



Statement of Compliance with the QCA Corporate Governance Code

Chairman's Introduction

Our values are based on our shared commitment to honesty, integrity and delivering value to our customers, staff and shareholders. The Board believes this is vital to creating a sustainable, growing business and is a key responsibility of the Group. This culture supports the Company's objective to grow the business through acquiring and retaining subscribers for the platforms that we build and deliver to our enterprise customers.

It is the Board's job to ensure that the Cordel Group is managed for the long-term benefit of all shareholders, with effective and efficient decision-making. Corporate governance is an important part of that job, reducing risk and adding value to our business.

Ian Buddery
Chairman

Corporate governance regime

The Board have adopted the Quoted Companies Alliance (QCA) Corporate Governance Code in line with the London Stock Exchange requiring AIM-listed companies to adopt and comply with a recognised corporate governance code. Our report sets out in broad terms how we comply at this point in time. We will provide annual updates on our compliance with the code.

Principle 1: Establish a purpose, strategy and business model which promote long-term value for shareholders

Cordel's purpose is to generate enduring value for shareholders, customers and employees by producing technology and services that create safer, more efficient and sustainable railways around the world. Success is measured by growth in contracted recurring revenue, as our products and services become integral to major railways' inspection process.

Our strategy centres on the development and marketing of specialist hardware and software for capturing, analysing and reporting on large datasets within the transport sector, employing sophisticated artificial intelligence algorithms.

Our business model is focused on the acquisition of Enterprise clients, typically owners of large scale infrastructure in the railway sector, and reseller partners who incorporate our products into their services and solutions.

We believe that this go-to-market approach of securing long term recurring revenue contracts through Enterprise clients and reseller partners is the most effective way to commercialise the Group's technology and to build long term shareholder value.

Principle 2: Promote a corporate culture that is based on ethical values and behaviours

Our core values are unity, humility, integrity, curiosity, excellence and ambition. Our employees are a key asset of the Company, and their engagement, development, and well-being are critical to our success. We strive to be regarded as a great employer and measure this by the quality people we attract and retain.



The Company values its relationships with key stakeholders, including suppliers and customers. We have continued to collaborate closely with suppliers to ensure ethical sourcing and improved efficiency across the supply chain.

We are dedicated to maintaining the highest standards of corporate governance and ethical behaviour. The Board is mindful of its responsibilities to treat all shareholders fairly and equitably. We maintain regular communication with shareholders and ensure transparency in our decision-making process, particularly regarding our commercial progress and long-term growth plans.

Principle 3: Seek to understand and meet shareholder needs and expectations

The Company is committed to listening and communicating openly with its shareholders to ensure that its strategy, business model and performance are clearly understood. Understanding what analysts and investors think about us, and in turn, helping these audiences understand our business, is a key part of driving our business forward and we actively seek dialogue with the market. We do so via investor roadshows, attending investor events and our regular reporting.

Private shareholders

The AGM is the main forum for dialogue with retail shareholders and the Board. The Notice of Meeting is sent to shareholders at least 21 days before the meeting. The chairs of the Board and all committees, together with all other Directors, attend the AGM whenever possible and are available to answer questions raised by shareholders. For each vote, the number of proxy votes received for, against and withheld is announced at the meeting. The results of the AGM are subsequently announced through an AIM notification and are published on the Company's corporate website. Private shareholder events are held by the appropriate director or senior executive. **To request a meeting please contact: investors@Cordel.ai**

Institutional shareholders

The Directors actively seek to build relationships with institutional shareholders. Shareholder relations are managed primarily by the Chairman and Chief Executive Officer, supported by the Chief Financial Officer as appropriate. The Chief Executive Officer makes presentations to institutional shareholders and analysts each year immediately following the release of the full-year and half-year results. In addition each year the Chairman and the CEO endeavour to visit the top 10 shareholders in London and Australia, in order to listen to their feedback and have a direct conversation on any areas of concern.

The Board as a whole is kept informed of the views and concerns of major shareholders by briefings from the Chairman. Any significant investment reports from analysts are also circulated to the Board. The Chairman and Senior Independent Director are available to meet with major shareholders if required to discuss issues of importance to them.

To request any meetings please contact: investors@Cordel.ai

Principle 4: Take into account wider stakeholder and social responsibilities and their implications for long-term success.

Engaging with our stakeholders strengthens our relationships and helps us make better business decisions to deliver on our commitments. The Board is regularly updated on wider stakeholder engagement feedback to stay abreast of stakeholder insights into the issues that matter most to them and our business, and to enable the Board to understand and consider these issues in decision-making. Aside from our shareholders, together with our suppliers and customers, our employees are our most important stakeholder group and the Board therefore closely monitors and reviews the metrics around



employee engagement as well as other feedback it receives, to ensure alignment of interests.

As a small, knowledge intensive company, our impact on society, communities and the environment is minimal, but we endeavour to be good citizens in all respects.

Principle 5: Embed effective risk management, internal controls and assurance activities, considering both opportunities and threats, throughout the organisation

Audit, risk and internal control

Financial controls

The Company has an established framework of internal financial controls, the effectiveness of which is regularly reviewed by the Executive Management, the Audit Committee and the Board in light of an ongoing assessment of significant risks facing the Company.

The Board is responsible for reviewing and approving overall Company strategy, approving revenue and capital budgets and plans, and for determining the financial structure of the Company including treasury, tax and dividend policy. Monthly results and variances from plans and forecasts are reported to the Board.

The Audit Committee assists the Board in discharging its duties regarding the financial statements, accounting policies and the maintenance of proper internal business, and operational and financial controls, including the review of results of work performed by the Group controls function.

There are comprehensive procedures for budgeting and planning, for monitoring and reporting to the Board business performance against those budgets and plans, and for forecasting expected performance over the remainder of the financial period. These cover profits, cash flows, capital expenditure and balance sheets. Monthly results are reported against budget and compared with the prior year, and forecasts for the current financial year are regularly revised in light of actual performance.

Non-financial controls

The Board recognises that maintaining sound controls and discipline is critical to managing the downside risks to our plan.

The Board has ultimate responsibility for the Group's system of internal control and for reviewing its effectiveness. However, any such system of internal control can provide only reasonable, but not absolute, assurance against material misstatement or loss. The Board considers that the internal controls in place are appropriate for the size, complexity and risk profile of the Group. The principal elements of the Group's internal control system include:

- Close management of the day-to-day activities of the Group by the CEO
- An organisational structure with defined levels of responsibility, which promotes entrepreneurial decision-making and rapid implementation while minimising risks
- A comprehensive annual budgeting process producing a detailed integrated profit and loss, balance sheet and cash flow, which is approved by the Board
- Detailed monthly reporting of performance against budget
- Central control over key areas such as capital expenditure authorisation and banking facilities

The Group continues to review its system of internal controls to ensure compliance with best practice, while also having regard to its size and the resources available. As part of the Group's



review a number of non-financial controls covering areas such as regulatory compliance, business integrity, health and safety, risk management, business continuity and corporate social responsibility (including ethical trading, supplier standards, environmental concerns and employment diversity) have been assessed, many as part of our ISO27001 certification. The key elements of those non-financial controls are set out below.

Standards and policies

The Board is committed to maintaining appropriate standards for all the Company's business activities and ensuring that these standards are set out in written policies.

Approval process

All material contracts are required to be reviewed and signed by a Director of the Company and reviewed by our legal advisors.

Re-assessment

The Company has a Business Risk Register with business continuity plans to address key risks that have an immediate impact. Risks facing the business are re-assessed, and potential mitigating actions are considered and implemented to help protect against those risks.

Code of Conduct

Our Code of Conduct includes guidance on anything that could get our employees into trouble, (including business integrity, anti-bribery, gifts, intellectual property and design rights) they are sent to everyone in the Group and are visible in all workplaces.

Legal controls

The Group retains qualified legal advisors in each of its key regions, being the UK, USA and Asia-Pacific.

Principle 6: Maintaining the Board as a well-functioning, balanced team led by the Chair

The Board comprises the Non-Executive Chairman, three Executive Directors and three Non-Executive Directors, one of whom, Thouraya Walker, also acts as Senior Independent Director. Jonathan Macleod and Nicholas McInnes are the other independent Non-Executive Directors. The Board considers, after careful review, that all the Non-Executive Directors bring independent judgement to bear and should all be deemed to be independent.

The Board is satisfied that it has a suitable balance between independence on the one hand, and knowledge of the Company and the industry in which it operates on the other, to enable it to discharge its duties and responsibilities effectively. All Directors are encouraged to use their independent judgement and to challenge all matters, whether strategic or operational. The Chairman holds regular update meetings with each Director to ensure they are performing as they are required.

Directors' conflict of interest

The Company has effective procedures in place to monitor and deal with conflicts of interest. The Board is aware of the other commitments and interests of its Directors, and changes to these commitments and interests are reported to and, where appropriate, agreed with the rest of the Board.

Diversity

The board currently has 7 directors, 2 of which are female, with a plan to reach 3 by 2026. Current directors range in age from 35 to 69, have North African, American, Australian and British ethnicity and have backgrounds in technology, government and finance.



Non-executive directors are remunerated on a fixed fee only basis.

Principle 7: Maintain appropriate governance structures and ensure that between them the Directors have the necessary up-to-date experience, skills and capabilities

The Board has an established governance structure and associated processes. An Audit Committee and a Remuneration & Nominations Committee are in place, each chaired by an independent director.

The Board is satisfied that, between the Directors, it has an effective and appropriate balance of skills and experience, including in the areas of technology, finance, innovation, international trading and marketing. In particular, a majority of Directors are highly experienced in the technology sector in which the Company operates. All Directors receive regular and timely information on the Group's operational and financial performance. Relevant information is circulated to the Directors in advance of meetings. The business reports monthly on its headline performance against its agreed budget, and the Board reviews the monthly update on performance and any significant variances are reviewed at each meeting.

Appointment, removal and re-election of Directors

The Board makes decisions regarding the appointment and removal of Directors, and there is a formal, rigorous and transparent procedure for appointments. The Company's Articles of Association require that one-third of the Directors must stand for re-election by shareholders annually in rotation; that all Directors must stand for re-election at least once every three years; and that any new Directors appointed during the year must stand for election at the AGM immediately following their appointment.

From 2025, all independent directors will retire at each AGM and, if nominated, stand for re-election.

Independent advice

All Directors are able to take independent professional advice in the furtherance of their duties, if necessary, at the Company's expense.

Principle 8: Evaluate Board performance based on clear and relevant objectives, seeking continuous improvement

The Chairman continually assesses the individual contributions of each of the members of the team to ensure that:

- Their contribution is relevant and effective
- That they are committed
- Where relevant, they have maintained their independence

From 2025, an annual board performance review is conducted prior to fiscal year end by the Senior Independent Director, using the following process:

1. Circulate a questionnaire to each director
2. Evaluation of responses
3. Analyse results to translate into actionable insights
4. Follow up action plan

Succession Planning

The Chairman and CEO continually assess and consider succession planning for the board and key roles respectively:

- Identifying the positions and skills crucial for the organisation's success.



- Finding and nurturing high-potential employees for future leadership roles.
- Offering clear career paths and growth opportunities to retain top talent.
- Ensuring smooth transitions and business continuity by preparing qualified internal candidates.
- Facilitating knowledge transfer to prevent the loss of critical information when experienced employees leave.

Principle 9: Establish a remuneration policy which is supportive of long-term value creation and the company's purpose, strategy and culture

The company maintains a remuneration policy, which ensures that staff are fairly remunerated in the best interests of all stakeholders.

From 2025, the Annual Report includes a remuneration report, which will be put to an advisory shareholder vote at the Annual General Meeting.

Principle 10: Communicate how the Company is governed and is performing by maintaining a dialogue with shareholders and other relevant stakeholders

The Company communicates with shareholders through the Annual Report and Accounts, full-year and half-year announcements, regulatory announcements and other news updates, the Annual General Meeting (AGM) and one-to-one meetings with large existing or potential new shareholders. A range of corporate information (including all Company announcements and presentations) is also available to shareholders, investors and the public on the Company's corporate website, www.Cordel.ai

The Board receives regular updates on the views of shareholders through briefings and reports from the Chairman, the Chief Executive Officer and the Company's brokers. The Company communicates with institutional investors frequently through briefings with management. In addition, analysts' notes and brokers' briefings are reviewed to achieve a wide understanding of investors' views.

June 2025