



Risk Management Policy

Myer Holdings Limited
(ACN 119 085 602)

Company

Approved on 19 June 2024

1. Introduction

Myer recognises risk management as an integral component of good corporate governance and fundamental in achieving its strategic and operational objectives.

Risk management should align with the company strategy, be embedded within company operations, processes, and systems, have clear accountability, ownership, and governance, be systematic, transparent and consistently applied; include effective consultation and communication, consider the context (both the internal and external environment), support evidence-based decision-making and facilitate continual improvement.

Risk Management improves decision-making, defines opportunities, and mitigates material exposure to legal, economic, environmental and social sustainability risks that may impact shareholder value and key stakeholders.

2. Methodology

Myer has adopted an enterprise-wide Risk Management Framework that incorporates a system of risk oversight, risk management and internal control designed to identify, assess, monitor, and manage risks consistent with standard AS/NZS ISO 31000 for Risk Management and Committee of Sponsoring Organizations (COSO). Myer applies risk management in a well-defined, integrated framework that promotes awareness of risks and an understanding of the company's risk tolerances.

Myer's Risk Management Framework describes the systematic approach used to identify risks, leverage opportunities, and determine treatment strategies to manage, transfer and avoid risks.

Myer's senior management will monitor and review the performance of the risk management activities at least annually, including consistency with ISO31000, COSO and Principle 7 of ASX Corporate Governance Principles and Recommendations (Fourth Edition) and provide a summary to the Audit Finance and Risk Committee.

3. Scope

This Policy applies to all team members, whether full time, part time or casual at any level of seniority within the business. The policy also applies to contractors and consultants working on behalf of Myer.

The policy and enterprise-wide Risk Management Framework have been developed to include the following key categories

- Customer Service
- Human Resources
- Reputation and Brand
- Financial
- Business Processes and Systems
- Strategy
- Corporate Governance and Compliance
- Information Security
- Online and Digital
- Sustainability

Other operational policies and procedures that consider risks (such as safety) align with the Risk Management Framework.

4. Definitions

The following definitions apply to this policy

Risk is defined as the chance of a future event or situation happening that will have an impact upon the the company's strategic objectives favourably or unfavourably. It is measured in tes of consequence and likelihood.

Risk Management encompasses risk assessment plus the evaluation of risks against established tolerances, their treatment and monitoring.

5. Responsibilities

Risk Management responsibilities and accountabilities are assigned as appropriate, and Myer commits to ensuring the necessary resources are made available to ensure Risks are effectively managed and controls are adequate and effective.

The Board is ultimately responsible for identifying and assessing the nature and extent of internal and external risks that may impact Myer in achieving its strategic objectives. The Board is responsible for determining the company's Risk appetite, overseeing the development and implementation of the Risk Management Framework and maintaining an adequate monitoring and reporting mechanism.

The Audit, Finance and Risk Committee independently reviews the adequacy and effectiveness of risk management across Myer. Details of the Audit, Finance and Risk Committee's responsibilities are outlined in the Audit, Finance and Risk Committee Charter.

Management is responsible for ensuring that risks are identified, analysed, evaluated, and mitigated. Management must develop a sustainable control environment to manage significant risks and champion the implementation of risk management processes within their business operations.

Management monitor and report on material risks identified through the internal and external audit process.

The Internal Audit program must be aligned to the company's Risk profile and is responsible for providing independent assurance in relation to the effectiveness of processes to manage areas of Risk. The scope of Internal Audit's risk-based program is agreed to as part of an annual plan which is refined as necessary.

6. Reporting

In line with Principle 4 of the ASX Corporate Governance Principles and Recommendations (Fourth Edition) and the Corporations Act 2001 (Cth), the Executive Chair or Chief Executive Officer (CEO), in each case, where so appointed by the Board and holding office as such and the Chief Financial Officer (CFO) provide a declaration to the Board that, in their opinion -

- the financial records of Myer have been properly maintained;
- the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of Myer, including a discussion of the main internal and external risk sources that could adversely affect Company's prospects for future financial years; and
- a sound system of risk management and internal controls are in place and operating effectively.

The company's Annual Report provides information to shareholders on strategy, prospects, risks and sustainability initiatives.

7. Policy review

The Board will periodically review this policy and the Risk Management Framework to ensure its effectiveness and continued application and relevance to the Myer business and amend as necessary.