

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

Redivium Limited

ABN/ARBN

52 099 862 129

Financial year ended:

30 June 2025

Our corporate governance statement¹ for the period above can be found at:²

☐ These pages of our annual report:

☒ This URL on our website:

www.redivium.com/corporate-governance

The Corporate Governance Statement is accurate and up to date as at 23 March 2026 and has been approved by the board.

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

Date: 23 March 2026

Name of authorised officer authorising
lodgement: Michael O'Leary-Collins

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 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
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.	☒ and we have disclosed a copy of our board charter at: https://redivium.com/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.	☒	☐ 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.	☒	☐ 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.	☒	☐ 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 **in full** for the **whole** 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 **in full** for the **whole** of the period above, you can, if you wish, delete this column from the form and re-format it.

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
1.5	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.	☒ and we have disclosed a copy of our diversity policy at: https://redivium.com/corporate-governance and we have disclosed the information referred to in paragraph (c) at: the Corporate Governance Statement in the Annual Report and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.	☐ set out in our Corporate Governance Statement <u>OR</u> ☐ we are an externally managed entity and this recommendation is therefore not applicable
1.6	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.	☐ and we have disclosed the evaluation process referred to in paragraph (a) at: and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: The Corporate Governance Statement in the Annual Report	☒ set out in our Corporate Governance Statement <u>OR</u> ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☐ and we have disclosed the evaluation process referred to in paragraph (a) at: and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: 	☒ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☐ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: <i>[insert location]</i> and the information referred to in paragraphs (4) and (5) at: <i>[insert location]</i> <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have a nomination committee and the processes we employ 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 at: <i>[insert location]</i>	☒ 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.	☐ and we have disclosed our board skills matrix at:	☒ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed the names of the directors considered by the board to be independent directors at: https://redivium.com/corporate-governance	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
2.4	A majority of the board of a listed entity should be independent directors.	☐	☒ 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.	☐	☒ 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.	☒	☐ 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.	☒ and we have disclosed our values at: Company Website	☐ set out in our Corporate Governance Statement
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.	☒ and we have disclosed our code of conduct at: https://redivium.com/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.	☒ and we have disclosed our whistleblower policy at: https://redivium.com/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.	☒ and we have disclosed our anti-bribery and corruption policy at: https://redivium.com/corporate-governance	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☐ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: <i>[insert location]</i> and the information referred to in paragraphs (4) and (5) at: <i>[insert location]</i> <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner at: <i>[insert location]</i>	☒ 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.	☒	☐ 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.	☒	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☒ and we have disclosed our continuous disclosure compliance policy at: https://redivium.com/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.	☒	☐ 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.	☒	☐ 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.	☒ and we have disclosed information about us and our governance on our website at: https://redivium.com/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.	☒	☐ 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.	☒ and we have disclosed how we facilitate and encourage participation at meetings of security holders at: https://redivium.com/corporate-governance	☐ set out in our Corporate Governance Statement
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.	☒	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☒	☐ 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.	☐ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: and the information referred to in paragraphs (4) and (5) at: <i>[insert location]</i> <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework at: <i>[insert location]</i>	☒ 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.	☐ and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at: <i>[insert location]</i>	☒ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☐ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed how our internal audit function is structured and what role it performs at: <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes at: <i>[insert location]</i>	☒ 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.	☐ and we have disclosed whether we have any material exposure to environmental and social risks at: and, if we do, how we manage or intend to manage those risks at: Corporate Governance Statement in Annual Report	☒ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☐ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: <i>[insert location]</i> and the information referred to in paragraphs (4) and (5) at: <i>[insert location]</i> <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have a remuneration committee and the processes we employ for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive: <i>[insert location]</i>	☒ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at: The remuneration report in the Annual Report	☐ 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.	☒ and we have disclosed our policy on this issue or a summary of it at: https://redivium.com/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

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
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.	☐ and we have disclosed information about the processes in place at: [insert location]	☐ 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.	☐	☐ 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
9.3	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.	☐	☐ set out in our Corporate Governance Statement OR ☐ 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
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	<i>Alternative to Recommendation 1.1 for externally managed listed entities:</i> 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.	☐ and we have disclosed the information referred to in paragraphs (a) and (b) at: [insert location]	☐ set out in our Corporate Governance Statement

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
-	<i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i> An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	☐ and we have disclosed the terms governing our remuneration as manager of the entity at: <i>[insert location]</i>	☐ set out in our Corporate Governance Statement



CORPORATE GOVERNANCE STATEMENT 2025

For the financial year ended 30 June 2025

Approved by the Board on 23 March 2026

The Board of Redivium Limited (the Company or Redivium)(the Board) is responsible for the overall corporate governance of the Company and its subsidiaries (the Group). The Board believes that good corporate governance helps ensure the future success of the Group, adds value to stakeholders and enhances investor confidence. The Board guides and monitors the business affairs of the Group on behalf of the shareholders by whom they are elected and to whom they are accountable.

The ASX document 'Corporate Governance Principles and Recommendations 4th Edition' (Recommendations) published by the ASX Corporate Governance Council applies to listed entities with the aim of enhancing the credibility and transparency of Australia's capital markets. The Board has assessed the Group's current practice against the Principles and Recommendations and where departures exist, these are identified below under "If Not, Why Not" disclosure with explanations provided.

This Corporate Governance Statement (Statement) discloses the extent to which the Company has followed the Recommendations, or where appropriate, indicates a departure from the Recommendations with an explanation for the financial year ended 30 June 2025.

This Statement should be read in conjunction with the Company's Charters, Policies and other related documents (CG Plan) on its website <https://redivium.com/corporate-governance/>.

PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

Recommendation 1.1: Disclose a board charter

Comply: Yes

Redivium's Board Charter details the respective roles and responsibilities of the Company's Board and management and those matters expressly reserved to the Board and delegated to management.

Recommendation 1.2: Undertake appropriate checks before appointing a director or senior executive and provide material information to security holders

Comply: Yes

The Company undertakes appropriate checks before appointing a director or senior executive or endorsing the election of any prospective director and provides security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director by providing biographical details of candidates including relevant qualifications, experience and skills and details of any other material directorships currently held by the candidate and in the case of a candidate standing for election as a director for the first time:

- › confirmation that the Company has conducted appropriate checks into the candidate's background and experience which have been satisfactory; and
- › if the Board considers that the candidate will, if elected, qualify as an independent director, a statement to that effect.

Recommendation 1.3: Establish a written agreement with each director and senior executive setting out the terms of their appointment

Comply: Yes

The sole director and any senior executive are party to a written agreement with the Company which sets out the terms of their appointment, including remuneration entitlements and performance requirements. The director also holds a deed of indemnity, insurance, and access.

The summary of agreements is disclosed in the Company's annual report.

Recommendation 1.4: The company secretary should be accountable directly to the board, through the chair

Comply: No

The Company does not currently have a company secretary. Given the Company's current size and the limited nature of its operations, the Board considers this appropriate at this time. The sole director directly oversees all matters relating to the proper functioning of the Board. The Company will appoint a company secretary as and when the scale of its operations makes this necessary.

Recommendation 1.5: Disclose a diversity policy and set measurable objectives for achieving gender diversity

Comply: Partially

Redivium's Diversity Policy provides a framework to establish and achieve measurable diversity objectives, including in respect of gender diversity. The Diversity Policy allows the Board to set measurable gender diversity objectives, if considered appropriate, and to assess annually both the objectives (if any have been set) and the Company's progress in achieving them.

The proportion of women within the Group at 30 June 2025 was as follows:

Position Category	Men	Women
Board	100%	Nil
Senior Executive	100%	Nil
Whole Organisation	100%	Nil

Given the current small size of the Board and the Company's operations, the Board does not presently intend to set measurable gender diversity objectives because:

- › the Board does not anticipate there will be a need to appoint any new directors or senior executives due to the limited nature of the Company's existing and proposed activities and the view that the existing director has sufficient skill and experience to carry out the Company's plans;
- › if it becomes necessary to appoint any new directors or senior executives, the Board will consider the application of the measurable diversity objectives and determine whether, given the small size of the Company and the Board, requiring specified objectives to be met will unduly limit the Company from applying the Diversity Policy as a whole and the Company's policy of appointing the best person for the job; and
- › the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the Company defines "senior executive" for these purposes) for each financial year will be disclosed in this Statement.

Recommendation 1.6: Disclose whether a performance evaluation of the board was undertaken in the reporting period

Comply: Partially

The Board is responsible for evaluating its own performance on an annual basis and may do so with the aid of an independent adviser. As the Board currently comprises a sole director, evaluation is carried out on a continuing and informal basis. The Company will put a formal process in place as and when the level of operations justifies it.

No formal performance evaluation was undertaken in the reporting period.

Recommendation 1.7: Disclose whether a performance evaluation of its senior executive was undertaken in the reporting period

Comply: Partially

The Board is responsible for evaluating the performance of the Company's senior executives on an annual basis. A senior executive, for these purposes, means key management personnel (as defined in the Corporations Act 2001) other than a non-executive director. Evaluation of senior executives is carried out on a continuing and informal basis. The Company will put a formal process in place as and when the level of operations justifies it.

No formal performance evaluation was undertaken in the reporting period.

PRINCIPLE 2: STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE

Recommendation 2.1: Establish a nomination committee

Comply: No

The Company does not have a Nomination Committee. Given that the Board currently comprises a sole director, the Board considers that establishing a Nomination Committee would provide no practical benefit at this time. Any decision to appoint a new director, whether upon the creation of a new Board position or to fill a casual vacancy, will be made by the sole director with appropriate consideration of skills, experience and diversity. The Board may seek independent advice to assist with the identification and assessment of candidates. The Company will establish a Nomination Committee as and when the size and complexity of the Group's affairs make this appropriate.

Recommendation 2.2: Board skills matrix

Comply: Yes

The Company's objective is to have an appropriate mix of expertise and experience on the Board so that it can effectively discharge its corporate governance and oversight responsibilities. The Board Skills Matrix is reviewed regularly to ensure it covers the skills necessary to address existing and emerging business and governance issues relevant to Redivium.

Skills	Attributes
Executive Leadership	Sustainable success in business at a very senior executive level.
Global experience	Senior management or equivalent experience in multiple global locations, exposed to a range of political, cultural, regulatory and business environments.
Strategy	Track record of developing and implementing a successful strategy, including appropriately probing and challenging management on the delivery of agreed strategic planning objectives.
Financial Acumen	Senior executive or equivalent experience in financial accounting and reporting, corporate finance and internal financial controls, including an ability to probe the adequacies of financial and risk controls.
Governance	Commitment to the highest standards of governance, including experience with a major organisation that is subject to rigorous governance standards, and an ability to assess the effectiveness of senior management.

Relevant Lithium-Ion Battery Recycling Industry Experience	Experience in the European lithium-ion battery recycling industry, including in-depth knowledge of the Group's corporate purpose, strategy, market, competitors, operational issues and technology.
Health, Safety and Environment	Experience related to workplace health and safety, environmental and social responsibility, and community.
Marketing	Senior executive experience in marketing and a detailed understanding of the Group's corporate purpose to create long-term shareholder value through the discovery, acquisition, development and marketing of resources.
Culture and Remuneration	Experience in remuneration policy and implementation, linking remuneration to strategy and performance. Ability to develop succession plans and to develop talent, culture and diversity.

Recommendation 2.3: Disclose independence of directors

Comply: Yes

Redivium's Board Charter requires the disclosure of the names of directors considered by the Board to be independent. The Board currently comprises one director, who is considered non-independent.

Position	Number in Position	Independent
Executive Director	1	No

The Company's annual report discloses the length of service of the director as at the end of each financial year.

Recommendation 2.4: Majority independent directors

Comply: No

Redivium's Board Charter requires that, where practical, the majority of the Board should be independent. The Board currently comprises a sole director who is considered non-independent. Given the Company's current stage of development, limited scale of activities and the speculative nature of its business, the Board considers this composition appropriate at this time. The Board will continue to monitor whether this remains appropriate as the scope and scale of its activities evolves and expands.

Recommendation 2.5: The chair of the board should be an independent director and, in particular, should not be the same person as the managing director/chief executive officer

Comply: No

As the Board currently comprises a sole director, that director fulfils the role of both Executive Director and Chairman. This means the Chair is not an independent director, and the roles of Chair and CEO/Managing Director are not separated. The Board acknowledges this departs from the Recommendation but considers the arrangement necessary and appropriate given the Company's current size, stage of development and the limited nature of its operations. The Company intends to transition to a structure where the Chair position is held by an independent non-executive director as the scale of its activities grows.

Recommendation 2.6: A program for inducing new directors and for periodically reviewing existing directors to undertake professional development

Comply: Yes

The Company commits to providing induction programs for new directors and senior executives as well as providing opportunities for continuing professional development. New directors will be provided with an induction pack at the time of their appointment that provides detailed information about the Company, its operations, financial position, risk profile and risk management framework, and its strategies and objectives. The pack will also include copies of the Company Constitution, the CG Plan, the most recent annual report, recent ASX releases, and minutes and papers of previous board meetings.

New directors will also receive a letter of appointment setting out their rights, duties and responsibilities as a director of the Company. The director is encouraged to undertake professional development activities to update and enhance their skills and knowledge.

PRINCIPLE 3: INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY

Recommendation 3.1: Articulate and disclose its values

Comply: Yes

The Company is committed to conducting all of its business activities fairly, honestly with a high level of integrity, and in compliance with all applicable laws, rules and regulations. The Board and management are dedicated to high ethical standards and recognise and support the Group's commitment to compliance with these standards.

Redivium's values are set out in its Code of Conduct on the Company's website.

Recommendation 3.2: Disclose a code of conduct and be informed of any material breaches

Comply: Yes

Redivium's Code of Conduct applies to the director and any senior executives and employees. Any material breaches of the Code of Conduct are reported to the Board.

Recommendation 3.3: Disclose a whistleblower policy and be informed of any material incidents

Comply: Yes

Redivium's Whistleblower Policy is disclosed on the Company's website. Any material incidents pursuant to the Whistleblower Policy are reported to the Board.

Recommendation 3.4: Disclose an anti-bribery and corruption policy (ABC Policy) and be informed of any material breaches

Comply: Yes

Redivium's ABC Policy is disclosed on the Company's website. Any material breaches of the ABC Policy are reported to the Board.

PRINCIPLE 4: SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS

Recommendation 4.1: Establish an audit committee

Comply: No

The Company does not have an Audit and Risk Committee. Given that the Board currently comprises a sole director, the formation of a committee is not practicable. The director meets directly with the external auditor to identify and discuss areas of audit focus, the appropriateness of accounting treatments, and judgements and choices exercised by management in the preparation of the financial statements. The director may also seek independent advice as and when required to address matters pertaining to the appointment, removal or rotation of the auditor. The Company will establish an Audit and Risk Committee as and when the size and complexity of the Group's affairs make this appropriate.

Recommendation 4.2: Approval of financial statements

Comply: Yes

The Board receives a written assurance in respect of each reporting period from the person performing the Managing Director and Chief Financial Officer functions, with a declaration in accordance with section 295A of the Corporations Act 2001 (Cth) for the annual audit and section 303 of the Corporations Act 2001 (Cth) for the half-year review, stating that:

- › the Group's financial records have been properly maintained;
- › the Group's financial statements, in all material respects, are complete and present a true, fair and correct view of the financial condition and operational results of the Group and are in accordance with the relevant accounting standards;
- › the financial statements are founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board; and
- › the Group's risk management and internal compliance and control systems are operating effectively in all material respects.

Recommendation 4.3: Verification of integrity of periodic corporate report not audited or reviewed by an external auditor

Comply: Yes

The Group is committed to providing clear, concise, timely and effective disclosure. These procedures are set out in Redivium's Unaudited Periodic Corporate Report Verification Procedure, available on the Company's website.

PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE

Recommendation 5.1: Disclose a continuous disclosure policy

Comply: Yes

Redivium's Continuous Disclosure Policy is disclosed on the Company's website.

Recommendation 5.2: Board receives market announcements promptly

Comply: Yes

Redivium's Continuous Disclosure Policy requires the Board to receive all material market announcements promptly after they have been made.

Recommendation 5.3: Investor or analyst presentation released to ASX ahead of the presentation

Comply: Yes

The Company releases any substantive investor or analyst presentation on the ASX Market Announcements Platform ahead of the presentation.

PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS

Recommendation 6.1: Provide information about the company and its governance on the website

Comply: Yes

The Company provides information about itself and its governance to investors via its website and complies with ASX Listing Rule 3.1 in relation to publication of all relevant documents and reports. Redivium's policies, charter and statements are available on its website <https://www.redivium.com/corporate-governance>.

Recommendation 6.2: Investor relations program to facilitate effective two-way communication

Comply: Yes

Redivium's Shareholder Communications Policy aims to promote and facilitate effective two-way communication with investors. The Shareholder Communications Policy outlines a range of ways in which information is communicated to security holders and is available on the Company's website.

Recommendation 6.3: Encourage participation at meetings

Comply: Yes

The Company encourages shareholders to participate at all general meetings and Annual General Meetings of the Company and sets the time and place of each meeting to promote maximum attendance by shareholders.

Recommendation 6.4: Resolutions at a meeting to be decided by poll

Comply: Yes

All resolutions at shareholders' meetings are decided by a poll. The number of votes for or against a resolution is both reported in the Company's Minutes and announced to ASX in accordance with the provisions of the ASX Listing Rules.

Recommendation 6.5: Option to receive and send communication electronically

Comply: Yes

Redivium's Shareholder Communications Policy provides that security holders can register with the Company to receive email notifications when an announcement is made by the Company to the ASX, including the release of the annual report, half yearly reports, quarterly reports and notice of meetings. ASX announcements will be uploaded on the Company's website immediately after they have been lodged with ASX.

The Company will no longer send physical meeting documents unless a shareholder requests a copy to be mailed. The Company encourages all shareholders to provide an email address so it can communicate with them electronically when shareholder notices become available online.

Shareholders can still elect to receive some or all of their communications in physical or electronic form or elect not to receive certain documents such as annual reports. Communication preferences can be updated with Computershare. Further information is available on the Company's website, <https://redivium.com/corporate-governance/>.

PRINCIPLE 7: RECOGNISE AND MANAGE RISK

Recommendation 7.1: Establish a risk committee

Comply: No

The Company does not have a risk committee. Given that the Board currently comprises a sole director, the formation of a separate committee is not practicable. The director continually monitors risks associated with the economy, industry and the Company through their role and with the assistance of advisers and management, with a view to managing risks and identifying threats. The preparation of Board papers, monthly cash flow budgets, and ongoing informal communications between the Board and management are key elements of this process. The Company will establish a risk committee as and when the size and complexity of the Group's affairs make this appropriate.

The Company's annual report discloses the material risks and risk management approach of the Company.

Recommendation 7.2: Risk management framework and periodic review

Comply: Partially

The Board is responsible for ensuring that risks, and also opportunities, are identified on a timely basis and that activities are aligned with the risks and opportunities identified by the Board. The Board has a number of mechanisms in place to ensure management's objectives and activities are aligned with the Board. These include but are not limited to:

- › Board approval of a strategic plan, which encompasses strategy statements designed to meet stakeholders' needs and manage business risk; and
- › Implementation of Board approved operating plans and Board monitoring of progress against budgets that are reviewed at every board meeting.

The Board did not undertake a formal review of the risk management framework during the current reporting period, however, risk is monitored and reviewed on an ongoing basis.

Recommendation 7.3: Internal audit

Comply: No

The Company does not have an internal audit function. The Company reviews its risk and internal control processes on a continual informal basis and works alongside external auditors at half year and year end reviews to identify the Company's risks, systems and procedures. The Company may also seek independent advice to assist with the identification of risks and processes if and when required. The Board considers this approach appropriate given the current size and complexity of the Group's affairs, but remains committed to effective management and control of these factors.

Recommendation 7.4: Material economic, environmental and social risk

Comply: Partially

The nature of the Group's lithium-ion battery recycling and exploration operations are such that it could be seen to be constantly exposed to economic, environmental and social risks. The Board and management have respect for the rights and beliefs of all stakeholders and it is part of the Group's culture to have open, honest and constant two-way communication with stakeholders and to operate fully within the laws of the jurisdictions the Group operates within. The Group maintains high

standards with regards to its environmental and social practices and is constantly striving to improve its engagement and information processes. The Board and management will continue to monitor these risks to the Group.

PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY

Recommendation 8.1: Establish a remuneration committee

Comply: No

The Company does not have a remuneration committee. Given that the Board currently comprises a sole director, the formation of a separate remuneration committee is not practicable. The director may appoint an independent working group comprising external consultants to review and make recommendations in relation to the remuneration framework. The Company will establish a remuneration committee as and when the size and complexity of the Group's affairs make this appropriate.

Recommendation 8.2: Disclose policies and practices regarding the remuneration of the non-executive directors, executive directors and other senior executives

Comply: Yes

The Company's CG Plan requires the Board to disclose its policies and practices regarding the remuneration of directors and senior executives, which is disclosed in the remuneration report contained in the Company's annual report and is set out in the Board Charter.

Recommendation 8.3: Equity based remuneration scheme

Comply: Yes

The Company has an equity-based remuneration scheme in place in the form of an employee incentive securities plan. The Company prohibits participants in the equity-based remuneration plan from entering into transactions which limit the economic exposure of participating in the plan, whether through the use of derivatives or otherwise. A summary of the equity-based remuneration plan is contained in the Company's annual report and is set out in the Board Charter.

OTHER PROCESSES

Independent professional advice

The director of the Company is expected to exercise considered and independent judgement on all matters and may seek independent professional advice where required. The director may, at the Group's expense, obtain independent professional advice to properly discharge their responsibilities.