



QORIA LIMITED
ACN 167 509 177
(“Qoria” of the “Company”)

CORPORATE GOVERNANCE STATEMENT

This Corporate Governance Statement is current as at 27 August 2025 and has been approved by the Board of Qoria.

This Corporate Governance Statement discloses the extent to which the Company has, as at 27 August 2025 followed the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations (**Recommendations**). The Recommendations are not mandatory. Where the company has not followed a Recommendation, the reasons and any alternative governance practices that were adopted are disclosed.

The Company’s Corporate Governance Plan is available on the Company’s website at: <https://qoria.com/investors>

RECOMMENDATIONS (4TH EDITION)	COMPLY	EXPLANATION
<i>Principle 1: Lay solid foundations for management and oversight</i>		
Recommendation 1.1 A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	YES	The Company has adopted a Board Charter that sets out the specific roles and responsibilities of the Board of Directors (Board), the Chair and management and includes a description of those matters expressly reserved to the Board and those delegated to management. The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board’s composition, the roles and responsibilities of the Chair and Company Secretary, the establishment, operation and management of Board Committees, Directors’ access to Company records and information, details of

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		<p>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 Plan, is available on the Company's website.</p>
<p>Recommendation 1.2</p> <p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate 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>(a) The Company has guidelines for the appointment and selection of the Board in its Corporate Governance Plan. The Company's Nomination Committee Charter (in the Company's Corporate Governance Plan) requires the Nomination Committee (or, in its absence, the Board) to ensure 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. The Company does not currently have a Nomination Committee, so these duties are managed by the full Board.</p> <p>(b) Under the Nomination Committee Charter, 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. The Company does not currently have a Nomination Committee, so these duties are managed by the full Board.</p> <p>Information in respect to each Director's experience and qualifications is outlined in the Company's Annual Report. Directors will be put forward for re-election at the Company's</p>

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		Annual General Meeting and information in respect of each Director standing for re-election will be included in the Notice of Annual General Meeting.
Recommendation 1.3 A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.	YES	<p>The Company's Nomination Committee Charter requires the Nomination Committee (or, in its absence, the Board) to ensure that each Director and senior executive is a party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment. The Company does not currently have a Nomination Committee, so these duties are managed by the full Board.</p> <p>The Company has written agreements with each of its Directors and key management personnel.</p>
Recommendation 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.	YES	<p>The Board Charter outlines the roles, responsibility and accountability of the Company Secretary. In accordance with the Board Charter, the Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board.</p>

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<p>Recommendation 1.5</p> <p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(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</p> <p>(c) disclose as at the end of each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity’s progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(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</p> <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 and published under that Act.</p>	YES	<p>The Company has adopted an Equal Opportunity & Inclusion Policy under which the Company commits to fostering, cultivating and preserving a culture rooted in respect and equal opportunity for all people.</p> <p>We recognise that a respectful and inclusive environment enables us to attract and retain talent, build relationships and serve our customers and communities most effectively. The Company seeks a truly diverse workforce which reflects our global customer base.</p> <p>With respect to gender our measurable objective is to achieve 30% female representation on our board by 2030. We currently have 1 female out of 6 board members.</p>

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<p>Recommendation 1.6</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> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	YES	<p>The Board is 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 Corporate Governance Plan, which is available on the Company's website.</p> <p>A Board evaluation was undertaken during the reporting period ending 30 June 2025.</p> <p>A 360 degree performance evaluation of the Managing Director was formally undertaken in the period by the Chair.</p> <p>The performance of the Chair and Non-Executive Directors was informally considered on a regular basis by the Managing Director throughout the year. Given the size of the Board, it was not considered necessary to undertake formal evaluations of individual Directors.</p>
<p>Recommendation 1.7</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	YES	<p>(a) The Board is responsible for evaluating the performance of the Company's senior executives on an annual basis.</p> <p>The processes for these evaluations can be found in the Company's Corporate Governance Plan, which is available on the Company's website.</p> <p>(b) The Company undertakes an ongoing performance review process with the Managing Director having regular 1:1 meetings with each of the senior executives to review performance and progress on their KPIs. A performance evaluation and salary review were also undertaken at the end</p>

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		of the financial year as part of the assessment of achievement of FY2024 incentives.
Principle 2: Structure the Board to add value		
Recommendation 2.1 The Board of a listed entity should: (a) have a nomination committee which: <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent Directors; and (ii) is chaired by an independent Director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (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 (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, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively.	YES	<p>(a) The Company's Nomination Committee Charter provides for the creation of a Nomination Committee (if it is considered it will benefit the Company), with at least three members, a majority of whom are independent Directors, and which must be chaired by an independent Director.</p> <p>The Company did not have a Nomination Committee for the past financial year as the Board did not consider the Company would benefit from the establishment of a separate Nomination Committee. In accordance with the Company's Board Charter and the Nomination Committee Charter, the Board will carry out the duties that would ordinarily be carried out by the Nomination Committee under the Nomination Committee Charter, including the following processes to address succession issues and to ensure the Board has the appropriate balance of skills, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively:</p> <ul style="list-style-type: none"> (i) devoting time as required to discuss potential new Director appointments and identifying additional skills sets that may be required as the Company's operations grow; and

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		(ii) all Board members being involved in the Company's nomination process, to the maximum extent permitted under the Corporations Act and ASX Listing Rules.

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<p>Recommendation 2.2</p> <p>A listed entity should have and disclose a Board skill matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.</p>	YES	<p>Under the Nomination Committee Charter (in the Company's Corporate Governance Plan), the Nomination Committee (or, in its absence, the Board) is required to prepare a Board skills matrix setting out the mix of skills and diversity of experience that the Board currently has (or is looking to achieve).</p> <p>The Board has established a formal board skills matrix and this is disclosed on the Company's website:</p> <p>https://qoria.com/investors. The board skills matrix sets out the skills, experience and expertise of each of its directors across the following categories:</p> <p>Industry knowledge, Technical Knowledge, Information Technology (security), Senior Executive & Management, Finance/Accounting, Capital Markets & Dealings, Governance/Legal, Strategy, Risk Management, PR, Communications & Marketing, IT & Management Systems generally, Chair experience, HR, International Business dealings, Business & Political networks and Corporate/Mergers & Acquisitions.</p> <p>Details of each of the Director's skills and experience are outlined in the Company's Annual Report.</p> <p>The Board has not identified any material weakness in the Board's ability to discharge its duties and responsibilities effectively.</p>
<p>Recommendation 2.3</p> <p>A listed entity should disclose:</p>	YES	<p>(a) The Board Charter requires the disclosure of the names of Directors considered by the Board to be independent. The Company has disclosed those Directors it considers to be</p>

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<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, association or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendation (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, association 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>independent in its Annual Report. The Board currently considers Mr Peter Pawlowitsch, Mr Phil Warren, Dr Jane Watts, Mr Matthew Stepka and, as of January 2025, Mr Georg El to be independent Directors.</p> <p>(b) Mr Phil Warren had a relevant interest in a services agreement the Company had with Grange Consulting Group up until 1 November 2023. This is not however a material agreement and is not considered to interfere with Mr Warren's ability to bring independent judgement in respect to Board decisions.</p> <p>(c) The Company's Annual Report discloses the length of service of each Director, as at the end of each financial year.</p>
<p>Recommendation 2.4</p> <p>A majority of the Board of a listed entity should be independent Directors.</p>	YES	<p>The Board Charter requires that, where practical, the majority of the Board is composed of independent directors. The Board has considered independence and five (5) out of the six (6) Directors are considered independent Directors.</p>
<p>Recommendation 2.5</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 for the past financial year has been an independent non-executive Director, Mr Peter Pawlowitsch.</p>
<p>Recommendation 2.6</p> <p>A listed entity should have a program for inducting new Directors and providing appropriate professional development opportunities for continuing Directors to</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>

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develop and maintain the skills and knowledge needed to perform their role as a Director effectively.		In accordance with the Company's Board Charter and the Nomination Committee Charter, the Board is responsible for the approval and review of induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities. The Chairperson with the Company Secretary is responsible for facilitating inductions and professional development.
Principle 3: Act ethically and responsibly		
Recommendation 3.1 A listed entity should articulate and disclose its values.	YES	The Board has adopted a Statement of Values for the purpose of ensuring that the Company's values create a link between the Company's purpose and its strategic goals by expressing the standards and behaviours that it expects from Directors, senior executives and employees to fulfil its purpose and meet its goals. The Statement of Values is disclosed on the Company's website: https://qoria.com/investors
Recommendation 3.2 A listed entity should: (a) have a code of conduct for its Directors, senior executives and employees; and (b) disclose that code or a summary of it.	YES	(a) The Company's Corporate Code of Conduct applies to the Company's Directors, senior executives and employees. (b) The Company's Corporate Code of Conduct (which forms part of the Company's Corporate Governance Plan) is available on the Company's website: https://qoria.com/investors .
Recommendation 3.3 A listed entity should:	YES	(a) The Company has a Whistleblower Policy which forms part of the Company's Corporate Governance Plan and is available on the Company's website.

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<p>(a) have and disclose a whistleblower policy; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</p>		<p>(b) The Authorised Officers will report to the Board any material incidents reported under the Whistleblower Policy.</p>
<p>Recommendation 3.4</p> <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 a committee of the board is informed of any material breaches of that policy</p>	YES	<p>(a) The Company has an Anti-Bribery and Corruption Policy which forms part of the Company's Corporate Governance Plan and is available on the Company's website.</p> <p>(b) Material breaches of the Anti-Bribery and Corruption Policy are reported to the Board by the Compliance Officer.</p>
Principle 4: <i>Safeguard integrity in financial reporting</i>		
<p>Recommendation 4.1</p> <p>The Board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <ul style="list-style-type: none"> (i) has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and (ii) is chaired by an independent Director, who is not the chair of the Board, <p>and disclose:</p> <ul style="list-style-type: none"> (iii) the charter of the committee; (iv) the relevant qualifications and experience of the members of the committee; and 	YES	<p>The Company has an Audit and Risk Committee comprising three independent non-executive Directors, Mr Peter Pawlowitsch, Dr Jane Watts and Mr Phil Warren. Mr Warren is the chair of the audit committee and is not the chair of the Board.</p> <p>The Board is of the view that the experience and professionalism of the persons on the audit committee are sufficient to ensure that all significant financial reporting matters are appropriately addressed and actioned.</p> <p>The Company's Corporate Governance Plan contains an Audit and Risk Committee Charter that provides for the creation of an Audit and Risk Committee (if it is considered it will benefit the Company).</p>

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<p>(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</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 financial reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>		<p>A copy of the Corporate Governance Plan is available on the Company's website.</p> <p>The qualification and experience of the audit committee members and number of meetings attended during the financial year is outlined in the Company's Annual Report.</p>
<p>Recommendation 4.2</p> <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 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>	YES	<p>The Company's Audit and Risk Committee Charter requires the CEO and CFO (or, if none, the person(s) fulfilling those functions) to provide a sign off on these terms.</p> <p>The Company has obtained sign off on these terms for the year ended 30 June 2025.</p>
<p>Recommendation 4.3</p> <p>A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to</p>	YES	<p>The Company's Continuous Disclosure Policy which forms part of its Corporate Governance Plan outlines the processes in place to verify the integrity for unaudited periodic reports.</p>

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the market that is not audited or reviewed by an external auditor.		
Principle 5: Make timely and balanced disclosure		
Recommendation 5.1 A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	YES	The Continuous Disclosure Policy provides details of the Company's disclosure policy to ensure compliance with obligations under ASX Listing Rules and other relevant legislation. The Corporate Governance Plan, which incorporates the Continuous Disclosure Policy, is available on the Company website.
Recommendation 5.2 A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	YES	Market announcements are circulated to the Board prior to being released for review and noting proposed date for lodgement. Confirmation of lodgement of material announcements are provided to the Board.
Recommendation 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.	YES	The Company's Continuous Disclosure Policy requires that investor presentations be lodged with ASX prior to the investor briefing commencing.
Principle 6: Respect the rights of security holders		
Recommendation 6.1 A listed entity should provide information about itself and its governance to investors via its website.	YES	The Company's website www.qoria.com provides extensive information about the Company's products and services. Information relevant to investors including the Company's Corporate Governance Plan, Constitution, ASX Announcements,

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		Financial Report and Directors/Management can be found at https://qoria.com/investors
Recommendation 6.2 A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	YES	The Company has adopted a Shareholder Communications Strategy (as part of the Corporate Governance Plan) which aims to promote and facilitate effective two-way communication with investors. The Strategy 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 Plan. The Company and its KMP actively encourage direct feedback from its shareholders. ASX releases prepared by the Company will usually include a Qoria contact person to contact for further information. In addition, the Company regularly holds investor webinars to discuss periodic results, which have investor Q&A functionality.
Recommendation 6.3 A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	YES	Shareholders are encouraged to participate at all general meetings and AGMs of the Company. Refer to the Company's Shareholder Communication Strategy available on the Company's website as part of the Company's Corporate Governance Plan.
Recommendation 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	YES	All resolutions put to Shareholders at General Meetings in the financial year ended 30 June 2025 have been decided by poll.
Recommendation 6.5		The Company's share register is currently maintained by Computershare. Shareholders have the option of receiving

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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	<p>shareholder communications from the Company and Computershare electronically, unless an original signature or documents is required.</p> <p>Shareholders can register on the Company's website 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.</p>
Principle 7: Recognise and manage risk		
<p>Recommendation 7.1</p> <p>The Board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent Directors; and (ii) is chaired by an independent Director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (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 	YES	<p>The Company has an Audit and Risk Committee , with at least three members, all of whom are independent Directors, and the committee is chaired by an independent Director. The Audit and Risk Committee oversees the Company's risk management systems, practices and procedures to ensure effective risk identification and management and compliance with internal guidelines and external requirements.</p> <p>A copy of the Audit and Risk Committee Charter is contained within the Corporate Governance Plan and is available on the Company's website.</p> <p>The Company's Audit & Risk Committee is comprised of Mr Peter Pawlowitsch, Dr Jane Watts and Mr Phil Warren. Mr Warren is Chair of the Audit and Risk Committee and all three members are considered independent.</p> <p>In conjunction with the other corporate governance policies, the Company has also adopted a Risk Management Policy which is designed to assist the Company to identify, assess, monitor and</p>

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(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>manage its business risk, including any material changes to its risk profile. The Board with the Audit and Risk Committee is responsible for overseeing the establishment and implementation of effective risk management and internal control systems to manage the Company's material business risks and for reviewing and monitoring the Company's application of those systems.</p> <p>The qualification and experience of the audit & risk committee members and number of meetings attended during the financial year is outlined in the Company's Annual Report.</p>
<p>Recommendation 7.2</p> <p>The Board or a committee of the Board should:</p> <p>(a) review the entity's risk management framework with management at least annually to satisfy itself that it continues to be sound; and</p> <p>(b) disclose in relation to each reporting period, whether such a review has taken place.</p>	YES	<p>The Audit and Risk Committee Charter requires that the Audit and Risk Committee should, at least annually, satisfy itself that the Company's risk management framework continues to be sound.</p> <p>The Board conducted a review of its risk management framework during the financial year ended 30 June 2025 including a review of the consolidated risk register.</p> <p>The risk register prepared by management with members of the Audit & Risk Committee is presented to the Board on a regular basis.</p>
<p>Recommendation 7.3</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</p>	YES	<p>(a) The Audit and Risk Committee Charter provides for the Audit and Risk Committee to monitor the need for an internal audit function.</p> <p>(b) As at 30 June 2025 the Company did not have an internal audit function for the past financial year, given the stage and size of the Company's operations. The Audit & Risk Committee is responsible for ensuring that sound risk</p>

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continually improving the effectiveness of its risk management and internal control processes.		management policies are in place for the Company, and reporting to the Board as appropriate. Management is further responsible for undertaking and assessing risk management and internal control effectiveness, and the Board assumes the responsibility to establish and implement effective management and internal control processes.
Recommendation 7.4 A listed entity should disclose whether it has any material exposure to environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.	YES	<p>The Audit and Risk Committee Charter requires the Audit and Risk Committee (or, in its absence, the Board) to assist management determine whether the Company has any material exposure to environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p> <p>The Company's Corporate Governance Plan requires the Company to disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p> <p>The Company discloses any material risk exposures in its Annual Report, through ASX announcements and on its ASX website as part of its continuous disclosure obligations.</p> <p>Refer to the Company's Environmental, Social and Governance Report 2025 lodged with ASX.</p>
Principle 8: Remunerate fairly and responsibly		
Recommendation 8.1 The Board of a listed entity should: (a) have a remuneration committee which:	YES	The Company has a Remuneration Committee with at least three members, all of which are independent Directors, and the committee is chaired by an independent Director.

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<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> <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 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>The Remuneration Committee comprises three independent non-executive Directors, Mr Peter Pawlowitsch, Dr Jane Watts as Chair of the committee and Mr Phil Warren.</p> <p>A copy of the Remuneration Committee Charter which forms part of the Company's Corporate Governance Plan is available on the Company's website.</p> <p>The qualifications of the remuneration committee members and number of meetings attended during the financial year is outlined in the Company's Annual Report.</p>
<p>Recommendation 8.2</p> <p>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>	YES	<p>The Company's Corporate Governance Plan requires the Board to disclose its policies and practices regarding the remuneration of Directors and senior executives, which is disclosed on the Company's website.</p> <p>The Board Charter and Remuneration Committee Charter sets out the policies and practices of the remuneration of Non-Executive Directors, Executive Directors and other senior executives.</p> <p>The Non-Executive Directors are paid a fixed annual fee for their service to the Company as Non-Executive Directors. In</p>

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		<p>accordance with the Company's Remuneration Framework, part of the Non-Executives Directors' fixed fee is paid in cash, and part in equity.</p> <p>Executive Directors of the Company typically receive remuneration comprising a base salary component and equity based remuneration comprising short term incentives and long term incentives with performance based milestones. Executive Directors and senior executives are entitled to participate in the Company's equity based incentive plans, having regard to their role, experience and contribution to the Company.</p> <p>Details of the remuneration of the Directors and key management personnel are outlined in the FY25 Annual Report, ASX announcements and the Notices of General Meetings of Shareholders dated 14 July 2023 and 21 October 2024.</p>
<p>Recommendation 8.3</p> <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>	YES	<p>(a) The Company's Share Trading Policy includes a restriction on Key Management Personnel entering into any arrangement that would have the effect of limiting the exposure of the KMP to risk relating to an element of the KMPs remuneration that has not vested or remains subject to a holding lock.</p> <p>(b) The Company's Share Trading Policy is available on the website.</p>