

ASX RELEASE

The Manager

Company Announcements Office

Australian Securities Exchange

2025 Corporate Governance Statement and Appendix 4G

25 September 2025 - White Energy Company Limited (ASX: WEC, OTC: WECFF) ("White Energy" or "the Company") attaches the following documents in relation to FY2025:

- Appendix 4G; and
- Corporate Governance Statement.

This release has been authorised by Greg Sheahan, CEO, on behalf of the Board of Directors.

For further information contact:

Mr Greg Sheahan

CEO

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Forward Looking Statements

This press release contains forward-looking statements that are subject to risks and uncertainties. These forward-looking statements include information about possible or assumed future results of our business, financial condition, liquidity, results of operations, plans and objectives. In some cases, you may identify forward-looking statements by words such as "may," "should," "plan," "intend," "potential," "continue," "believe," "expect," "predict," "anticipate" and "estimate," the negative of these words or other comparable words. These statements are only predictions. One should not place undue reliance on these forward-looking statements. The forward-looking statements are qualified by their terms and/or important factors, many of which are outside the Company's control, involve a number of risks, uncertainties and other factors that could cause actual results and events to differ materially from the statements made. The forward-looking statements are based on the Company's beliefs, assumptions and expectations of our future performance, taking into account information currently available to the Company. These beliefs, assumptions and expectations can change as a result of many possible events or factors, not all of which are known to the Company. Neither the Company nor any other person assumes responsibility for the accuracy or completeness of these statements. The Company will update the information in this press release only to the extent required under applicable securities laws. If a change occurs, the Company's business, financial condition, liquidity and results of operations may vary materially from those expressed in the aforementioned forward-looking statements.

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

White Energy Company Limited

ABN/ARBN

62 071 527 083

Financial year ended:

30 June 2025

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

☐ These pages of our annual report:

☒ This URL on our website:

<https://www.whiteenergyco.com/about-us/corporate-governance/>

The Corporate Governance Statement is accurate and up to date as at 24 September 2025 and has been approved by the board.

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

Date: 24 September 2025

Name of authorised officer authorising lodgement: Brian Flannery

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

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

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

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

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

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

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

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

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

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

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

⁵ If you have followed all of the Council’s recommendations **in full** for the **whole** of the period above, you can, if you wish, delete this column from the form and re-format it.

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.5	A listed entity should: (a) have and disclose a diversity policy; (b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and (c) disclose in relation to each reporting period: (1) the measurable objectives set for that period to achieve gender diversity; (2) the entity's progress towards achieving those objectives; and (3) either: (A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or (B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act. If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.	☐ and we have disclosed a copy of our diversity policy at: [insert location] and we have disclosed the information referred to in paragraph (c) at: [insert location] and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.	☒ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.6	A listed entity should: (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ and we have disclosed the evaluation process referred to in paragraph (a) at: The 2025 Corporate Governance Statement; and The Board Charter and the Nomination Committee Charter at: https://www.whiteenergyco.com/about-us/corporate-governance/ and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: The 2025 Corporate Governance Statement	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ and we have disclosed the evaluation process referred to in paragraph (a) at: The 2025 Corporate Governance Statement; and The Board Charter and the Nomination Committee Charter at: https://www.whiteenergyco.com/about-us/corporate-governance/ and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: The 2025 Corporate Governance Statement	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	The board of a listed entity should: (a) have a nomination committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	☒ [If the entity complies with paragraph (a):] and we have disclosed a copy of the charter of the committee at: https://www.whiteenergyco.com/about-us/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: The Directors' Report within the 2025 Annual Report (Pages 12 – 14) at: https://whiteenergyco.com/investors/	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.	☒ and we have disclosed our board skills matrix at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	☒ and we have disclosed the names of the directors considered by the board to be independent directors at: The 2025 Corporate Governance Statement and, where applicable, the information referred to in paragraph (b) at: N/A and the length of service of each director at: The 2025 Corporate Governance Statement; and The Directors' Report within the 2025 Annual Report (Pages 12 – 13) at: https://whiteenergyco.com/investors/	☐ set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	☒	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	☐	☒ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	☒	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	☒ and we have disclosed our values at: The 2025 Corporate Governance Statement; and Our Code of Conduct available at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	☒ and we have disclosed our code of conduct at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	☒ and we have disclosed our whistleblower policy at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	☒ and we have disclosed our anti-bribery and corruption policy at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose: (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.	☒ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: https://www.whiteenergyco.com/about-us/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: The Directors' Report within the 2025 Annual Report (Pages 12 – 14) at: https://whiteenergyco.com/investors/	☐ set out in our Corporate Governance Statement
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	☒	☐ set out in our Corporate Governance Statement
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	☒	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	☒ and we have disclosed our Disclosure and Communication Policy and our Disclosure and Materiality Guidelines for Officers and Employees Policy at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	☒	☐ set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	☒	☐ set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	☒ and we have disclosed information about us and our governance on our website at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	☒	☐ set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	☒ and we have disclosed how we facilitate and encourage participation at meetings of security holders at: Our Disclosure and Communication Policy available at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	☒	☐ set out in our Corporate Governance Statement
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	☒	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	☒ <i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: https://www.whiteenergyco.com/about-us/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: The Directors' Report within the 2025 Annual Report (Pages 12 – 14) at: https://whiteenergyco.com/investors/	☐ set out in our Corporate Governance Statement
7.2	The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	☒ and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at: The 2025 Corporate Governance Statement	☐ set out in our Corporate Governance Statement
7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	☒ <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes at: The 2025 Corporate Governance Statement; and Our Risk Management Policy and Procedures available at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	☒ and we have disclosed whether we have any material exposure to environmental and social risks at: The 2025 Corporate Governance Statement and, if we do, how we manage or intend to manage those risks at: The 2025 Corporate Governance Statement; Our Risk Management Policy and Procedures available at: https://www.whiteenergyco.com/about-us/corporate-governance/ Our Environmental Policy available at: https://www.whiteenergyco.com/about-us/corporate-governance/ Our Health and Safety Policy available at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	☒ [If the entity complies with paragraph (a):] and we have disclosed a copy of the charter of the committee at: https://www.whiteenergyco.com/about-us/corporate-governance/ and the information referred to in paragraphs (4) and (5) at: The Directors' Report within the 2025 Annual Report (Pages 12 – 14) at: https://whiteenergyco.com/investors/	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	☒ and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at: The 2025 Corporate Governance Statement; Our Remuneration Committee Charter available at: https://www.whiteenergyco.com/about-us/corporate-governance/ The Remuneration Report within the 2025 Annual Report (from Page 15 - 25) at: https://whiteenergyco.com/investors/	☐ set out in our Corporate Governance Statement OR ☐ we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
8.3	A listed entity which has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	☒ and we have disclosed our policy on this issue or a summary of it at: Our Securities Trading Policy available at: https://www.whiteenergyco.com/about-us/corporate-governance/	☐ set out in our Corporate Governance Statement <u>OR</u> ☐ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <u>OR</u> ☐ we are an externally managed entity and this recommendation is therefore not applicable
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	☐ and we have disclosed information about the processes in place at: [insert location]	☐ set out in our Corporate Governance Statement <u>OR</u> ☒ we do not have a director in this position and this recommendation is therefore not applicable <u>OR</u> ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	☐	☐ set out in our Corporate Governance Statement <u>OR</u> ☒ we are established in Australia and this recommendation is therefore not applicable <u>OR</u> ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	☐	☐ set out in our Corporate Governance Statement <u>OR</u> ☒ we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable ☐ we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable

Corporate Governance Statement

White Energy Company Limited (the Company) and its controlled entities (the Group) have adopted a corporate governance framework that is intended to meet the interests of shareholders, while being appropriate for the nature and size of the Company's business and operations. The Board is responsible for the corporate governance of the Group and is committed to achieving and demonstrating the highest standards of corporate governance. The Board acknowledges the Corporate Governance Principles and Recommendations (Recommendations) set by the Australian Securities Exchange (ASX) Corporate Governance Council and continues to review the framework in the light of evolving good practice. The Board is reporting against the fourth edition of the Recommendations for the year ended 30 June 2025.

During the year ended 30 June 2025, and as at the date of this statement, the Company complied with all of the Recommendations other than that:

- (1) The Board has not set measurable objectives for achieving gender diversity (Recommendation 1.5), however as outlined in its Diversity Policy, the Board will seek to promote and increase diversity within the organisation as positions of employment and appropriately skilled candidates become available; and
- (2) The Company's current Chair of the Board (Brian Flannery) is not considered to be independent. Brian Flannery is a substantial shareholder and also the Company's former Chief Executive Officer (role ceased on 30 October 2023).

Notwithstanding the above exception, the Board believes that its composition and that of its Committees, is appropriate for the size and nature of the Company and that having Directors of the Company holding significant shareholding interests demonstrates their strong commitment to the Company and should be seen as a positive by shareholders.

The table below outlines each Recommendation and the Company's response. All practices, unless otherwise stated, were in place for the entire financial year and remain current as at 24 September 2025, the date of this statement. This statement was approved by the Board, effective on 24 September 2025. Company policies and charters are available on the Company's website at: <http://www.whiteenergyco.com/about-us/corporate-governance/>.

Recommendation	Company's response
Principle 1: Lay solid foundations for management and oversight	
(1.1) A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the Board and those delegated to management.	- The Company has adopted a Board Charter, which is available on the Company's website. - The Board Charter sets out, among other things, specific responsibilities of the Board or its committees, requirements as to the Board's composition, and the roles and responsibilities of the Chairman, Board and management, as well as the matters expressly reserved for the decision of the Board and those delegated to management.
(1.2) A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive, or putting someone forward for election, as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	- The Company has in place an external supplier to undertake appropriate checks on any potential director appointments. - Under the Company's Constitution, all directors appointed throughout the year as an additional director or to fill a casual vacancy hold office until the conclusion of the next AGM following their appointment. Current directors hold office until they are required to be considered by Shareholders for re-election under the Company's Constitution and ASX Listing Rules. - Whether a director is appointed throughout the year as an additional director ,to fill a casual vacancy or due for election under the Listing Rules, all material

	information in the Company’s possession relevant to a decision on whether or not to elect or re-elect that director is disclosed in the Notice of AGM.																				
(1.3) A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	On appointment directors are provided with a formal letter of appointment and executive management with written employment agreements incorporating job descriptions (where relevant).																				
(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.	The Company Secretary is accountable directly to the Board, through the Chair, on all matters pertaining to do with the proper functioning of the Board. All Directors have access to the Company Secretary.																				
(1.5) A listed entity should: (a) have and disclose a diversity policy; (b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and (c) disclose in relation to each reporting period: (i) the measurable objectives set for that period to achieve gender diversity; (ii) the entity’s progress towards achieving those objectives; and (ii) either: a) the respective proportions of men and women on the board, in the senior executive positions and across the whole workforce (including how the entity has defined “senior executive” for those purposes); or b) if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in and published under that Act. If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.	- The Company values diversity in the workplace and acknowledges the benefits that it can bring to an organisation. - The Company has adopted a Diversity Policy. The purpose of the policy is to outline the objectives which the Company seeks to achieve in regard to gender, age and cultural diversity. - A copy of the Diversity Policy is available on the Company’s website. - As at 30 June 2025 and 30 June 2024, the Company had the following number of women employed at the following levels: <table><tr><th>Description</th><th>No. of Women 2025</th><th>Proportion of Women 2025</th><th>No. of Women 2024</th><th>Proportion of Women 2024</th></tr><tr><td>Whole Group (1)</td><td>1</td><td>25%</td><td>2</td><td>40%</td></tr><tr><td>Management positions (1)</td><td>1</td><td>25%</td><td>2</td><td>40%</td></tr><tr><td>Board members</td><td>0</td><td>0%</td><td>0</td><td>0%</td></tr></table> (1) Excluding Board members - The Company does not presently have set measurable objectives for the representation of women employees in senior executive positions and on the Board. However, the Board will seek to promote and increase diversity within the organisation as positions of employment and appropriately skilled candidates become available. - The Company defines ‘senior executive’ or ‘management positions’ as those persons who have the responsibility for planning and directing their business division’s operations.	Description	No. of Women 2025	Proportion of Women 2025	No. of Women 2024	Proportion of Women 2024	Whole Group (1)	1	25%	2	40%	Management positions (1)	1	25%	2	40%	Board members	0	0%	0	0%
Description	No. of Women 2025	Proportion of Women 2025	No. of Women 2024	Proportion of Women 2024																	
Whole Group (1)	1	25%	2	40%																	
Management positions (1)	1	25%	2	40%																	
Board members	0	0%	0	0%																	
(1.6) A listed entity should:	The Nomination Committee is responsible for evaluating the performance of the Board, with support from the Chair, and also collectively, of the individual Directors and of each of its Committees. The Chair also undertakes ongoing assessment of the performance of each individual Director. The Chair meets each																				
(a) have and disclose a process for periodically evaluating the performance of																					

the Board, its Committees and individual Directors; and (b) disclose, for each reporting period, whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	Director on an individual basis throughout the year to discuss their performance and to provide feedback. During the year, ongoing performance evaluations for the Board, Committees and Directors took place in accordance with the process disclosed.
(1.7) A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	- The Chief Executive Officer is responsible for evaluating the performance of senior executives against performance indicators established for senior management. - The Board is responsible for evaluating the performance of the Chief Executive Officer against set strategic, operational, financial, human resource related and risk management criteria. - The performance of all senior executives was evaluated by the Chief Executive Officer in the 2025 financial year. The performance evaluation took into account business, and where relevant, personal targets for that year. - The Chief Executive Officer's performance is evaluated by the Board on an ongoing basis in accordance with the process disclosed above.
Principle 2: Structure the Board to be effective and add value	
(2.1) The Board of a listed entity should: (a) have a Nomination Committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director; and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	- The Nomination Committee is responsible for the selection and appointment of new Directors and for considering the re-election of incumbent Directors, noting that each Director must have sufficient experience and input into the Company's affairs. - A copy of the Nomination Committee Charter is available on the Company's website. - The Nomination Committee is comprised of the following three members, all of whom are considered by the Company to be independent directors including the Chair of the Committee: - Mr Vincent O'Rourke – Chair and Independent Non-Executive Director; - Mr Keith Whitehouse – Independent Non-Executive Director; and - Mr Michael Chapman – Independent Non-Executive Director. - The relevant skills, qualifications and experience of each Committee member is disclosed within the Directors Report, which is available in the Annual Report (Pages 12 – 14). - Details of the Committee members' qualifications and attendance at Nomination Committee meetings are set out in the Directors' Report in each year's Annual Report (Pages 12 – 14).
(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.	- The Board has developed a Board skills matrix, to simplify the process for identifying any 'gaps' in the Board's skills, expertise and experience. The Board has achieved its assessed skills rating for all criteria. - Details of the Directors' skills, experience, expertise and attendance at meetings are set out in the Directors' Report in each year's Annual Report (Pages 12 – 14). - The board skills matrix is available on the Company's website.

(2.3) A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	The Company considers the following directors to be independent: • Mr Vincent O'Rourke – Non-Executive Director (appointed on 29 September 2010); • Mr Keith Whitehouse – Non-Executive Director (appointed on 12 December 2022); and • Mr Michael Chapman – Non-Executive Director (appointed on 1 June 2023). The Board notes that Mr Brian Flannery (appointed on 17 September 2010) is deemed not to be independent for the purposes of the ASX guidelines due to his substantial shareholding and his former role as the Company's Chief Executive Officer, which ceased on 30 October 2023.
(2.4) A majority of the Board should be independent Directors	• As of the date of this report and throughout the year, the majority of the Company's Board consists of Independent Directors.
(2.5) The Chair of the board should be an independent Director and in particular, should not be the same person as the CEO of the entity.	• The Company's current Chair, Mr Brian Flannery, is deemed not to be independent for the purposes of the ASX guidelines due to his substantial shareholding and his former role as the Company's Chief Executive Officer, which ceased on 30 October 2023.
(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.	• The Board, pursuant to the Nomination Committee Charter, implements an induction program for new directors which involves a detailed briefing regarding their role as a Director of the Company and the business of the Company. The Board is continually informed by Senior Management of key developments in the Company's business and the industry in which the Company operates. • The Board recognises that there are occasions when directors believe that it is in their best interest and the interest of the Company to seek independent professional advice. Following consultation with the Chair, directors can seek independent professional advice at the Company's expense, in fulfilling their duties.
<i>Principle 3: Instil a culture of acting lawfully, ethically and responsibly</i>	
(3.1) A listed entity should articulate and disclose its values.	• The Company's values are: ▪ INTEGRITY. We do the right thing for our business, customers & communities. ▪ INCLUSIVITY. We respect and listen to others. ▪ WELLBEING. We care about the wellbeing of our people and communities. ▪ COLLABORATION. We work together for successful outcomes. ▪ INNOVATION. We are adaptable and foster creative solutions. • The Company's values are also disclosed in the Code of Conduct, which is available on the Company website.
(3.2) A listed entity should: (a) have and disclose code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	• The Company's Code of Conduct sets out a framework to enable Directors to achieve the highest possible standards in the discharge of their duties and to give a clear understanding of best practice in corporate governance. A copy of the Code of Conduct is available at the Company's website. • Breaches of the code may be subject to disciplinary action, including termination of employment and engagement, which will consequently be informed to the Audit and Risk Committee and the Board.

(3.3) A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	• The Company has adopted a whistleblower policy, which is available on the Company's website. • The Board of Directors of the Company and the Company Secretary must be informed of any material incidents reported under the policy immediately.
(3.4) A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or a committee of the board is informed of any material breaches of that policy.	• The Company has adopted an anti-bribery and corruption policy, which is applicable to all officers, employees and contractors who represent the Company. The policy is available on the Company website. • The Board and the Audit and Risk Committee are to be informed of any material breaches of the policy.
Principle 4: Safeguard the integrity of corporate reports	
(4.1) The Board of a listed entity should: (a) have an Audit Committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director who is not the chair of the board; and disclose (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.	The Board has established an Audit and Risk Committee to assist in the execution of its duties by overseeing the material aspects of the Company's financial reporting, control, risk management and audit functions. A copy of the Audit and Risk Committee Charter is available on the Company's website. The Audit and Risk Committee is comprised of the following three members, all of whom are considered by the Company to be independent directors including the Chair of the Committee: • Mr Vincent O'Rourke – Committee Chair and Independent Non-Executive Director; • Mr Keith Whitehouse – Committee Member and Independent Non-Executive Director; and • Mr Michael Chapman – Committee Member and Independent Non-Executive Director. The relevant skills, qualifications and experience of each Committee member is disclosed within the Directors Report, which is available in the Annual Report (Pages 12 – 14). Details of the Committee members' qualifications and attendance at Audit and Risk Committee meetings are set out in the Directors' Report in each year's Annual Report (Pages 12 – 14).
(4.2) The Board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of	• The Board requires that the Chief Executive Officer and the Chief Financial Officer, for all financial reports that are released to the ASX, confirm in writing, to the best of their knowledge and belief, that the declaration provided in accordance with section 295A of the <i>Corporations Act 2001</i> is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks. • The Board has received such confirmation from the Chief Executive Officer and the Chief Financial Officer in respect of this financial year.

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.	
(4.3) A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	The Board ensures that any periodic corporate reports that the Company releases to the market, that has not been subject to audit or review by an external auditor, have undertaken a process to verify the integrity of its content, with such reports being prepared by management, reviewed by the Chief Financial Officer and authorised by the Chief Executive Officer.
Principle 5: Make timely and balanced disclosure	
(5.1) A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under Listing Rule 3.1.	- The Company has a Disclosure and Communication Policy and a Disclosure and Materiality Guidelines for Officers and Employees Policy. - A copy of the Disclosure and Communication Policy and the Disclosure and Materiality Guidelines for Officers and Employees Policy is available on the Company's website.
(5.2) A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	The Company Secretary ensures the Board is provided with copies of all material market announcements promptly after they have been made.
(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.	Pursuant to the ASX Listing Rules and clause 5.2 of the Company's Disclosure and Communication Policy, ahead of any new and substantive investor or analyst presentations, a copy of the materials must be released to the ASX first.
Principle 6: Respect the rights of security holders	
(6.1) A listed entity should provide information about itself and its governance to investors via its website.	The Company discloses information about itself, its Corporate Governance Statement and all its Corporate Governance Policies on the Company's website.
(6.2) A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	- The Company's Disclosure and Communication Policy outlines the procedures in place to promote effective two-way communication with Shareholders. - The Company seeks to ensure that shareholders are well informed of the Company's activities.
(6.3) A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	The Company encourages shareholder participation at general meetings. Shareholders who are unable to attend general meetings are encouraged to lodge proxy appointments in advance of the meetings.
(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.	Pursuant to clause 6.4 of the Company's Disclosure and Communication Policy, the Company will ensure that all substantive resolutions at a meeting of shareholders are decided by a poll, rather than by a show of hands.
(6.5) A listed entity should give security holders the option to receive communications from, and send	The Company has instructed its share registry to facilitate this option for investors, as well as future shareholders, at appropriate times. Shareholders can elect to receive communications from the Company by email and the majority of communications to the Company can be made by email.

communications to, the entity and its security registry, electronically.	
Principle 7: Recognise and manage risk	
(7.1) The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director; and disclose (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a), disclose that fact and the process it employs for overseeing the entity's risk management framework.	The Board has established an Audit and Risk Committee to assist in the execution of its duties by overseeing the material aspects of the Company's financial reporting, control, risk management and audit functions. A copy of the Audit and Risk Committee Charter is available on the Company's website. The Audit and Risk Committee is comprised of the following three members, all of whom are considered by the Company to be independent directors including the Chair of the Committee: • Mr Vincent O'Rourke – Committee Chair and Independent Non-Executive Director; • Mr Keith Whitehouse – Committee Member and Independent Non-Executive Director; and • Mr Michael Chapman – Committee Member and Independent Non-Executive Director. The relevant skills, qualifications and experience of each Committee member is disclosed within the Directors Report, which is available in the Annual Report (Pages 12 – 14). Details of the Committee members' qualifications and attendance at Audit and Risk Committee meetings are set out in the Directors' Report in each year's Annual Report (Pages 12 – 14).
(7.2) The board or committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review have taken place.	• The Company recognises the importance of risk management. The Board has adopted a Risk Management Policy and Procedures, which clearly describes the roles and accountabilities of the Board, Audit and Risk Committee and senior executives. • Senior executives from each business unit, such as Finance, Business Development and Operations are responsible for monitoring, mitigating and reporting on material risks within that business unit. • Senior executives report to the Audit and Risk Committee on a periodic basis as to whether all identified material risks are being managed effectively across the Company. • The Chief Executive Officer reports to the Board on a periodic basis as to whether all identified material risks are being managed effectively across the Company. • A copy of the Risk Management Policy and Procedures is available on the Company's website. • A review of the Risk Management Framework was undertaken during the reporting period.
(7.3) A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it	• The Company does not have an internal audit function due to the relative nature and scale of its operations, and the costs of having an internal audit function. • Processes are in place to ensure continued effectiveness of governance, risk management policies and internal control which are documented in the Risk Management Policy and Procedures. The Audit and Risk Committee is

employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	responsible to evaluate the effectiveness of its risk management systems and internal control processes, and it reports directly to the Board.
(7.4) A listed entity should disclose whether it has any material exposure to environmental and social risks and if it does, how it manages or intends to manage those risks.	- The Company monitors whether it has any material exposure to environmental and social risks through its Risk Management Policy and Procedures. A copy of the Risk Management Policy and Procedures is available on the Company's website. - The Company also has in place the following policies which are available on the Company's website: - Health and Safety Policy; and - Environmental Policy. - The Company's risks have been outlined in in each year's Annual Report (Pages 9, - 11, 44 – 48, 55) and in past ASX announcements, including the Pro Rata Renounceable Entitlement Offer Booklet, dated 26 February 2025 (released to the ASX on the same date). All future material risks will be announced to the market, in accordance with the requirements of the ASX Listing rules and will be managed in accordance with the risk management processes and procedures of the Company.
Principle 8: Remunerate fairly and responsibly	
(8.1) The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director; and disclose (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	The Board has established a Remuneration Committee is responsible for reviewing the Company's remuneration, retention and termination policies. A copy of the Remuneration Committee Charter is available on the Company's website. The Remuneration Committee is comprised of the following three members, all of whom are considered by the Company to be independent directors including the Chair of the Committee: - Mr Vincent O'Rourke – Committee Chair and Independent Non-Executive Director; - Mr Keith Whitehouse – Committee Member and Independent Non-Executive Director; and - Mr Michael Chapman – Committee Member and Independent Non-Executive Director. The relevant skills, qualifications and experience of each Committee member is disclosed within the Directors Report, which is available in the Annual Report (Pages 12 – 14). Details of the Committee members' qualifications and attendance at Remuneration Committee meetings are set out in the Directors' Report in each year's Annual Report (Pages 12 – 14).
(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 senior executives.	- The structure of Non-Executive Directors' remuneration is clearly distinguished from the structure of Executive Director and senior management remuneration, in that Non-Executive Directors' remuneration is not linked to the performance of the Group and they do not participate in the Company's Long Term Incentive Plan. Remuneration of Directors and senior executives is reviewed by the Remuneration Committee and the Board generally. - Remuneration of Non-Executive Directors is determined within the maximum amount approved by shareholders from time to time.

	• The remuneration report contained in the Directors' Report of this Annual Report (Pages 15 - 25) details the remuneration of Directors and senior executives. • The Non-Executive Directors receive no retirement benefits, other than statutory superannuation contributions (where applicable).
(8.3) A listed entity which has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	• In accordance with clause 2.12 of the Securities Trading Policy, any employees participating in equity-based remuneration schemes are prohibited from entering into transactions in associated products which limit the economic risk of their unvested entitlements. • A copy of the Securities Trading Policy is available on the Company's website.