

BRIGHTSTAR RESOURCES LIMITED ACN 100 727 491

(Company)

CORPORATE GOVERNANCE STATEMENT

FOR THE FINANCIAL YEAR ENDING 30 JUNE 2023

This Corporate Governance Statement is current as at 29 September 2023 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, during the financial year ending 30 June 2023, followed the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations – 4th Edition (**Recommendations**). The Recommendations are not mandatory, however the Recommendations that have not been followed for any part of the reporting period have been identified and reasons provided for not following them along with what (if any) alternative governance practices were adopted in lieu of the recommendation during that period.

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

Due to the current size and nature of the existing Board and the magnitude of the Company's operations, the Board does not consider that the Company will gain any benefit from individual Board committees and that its resources would be better utilised in other areas as the Board is of the strong view that at this stage the experience and skill set of the current Board is sufficient to perform these roles. Under the Company's Board Charter, the duties that would ordinarily be assigned to individual committees are currently carried out by the full Board under the written terms of reference for those committees.

The Company's Corporate Governance Plan is available on the Company's website at <http://brightstarresources.com.au>

Recommendations (4th Edition)	Compliant	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 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. 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

Recommendations (4 th Edition)	Compliant	Explanation
		<p>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 Plan, is available on the Company's website.</p>
<p>Recommendation 1.2</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> 1. undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a Director; and 2. 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. 	Yes	<ol style="list-style-type: none"> 1. The Company has guidelines for the appointment and selection of the Board and senior executives 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. In the event of an unsatisfactory check, a Director is required to submit their resignation. 2. 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.
<p>Recommendation 1.3</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 Nomination Committee Charter requires the Nomination Committee (or, in its absence, the Board) to ensure that each Director and senior executive is personally a party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment.</p> <p>The Company has had written agreements with each of its Directors and senior executives for the past financial year.</p>

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<p>Recommendation 1.4</p> <p>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.</p>	Yes	The Board Charter outlines the roles, responsibilities 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.
<p>Recommendation 1.5</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> 1. have and disclose a diversity policy; 2. 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 3. disclose in relation to each reporting period: <ol style="list-style-type: none"> (a) the measurable objectives set for that period to achieve gender diversity; (b) the entity's progress towards achieving those objectives; and (c) either: <ol style="list-style-type: none"> (1) 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 (2) 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>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	Partially	<ol style="list-style-type: none"> 1. 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 Plan, on the Company's website. <ol style="list-style-type: none"> (a) Whilst the Diversity Policy provides a framework for the Company to achieve a list of measurable objectives that encompass gender equality, the Company does not propose to establish measurable gender diversity objectives in the foreseeable future as: <ol style="list-style-type: none"> (1) the Company's senior management team are experienced and stable and there is no present intention to make changes to the Board or senior management team in the coming year; and (2) the Company is committed to making all selection decisions on the basis of merit and the setting of specific objectives for the quantum of males/females at any level would potentially influence decision making to the detriment of the business. (b) The Diversity Policy provides for the monitoring and evaluation of the scope and currency of the Diversity Policy. The Company is responsible for implementing, monitoring and reporting on any measurable objectives adopted. 2. The Diversity Policy is available on the Company's website. 3. The Company does not propose to establish measurable gender diversity objectives at this stage.

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<p>Recommendation 1.6</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> have and disclose a process for periodically evaluating the performance of the Board, its committees and individual Directors; and disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period. 	Partially	<ol style="list-style-type: none"> 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. The Company's Corporate Governance Plan requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. The Company has not completed performance evaluations in respect of the Board, its committees (if any) and individual Directors for the past financial year in accordance with the above process.
<p>Recommendation 1.7</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period. 	Yes – (when applicable)	<ol style="list-style-type: none"> The Board is responsible for evaluating the performance of the Company's senior executives on an annual basis. A senior executive, for these purposes, means key management personnel (as defined in the Corporations Act) other than a non-executive Director. The applicable processes for these evaluations can be found in the Company's Corporate Governance Plan, which is available on the Company's website. The Company has completed performance evaluations in respect of the senior executives (if any) for the past financial year in accordance with the applicable processes and has made changes to its management team as disclosed on the ASX.
<i>Principal 2: Structure the Board to be effective and add value</i>		
<p>Recommendation 2.1</p> <p>The Board of a listed entity should:</p> <ol style="list-style-type: none"> have a nomination committee which: <ol style="list-style-type: none"> has at least three members, a majority of whom are independent Directors; and 	Partially	<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 its establishment given there are 3 Board members (now currently 5). In accordance with the Company's Board Charter, the Board carries out the duties that would ordinarily be carried out by the Nomination Committee under the Nomination Committee Charter, including the following processes to address</p>

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<p>(b) is chaired by an independent Director, and disclose:</p> <p>(c) the charter of the committee;</p> <p>(d) the members of the committee; and</p> <p>(e) 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>2. 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>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> <ol style="list-style-type: none"> 1. devoting time at least annually to discuss Board succession issues and completing the Company's Board skills matrix; and 2. all Board members being involved in the Company's nomination process, to the maximum extent permitted under the Corporations Act and ASX Listing Rules.
<p>Recommendation 2.2</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>	<p>No – in progress</p>	<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 that the Board currently has (or is looking to achieve) and to review this at least annually against the Company's Board skills matrix to ensure the appropriate mix of skills to discharge its obligations effectively and to add value and to ensure the Board has the ability to deal with new and emerging business and governance issues.</p> <p>The Company has not, for the past financial year, had 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. The Company is in the process of finalising the matrix since its recomposition of the board on the Company's acquisition of Kingwest Resources Limited. The Board is aware of skills it needs and will target those areas in any future appointments.</p> <p>The Board Charter requires the disclosure of each Board member's qualifications and expertise. Full details as to each Director and senior executive's relevant skills and experience are available on</p>

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<p>Recommendation 2.3</p> <p>A listed entity should disclose:</p> <ol style="list-style-type: none"> 1. the names of the Directors considered by the Board to be independent Directors; 2. if a Director has an interest, position or relationship 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 3. the length of service of each Director. 	Yes	<p>the Company's website.</p> <ol style="list-style-type: none"> 1. 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 considered to be independent in its Annual Report. 2. The Company has disclosed in its Annual Report any instances where this applies and an explanation of the Board's opinion why the relevant Director is still considered to be independent. 3. The Company's Annual Report discloses the length of service of each Director, as at the end of each financial year.
<p>Recommendation 2.4</p> <p>A majority of the Board of a listed entity should be independent Directors.</p>	No	<p>There was not an independent majority of the Board for all of the past financial year.</p> <p>The Board did not consider an independent majority of the Board was appropriate for the past financial year given:</p> <ol style="list-style-type: none"> 1. the speculative nature of the Company's business, and its limited scale of activities, means the Company only needs, and can only commercially sustain, a small Board of three (3) Directors and no senior executives other than the one (1) executive Director; 2. As at the date of this Statement the Board has 5 directors; 3. the Company considers it necessary, given its speculative and small scale activities, to attract and retain suitable Directors by offering Directors an interest in the Company; and 4. the Company considers it appropriate to provide remuneration to its Directors in the form of securities in order to conserve its limited cash reserves.

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<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>	No	<p>The Board Charter provides that, where practical, the Chair of the Board should be an independent Director and should not be the Managing Director.</p> <p>The Chair of the Company during the majority of the past financial year was not an independent Director and was not the Managing Director.</p> <p>The Board did not have an independent Chair because it was not feasible due to the company's current size and Board structure. The Chair is not the CEO as at the date of this Statement.</p> <p>During the year an independent Chair was appointed upon completion of the acquisition of Kingwest Resources Limited.</p>
<p>Recommendation 2.6</p> <p>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.</p>	Yes	<p>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 Company Secretary is responsible for facilitating inductions and professional development including receiving briefings on material developments in laws, regulations and accounting standards relevant to the Company.</p>
<i>Principal 3: Instil a culture of acting lawfully, ethically and responsibly</i>		
<p>Recommendation 3.1</p> <p>A listed entity should articulate and disclose its values.</p>	Yes	<p>The Company's values are set out in its Code of Conduct (which forms part of the Corporate Governance Plan) and are available on the Company's website. All employees are given appropriate training on the Company's values and executives will continually reference such values.</p>
<p>Recommendation 3.2</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> 1. have and disclose a code of conduct for its Directors, senior executives and employees; and 2. ensure that the Board or a committee of the Board is informed of any material breaches of that code. 	Yes	<ol style="list-style-type: none"> 1. The Company's Code of Conduct applies to the Company's Directors, senior executives and employees. 2. The Company's Code of Conduct (which forms part of the Company's Corporate Governance Plan) is available on the Company's website. Any material breaches of the Code of Conduct are reported to the Board or a committee of the Board.

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<p>Recommendation 3.3</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> 1. have and disclose a whistleblower policy; and 2. ensure that the Board or a committee of the Board is informed of any material incidents reported under that policy. 	Yes	<p>The Company's Whistleblower Policy (which forms part of the Corporate Governance Plan) is available on the Company's website. Any material breaches of the Whistleblower Policy are to be reported to the Board or a committee of the Board.</p>
<p>Recommendation 3.4</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> 1. have and disclose an anti-bribery and corruption policy; and 2. ensure that the Board or committee of the Board is informed of any material breaches of that policy. 	Yes	<p>The Company's Anti-Bribery and Anti-Corruption Policy (which forms part of the Corporate Governance Plan) 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.</p>
<i>Principle 4: Safeguard the integrity of corporate reports</i>		
<p>Recommendation 4.1</p> <p>The Board of a listed entity should:</p> <ol style="list-style-type: none"> 1. have an audit committee which: <ol style="list-style-type: none"> (a) has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and (b) is chaired by an independent Director, who is not the Chair of the Board, <p>and disclose:</p> <ol style="list-style-type: none"> (c) the charter of the committee; (d) the relevant qualifications and experience of the members of the committee; and (e) 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 2. if it does not have an audit committee, disclose that fact and the 	Partially	<p>The Company did not have an Audit and Risk Committee for the past financial year as the Board did not consider the Company would benefit from its establishment, and does not currently have one. In accordance with the Company's Board Charter, the Board carries out the duties that would ordinarily be carried out by the Audit and Risk Committee under the Audit and Risk Committee Charter including the following processes to independently verify the integrity of the Company's periodic reports which are not audited or reviewed by an external auditor, as well as the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner:</p> <ol style="list-style-type: none"> 1. the Board devotes time at annual Board meetings to fulfilling the roles and responsibilities associated with maintaining the Company's internal audit function and arrangements with external auditors; and 2. at the date of this Statement all members of the Board are involved in the Company's audit function to ensure the proper maintenance of the Company and the integrity of all financial reporting.

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<p>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>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 Board requires the Managing Director and Financial Controller (or, if none, the person(s) fulfilling those functions) to provide a sign off on these terms.</p> <p>The Company has obtained a sign off on these terms for each of its financial statements in the past financial year.</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 the market that is not audited or reviewed by an external auditor.</p>	Yes	<p>The Company has included in each of its (to the extent that the information contained in the following is not audited or reviewed by an external auditor):</p> <ol style="list-style-type: none"> 1. annual reports or on its website, a description of the process it undertook to verify the integrity of the information in its annual directors' report; 2. quarterly reports, or in its annual report or on its website, a description of the process it undertook to verify the integrity of the information in its quarterly reports; 3. 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 undertook to verify the integrity of the information in its integrated reports; and 4. 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 undertook to verify the integrity of the information in these reports.
<p><i>Principle 5: Make timely and balanced disclosure</i></p>		
<p>Recommendation 5.1</p>	Yes	<ol style="list-style-type: none"> 1. The Company's Corporate Governance Plan details the

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A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.		<p>Company's Continuous Disclosure Policy.</p> <p>2. The Corporate Governance Plan, which incorporates the Continuous Disclosure Policy, is available on the Company's website.</p>
<p>Recommendation 5.2</p> <p>A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.</p>	Yes	Under the Company's Continuous Disclosure Policy (which forms part of the Corporate Governance Plan), all members of the Board receive material market announcements promptly after they have been made.
<p>Recommendation 5.3</p> <p>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.</p>	Yes	All substantive investor or analyst presentations were released on the ASX Markets Announcement Platform ahead of such presentations.
<i>Principle 6: Respect the rights of security holders</i>		
<p>Recommendation 6.1</p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	Yes	Information about the Company and its governance is available in the Corporate Governance Plan which can be found on the Company's website.
<p>Recommendation 6.2</p> <p>A listed entity should have an investor relations program that facilitates effective two-way communication with investors.</p>	Yes	The Company has adopted a Shareholder Communications Strategy which aims to promote and facilitate effective two-way communication with investors. The Shareholder Communications 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.
<p>Recommendation 6.3</p> <p>A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.</p>	Yes	Under the Company's Shareholder Communications Strategy, shareholders are encouraged to participate at all general meetings and AGMs of the Company. Upon the despatch of any notice of meeting to Shareholders, the Company Secretary shall send out material stating that all Shareholders are encouraged to participate at the meeting.
<p>Recommendation 6.4</p> <p>A listed entity should ensure that all substantive resolutions at a</p>	Yes	All substantive resolutions at security holder meetings were decided by a poll rather than a show of hands.

Recommendations (4 th Edition)	Compliant	Explanation
meeting of security holders are decided by a poll rather than by a show of hands.		
<p>Recommendation 6.5</p> <p>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p>	Yes	<p>The Shareholder Communication Strategy 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.</p> <p>Shareholder queries should be referred to the Company Secretary at first instance.</p>
<i>Principle 7: Recognise and manage risk</i>		
<p>Recommendation 7.1</p> <p>The Board of a listed entity should:</p> <ol style="list-style-type: none"> 1. have a committee or committees to oversee risk, each of which: <ol style="list-style-type: none"> (a) has at least three members, a majority of whom are independent Directors; and (b) is chaired by an independent Director, and disclose: <ol style="list-style-type: none"> (c) the charter of the committee; (d) the members of the committee; and (e) 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 2. if it does not have a risk committee or committees that satisfy (1) above, disclose that fact and the process it employs for overseeing the entity's risk management framework. 	Partially	<p>The Company did not have an Audit and Risk Committee for the past financial year as the Board did not consider the Company would benefit from its establishment, and does not currently have one. In accordance with the Company's Board Charter, the Board carries out the duties that would ordinarily be carried out by the Audit and Risk Committee under the Audit and Risk Committee Charter including the following processes to oversee the Company's risk management framework:</p> <ol style="list-style-type: none"> 1. the Board devotes time at quarterly Board meetings to fulfilling the roles and responsibilities associated with overseeing risk and maintaining the Company's risk management framework and associated internal compliance and control procedures.
<p>Recommendation 7.2</p> <p>The Board or a committee of the Board should:</p> <ol style="list-style-type: none"> 1. review the entity's risk management framework at least annually 	Yes	<ol style="list-style-type: none"> 1. The Audit and Risk Committee Charter 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

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<p>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>2. disclose in relation to each reporting period, whether such a review has taken place.</p>		<p>Company is operating with due regard to the risk appetite set by the Board.</p> <p>2. The Company's Board has completed a review of the Company's risk management framework in the past financial year.</p>
<p>Recommendation 7.3</p> <p>A listed entity should disclose:</p> <p>1. if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>2. 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>	Partially	<p>1. The Audit and Risk Committee Charter provides for the internal audit function of the Company. This Charter outlines the monitoring, periodic review and assessment of a range of internal audit functions and procedures.</p> <p>2. Due to the size and nature of the existing Board and the magnitude of the Company's operations, the Company currently has no Audit and Risk Committee. The Board currently carries out the duties that would ordinarily be assigned to the Audit and Risk Committee under the written terms of reference for that committee.</p>
<p>Recommendation 7.4</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 Audit and Risk Committee Charter requires 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's Corporate Governance Plan requires the Company to disclose whether it 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 risk.</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 benchmark the Company's environmental or social risk profile against its peers.</p> <p>The Company discloses this information in its Annual Report which can be found on the Company's website and as an ASX Announcement in compliance with its continuous disclosure obligations.</p>

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<i>Principle 8: Remunerate fairly and responsibly</i>		
<p>Recommendation 8.1</p> <p>The Board of a listed entity should:</p> <ol style="list-style-type: none"> 1. have a remuneration committee which: <ol style="list-style-type: none"> (a) has at least three members, a majority of whom are independent Directors; and (b) is chaired by an independent Director, and disclose: <ol style="list-style-type: none"> (c) the charter of the committee; (d) the members of the committee; and (e) 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 2. 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. 	Partially	<p>The Company did not have a Remuneration Committee for the past financial year as the Board did not consider the Company would benefit from its establishment. In accordance with the Company's Board Charter, the Board carries out the duties that would ordinarily be carried out by the Remuneration Committee under the Remuneration Committee Charter including the following processes to set the level and composition of remuneration for Directors and senior executives and ensuring that such remuneration is appropriate and not excessive:</p> <ol style="list-style-type: none"> 1. the Board devotes time at the annual Board meeting to assess the level and composition of remuneration for Directors and senior executives. <p>The Company disclosed that it does not have a remuneration committee in its last Annual Report as well as the processes it employs for setting the level and composition of remuneration.</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 in the remuneration report contained in the Company's Annual Report as well as being disclosed on the Company's website.</p>

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<p>Recommendation 8.3</p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <ol style="list-style-type: none"> 1. 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 2. disclose that policy or a summary of it. 	Yes	<ol style="list-style-type: none"> 1. The Company had an equity-based remuneration scheme during the past financial year. The Company did 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. 2. A copy of the policy is provided on the Company's website.
<i>Principle 9: Certain Cases</i>		
<p>Recommendation 9.1</p> <p>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.</p>	Yes	<p>One Director during the period was not a native English speaker (Yongji Duan – resigned 13 February 2023) and as such in relation to all meetings and documentation held during this period the Company involved translators, one of which was the former Company Secretary and now current director, Tony Lau (appointed 13 February 2023), who is fluent in both languages and further has knowledge of the Australian Corporate Law (given his long experience as Secretary of an ASX Listed entity). The Board believe that Yongji Duan was able to discharge his responsibilities throughout the relevant period.</p> <p>All current directors fluently speak the native language in which meetings and documents are held.</p>