains the aim of increasing the percentage of women in senior management positions and the number of women on the Board and promoting the principle that the employment of women should be dealt with on the basis of merit. Our policies and procedures will ensure that promotion of diversity within the workplace and our management teams will be made aware of the polices that exist within the organisation to promote diversity within the workplace.

Our induction, training and other programs will be designed to promote our culture of diversity and female participation in the workplace and within leadership positions.

In addition, the BoD is committed to the following actions:
a) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
b) consider the establishment of measurable objectives in order to achieve the appropriate level of diversity, including gender diversity across, and at various levels of, our organisation;
c) annually assess these objectives and the progress in achieving them (where the measurable objectives have been established).

See also: Corporate Governance Statement

12. PAY EQUALITY

The Company recognises that pay equality reflects an organisation's culture and helps bridge diversity gaps, attract talent, and drive long-term competitiveness. The Company pays people equally in like for like roles, irrespective of age, gender, or ethnicity.

The Company reports remuneration of Directors and Key Management Personnel in the Annual Report, which can be found on the company website.

The BoD has an established Remuneration and Nomination Committee, which following its Charter (available on the Company's website), is responsible for reviewing and making recommendations to the BoD in respect of:
- Executive remuneration
- Executive incentive plan
- Remuneration of the Company's key management personnel
- Equity-based incentive plan
- Recruitment, retention, performance measurement and termination policies and procedures for non-executive directors, the MD and any other executive director and all senior executives reporting directly to the MD
- The disclosure of remuneration in the Company's Annual Report

Details of the Remuneration and Nomination Committee are also outlined in Corporate Governance Statement and in the Directors', Report contained in the Annual Report. The Committee is responsible for monitoring and providing input on remuneration by gender to the BoD (Principle 8 of the Charter).measurable objectives have been established).

See also: Remuneration and Nomination Committee Charter, Corporate Governance Statement, 2022 Annual Report

13. WAGE LEVEL

The Company recognises that fair compensation and benefits contribute to the economic well-being of employees, since the distribution of income is crucial for eliminating inequality and poverty.

At this time, the Company has not yet begun reporting this indicator.

14. CHILD, FORCED OR COMPULSORY LABOUR

The Company upholds the highest moral, ethical, and legal standards in all we do, especially surrounding human rights. We are committed to minimising any risks of child labour and forced or compulsory labour occurring within our operations and supply chain and communicating our values in this regard throughout the organisation and among the public. To reflect this, our Modern Slavery Policy articulates our commitment to identifying and addressing risks of modern slavery occurring in our operations or supply chain and provides guidance to staff with respect to the identification and assessment of any modern slavery risks.

In addition, various company policies and procedures (such as our Code of Conduct) provide additional safeguards in respect to identifying and addressing risks.

Furthermore, our internal Whistleblower Protection Policy provides an avenue for all eligible whistleblowers to identify and address modern slavery risks by raising concerns about misconduct or an improper state of affairs or circumstances, including matters concerning child labour and forced or compulsory labour.

We publicise our values with respect to child labour and forced or compulsory labour within our Modern Slavery Policy on the company website.

Please note that The Company is below the AUS$100 million revenue threshold to report under the Modern Slavery Act in Australia.

See also: Modern Slavery Policy, Whistleblower Policy, Code of Conduct

15. HEALTH AND SAFETY

Maintaining strong standards of health, safety and labour rights can improve employee productivity and operational efficiency and enhance employee well-being.

The Company engages the Australian software Safe 101, to communicate, record and report health and safety standards and issues internally.

Safety 101 is a software program that employees and management have access to and record data on health and safety requirements, such as licenses, inductions, incidents, etc.

Management review meetings are held monthly that include discussion on health, safety, environment and quality in relation to objectives, targets and compliance. Further, a quarterly report is generated from the Safe 101 data and presented to management as the Health Safety Environment and Quality - Objectives and Targets Dashboard of Compliance.

The latest results submitted to management are:

- Zero Lost Time Injuries & Illnesses
- Zero Environmental Harm Incidents
- Zero re-work incidents
- < 10 overdue actions
- Zero overdue HSEQ Improvement plan actions

- No injury incidents reported
- 3 Equipment damage incidents reported
- No environment incidents reported
- Near miss incident reported involving a sub-contractors' concrete truck and train

Each internal stakeholder of The Company is an Australian Citizen and therefore entitled to access the Australian Government's medical and healthcare services. The Company does not offer additional medical or healthcare services to stakeholders.

See also: Safe101

16. TRAINING PROVIDED

ORCODA recognises that appropriate training is a requirement across all levels of our organisation and is a fundamental component of our dynamic business. The Company is therefore committed to providing professional development and training opportunities to all employees as and when the need arises.

External training is provided to staff upon approval from management. Some examples of external training include Industry Associations such as Queensland Leaders, Master Electricians Australia, Intelligent Transport Systems and TDSA. Also, The Betta Group have 4 apprentice electricians receiving external training as part of their apprenticeships. We hire apprentices as we understand the importance of finding and developing the next generation of our team.

The Microsoft Silver Partnership requires a competency from two people in the organisation to become Microsoft certified as an Azure Developer Associate. However, we offer this to all 5 people working within the Technology team which occurs weekly for 1 hour.

Employee and manager training is recorded in Safety 101 for The Betta Group is shown through the employee's certificates, and inductions. For example, all Aurizon inductions are recorded under the employees LIBRARY101 file titled "Inductions" or "Inductions and Training". Inductions are required in order for our electricians to access certain client site locations. There is no charge from the client for each induction.

Internal training is provided to staff in an informal manner, through weekly scheduled meetings where managers can identify areas which require explanation, guidance, or further training and development. The management team of ORCODA and its subsidiaries recognise there is an opportunity to build on the training and

development to include regular scheduled and planned training sessions.

Last financial year, the total spending on training and development for ORCODA and its subsidiaries was $87,055.76 (exclusive of GST). This is the external cost only and does not include any internal training and development. With 64 full time employees, we can therefore disclose an average training expenditure of $1360 per employee.

The company does not currently record the hours spent on training and development; however, we look forward to reporting on this metric in future ESG reports.

17. RATE OF EMPLOYMENT

Employment and job creation are key drivers of economic growth, dignity, and prosperity, and provide a basic indication of a company's capacity to attract diverse talent, which is key to innovate new products and services.

ORCODA Limited has 12 full time employees (FTE), with 1 new hire this year and no leavers. Therefore, our Employee Turnover ratio is 0. Employee growth rate is 8.33%.

The Betta Group is a subsidiary of ORCODA has 52 employees with 44 being FTE, 12 new hires this past 6 months and 5 leavers. Therefore, an Employee Turnover ratio of 11.3% can be disclosed for the past 6 months (May to Oct 2022).

We have not yet begun to split out this metric by indicators of diversity or region, however we look forward to offering further information in future ESG reports.
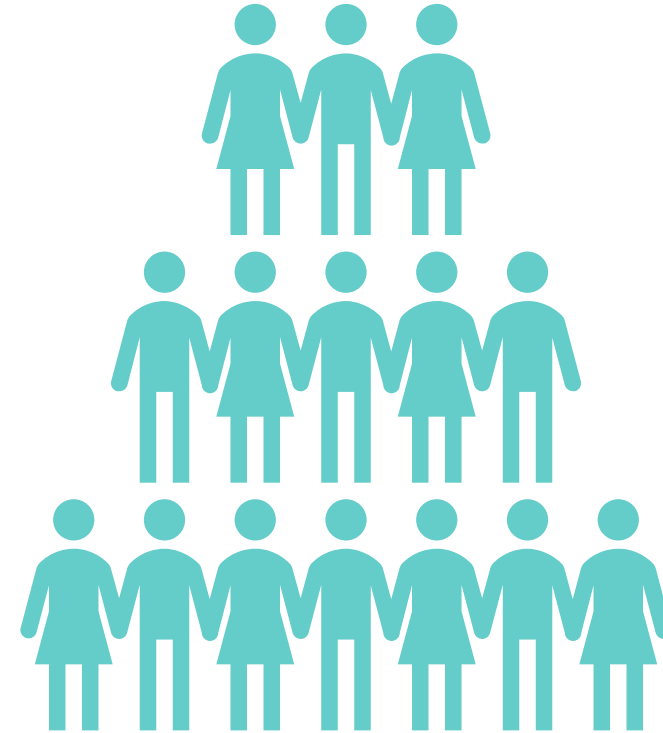
18. ECONOMIC CONTRIBUTION

The Company discloses its economic contribution in the company financial reports that are available to view within our Investor Hub. Our contribution correlates to the financial performance of The Company, and wealth creation for stakeholders.

Additionally, ORCODA invests in the local communities where we operate, including the below sponsorships:

- Mt Buller – Local Community sponsorship for of the Mansfield Hotel Bicycle Tour
- Football sponsorship for Classic Wallabies series at Beef Week in Rockhampton
- Rowing Team sponsorship – Brisbane
- Luke Frenken 's Motor Racing Team – Luke is a supervisor at The Betta Group and we're proud to be supporting his motor racing team for their current 2023 season.

See also: Investor Hub, 2022 Annual Report

19. FINANCIAL INVESTMENT

Investment is a key driver of economic growth and a company's capacity to expand its operations and create additional employment.

The Company discloses total capital expenditures in its financial reports which are available to download from the ORCODA Investor Hub.

In addition, our Investor Presentations which include the company's growth strategies are also available to download from the ORCODA Investor Hub.

See also: Investor Hub, 2022 Annual Report

20. RESEARCH AND DEVELOPMENT

Total costs relating to Research and Development (R&D) are regarded as an indicator of our efforts to innovate, be fit for the future, and to provide prosperity. R&D can also provide insights into our capacity to create new offerings.

The Company receives R&D tax incentive reimbursement from the Australian Government for R&D investments made throughout the year. For FY22, ORCODA recorded R&D tax incentive of $415k. Please view our financial reports which are available within the ORCODA Investor Hub for further information.

R&D will remain a key investment area in the year ahead as we work on developing digital twin technology, furthering the integration of our logistics transport software, and investing in electrification for the smart cities and smart infrastructure of the future.

See also: Investor Hub, 2022 Annual Report

21. GLOBAL TAXATION

Global tax contribution supports governmental functions and societal benefits. Please refer to our Investor Hub which holds copies of the company financial reports that disclosure the total tax paid during relevant reporting periods.

See also: Investor Hub, 2022 Annual Report

ORCODA

Contact Us

1300 672 632

info@ORCODA.com

Brisbane Office

11/8 Navigator Place, Hendra QLD 4011

Melbourne Office

Unit 305, 434 St Kilda Rd, Melbourne VIC 3004