

IDT Australia Limited - Board Charter

1. Objective

Directors are responsible to security holders for the performance of the Company in both the short term and the longer term, seeking to balance sometimes competing objectives in the best interests of the Company as a whole. Their focus is to enhance the interests of security holders and other key stakeholders and to ensure the Company is properly managed.

The Board must ensure it and the Company at all times complies with provisions of the Constitution. The Board must at all times act honestly, fairly and diligently in all respects and in accordance with all applicable laws and regulations.

2. Responsibilities

The main responsibilities of the Board are:

- providing strategic guidance to the Company including contributing to the development of and approving the corporate strategy.
- approving the Company's statement of values and code of conduct to underpin the Company's desired culture.
- review and approve business plans, the annual budget and financial plans including available resources and major capital expenditure initiatives.
- appointing the Chair of the Board.
- appointment and performance assessment of the Chief Executive Officer against annually set key performance indicators.
- approving the company's remuneration framework.
- approving operating budgets and major corporate initiatives.
- enhancing and protecting the reputation of the organisation.
- ensuring the Company has an appropriate risk management framework, for both financial and non- financial risks, to identify material risks facing the Company and that appropriate and adequate control, monitoring and reporting mechanisms are in place.
- ensuring the Company has in place an appropriate cyber security framework and controls in place to mitigate cyber security risks.
- ensuring the organisation has devoted appropriate resources and has proper processes in place to eliminate or mitigate risks to workplace health and safety so far as reasonably practicable, including risks related to physical harm, psychological risk and sexual harassment.
- reporting to security holders.
- overseeing the integrity of accounting and corporate reporting systems, including external audit.
- satisfying itself that an appropriate framework exists for relevant information to be reported to the Board by Management.
- overseeing the process for making timely and balanced disclosure of material information concerning the Company which a reasonable person would expect to have material impact on the value of the Company's securities.
- monitoring effectiveness of the Company's Governance practices.
- whenever required, challenging management and holding it to account.
- ensure the Annual General Meeting is attended by the Company's external auditor, who is

available to answer questions relevant to the audit which security holders may have.

Responsibility for the day-to-day management of the Company's affairs, the implementation of the corporate strategy and policy initiatives and instilling and reinforcing its values are formally delegated by the Board to the Chief Executive Officer and Senior Executive team, while operating within the values, code of conduct, budget and risk appetite set by the Board.

The Company Secretary is accountable directly to the Board, through the Chair, on all matters associated with the proper functioning of the Board.

Specific limits of authority delegated to the Chief Executive Officer and the Senior Executive team are outlined in a formal Delegation of Authority matrix and approved by the Board.

3. Performance Assessment

The Board undertakes annual self-assessment of its performance in relation to the performance of the Board, its Committees and individual directors and may include its leadership, structure, functionality, systems, meetings and relationship with management.

4. Composition/Structure

The structure and composition should ensure:

- the recognition of the importance of independent views and the Board's role in supervising the activities of management, the independence of the Board assists in exercising independent judgment and review and constructively challenge the performance of management.
- there is sufficient benefit to the Company in maintaining a mix of directors on the Board from different backgrounds with complementary skills and experience.
- the Board should consider the appropriate mix of skills required by the Board to maximise its effectiveness and its contribution to the Company.

Independence of Directors

The Board, in conjunction with its Nomination and Remuneration Committee, will assess the independence of each Non-Executive Director prior to appointment and then annually. Each Director is required to provide the Board with all relevant information to enable it to make this assessment.

The Board defines an independent Director as a Non-Executive Director (that is, not a member of management) who is free of any interest, position or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of IDT as a whole rather than in the interests of an individual shareholder or other party.

The Board may determine that a Non-Executive Director is independent notwithstanding the existence of an interest, position or relationship referred to in the ASX Corporate Governance Principles & Recommendations. In such a case, the Board will outline the reasons for making its determination in its annual governance disclosures.

If there is a change in a Non-Executive Director's interests, positions or relationships, the Director must

promptly inform the Board.

5. Chair

The Chair is responsible for leading the Board, ensuring Directors are properly briefed on all matters relevant to their role and responsibilities and facilitating Board discussions. The Chair should be an independent Director, elected by the full Board and should meet regularly with the Chief Executive Officer.

6. Board Committees

The Board has established a number of committees to assist in the performance of its duties and to allow more detailed consideration of issues. Current committees of the Board are the Nomination and Remuneration and the Audit and Risk committees.

7. Independent Professional Advice

Directors and Board committees have the right, in connection with their duties and responsibilities, to seek independent professional advice at the Company's expense. Prior written approval of the Chair is required, but this will not be unreasonably withheld.

8. Meetings

The Board meets approximately monthly throughout the year.

9. Trading in Company Securities

Board members are subject to the provisions of the Company's Securities Trading Policy, available on the Corporate Governance page of the Company's website.

10. Review of Charter

This Charter is reviewed on a periodic basis. However, the Board will review this Policy as often as the Board determines appropriate and make any changes it determines necessary or desirable.

Last Review Date:	5 December 2025
Approval Date:	16 December 2025
Next Review on or before:	December 2027