Appendix 4G

Key to Disclosures
Corporate Governance Council Principles and Recommendations

Name of entity

Telix Pharmaceuticals Limited

ABN/ARBN	Financial year ended:
85 616 620 369	31 December 2023

Our corporate governance statement[1] for the period above can be found at:[2]

☒ These pages of our annual report: 60 to 66 (Governance section)

☒ This URL on our website: https://telixpharma.com/investor-centre/corporate-governance/

The Corporate Governance Statement is accurate and up to date as at 22 February 2024 and has been approved by the Board.

The annexure includes a key to where our corporate governance disclosures can be located.[3]

Date: 22 February 2024

Name of authorised officer authorising lodgement: Genevieve Ryan, Company Secretary

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[1] "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of Listing Rule 4.10.3.

Under Listing Rule 4.7.3, an entity must also lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. The Appendix 4G serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity under Listing Rule 4.10.3 and under the ASX Corporate Governance Council's recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

The Appendix 4G is not a substitute for, and is not to be confused with, the entity's corporate governance statement. They serve different purposes and an entity must produce each of them separately.

[2] Tick whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where your corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

[3] Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "OR" at the end of the selection and you delete the other options, you can also, if you wish, delete the "OR" at the end of the selection.

See notes 4 and 5 below for further instructions on how to complete this form.

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	☒ See our 2023 Corporate Governance Statement (refer to page 3) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Board Charter is available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	☒ See our 2023 Corporate Governance Statement (refer to page 5) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	☒ See our 2023 Corporate Governance Statement (refer to page 4) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	☒ See our 2023 Corporate Governance Statement (refer to page 4) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

[4] Tick the box in this column only if you have followed the relevant recommendation <u>in full</u> for the <u>whole</u> of the period above. Where the recommendation has a disclosure obligation attached, you must insert the location where that disclosure has been made, where indicated by the line with "*insert location*" underneath. If the disclosure in question has been made in your corporate governance statement, you need only insert "our corporate governance statement". If the disclosure has been made in your annual report, you should insert the page number(s) of your annual report (eg "pages 10-12 of our annual report"). If the disclosure has been made on your website, you should insert the URL of the web page where the disclosure has been made or can be accessed (eg "www.entityname.com.au/corporate governance/charters/").

[5] If you have followed all of the Council's recommendations <u>in full</u> for the <u>whole</u> of the period above, you can, if you wish, delete this column from the form and re-format it.

<table>
<tr><th colspan="2">Corporate Governance Council recommendation</th><th>Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:</th><th>Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]</th></tr>
<tr><td>1.5</td><td>A listed entity should:
(a) have and disclose a diversity policy;
(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and
(c) disclose in relation to each reporting period:
(1) the measurable objectives set for that period to achieve gender diversity;
(2) the entity's progress towards achieving those objectives; and
(3) either:
(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or
(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.
If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</td><td>☒
See our 2023 Corporate Governance Statement (refer to pages 9-10) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Diversity and Inclusion Policy is available at https://telixpharma.com/investor-centre/corporate-governance/</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
<tr><td>1.6</td><td>A listed entity should:
(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and
(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</td><td>☒
See our 2023 Corporate Governance Statement (refer to page 8) available at https://telixpharma.com/investor-centre/corporate-governance/.</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
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Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ See in our 2023 Corporate Governance Statement (refer to page 8) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	The board of a listed entity should: (a) have a nomination committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	☒ *[If the entity complies with paragraph (a):]* See our 2023 Corporate Governance Statement (refer to pages 7-8) available at https://telixpharma.com/investor-centre/corporate-governance/ and the Directors' report within our 2023 Annual Report (refer page 70) available at https://telixpharma.com/investor-centre/financial-reports-presentations/. Telix's People, Culture, Nomination and Remuneration Committee Charter is available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.	☒ See our 2023 Corporate Governance Statement (refer to pages 5-6) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

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2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	☒ See our 2023 Corporate Governance Statement (refer to page 4) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	☒ See our 2023 Corporate Governance Statement (refer to page 4) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	☒ See our 2023 Corporate Governance Statement (refer to page 5) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	☒ See our 2023 Corporate Governance Statement (refer to page 5) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	☒ Telix's values are available at https://telixpharma.com/our-company/purpose-mission-values/. Also see our 2023 Annual Report (refer to page 3) available at https://telixpharma.com/investor-centre/financial-reports-presentations/.	☐ set out in our Corporate Governance Statement

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3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	☒ See our 2023 Corporate Governance Statement (refer to page 11) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Code of Conduct is available at https://telixpharma.com/investor-centre/corporate-governance/	☐ set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	☒ See our 2023 Corporate Governance Statement (refer to pages 11-12) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Whistleblower Protection Policy is available at https://telixpharma.com/investor-centre/corporate-governance/	☐ set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	☒ See our 2023 Corporate Governance Statement (refer to page 12) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Anti-Bribery and Anti-Corruption Policy is available at https://telixpharma.com/investor-centre/corporate-governance/	☐ set out in our Corporate Governance Statement

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PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose: (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.	☒ *[If the entity complies with paragraph (a):]* See our 2023 Corporate Governance Statement (refer to page 7) available at https://telixpharma.com/investor-centre/corporate-governance/. and the Directors' report of our 2023 Annual Report (refer to pages 63-65 and 70) available at https://telixpharma.com/investor-centre/financial-reports-presentations/. Telix's Audit and Risk Committee Charter is available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	☒ See our 2023 Corporate Governance Statement (refer to page 14) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	☒ See our 2023 Corporate Governance Statement (refer to pages 14-15) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement

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PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	☒ See our 2023 Corporate Governance Statement (refer to page 15) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Continuous Disclosure Policy available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	☒ See our 2023 Corporate Governance Statement (refer to page 15) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	☒ See our 2023 Corporate Governance Statement (refer to page 15) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	☒ Information about Telix and its governance is available at http://www.telixpharma.com/ and in our 2023 Corporate Governance Statement (refer to pages 15-16) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	☒ See our 2023 Corporate Governance Statement (refer to page 16) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	☒ See our 2023 Corporate Governance Statement (refer to page 16) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement

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6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	☒ See our 2023 Corporate Governance Statement (refer to page 16) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	☒ See our 2023 Corporate Governance Statement (refer to page 16) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	☒ *[If the entity complies with paragraph (a):]* See our 2023 Corporate Governance Statement (refer to pages 7 and 12-15) available at https://telixpharma.com/investor-centre/corporate-governance/. and in the Directors' report of our 2023 Annual Report (refer to pages 63-65 and 70) available https://telixpharma.com/investor-centre/financial-reports-presentations/. Telix's Audit and Risk Committee Charter is available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
7.2	The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	☒ See our 2023 Corporate Governance Statement (refer to page 12) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement

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7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	☒ *[If the entity complies with paragraph (a):]* See our 2023 Corporate Governance Statement (refer to page 14) available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	☒ See our 2023 Corporate Governance Statement (refer to page 14) available at https://telixpharma.com/investor-centre/corporate-governance/. Also see the Managing risk section and Sustainability section of our 2023 Annual Report (refer to pages 39-59) available at https://telixpharma.com/investor-centre/financial-reports-presentations/.	☐ set out in our Corporate Governance Statement
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	☒ *[If the entity complies with paragraph (a):]* See our 2023 Corporate Governance Statement (refer to page 8) and the Directors' report within our 2023 Annual Report (refer to pages 63-65 and 70) available at https://telixpharma.com/investor-centre/financial-reports-presentations/. Telix's People, Culture, Nomination and Remuneration Committee Charter is available at https://telixpharma.com/investor-centre/corporate-governance/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

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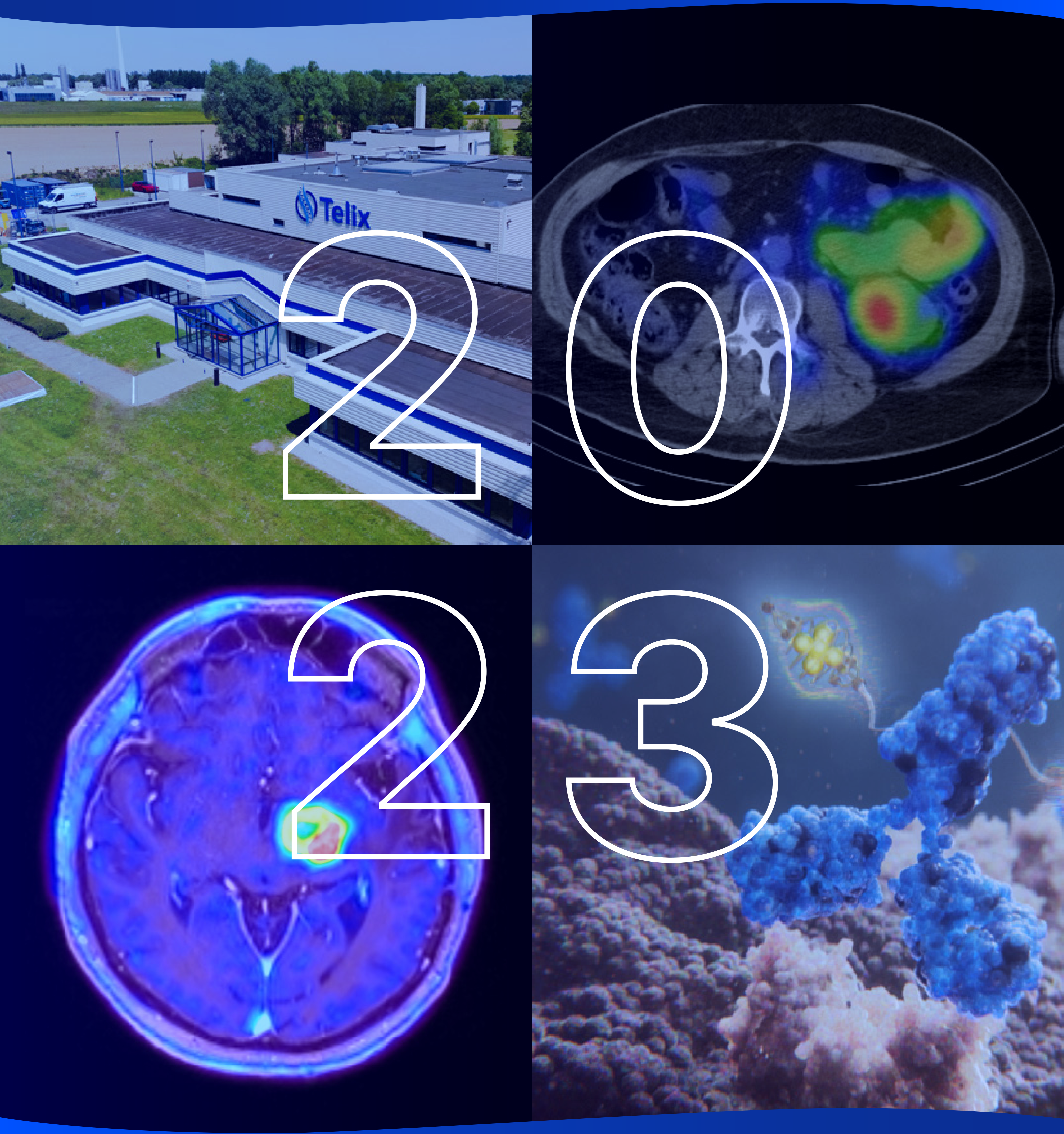
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	☒ See our 2023 Corporate Governance Statement (refer to page 8) available at https://telixpharma.com/investor-centre/corporate-governance/ Also see our Remuneration report within our 2023 Annual Report (refer page 75) available at https://telixpharma.com/investor-centre/financial-reports-presentations/.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
8.3	A listed entity which has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	☒ See our 2023 Corporate Governance Statement (refer to page 16) available at https://telixpharma.com/investor-centre/corporate-governance/. Telix's Securities Dealing Policy is available at https://telixpharma.com/investor-centre/corporate-governance/.	☐ set out in our Corporate Governance Statement **OR** ☐ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	☐ Not applicable	☐ set out in our Corporate Governance Statement **OR** ☐ we do not have a director in this position and this recommendation is therefore not applicable **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	☐ Not applicable	☐ set out in our Corporate Governance Statement **OR** ☐ we are established in Australia and this recommendation is therefore not applicable **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

<table>
<tr><th colspan="2">Corporate Governance Council recommendation</th><th>Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:</th><th>Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]</th></tr>
<tr><td>9.3</td><td>A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.</td><td>☐
Not applicable</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable
☐ we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable</td></tr>
<tr><td colspan="4">ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES</td></tr>
<tr><td>-</td><td>Alternative to Recommendation 1.1 for externally managed listed entities:
The responsible entity of an externally managed listed entity should disclose:
(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and
(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</td><td>☐
Not applicable</td><td>☐ set out in our Corporate Governance Statement</td></tr>
<tr><td>-</td><td>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:
An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</td><td>☐
Not applicable</td><td>☐ set out in our Corporate Governance Statement</td></tr>
</table>

Telix Pharmaceuticals 2023 Corporate Governance Statement



TELIX PHARMACEUTICALS LIMITED

2023 CORPORATE GOVERNANCE STATEMENT

2023 Corporate Governance Statement

The Telix Pharmaceuticals Limited (Telix or the Company) Board of Directors (Board) is pleased to present Telix's Corporate Governance Statement for the financial year ended 31 December 2023.

The Board of Telix Pharmaceuticals Limited and its subsidiaries (Telix Group) is committed to achieving and demonstrating standards of corporate governance appropriate to the size and operations of Telix. We continuously refine and improve Telix's governance framework and practices to ensure they meet the interests of shareholders and other key stakeholders.

The Board believes good corporate governance:

- is an integral part of the culture and business practices of Telix; and
- will add to Telix's performance to create shareholder value, while having regard to other stakeholders and an appropriate risk management framework.

This statement is current as at 22 February 2024 and has been approved by the Board.

2023 governance highlights

- In May 2023, we published our inaugural Modern Slavery Statement for the 2022 financial year, including our key focus areas for 2023
- In August 2023, the Board visited our Americas headquarters in Indianapolis and met with the Americas leadership team and key distributors
- In September 2023, our Board Chairman visited our newly opened European manufacturing facility, TMS, in Brussels South, Belgium and met with the EMEA leadership team
- On 18 December 2023, we announced to the market that the Australian Securities Exchange (ASX) had advised that Telix was no longer required to lodge quarterly cash flow and activities reports under Listing Rules 4.7B and 4.7C due to its record of positive net operating cash flows over the past 12 months
- In December 2023, we completed an independent Board effectiveness and performance review
- During the reporting period, we updated our Board and Committee Charters and key corporate governance policies, including our Code of Conduct, Continuous Disclosure Policy, Securities Dealing Policy, Anti-Bribery and Anti-Corruption Policy, Whistleblower Protection Policy and Privacy Policy. We also published our Tax Code of Conduct.

The following table indicates where each of the ASX Corporate Governance Principles and Recommendations 4th edition (ASX Principles) is dealt with in this statement.

ASX Principles	Section in this Statement
Principle 1 – Lay solid foundations for management and oversight	1, 2, 3
Principle 2 – Structure the Board to be effective and add value	1, 2
Principle 3 – Instil a culture of acting lawfully, ethically and responsibly	4
Principle 4 – Safeguard the integrity of corporate reports	2, 5
Principle 5 – Make timely and balanced disclosure	6
Principle 6 – Respect the rights of security holders	7
Principle 7 – Recognise and manage risk	2, 5
Principle 8 – Remunerate fairly and responsibly	2

1. Board of Directors

Reference documents

- Board Charter
- Audit and Risk Committee Charter
- People, Culture, Nomination and Remuneration Committee Charter
- Continuous Disclosure Policy

1.1. Role of the Board

The Board has a formal Charter documenting its membership, operating procedures and the allocation of responsibilities between the Board and the Managing Director and Group Chief Executive Officer (MD & CEO) and wider management team. The Board Charter was updated in December 2023 for currency of practice.

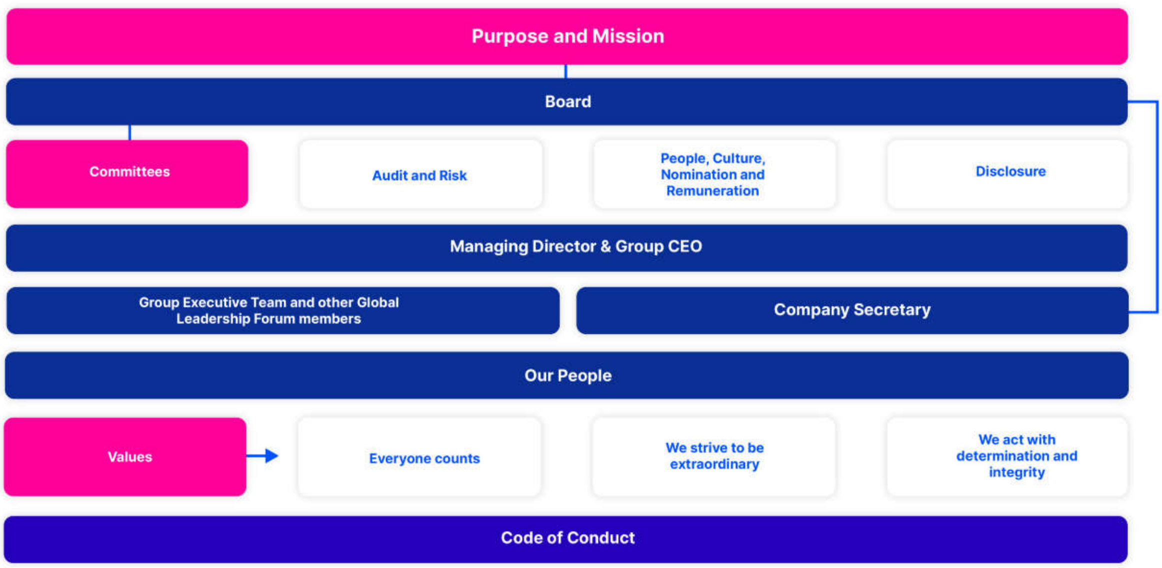
As outlined in the Board Charter, the Board's key responsibilities are to:

- approve Telix's purpose and strategic objectives;
- approve the values, Code of Conduct and monitor the culture of Telix;
- set the risk appetite within which the Board expects management to operate;
- act to protect and optimise the performance of Telix and build sustainable value for shareholders;
- select, appoint, remove and evaluate the performance of, determine the remuneration of, and plan succession of, the MD & CEO, Group Chief Financial Officer (CFO) and other Executive Key Management Personnel; and
- oversee the management, performance, and corporate governance frameworks of Telix, including ensuring that mechanisms are in place for making timely and balanced disclosure to shareholders and the market relating to Telix's performance and major developments affecting its state of affairs.

1.2. Delegation

The Board has delegated the day-to-day management of Telix, and the implementation of approved strategies and business plans, to the MD & CEO, who in turn delegates to the management team (as appropriate). To implement this, Telix has a Delegated Authorities Policy that sets out the decision-making powers which may be exercised at various levels of management. The matters reserved to, or key responsibilities of, the Board are set out in the Board Charter which is available on telixpharma.com/investor-centre/corporate-governance/.

The Board has delegated authority to three Board Committees, which assist the Board by examining and overseeing various issues and making recommendations to the Board. The diagram below depicts how the Board and management operate to achieve our purpose and mission. A description of each Committee and their responsibilities is set out in section 2 of this statement. The Board may also delegate specific responsibilities to ad hoc Committees from time to time.



1.3. Board processes

Telix has entered into a written agreement with each Director and senior executive setting out the terms of their appointment, including their respective roles and responsibilities and Board expectations.

The Company Secretary, Ms Genevieve Ryan, monitors the Board and Committee policies and procedures and assists the Board and its Committees on governance matters. The Company Secretary is accountable directly to the Board, through the Chairman and the MD & CEO, on all matters to do with the proper functioning of the Board.

All Directors have access to the Company Secretary for advice and services relating to their duties. The Board approves any appointment or removal of the Company Secretary.

Directors are entitled to access independent professional advice at Telix's expense to assist them in fulfilling their responsibilities.

Details of Board and Committee meetings held during the year and individual Directors' attendance at these meetings can be found in the Directors' report of the 2023 Annual Report available on telixpharma.com/investor-centre/financial-reports-presentations/.

1.4. Board composition

Throughout the year, there were six Directors on the Board, with details shown in the following table.

Director	Appointment date	Independent/Non-independent
H K McCann	17 September 2017	Independent, Non-Executive Director and Chairman
C Behrenbruch	3 January 2017	Non-independent, Executive Director, Managing Director and Group CEO
A Kluge[1]	2 June 2020	Non-independent, Non-Executive Director
M Nelson	17 September 2017	Independent, Non-Executive Director
T Olson	31 March 2022	Independent, Non-Executive Director
J Skinner	19 June 2018	Independent, Non-Executive Director

1. A Kluge took a leave of absence from his Non-Executive Director role from 29 March to 29 September 2023, inclusive. Prior to his appointment as Non-Executive Director, Dr Kluge was employed as an Executive Director of the Company.

1.5. Director independence

The majority of the Board comprises independent Non-Executive Directors.

The Board considers a Director to be independent where they are free of any interest, position or relationship that might influence, or could reasonably be perceived to influence, in a material respect, their capacity to bring independent judgement to bear on issues before the Board and to act in the best interests of Telix as a whole, rather than in the interests of an individual shareholder or other party.

The Board assesses the independence of new Directors on appointment, with the assistance from the People, Culture, Nomination and Remuneration Committee (PCRNC), and makes an annual assessment of each Non-Executive Director to determine whether it considers the Director to be independent, having regard to the relationships affecting the independent status of a Director as described in the ASX Principles and any other matters the Board considers relevant.

The Board believes that having Directors with a range of tenure is beneficial to the functioning and effectiveness of the Board, as it results in having a mix of corporate experience and knowledge, as well as new ideas and perspectives represented on the Board. All Non-Executive Directors are expected to continue as Directors only for so long as they have the confidence of their fellow Directors and of the Company's shareholders.

The Board considers that there is currently an appropriate diversity of tenure represented among the Non-Executive Directors.

The Board has determined that all of its Non-Executive Directors, with the exception of Andreas Kluge, are independent and were independent for the duration of the reporting period. Dr Kluge is not considered independent due to his substantial holding in respect of Telix shares and his relationship with ABX-CRO Advanced Pharmaceutical Services GmbH (ABX-CRO) of which he is a Founder, General Manager and Medical Director. During the reporting period ABX-CRO provided project management and clinical and analytical services to the Telix Group.

The Chairman of the Board, Mr Kevin McCann, is an independent Non-Executive Director. The responsibilities of the Chairman are described in the Board Charter. The roles of the Chairman and the MD & CEO are exercised by separate individuals.

1.6. Conflicts of interest

Directors must keep the Board advised, on an ongoing basis, of any interest that could potentially conflict with their duties to the Company. The Board has developed procedures to assist Directors to disclose potential conflicts of interest.

Where the Board believes that a significant conflict exists for a Director on a Board matter, appropriate restrictions or conditions are imposed, which may include, but are not limited to, the Director concerned not receiving the relevant Board papers, not being present at the meeting whilst the item is considered and not voting on the matter, or the Director relinquishing the private interest concerned.

1.7. Director nomination and appointment

Before appointing a Director (or senior executive), or nominating a Director for election, Telix undertakes appropriate background and reference checks, including the person's character, experience, education, criminal record and bankruptcy history.

Telix provides its shareholders with all material information in its possession relevant to a decision on whether to elect or re-elect a Director (including any material adverse information) in its notice of meeting.

Prior to the expiry of a Director's current term of office, the Board, with assistance from the PCNRC, reviews that Director's performance and determines whether to recommend that Director for re-election by shareholders.

1.8. Director induction and development

Telix provides an induction program to assist new Directors to gain an understanding of:

- Telix's financial, strategic and operational risk management position;
- the culture and values of Telix;
- the rights, duties, responsibilities and expectations of Directors;
- the roles and responsibilities of senior executives;
- the role of the Board Committees;
- meeting arrangements; and
- Director interactions with each other, senior executives and other stakeholders.

In addition to the briefing papers, agendas and related information regularly supplied to Directors, the Board has an education program designed to give Directors further insight into the operation of Telix's business, and to provide opportunities for Directors to develop and maintain the skills and knowledge needed to effectively perform their role as a Director.

The program includes education on key developments relating to Telix and the industry and environment within which it operates. As part of this program, Directors periodically, and at least annually, visit Telix's corporate sites and facilities, including operating sites in the United States (U.S.) and Europe, and attend meetings and information sessions with Telix's local management and other employees.

In August 2023, the Board visited Telix's corporate headquarters in Indianapolis, U.S., and met with the Americas leadership team, other top talent and key distributors.

In September 2023, our Board Chairman visited our newly opened Telix Manufacturing Solutions facility in Brussels South and met with the EMEA leadership team.

1.9. Board skills and experience

The Board, with assistance from the PCNRC, is focused on maintaining an appropriate mix of skills and diversity in its membership. This includes a range of skills, experience and background in relevant industry experience, corporate governance, global regulatory experience, finance and/or assurance acumen, risk and compliance management, as well as diversity. The skills attributed to each Director recognises their experience acquired through previous executive or Non-Executive Director roles. The Board has access to the Company's senior executives and external consultants for required expertise.

The Board skills matrix, as at 31 December 2023, is set out below and describes the capabilities that the Board considers necessary to support Telix's ongoing growth and fulfilling its strategic objectives.

The Board additionally considers that each Director has the following attributes:

- sufficient time to undertake the role; and
- commitment to upholding strong corporate governance.

The Board considers that collectively its Directors have the appropriate range of skills, experience and attributes necessary to direct Telix's business and achieve Telix's strategic objectives.

Skill category	% of board	Skill description
Strategic thinking	**100%**	Experience in developing and implementing enterprise-wide successful strategies, and an effective capital management framework, including appropriately questioning and challenging management on the delivery of agreed strategic planning objectives.
Relevant industry experience	**50%**	Experience in relevant industries, including biopharmaceuticals, radiopharmaceuticals, global pharmaceutical sales and marketing, pharmaceutical manufacturing, global supply chain and distribution (and a deep understanding of patient focus).
Global corporate experience	**100%**	Global experience on board or management of geographically diverse organisations.
Commercial partnering, M&A	**83%**	Experience in planning, managing, directing or advising on mergers, acquisitions, divestments, portfolio optimisations, delivering funding solutions, and commercial partnering.
Financial and/or assurance acumen	**83%**	Experience in financial accounting and reporting, corporate finance and/or restructuring, corporate transactions, assurance, including ability to evaluate the adequacies of financial and risk controls and understand key financial drivers of the business.
Risk and compliance management	**100%**	Experience and deep understanding of risk management and compliance frameworks and controls, ability to identify and oversee mitigation strategies for emerging risk and compliance issues in the organisation.
People, culture and remuneration	**100%**	Experience in leading people, oversight of culture and organisational design, remuneration frameworks that attract and retain a high calibre workforce and a culture that promotes diversity and inclusion.

2. Board and its Committees

Reference documents

- Board Charter
- Audit and Risk Committee Charter
- People, Culture, Nomination and Remuneration Committee Charter
- Continuous Disclosure Policy
- 2023 Annual Report

2.1. Board Committees

In 2023 Telix had three Board Committees:

- Audit and Risk Committee;
- Disclosure Committee; and
- People, Culture, Nomination and Remuneration Committee.

Each Committee (other than the Disclosure Committee) is governed by a formal separate Charter, setting out its composition, functions and responsibilities. The Board and Committee Charters were updated in December 2023 for currency of practice. The Disclosure Committee's composition, responsibilities and function are outlined in our Continuous Disclosure Policy. The Continuous Disclosure Policy was updated in February 2023 to include the CFO in the Disclosure Committee composition and a rapid response process for when Disclosure Committee members are not available, to meet continuous disclosure obligations.

Each Committee Charter and our Continuous Disclosure Policy is approved by the Board and is available on telixpharma.com/investor-centre/corporate-governance/.

Details of the number of Committee meetings held during the year and individual Directors' attendance at these meetings can be found in the Directors' report of the 2023 Annual Report, available on telixpharma.com/investor-centre/financial-reports-presentations/. Details of the qualifications, skills and experience of Directors can also be found in the 2023 Directors' report.

A summary of each Committee's membership, composition and role is set out in the following table.

Committee	Members	Composition	Role
Audit and Risk Committee The Committee's Charter, including its responsibilities, can be found at: telixpharma.com/investor-centre/corporate-governance/.	• Jann Skinner (Chair) • Kevin McCann • Mark Nelson • Tiffany Olson	• At least three Non-Executive Directors. • A majority of members will be independent (as determined by the Board). • At least one member should have financial expertise. • An independent Chair who is not Chair of the Board.	The role of the Audit and Risk Committee is to review and make recommendations to the Board in relation to its accounting, auditing, financial reporting, internal control, risk management, legal and regulatory compliance and sustainability responsibilities, and the internal and external audit functions.
Disclosure Committee The Committee's composition, responsibilities and function can be found in the Continuous Disclosure Policy at: telixpharma.com/investor-centre/corporate-governance/.	• Kevin McCann (Chair) • Christian Behrenbruch • Darren Smith • Genevieve Ryan • Jann Skinner (for financial related disclosures)	• Board Chairman, MD & CEO, CFO and Company Secretary, and Chair of the Audit and Risk Committee (for financial related disclosures).	The role of the Disclosure Committee is to assist the Board to discharge its responsibility with the Company's continuous disclosure obligations. The Disclosure Committee reviews and approves all material announcements to the market, where not approved by the full Board.

Committee	Members	Composition	Role
People, Culture, Nomination and Remuneration Committee The Committee's Charter, including its responsibilities, can be found at: telixpharma.com/investor-centre/corporate-governance/.	• Kevin McCann (Chair) • Mark Nelson • Jann Skinner	• At least three non-executive Directors. • A majority of members will be independent (as determined by the Board). • Chaired by an independent Director.	The role of the People, Culture, Nomination and Remuneration Committee is to assist the Board in fulfilling its: • Responsibilities relating to the key people and organisational culture strategies of the Telix Group and their alignment with the Company's purpose and strategy; • Responsibilities relating to the size and composition of the Board, and reviewing Board performance; • Oversight responsibilities to shareholders in respect of the Telix Group's remuneration policies and practices; and • Non-Executive Director and senior executive management appointment, succession planning and diversity initiatives.

2.2. Remuneration of Key Management Personnel

Telix is committed to ensuring that it has competitive remuneration and people and culture policies and practices that offer appropriate and fair rewards to Directors and employees in the countries in which they are employed, while at the same time aligning the interests of the senior executive team with that of Telix's shareholders.

Details regarding the activities of the PCNRC during the reporting period, along with a summary of its responsibilities, and Telix's remuneration policies and practices are set out in the Remuneration report in Telix's 2023 Annual Report, available on telixpharma.com/investor-centre/financial-reports-presentations/.

The Remuneration report separately discloses details of the policies and practices regarding the remuneration of the Company's key management personnel (Non-Executive and Executive). The Remuneration report also includes details of Telix's equity incentive plans.

2.3. Performance evaluation

The PCNRC oversees the annual process for reviewing the performance of the Board and its Committees.

The effectiveness of the Board and its Committees is assessed against the roles and responsibilities set out in the Board Charter and each Committee Charter, having regard to the ASX Principles.

Matters considered in the evaluation include the:

- conduct of Board and Committee meetings, including the effectiveness of discussion and debate at those meetings;
- effectiveness of the Board and Committee processes and relationship with management, including the timeliness and quality of meeting agendas, Board and Committee papers and Company Secretariat support; and
- composition of the Board and each Committee, focusing on the skills, experience and diversity of the Directors necessary to enable it to oversee the delivery of Telix's strategic objectives and applicable Committee responsibilities.

During 2023, the Board undertook an independent external review of its effectiveness, performance and of its Committees. Appropriate findings of the review will be implemented by the Board.

The PCNRC, working with the Board, is responsible for overseeing the process for assessing the performance of the MD & CEO. The MD & CEO evaluates the performance of all other senior executives and makes recommendations in respect of their remuneration. These evaluations are based on Telix's performance against annual corporate objectives for the financial year and alignment to the Company's values.

These performance evaluations took place in accordance with the processes described above during 2023. Further information about the performance of executive key management personnel is set out in the Remuneration report in the 2023 Annual Report, available on telixpharma.com/investor-centre/financial-reports-presentations/.

3. Diversity and inclusion

Reference documents

- Diversity and Inclusion Policy
- Code of Conduct

3.1. Diversity and inclusion at Telix

Our major centres of operation in Australia, Europe, Japan and the U.S. lead to a demographically diverse workforce.

At Telix, we rely on our people's unique perspectives, backgrounds and experiences to deliver on our purpose to help people with cancer and rare diseases live longer, better quality lives.

We consider diversity and inclusion in broad terms, including gender and gender identity, age, race, disability, ethnicity, family status, religious or cultural background, socio-economic background, sexual orientation or preference and language and any other criteria protected by applicable law or Company policy. We apply this lens when considering associated Company policies and procedures to enable appropriate application for individuals.

Fostering a diverse and inclusive culture helps us:

- attract, retain, develop and engage top talent to drive sustainable growth and reflect the communities in which we live; and
- foster a culture that drives innovation and improves the quality of the decisions we make.

Telix's global Diversity and Inclusion Policy, available on telixpharma.com/investor-centre/corporate-governance/, is integral to our overall People and Culture strategy and guides our investments and focus as we continue to enhance the employee experience and meet the evolving needs of our organisation.

3.2. Expanded demographic information related to multiple diversity dimensions

In 2024 Telix will commence assessing the global landscape to capture applicable expanded demographic information related to multiple diversity dimensions including age, race and disability status. This information will inform our strategies to further strengthen a diverse and inclusive workplace with equitable work processes.

3.3. Telix's gender profile

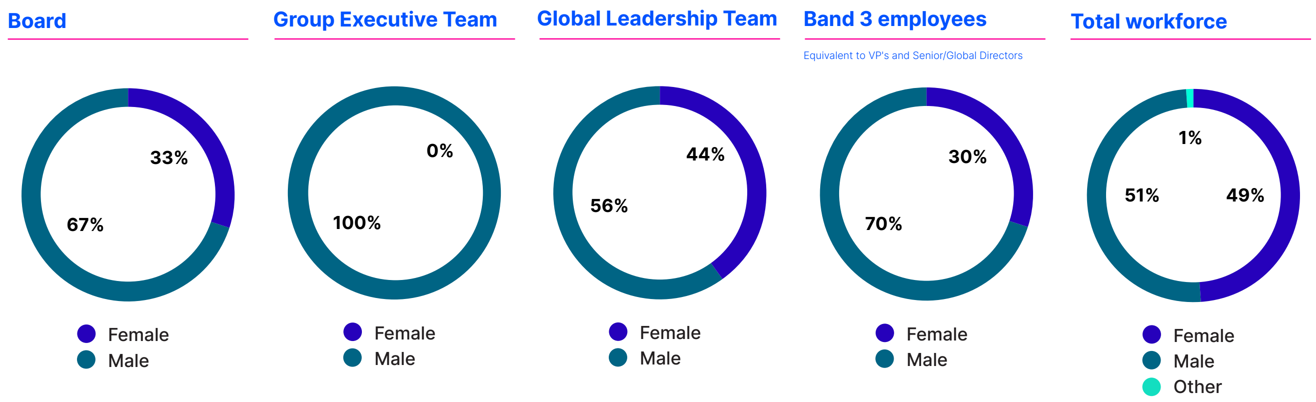
Telix also has a strong commitment to advancing women in the workplace, with females representing 49% of our global workforce. The Board of Directors and Group Executive Team (GET) monitor Telix's workforce composition with a particular focus on increasing female representation in senior management, including new appointments of females to senior positions. In 2024, "senior positions" will comprise the GET and other band 4 employees (Senior Vice Presidents or equivalent) and band 3 employees (Vice Presidents, Senior Directors, and Directors in management or equivalent) (together, band 3 and above employees). In 2023, the composition of senior positions remained the same, but the terminology of groups of employees was differently described, including the Senior Executive Team (SET) which has been renamed the GET and the Global Leadership Team (GLT), which has been renamed the Global Leadership Forum (GLF).

Our Board and senior management gender representation progress during 2023, compared to our Board approved 2023 measurable objectives, is as follows:

- we have met the gender representation goal set by the ASX Corporate Governance Council, of at least 30% of each gender on the Board, with female representation at 33%;
- women represent 44% of our GLT (band 4 and above employees); and
- women represent 30% of our senior positions (band 3 and above employees).

In line with the ASX Principles, the following charts highlight the proportion of women on the Board, in band 3 and above employees, and across the Group as at 31 December 2023.

Gender composition as at 31 December 2023



3.4. Report on 2023 measurable objectives

The Board sets measurable objectives for advancing diversity and inclusion and evaluates progress against them at least on an annual basis.

The Board believes that our 2023 diversity measurable objectives are important targets to maintain to enhance gender diversity at Telix, so has approved our 2024 focus areas to remain substantively unchanged, other than to add capturing expanded demographic information related to multiple diversity dimensions, described above, as a target.

2023 measurable objective	Progress for 2023	2024 focus areas
Maintaining not less than 30% of each gender in the composition of Telix's Board	**Achieved** - 33% female Directors	Maintaining at least 30% of Non-Executive Directors identifying as male and at least 30% of Non-Executive Directors identifying as female in the composition of Telix's Board
Targeting to identify and attract female talent for Board, SET and GLT vacancies	**Achieved** - Females represent 44% of GLT members. There were no vacancies in the Board or SET during the year	Targeting to identify and attract female talent for Board and band 4 and above position vacancies, by including female candidates in selection processes
Targeting that not less than 50% of appointments to senior positions (band 3 and above) are female	**Progress made** - 38% of appointments to senior positions (band 3 and above) during the year were females. Telix made significant progress in the gender diversity of both candidate selection processes, and talent pools for all positions, including senior positions. Many senior positions recruited for during the year were in manufacturing and production roles, which are currently male dominated industries. Telix nevertheless made several key gender diverse senior appointments during the year including to the GLT. Dimensions of diversity, including gender, will have a strong presence in hiring decisions into 2024	Targeting at least 50% of appointments to senior positions (band 3 and above) are female candidates
Targeting that not less than 50% of internal promotions are female	**Achieved** - 62% of internal promotions were female	Targeting at least 50% of internal promotions are female candidates
Targeting that total workforce is comprised of not more than 55% of either male or female gender	**Achieved** - 49% of total workforce are female	Targeting that total workforce is comprised of not more than 55% of employees identifying as male and not more than 55% of employees identifying as female
Targeting a year on year reduction of the gender pay gap.	**Achieved** - another year on year reduction in the gender pay gap	Targeting a year on year reduction of the gender pay gap
Not an objective in 2023	-	Identify, collate and assess expanded demographic information related to multiple diversity dimensions including age, race and disability status

4. Corporate responsibility

Reference documents

- Code of Conduct
- Supplier Code of Conduct
- Anti-Bribery and Anti-Corruption Policy
- Whistleblower Protection Policy
- Modern Slavery Policy
- 2022 Modern Slavery Statement

Telix's Group values, its Code of Conduct and related policies inform Telix's approach to corporate responsibility.

4.1. Group Values

Our Values are applicable across the Telix Group (Group Values) and serve as the foundation for everyday decision-making.

A description of our Group Values is available on available on telixpharma.com/our-company/purpose-mission-values/ and in our Code of Conduct.

4.2. Code of Conduct

Telix's Code of Conduct (Code) outlines our commitment to responsible business practices and ethical standards. The Code sets out the rights and obligations of our people when they are conducting Telix's business and applies to Directors, senior executives and other employees, together with consultants and contractors to the Telix Group.

Our Code includes multiple reporting channels for suspected breaches and is linked to the Whistleblower Protection Policy.

In December 2023, Telix updated the Code to expressly include our Group Values and a "speak up" clause to ensure concerns regarding any potential misconduct are able to be raised and appropriately investigated, and updated the multiple channels through which concerns can be raised.

All employees are required to undertake regular training on the Code. The Board is informed of any material breaches of the Code.

Telix's Supplier Code of Conduct (Supplier Code) sets out expectations for the conduct of Telix business by our suppliers. The Supplier Code complements Telix's Code.

The Code is available on telixpharma.com/investor-centre/corporate-governance/, and our Supplier Code can be found on telixpharma.com/our-company/sustainability/.

4.3 Modern slavery

Telix is committed to its people, and the protection of human rights. The Company has adopted a Modern Slavery Policy, confirming our commitment to addressing any instances of modern slavery and human rights abuses in our operations and supply chains. Our Modern Slavery Policy can be found on telixpharma.com/investor-centre/corporate-governance/.

In May 2023, the Board approved Telix's first Modern Slavery Statement as required by the Australian Modern Slavery Act 2018 (Cth) and other applicable laws. The statement details the steps the Telix Group undertakes to identify, assess and address modern slavery risks, and can be found on telixpharma.com/our-company/sustainability/.

4.4 Whistleblower protection

Telix is committed to ensuring that its employees, contractors, suppliers and other business partners are able to raise concerns regarding any potential misconduct and to have such concerns appropriately investigated. This commitment is implemented through our Code and Whistleblower Protection Policy.

Our Whistleblower Protection Policy has an easy-reference "how-to guide" for users, and provides multiple reporting channels including external independent contacts for whistleblowers.

In May 2023, the Whistleblower Protection Policy was updated for currency of practice, including publicly making available the details of an additional independent third party through which external third parties are able to communicate regarding any suspected whistleblower complaints or concerns.

Telix's Whistleblower Protection Policy contains mechanisms, including 24/7 telephone and internet hotline services, for employees, contractors, suppliers and business partners to raise concerns in a confidential and anonymous (where permissible by law) manner without being subject to any form of detriment or retaliation.

The Board is informed of any material breaches of the Whistleblower Protection Policy, which is available on telixpharma.com/investor-centre/corporate-governance/.

4.5 Ethical conduct of research

Telix is involved in testing potential new medicines on both animals and humans, which is an essential requirement of international medicine development and regulatory approval processes. All such studies undertaken are developed in association with medical, scientific and regulatory experts, and with reference to national and international ethical and scientific codes, including Australia's National Health and Medical Research Council and the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use. Studies are only commenced after necessary ethics approvals have been received from the institution or clinical site at which studies are to be carried out.

4.6 Anti-bribery and anti-corruption

Telix has no tolerance for acts of bribery and corruption by any of our employees, Directors, officers or third-party representatives.

We have a group Anti-Bribery and Anti-Corruption Policy (ABAC Policy), which was updated in December 2023 for currency of global requirements and practice. The ABAC Policy builds on Telix's position in the Code and supports the considerable work being undertaken in many areas of Telix's operations to ensure Telix's people are acting ethically and with integrity (one of Telix's Group Values) at all times, as well as protecting Telix's reputation.

Telix has training programs for employees across the Telix Group to raise awareness of Telix's 'zero tolerance' of bribery and corruption at any level within Telix's global operations.

The Board is informed of any material breaches under the ABAC Policy which is available on telixpharma.com/investor-centre/corporate-governance/.

5. Risk management and financial reporting

Reference documents

- Audit and Risk Committee Charter
- 2023 Annual Report

5.1. Role of the Audit and Risk Committee

The Audit and Risk Committee (ARC) assists the Board in overseeing and reviewing the integrity of financial reporting, risk appetite and the effectiveness of the enterprise risk management framework, compliance systems and internal control framework, and the external and internal audit functions. In addition, the ARC has oversight of Telix's sustainability strategy and reporting framework, including in respect of healthcare and environmental governance and performance.

During 2023, the ARC has, in conjunction with management, reviewed Telix's risk management framework to satisfy itself that it continues to be sound and that Telix is operating with due regard to the risk appetite set by the Board.

Senior executives and internal and external auditors attend Committee meetings on invitation by the ARC. The ARC holds regular meetings with the Chief Audit Officer (SVP Global Governance Risk and Compliance) and internal auditor, and separately with the external auditor without the management team or MD & CEO present. Any Director who is not a member of the ARC may attend any meeting of the Committee in an ex-officio capacity.

5.2. Enterprise risk management framework

Telix has adopted and follows an Enterprise Risk Management Framework (ERMF), that incorporates the principles of effective risk management, as set out in the Global Risk Management Standard ISO 31000, to identify, evaluate, monitor and manage risks in the Telix Group - to improve business performance, remain innovative and establish competitive advantage, anticipate and communicate uncertainties, reduce operational losses and surprises, and protect

Telix's reputation. Our ERMF data informs leaders in their decision making from prioritising activities, to resourcing, to escalation.

Risk and opportunity is managed through objective and consistent identification, assessment, monitoring, measurement and reporting across the Telix Group. Management executes daily risk management activities, including by making decisions within stated Board-delegated authority, ensuring employees understand their responsibilities for managing risk through a "three lines" model, and establishing internal controls, as well as guidance for the implementation of the ERMF.

In the "three lines" model, the first line, consisting of the business units and expert teams, executes core processes and controls. The second line, comprising the governance, risk and compliance function, sets policies and establishes frameworks to manage risks. The third line, which constitutes internal and external audit provides independent review of the first and second lines.

Ultimate risk management oversight sits with the Board through the ARC. The Board, with the assistance from the ARC, sets the risk appetite, which it expects management to operate, and considers Telix's risk profile on a regular basis to ensure it supports the achievement of Telix's strategic and corporate goals.

5.3 External auditor

One of the primary functions of the ARC is to review and monitor the performance and independence of the external auditor.

Telix's external auditor for the 2023 financial year was PricewaterhouseCoopers (PwC), was appointed by shareholders at the 2018 Annual General Meeting (AGM).

The ARC has established a policy in relation to the engagement of the external auditor for non-audit services to review the independence of the external auditor. The ARC has considered the nature of the non-audit services provided by the external auditor during 2023 and is satisfied that the services provided, and the amount paid for those services, did not compromise the independence of the external auditor. Details of fees paid (or payable) to PwC for non-audit services provided to the Telix Group during the 2023 financial year are set out in the Directors' report and Financial report of the 2023 Annual Report, available on telixpharma.com/investor-centre/financial-reports-presentations/.

PwC has provided an independence declaration to the Board for the reporting period. The declaration forms part of the 2023 Directors' report. The ARC undertakes a formal review of the appropriateness of continuing with the incumbent audit firm prior to approving the appointment of a new signing partner by rotation.

The external auditor attends each AGM and is available to answer questions from shareholders relevant to the conduct of the audit, the preparation and content of the auditor's report, the accounting policies adopted by Telix in relation to the preparation of the Financial report and the independence of the auditor in relation to the conduct of the audit.

5.4 Internal auditor

Another important function of the ARC is to review and monitor the performance of Telix's internal audit activities. Telix's internal audit function is conducted by internal personnel (Telix's Chief Audit Officer who is the SVP Global Governance Risk and Compliance), with the support of KPMG.

The role of Telix's internal audit function is to provide independent and objective assurance to the ARC and management team regarding the effectiveness of Telix's risk management processes (including the state of any material risks) and internal compliance and control systems, which comprise various Telix policies, processes, practices and procedures.

An internal audit plan is prepared by the internal auditor and reviewed and approved by the ARC on an annual basis (for the upcoming financial year). The internal audit plan seeks to cover, on a rolling basis, all significant activities of Telix, including its controlled entities and their operations.

In addition, Telix's internal auditor may be requested to perform other management requested reviews as required.

5.5 Integrity in financial reporting and regulatory compliance

The Board is committed to the integrity and quality of its financial reporting, risk management and compliance and control systems.

Prior to giving their Directors' declaration in respect of the annual and half-year financial statements, the Board requires the MD & CEO and CFO to each sign a written declaration to the Board, to the effect that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the Company and/or Group (as applicable), and that their opinion has been formed on the basis of a sound system of risk management and internal control, which is operating effectively.

This written declaration was received by the Board prior to its approval of the half-year and full-year financial statements for the financial year ended 31 December 2023.

Additionally, during 2023, before approving any quarterly cash flow statements and associated activities reports as required by the ASX Listing Rules, the Disclosure Committee of the Board received a declaration from the MD & CEO and CFO stating that in their opinion the Company's unaudited financial information included in the activities report and consolidated statement of cash flows for the period:

- are true and correct;
- have been formed on the basis of financial records of the Company and its controlled entities, which have been properly maintained and comply with the relevant accounting standards and give a true and fair view in all material respects of the Company's financial position and performance; and
- have been formed based on a sound system of risk management and internal control which is operating effectively.

In December 2023, Telix announced that the ASX no longer requires the Company to lodge quarterly cash flow and activities reports under Listing Rules 4.7B and 4.7C due to its record of positive net operating cash flows over the past reported 12 months. The Company remains committed to providing shareholders with regular updates on its financial performance and key business activities.

5.6 Verification of unaudited reports

Telix has a corporate reporting process in place to review the accuracy of information (which includes whether the information is balanced) so that investors can make informed investment decisions.

This includes processes to verify the integrity of any periodic corporate report that Telix releases to the market that is not audited or reviewed by the external auditor. The verification process varies depending on the particular release but generally involves:

- confirmation by individuals responsible for the information that, to the best of their knowledge and belief, the information is accurate and not misleading;
- providing source material or supporting information for particular disclosures;
- review of the report or document by the relevant internal subject matter expert(s), and in some cases external advisers; and
- approval by the individual responsible for the corporate report and confirmation that it is appropriate for release.

5.7 Sustainability risks

Telix actively manages a range of principal risks and uncertainties with the potential to have a material impact on the Telix Group and its ability to achieve its strategic and business objectives.

During 2023, the strategic risk profile of the Telix Group was re-assessed to ensure appropriate identification of risks and opportunities in respect of the Telix Group's near, medium and long-term objectives. These principal risks have formed the basis of our forward-looking three-year internal audit plan.

Key risks, including any applicable environmental and social sustainability risks and Telix's material exposure and tactics to manage these risks are set out in our in the Managing risk section of our 2023 Annual Report available on telixpharma.com/investor-centre/financial-reports-presentations/.

In addition, further detail regarding Telix's ongoing efforts to operate ethically and responsibly with respect to sustainability are also set out in the Sustainability section of our 2023 Annual Report available on telixpharma.com/investor-centre/financial-reports-presentations/.

6. Shareholder engagement and disclosure

Reference documents

- Continuous Disclosure policy

6.1. Continuous disclosure

Telix's Continuous Disclosure Policy is available on telixpharma.com/investor-centre/corporate-governance/ and details the Company's procedures to ensure compliance with applicable legal and regulatory requirements under the Corporations Act and the ASX Listing Rules. The Policy (as noted in section 2.1) was updated in February 2023 for currency of practice, to include the CFO in the Disclosure Committee composition and a rapid response process for when Disclosure Committee members are not available, to meet continuous disclosure obligations.

The Policy is approved by the Board and is reviewed regularly to ensure compliance with the ASX Listing Rules and guidance on continuous disclosure. It applies to all Directors and Telix team members. Its purpose is to ensure:

- compliance with legal obligations to identify and keep the market fully informed of material information;
- that access to material information is protected and controlled until such material information is announced to the market;
- Telix meets its continuous disclosure obligations; and
- that investors are provided with equal and timely access to material information.

Telix's Disclosure Committee meets as required, and often on very short notice, to ensure compliance with continuous disclosure requirements. Directors receive a copy of all ASX disclosures promptly following release. The Company Secretary is responsible for communications with the ASX.

6.2. Shareholder engagement

In addition to our formal disclosure obligations under the ASX Listing Rules and the Corporations Act, Telix uses several additional means of communicating and engaging with shareholders and investors. These include:

- posting news releases, public announcements, notices of general meetings and voting results, and other investor-related information on telixpharma.com/investor-centre. Information about Telix is also communicated through a range of other channels, such as Facebook and LinkedIn;
- engagement with proxy advisors, investor representative organisations and the Australian Shareholders Association; and
- AGMs, including webcasting which facilitates shareholders worldwide to view proceedings.

Other shareholder engagement activities include:

- participating in Telix's investor relations program, which includes investor roadshows and ad-hoc investor meetings and conference calls with institutional investors, private investors and sell-side analysts;
- giving shareholders the option to receive communications from, and send communications to, Telix and its share registry electronically; and

- encouraging shareholders to provide Telix with their questions ahead of the AGM. This helps us to understand shareholder issues and concerns and enables us to address key shareholder feedback. Telix's practice is to put all substantive resolutions to a vote by poll at AGMs.

The Board is committed to monitoring ongoing developments that may enhance communication with shareholders, including technological developments, regulatory changes and the continuing development of 'best practice' in the market.

Telix has a dedicated corporate governance page on telixpharma.com/investor-centre/corporate-governance/, which supplements the communication to shareholders in the Annual Report and this statement regarding Telix's corporate governance policies and practices.

7. Securities dealing

Reference documents

- Securities Dealing Policy

Telix has a comprehensive Securities Dealing Policy which applies to all Directors, officers and employees as well as each contractor and consultant to the Telix Group whose terms of engagement apply the Policy to them. The Policy was updated in May 2023 for currency of practice, and aims to inform all persons to whom the Policy applies to of the law relating to insider trading, to provide them with practical guidance for avoiding unlawful transactions in Telix securities and to protect the reputation of Telix.

Our Securities Dealing Policy also prohibits short-term or speculative dealing in Telix securities by Directors and employees. In addition, Directors and employees are not permitted to enter into any hedging arrangements that operate to limit the economic risk associated with holding Telix securities or margin loan arrangements in relation to Telix securities. This includes securities awarded under Telix's equity incentive schemes.

A copy of our Securities Dealing Policy has been lodged with the ASX in accordance with Listing Rule 12.9 and is available on telixpharma.com/investor-centre/corporate-governance/.

Company directory

Directors

H Kevin McCann AO (Chairman)
Christian Behrenbruch (Managing Director and Group Chief Executive Officer)
Andreas Kluge
Mark Nelson
Tiffany Olson
Jann Skinner

Company Secretary

Genevieve Ryan

Registered Office

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Australian Business Number

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Securities Exchange Listing

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ASX Code: TLX

Auditor

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Share Registry

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If any amendments to this Corporate Governance Statement are required, they will be disclosed to the ASX and posted on Telix's website under the "Investor centre" section at telixpharma.com/investor-centre/

Telix