

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

RLF AGTECH LIMITED

ABN/ARBN

43 622 055 216

Financial year ended:

30 June 2024

Our corporate governance statement<sup>1</sup> for the period above can be found at:<sup>2</sup>

- ☐ These pages of our annual report:
- ☒ This URL on our website: <https://www.rlfagtech.com/our-business#CorporateGovernance>

The Corporate Governance Statement is accurate and up to date as at 30 September 2024 and has been approved by the Board.

The annexure includes a key to where the corporate governance disclosures can be located.<sup>3</sup>

Date: 30 September 2024

Name of authorised officer  
authorising lodgement:

Zaiqian Zhang – Chief Financial Officer & Company Secretary

<sup>1</sup> "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.

<sup>2</sup> 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.

<sup>3</sup> 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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> 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: <sup>5</sup> |
|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b> |                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                             |                                                                                                                                                                |
| 1.1                                                                     | A listed entity should have and disclose a board charter setting out:<br>(a) the respective roles and responsibilities of its board and management; and<br>(b) those matters expressly reserved to the board and those delegated to management.                                                                                   | <input checked="" type="checkbox"/><br>and we have disclosed a copy of our Board Charter at:<br><a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                         |                                                                                                                                                                |
| 1.2                                                                     | A listed entity should:<br>(a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and<br>(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. | <input checked="" type="checkbox"/><br>and we have disclosed a copy of our Procedures for Selection and Appointment of Directors at:<br><a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a> |                                                                                                                                                                |
| 1.3                                                                     | A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.                                                                                                                                                                                               | <input checked="" type="checkbox"/><br>and we have disclosed a copy of our Procedures for Selection and Appointment of Directors at:<br><a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a> |                                                                                                                                                                |
| 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.                                                                                                                                                           | <input checked="" type="checkbox"/><br>and we have disclosed a copy of our Board Charter at:<br><a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                         |                                                                                                                                                                |

<sup>4</sup> 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/](http://www.entityname.com.au/corporate-governance/charters/)”).

<sup>5</sup> 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, <sup>4</sup> 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: <sup>5</sup>                                                                                                                                                         |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.5                                         | <p>A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a diversity policy;</li> <li>(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</li> <li>(c) disclose in relation to each reporting period: <ul style="list-style-type: none"> <li>(1) the measurable objectives set for that period to achieve gender diversity;</li> <li>(2) the entity's progress towards achieving those objectives; and</li> <li>(3) either: <ul style="list-style-type: none"> <li>(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</li> <li>(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.</li> </ul> </li> </ul> </li> </ul> <p>If the entity was in the S&amp;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.</p> |                                                                                                                                                                                                      | <p><input checked="" type="checkbox"/></p> <p>as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p>                                                                              |
| 1.6                                         | <p>A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</li> <li>(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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                      | <p><input checked="" type="checkbox"/></p> <p>We have disclosed the evaluation process referred to in paragraph (a) in our Corporate Governance Statement; and (b) whether a performance evaluation was undertaken for the reporting period in accordance with that process in our Corporate Governance Statement.</p> |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation |                                                                                                                                                                                                                                                                                                                                                 | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup>                                                                                                                                                                |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.7                                         | <p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(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.</p> |                                                                                                                                                                                                      | <p><input checked="" type="checkbox"/></p> <p>We have disclosed the evaluation process referred to in paragraph (a) in our Corporate Governance Statement;</p> <p>and (b) whether a performance evaluation was undertaken for the reporting period in accordance with that process in our Corporate Governance Statement.</p> |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup>                                                                            |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                           |
| 2.1                                                                    | <p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p> | <p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement and we have disclosed the committee charter as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p>                                                                                                                 |                                                                                                                                                                                                                                           |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p><input checked="" type="checkbox"/></p> <p>as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p> |
| 2.3                                                                    | <p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(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</p> <p>(c) the length of service of each director.</p>                                                                                                                                                                                                                                                                                                                                  | <p><input checked="" type="checkbox"/></p> <p>and we have disclosed the names of the directors considered by the Board to be independent directors in the 30 June 2024 Directors Report forming part of the Annual Report and, where applicable, the information referred to in paragraph (b) at:</p> <p>N/A</p> <p>and the length of service of each director at 30 June 2024 in the Directors Report forming part of the Annual Report</p> |                                                                                                                                                                                                                                           |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation                                         |                                                                                                                                                                                                                                                                                   | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup>                                                                                                                                             |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.4                                                                                 | A majority of the board of a listed entity should be independent directors.                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                             | <input checked="" type="checkbox"/><br>The Board has consisted of a majority of independent directors since 27 July 2024 - refer our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a> |
| 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.                                                                                                                           | <input checked="" type="checkbox"/> set out in our Corporate Governance Statement                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                            |
| 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. | <input checked="" type="checkbox"/><br>as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                              |                                                                                                                                                                                                                                                                                                            |
| <b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b> |                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                            |
| 3.1                                                                                 | A listed entity should articulate and disclose its values.                                                                                                                                                                                                                        | <input checked="" type="checkbox"/><br>and we have disclosed our values in the Code of Conduct in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a> |                                                                                                                                                                                                                                                                                                            |
| 3.2                                                                                 | A listed entity should:<br>(a) have and disclose a code of conduct for its directors, senior executives and employees; and<br>(b) ensure that the board or a committee of the board is informed of any material breaches of that code.                                            | <input checked="" type="checkbox"/><br>and we have disclosed our Code of Conduct at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                     |                                                                                                                                                                                                                                                                                                            |
| 3.3                                                                                 | A listed entity should:<br>(a) have and disclose a whistleblower policy; and<br>(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.                                                                           | <input checked="" type="checkbox"/><br>and we have disclosed our Whistleblower Policy at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                |                                                                                                                                                                                                                                                                                                            |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation |                                                                                                                                                                                                                        | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup> |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.4                                         | <p>A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure that the board or committee of the board is informed of any material breaches of that policy.</p> | <p><input checked="" type="checkbox"/></p> <p>and we have disclosed our anti-bribery and corruption policy at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p> |                                                                                                                                                                |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> 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: <sup>5</sup> |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                |
| 4.1                                                               | <p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(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</p> <p>(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.</p> | <p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement and we have disclosed the Audit &amp; Risk Committee Charter as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p> |                                                                                                                                                                |
| 4.2                                                               | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                               | <p><input checked="" type="checkbox"/> As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p>                                                                                                            |                                                                                                                                                                |
| 4.3                                                               | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p><input checked="" type="checkbox"/> As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a></p>                                                                                                            |                                                                                                                                                                |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation                 |                                                                                                                                                                                                           | Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> 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: <sup>5</sup> |
|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>    |                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                |
| 5.1                                                         | A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.                                                                | <input checked="" type="checkbox"/><br>and we have disclosed our Continuous Disclosure Compliance Policy in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a> |                                                                                                                                                                |
| 5.2                                                         | A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.                                                                     | <input checked="" type="checkbox"/><br>As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                        |                                                                                                                                                                |
| 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. | <input checked="" type="checkbox"/><br>As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                        |                                                                                                                                                                |
| <b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b> |                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                |
| 6.1                                                         | A listed entity should provide information about itself and its governance to investors via its website.                                                                                                  | <input checked="" type="checkbox"/><br>and we have disclosed information about us and our governance on our website at:<br><a href="https://www.rlfagtech.com/">https://www.rlfagtech.com/</a>                                                                                        |                                                                                                                                                                |
| 6.2                                                         | A listed entity should have an investor relations program that facilitates effective two-way communication with investors.                                                                                | <input checked="" type="checkbox"/><br>As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                        |                                                                                                                                                                |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> 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: <sup>5</sup> |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6.3                                            | A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <input checked="" type="checkbox"/><br>and we have disclosed how we facilitate and encourage participation at meetings of security holders as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a> |                                                                                                                                                                |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <input checked="" type="checkbox"/><br>As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                                                                     |                                                                                                                                                                |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input checked="" type="checkbox"/><br>As set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>                                                                                                     |                                                                                                                                                                |
| <b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                |
| 7.1                                            | <p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <ol style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ol> <p>(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.</p> | <input checked="" type="checkbox"/> set out in our Corporate Governance Statement and we have disclosed the committee charter as set out in our Corporate Governance Statement at <a href="https://www.rlfagtech.com/our-business#CorporateGovernance">https://www.rlfagtech.com/our-business#CorporateGovernance</a>              |                                                                                                                                                                |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation |                                                                                                                                                                                                                                                                                                                                                                        | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup> |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7.2                                         | The board or a committee of the board should:<br>(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<br>(b) disclose, in relation to each reporting period, whether such a review has taken place.         | <input checked="" type="checkbox"/><br>As set out in our Corporate Governance Statement at <a href="https://www.rifagtech.com/our-business#CorporateGovernance">https://www.rifagtech.com/our-business#CorporateGovernance</a>                                                                          |                                                                                                                                                                |
| 7.3                                         | A listed entity should disclose:<br>(a) if it has an internal audit function, how the function is structured and what role it performs; or<br>(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. | <input checked="" type="checkbox"/><br>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 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.                                                                                                                                                                                                | <input checked="" type="checkbox"/><br>We disclose whether we have any material exposure to environmental and social risks in our 30 June 2024 Annual Report and, if we do, how we manage or intend to manage those risks in our 30 June 2024 Annual Report                                             |                                                                                                                                                                |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup> |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                |
| 8.1                                                    | <p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p> | <p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement and we have disclosed the committee charter as set out in our Corporate Governance Statement at <a href="https://www.rfagtech.com/our-business#CorporateGovernance">https://www.rfagtech.com/our-business#CorporateGovernance</a></p> |                                                                                                                                                                |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p><input checked="" type="checkbox"/> 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 in our 30 June 2024 Annual Report</p>                                        |                                                                                                                                                                |
| 8.3                                                    | <p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p><input checked="" type="checkbox"/> As set out in our Corporate Governance Statement at <a href="https://www.rfagtech.com/our-business#CorporateGovernance">https://www.rfagtech.com/our-business#CorporateGovernance</a></p>                                                                                           |                                                                                                                                                                |

## Key to Disclosures Corporate Governance Council Principles and Recommendations

| Corporate Governance Council recommendation                 |                                                                                                                                                                                                                                                                                                                                                                                         | Where a box below is ticked, <sup>4</sup> 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: <sup>5</sup> |
|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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. |                                                                                                                                                                                                      | N/A                                                                                                                                                            |
| 9.2                                                         | A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.                                                                                                                                                                                                                                                  |                                                                                                                                                                                                      | N/A                                                                                                                                                            |
| 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.                                                                                                                                       |                                                                                                                                                                                                      | N/A                                                                                                                                                            |

**RLF AGTECH LIMITED**

**ACN 622 055 216**

**(Company)**

**CORPORATE GOVERNANCE STATEMENT**

This Corporate Governance Statement is current as at 30 September 2024 and has been approved by the Board of the Company on that date.

This Corporate Governance Statement discloses the extent to which the Company has followed the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations – 4<sup>th</sup> Edition (**Recommendations**). The Recommendations are not mandatory, however the Recommendations that will not be followed have been identified and reasons provided for not following them along with what (if any) alternative governance practices the Company intends to adopt in lieu of the recommendation.

The Company has adopted a Corporate Governance Framework which provides the written terms of reference for the Company's corporate governance duties.

The documents relating to the Company's Corporate Governance Framework are available on the Company's website at [www.rlfagtech.com](http://www.rlfagtech.com)

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                 | COMPLY | EXPLANATION                                                                                                                                                                                                                                         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Principle 1: Lay solid foundations for management and oversight</b>                                                                                                                                                                                                                                    |        |                                                                                                                                                                                                                                                     |
| <b>Recommendation 1.1</b><br>(a) A listed entity should have and disclose a board charter which sets out the respective roles and responsibilities of the Board, the Chair and management, and includes a description of those matters expressly reserved to the Board and those delegated to management. | YES    | The Company has adopted a Board Charter that sets out the specific roles and responsibilities of the Board, the Chair and management and includes a description of those matters expressly reserved to the Board and those delegated to management. |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                         | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                   |        | <p>The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board's composition, the roles and responsibilities of the Chairman and Company Secretary, the establishment, operation and management of Board Committees, Directors' access to Company records and information, details of the Board's relationship with management, details of the Board's performance review and details of the Board's disclosure policy.</p> <p>A copy of the Company's Board Charter, which is part of the Company's Corporate Governance Framework, is available on the Company's website.</p>                                                                                                                                                                                                                                                                   |
| <p><b>Recommendation 1.2</b></p> <p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a Director; and</p> <p>(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.</p> | YES    | <p>The Company has guidelines for the appointment and selection of the Board and senior executives in its Corporate Governance Framework – refer Procedures for Selection and Appointment of Directors.</p> <p>These procedures require the Remuneration &amp; Nomination Committee (R&amp;N Committee) (or, in its absence, the Board) to ensure:</p> <p>(a) appropriate checks (including checks in respect of character, experience, education, criminal record and bankruptcy history (as appropriate)) are undertaken before appointing a person, or putting forward to security holders a candidate for election, as a Director; and</p> <p>(b) That all material information relevant to a decision on whether or not to elect or re-elect a Director must be provided to security holders in the Notice of Meeting containing the resolution to elect or re-elect a Director.</p> |
| <p><b>Recommendation 1.3</b></p> <p>A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.</p>                                                                                                                                                                                                       | YES    | <p>The Company's Procedures for Selection and Appointment of Directors requires the R&amp;N Committee (or, in its absence, the Board) to ensure that each Director is personally a party to a written agreement with the Company which sets out the terms of that Director's executive's appointment. Similar requirements are in place for employment of senior executives.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | COMPLY    | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           | The Company has written agreements with each of its Directors and senior executives.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Recommendation 1.4</b><br>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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | YES       | The Board Charter outlines the roles, responsibility and accountability of the Company Secretary. In accordance with this, the Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Recommendation 1.5</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a diversity policy;</li> <li>(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</li> <li>(c) disclose in relation to each reporting period: <ul style="list-style-type: none"> <li>(i) the measurable objectives set for that period to achieve gender diversity;</li> <li>(ii) the entity's progress towards achieving those objectives; and</li> <li>(iii) either: <ul style="list-style-type: none"> <li>(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</li> </ul> </li> </ul> </li> </ul> | PARTIALLY | <ul style="list-style-type: none"> <li>(a) The Company has adopted a Diversity Policy which provides a framework for the Company to establish, achieve and measure diversity objectives, including in respect of gender diversity. The Diversity Policy is available, as part of the Corporate Governance Framework, on the Company's website.</li> <li>(b) The Diversity Policy allows the Board to set measurable gender diversity objectives, if considered appropriate, and to continually monitor both the objectives if any have been set and the Company's progress in achieving them.</li> <li>(c) The Board does not presently intend to set measurable gender diversity objectives because: <ul style="list-style-type: none"> <li>(i) 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 Board's view that the existing Directors and senior executives have sufficient skill and experience to carry out the Company's plans; and</li> </ul> </li> </ul> |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                      | COMPLY    | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------|--------|-------|--------------------|---|---|---|---------------------------------|---|---|---|-----------|----|----|-----|--|--|--|--|-------------|----|----|-----|------------|-----|-----|------|
| <p>(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 the Workplace Gender Equality Act.</p> <p>If the entity was in the S&amp;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.</p> |           | <p>(ii) if it becomes necessary to appoint any new Directors or senior executives, the Board will consider the application of the measurable diversity objectives and determined 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.</p> <p>(iii) The proportion of personnel by gender at the date of this report was:</p> <table><tr><th>Category</th><th>Male</th><th>Female</th><th>Total</th></tr><tr><td>Board<sup>1</sup></td><td>5</td><td>1</td><td>6</td></tr><tr><td>Senior Executive<sup>2,3</sup></td><td>1</td><td>0</td><td>1</td></tr><tr><td>Employees</td><td>84</td><td>35</td><td>119</td></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>Total by No</td><td>90</td><td>36</td><td>126</td></tr><tr><td>Total by %</td><td>71%</td><td>29%</td><td>100%</td></tr></table> <p><sup>1</sup>Board includes Non-Executive &amp; Executive Directors.</p> <p><sup>2</sup>Senior Executive includes the CFO/Company Secretary.</p> <p><sup>3</sup>Reference to Senior Executive is defined as those persons having authority and responsibility for planning, directing and controlling the activities of the consolidated entity and excludes Executive Directors for the purposes of this table.</p> | Category | Male | Female | Total | Board <sup>1</sup> | 5 | 1 | 6 | Senior Executive <sup>2,3</sup> | 1 | 0 | 1 | Employees | 84 | 35 | 119 |  |  |  |  | Total by No | 90 | 36 | 126 | Total by % | 71% | 29% | 100% |
| Category                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Male      | Female                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Total    |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
| Board <sup>1</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5         | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 6        |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
| Senior Executive <sup>2,3</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1         | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1        |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
| Employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 84        | 35                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 119      |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
| Total by No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 90        | 36                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 126      |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
| Total by %                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 71%       | 29%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 100%     |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |
| <p><b>Recommendation 1.6</b></p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the Board, its committees and individual Directors; and</p>                                                                                                                                                                                                                                                                                  | PARTIALLY | <p>(a) The Company's Board and Chairman are responsible for evaluating the performance of the Board, its committees and individual Directors on an annual basis. It may do so with the aid of an independent advisor. The process for this is set out in the Company's Performance Evaluation Practices policy which is available on the Company's website.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |      |        |       |                    |   |   |   |                                 |   |   |   |           |    |    |     |  |  |  |  |             |    |    |     |            |     |     |      |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                | COMPLY    | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (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.                                                                                                                                                                                                                                                                                                                                         |           | (b) The Company undertook an informal internal performance evaluation process in relation to the Board composition and the performance of the Managing Director. Changes were made to the Board composition during the period. The Company intends to complete formal performance evaluations in respect of the Board, its committees (if any) and individual Directors for each financial year in accordance with the Performance Evaluation Practices policy moving forward.                                                                                                                                                                                        |
| <b>Recommendation 1.7</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</li> <li>(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.</li> </ul>                                                                                       | PARTIALLY | <ul style="list-style-type: none"> <li>(a) The Company's Managing Director is responsible for evaluating the performance Senior Executives on an annual basis. The process for this is set out in the Company's Performance Evaluation Practices policy which is available on the Company's website.</li> <li>(b) Due to a number of changes at the executive level during the period, no annual performance evaluation processes were performed. The Company intends to complete formal performance evaluations in respect of the Senior Executive for each financial year in accordance with the Performance Evaluation Practices policy moving forward.</li> </ul> |
| <b>Principle 2: Structure the Board to be effective and add value</b>                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Recommendation 2.1</b><br>The Board of a listed entity should: <ul style="list-style-type: none"> <li>(a) have a nomination committee which: <ul style="list-style-type: none"> <li>(i) has at least three members, a majority of whom are independent Directors; and</li> <li>(ii) is chaired by an independent Director,</li> </ul> and disclose: <ul style="list-style-type: none"> <li>(iii) the charter of the committee;</li> <li>(iv) the members of the committee; and</li> </ul> </li> </ul> | YES       | <ul style="list-style-type: none"> <li>(a) The Company operates a combined R&amp;N Committee which shall comprise of at least three members, all of whom shall be non-executive (if possible) and the majority independent (if practical), and should be chaired by an independent Director.<br/><br/>The R&amp;N Committee Charter is available on the Company's website.</li> </ul>                                                                                                                                                                                                                                                                                 |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | COMPLY    | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>(v) 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</p> <p>(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.</p> |           | <p>The Committee currently consists of independent non-executive directors, being:<br/> Liza Carpene - Chair of Committee (INED)<br/> Paul McKenzie – Member (INED)<br/> Don McLay - Member (INED) and<br/> Ben Barlow – Member (INED).</p> <p>The number of meetings of the Committee is disclosed in the Annual Report.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p><b>Recommendation 2.2</b></p> <p>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.</p>                                                                                                                                                                                                                                                                                                             | PARTIALLY | <p>Under the R&amp;N Committee Charter, the R&amp;N Committee (or, in its absence, the Board) is required to prepare a Board skills matrix setting out the mix of skills that the Board currently has (or is looking to achieve) and to review this at least annually to ensure the Company has the appropriate mix of skills to discharge its obligations effectively, add value and ensure the Board has the ability to deal with new and emerging business and governance issues.</p> <p>The Company does not currently have a formalised skills or diversity matrix in relation to its Board members. The Board will look to develop such a matrix to address the Company's evolving operations.</p> <p>The Company's R&amp;N Committee is responsible for regularly reviewing the size, composition and skills of the Board to ensure that the Board is able to discharge its responsibilities effectively and to identify any gaps in the skills or experience of the Board. Each Director and senior executive's relevant skills and experience is detailed in the Company's Annual Report.</p> |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <p><b>Recommendation 2.3</b></p> <p>A listed entity should disclose:</p> <p>(a) the names of the Directors considered by the Board to be independent Directors of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendations (4th Edition), 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</p> <p>(b) the length of service of each Director.</p> | YES    | <p>(a) The Board Charter requires the disclosure of the names of Directors considered by the Board to be independent. The Board considers the following as independent Non-Executive Directors: Don McLay (Chairman), Liza Carpena, Paul McKenzie and Ben Barlow.</p> <p>(b) The Company's Annual Report will disclose the length of service of each Director, as at the end of each financial year.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Recommendation 2.4</b></p> <p>A majority of the Board of a listed entity should be independent Directors.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                             | YES    | <p>The Company's Board Charter requires that, where practical, the majority of the Board should be independent.</p> <p>The Board currently comprises a total of six (6) directors, of whom four (4) are considered to be independent, being Donald McLay, Liza Carpena, Paul McKenzie and Ben Barlow. As such, independent directors currently comprise the majority of the Board, effective from 27 July 2024.</p> <p>The Company does not consider Gavin Ball to be independent because he is an executive director and is a substantial shareholders of the Company (either directly or through controlled entities). The Company also does not consider Dr Shen (Mike) Lu to be independent because he is the Chief Executive Officer (Asia) and is an Executive Director.</p> <p>The Company believes that the current structure of the Board is appropriate given the size and current operations of the Company and allows for the best utilisation of the experience and expertise of its members.</p> |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                       | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|                                                                                                                                                                                                 |        | <p>Directors having a conflict of interest in relation to a particular item of business must absent themselves from the Board meeting before commencement of discussion on the topic. In addition, the Board has established a separate Conflicts Committee and a Conflicts Policy. The Conflicts Committee is made up of all the Independent Non-Executive Directors.</p> <p>The Board has taken the following steps to structure the Board to add value:</p> <p>(a) To assist directors with independent judgement, Directors are entitled to obtain independent professional advice to properly discharge the responsibility of their office, provided the director first obtains approval for incurring such expense from the Chair, the Company will pay the reasonable expenses associated with obtaining such advice.</p> <p>(b) Directors are required to disclose relevant personal interest and conflicts of interest on an ongoing basis, which may in turn trigger a review of a director's independent status.</p> <p>A determination with respect to independence is made by the Board on an annual basis.</p> |
| <p><b>Recommendation 2.5</b></p> <p>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.</p> | YES    | <p>The Board Charter provides that, where practical, the Chair of the Board should be an independent Director and should not be the CEO/Managing Director.</p> <p>The Chair of the Company is Don McLay who is considered independent Director and is not the CEO/Managing Director.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>Recommendation 2.6</b></p>                                                                                                                                                                | YES    | <p>Upon appointment, new directors will be subject to relevant induction procedures to provide the incoming individual with sufficient knowledge of the entity and its operating environment to enable them to fulfil their role effectively.</p> <p>The Board has a formal induction process.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| 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.                                        |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Principle 3: Instil a culture of acting lawfully, ethically and responsibly</b>                                                                                                                                                                                                                                       |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Recommendation 3.1</b><br>A listed entity should articulate and disclose its values.                                                                                                                                                                                                                                  | YES    | (a) The Company and its subsidiary companies (if any) are 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, management and employees are dedicated to high ethical standards and recognise and support the Company's commitment to compliance with these standards.<br><br>(b) The Company's values are set out in its Code of Conduct (which forms part of the Corporate Governance Framework) and are available on the Company's website. All employees are given appropriate training on the Company's values and senior executives will continually reference such values. |
| <b>Recommendation 3.2</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a code of conduct for its Directors, senior executives and employees; and</li> <li>(b) ensure that the Board or a committee of the Board is informed of any material breaches of that code.</li> </ul> | YES    | (a) The Company's Corporate Code of Conduct applies to the Company's Directors, senior executives and employees.<br><br>(b) The Company's Corporate Code of Conduct (which forms part of the Company's Corporate Governance Framework) is available on the Company's website. Any material breaches of the Code of Conduct are reported to the Company Secretary, the Board or a committee of the Board.                                                                                                                                                                                                                                                                                                           |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <b>Recommendation 3.3</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a whistleblower policy; and</li> <li>(b) ensure that the Board or a committee of the Board is informed of any material incidents reported under that policy.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | YES    | The Company's Whistleblower Protection Policy (which forms part of the Corporate Governance Framework) is available on the Company's website. Any material breaches of the Whistleblower Protection Policy are to be reported to an Authorised Officer, a member of the Board or a committee of the Board, or the Company Secretary.                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Recommendation 3.4</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose an anti-bribery and corruption policy; and</li> <li>(b) ensure that the Board or committee of the Board is informed of any material breaches of that policy.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | YES    | The Company's Anti-Bribery and Anti-Corruption Policy (which forms part of the Corporate Governance Framework) is available on the Company's website. Any material breaches of the Anti-Bribery and Anti-Corruption Policy are to be reported to the Board or a committee of the Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Principle 4: Safeguard the integrity of corporate reports</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Recommendation 4.1</b><br>The Board of a listed entity should: <ul style="list-style-type: none"> <li>(a) have an audit committee which: <ul style="list-style-type: none"> <li>(i) has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and</li> <li>(ii) is chaired by an independent Director, who is not the Chair of the Board,</li> </ul> and disclose: <ul style="list-style-type: none"> <li>(iii) the charter of the committee;</li> <li>(iv) the relevant qualifications and experience of the members of the committee; and</li> <li>(v) 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</li> </ul> </li> </ul> | YES    | <ul style="list-style-type: none"> <li>(a) The Company operates a combined Audit and Risk Committee (A&amp;R Committee) which shall comprise of at least three members, all of whom must be non-executive Directors, and majority of the Committee must be independent Directors. The Committee must be chaired by an independent Director who is not the Chairman of the Board.<br/><br/>The A&amp;R Committee Charter is available on the Company's website.<br/><br/>The Committee currently consists of independent non-executive directors, being:<br/>Paul McKenzie Chair of the Committee (INED)<br/>Ben Barlow (INED)<br/>Liza Carpena (INED); and<br/>Don McLay (INED)<br/><br/>The relevant qualifications and experience of the members of the Committee is detailed in the Annual Report.</li> </ul> |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| (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.                                                                                                                                                                                                                                                                       |        | The number of meetings of the Committee is reported in the Annual Report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Recommendation 4.2</b><br>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 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. | YES    | The Company's Risk Management and Internal Controls Policy requires the CEO and CFO (or, if none, the person(s) fulfilling those functions) to provide a sign off on these terms.<br><br>The Company obtains a sign off on these terms for each of its financial statements in each financial year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Recommendation 4.3</b><br>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.                                                                                                                                                                                                                                                                                                                                                                   | YES    | The Company will include in each of its (to the extent that the information contained in the following is not audited or reviewed by an external auditor):<br>(a) annual reports or on its website, a description of the process it undertakes to verify the integrity of the information in its annual directors' report;<br>(b) quarterly reports, or in its annual report or on its website, a description of the process it undertakes to verify the integrity of the information in its quarterly reports;<br>(c) integrated reports, or in its annual report (if that is a separate document to its integrated report) or on its website, a description of the process it undertakes to verify the integrity of the information in its integrated reports; and |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                              | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                  |
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|                                                                                                                                                                                                                                        |        | (d) periodic corporate reports (such as a sustainability or CSR report), or in its annual report or on its website, a description of the process it undertakes to verify the integrity of the information in these reports.                                                                                                                  |
| <b>Principle 5: Make timely and balanced disclosure</b>                                                                                                                                                                                |        |                                                                                                                                                                                                                                                                                                                                              |
| <b>Recommendation 5.1</b><br>A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.                                                                | YES    | The Company's has a Continuous Disclosure policy which is available on the Company's website.                                                                                                                                                                                                                                                |
| <b>Recommendation 5.2</b><br>A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.                                                                     | YES    | The Company's Continuous Disclosure Policy requires that all members of the Board receive material market announcements promptly after they have been made.                                                                                                                                                                                  |
| <b>Recommendation 5.3</b><br>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. | YES    | All substantive investor or analyst presentations will be released on the ASX Markets Announcement Platform ahead of such presentations.                                                                                                                                                                                                     |
| <b>Principle 6: Respect the rights of security holders</b>                                                                                                                                                                             |        |                                                                                                                                                                                                                                                                                                                                              |
| <b>Recommendation 6.1</b><br>A listed entity should provide information about itself and its governance to investors via its website.                                                                                                  | YES    | Information about the Company and its governance is available in the Corporate Governance Framework which can be found on the Company's website.                                                                                                                                                                                             |
| <b>Recommendation 6.2</b><br>A listed entity should have an investor relations program that facilitates effective two-way communication with investors.                                                                                | YES    | The Company has adopted a Shareholder Communications Policy which aims to promote and facilitate effective two-way communication with investors. The Policy outlines a range of ways in which information is communicated to shareholders and is available on the Company's website as part of the Company's Corporate Governance Framework. |
| <b>Recommendation 6.3</b>                                                                                                                                                                                                              |        | Shareholders are encouraged to participate at all general meetings and AGMs of the Company. Upon the despatch of                                                                                                                                                                                                                             |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                      | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.                                                                                                                                                                                                                                                                               | YES    | any notice of meeting to Shareholders, the Company Secretary shall send out material stating that all Shareholders are encouraged to participate at the meeting.                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Recommendation 6.4</b><br>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.                                                                                                                                                                                                             | YES    | All substantive resolutions at securityholder meetings will be decided by a poll rather than a show of hands.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Recommendation 6.5</b><br>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.                                                                                                                                                                                          | YES    | The Shareholder Communication 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 and quarterly reports. Links are made available to the Company's website on which all information provided to the ASX is immediately posted.<br><br>Shareholders queries should be referred to the Company Secretary at first instance.                                                                                                               |
| <b>Principle 7: Recognise and manage risk</b>                                                                                                                                                                                                                                                                                                                                                  |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Recommendation 7.1</b><br>The Board of a listed entity should: <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(i) has at least three members, a majority of whom are independent Directors; and</p> <p>(ii) is chaired by an independent Director, and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> | YES    | <p>(a) The Company has an A&amp;R Committee which shall comprise of at last three members, all of whom must be non-executive Directors, and majority of the Committee must be independent Directors. The Committee must be chaired by an independent Director who is not the Chairman of the Board.</p> <p>The A&amp;R Committee Charter is available on the Company's website.</p> <p>The Committee currently consists of independent non-executive directors, being:</p> <p>Paul McKenzie Chair of the Committee (INED)</p> <p>Ben Barlow (INED)</p> <p>Liza Carpene (INED); and</p> <p>Don McLay (INED)</p> |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                              | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <p>(v) 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</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the process it employs for overseeing the entity's risk management framework.</p>                                          |        | <p>The relevant qualifications and experience of the members of the Committee is detailed in the Annual Report.</p> <p>The number of meetings of the Committee is reported in the Annual Report.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p><b>Recommendation 7.2</b></p> <p>The Board or a committee of the Board should:</p> <p>(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</p> <p>(b) disclose in relation to each reporting period, whether such a review has taken place.</p>          | YES    | <p>(a) The Risk Management and Internal Compliance and Control Procedure requires that the Audit and Risk Committee (or, in its absence, the Board) should, at least annually, satisfy itself that the Company's risk management framework continues to be sound and that the Company is operating with due regard to the risk appetite set by the Board.</p> <p>(b) The Committee meets annually to review the Company's Risk Management and Internal Compliance and Control Procedure.</p>                                                                                                                                                                                                           |
| <p><b>Recommendation 7.3</b></p> <p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(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.</p> | YES    | <p>(a) The Audit and Risk Committee Charter provides for the Audit and Risk Committee to monitor and periodically review the need for an internal audit function, as well as assessing the performance and objectivity of any internal audit procedures that may be in place.</p> <p>(b) The Company does not have an internal audit function. The Board considered the process employed pursuant to the Audit and Risk Committee Charter and Risk Management and Internal Compliance and Control Procedure are sufficient for evaluating and continually improving the effectiveness of its risk management and internal control processes given the size and complexity of the current business.</p> |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <p><b>Recommendation 7.4</b></p> <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                       | YES    | <p>The Risk Management and Internal Compliance and Control Procedure requires the Audit and Risk Committee (or, in its absence, the Board) to assist management to determine whether the Company has any potential or apparent exposure to environmental or social risks and, if it does, put in place management systems, practices and procedures to manage those risks.</p> <p>The Company details any potential or apparent exposure to environmental or social risks in its Annual Report.</p> <p>Where the Company does not have material exposure to environmental or social risks, report the basis for that determination to the Board, and where appropriate steps have been taken to manage those exposures.</p> |
| <b>Principle 8: Remunerate fairly and responsibly</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>Recommendation 8.1</b></p> <p>The Board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <ul style="list-style-type: none"> <li>(i) has at least three members, a majority of whom are independent Directors; and</li> <li>(ii) is chaired by an independent Director, and disclose:</li> <li>(iii) the charter of the committee;</li> <li>(iv) the members of the committee; and</li> <li>(v) 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</li> </ul> | YES    | <p>(a) The Company operates a combined R&amp;N Committee which shall comprise of at least three members, all of whom shall be non-executive (if possible) and the majority Independent (if practical), and should be chaired by an independent Director.</p> <p>The R&amp;N Committee Charter is available on the Company's website.</p> <p>The Committee currently consists of independent non-executive directors, being:</p> <p>Liza Carpene - Chair of Committee (INED)</p> <p>Paul McKenzie – Member (INED)</p> <p>Don McLay - Member (INED); and</p> <p>Ben Barlow (INED)</p> <p>The number of meetings of the Committee is disclosed in the Annual Report.</p>                                                       |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                                                                                                                                                            | COMPLY | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                |
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| (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.                                                                                                                                                    |        |                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Recommendation 8.2</b><br>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.                                                                                                                                                                                    | YES    | The Company has a Remuneration Policy which sets out its policies and practices regarding the remuneration of Directors and senior executives. Remuneration for Key Management Personnel is disclosed in the remuneration report contained in the Company's Annual Report, a copy of which will be disclosed on the Company's website.                                                     |
| <b>Recommendation 8.3</b><br>A listed entity which has an equity-based remuneration scheme should: <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>                                             | YES    | <p>(a) The Company operates an equity-based remuneration scheme. Given the current size of the Company, the scheme does not permit participants to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme.</p> <p>(b) A copy of the Securities Trading Policy is located on the Company's website.</p> |
| <b>Additional recommendations that apply only in certain cases</b>                                                                                                                                                                                                                                                                                                                                                   |        |                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Recommendation 9.1</b><br>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.                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Recommendation 9.2</b>                                                                                                                                                                                                                                                                                                                                                                                            |        | Not applicable.                                                                                                                                                                                                                                                                                                                                                                            |

| RECOMMENDATIONS (4 <sup>TH</sup> EDITION)                                                                                                                                                                                                                                      | COMPLY | EXPLANATION     |
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| A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.                                                                                                                                         |        |                 |
| <b>Recommendation 9.3</b><br>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. |        | Not applicable. |