

## CORPORATE GOVERNANCE STATEMENT 2024

The Board of Kingsrose Mining Limited (**Company**) is responsible for establishing the Company's corporate governance framework. In establishing its corporate governance framework for the financial year ended 30 June 2024 (**Reporting Period**), the Board has referred to the Corporate Governance Principles and Recommendations (4th Edition) published by the ASX Corporate Governance Council (**Recommendations**). The Company sets out below its compliance with, and departures from the Recommendations for the Reporting Period.

As at the date of this Statement, the Company has adopted the following corporate governance policies and procedures, which can be found on the [Company's website](#) (together, the **Corporate Governance Plan**):

- a) Board Charter
- b) Audit and Risk Committee Charter
- c) Remuneration Committee Charter
- d) Health and Safety Committee Charter
- e) Code of Conduct
- f) Compliance Guide (Anti Bribery & Corruption)
- g) Disclosure Policy
- h) Equal Opportunity Employment & Diversity Policy
- i) Performance Evaluation Policy
- j) Conflict of Interest Protocols
- k) Risk Management Policy
- l) Securities Trading Policy
- m) Policy and Procedure for Selection and (Re) Appointment of Directors and Senior Executives
- n) Shareholder Communications and Investor Relations Policy
- o) Whistleblower Protection Policy
- p) Health and Safety Committee Policy

The Board is committed to administering the Corporate Governance Plan with openness and integrity, pursuing the true spirit of corporate governance commensurate with the Company's needs.

In light of the Company's size and nature, the Board considers that the current corporate governance regime is a fit-for-purpose, efficient, practical and cost-effective method of directing and managing the Company. As the Company's activities develop in scale and complexity, the implementation of additional corporate governance policies and structures will be considered.

### PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT OVERSIGHT

#### Recommendation 1.1

**A listed entity should have and disclose a board charter setting out:**

- (a) the respective roles and responsibilities of the board, the chair and management; and**
- (b) those matters expressly reserved to the board and those delegated to management.**

The Company complied with Recommendation 1.1 in full for the whole of the Reporting Period.

The Board is responsible for the overall performance and success of the Company, and takes responsibility for setting its strategic direction, overseeing management of the Company, monitoring financial performance, reviewing and monitoring systems of risk management and internal control. In addition, it oversees the corporate governance framework of the Company and monitors the implementation of the Company's code of conduct, policies and charters that reflect the values of the Company and guide the conduct of its Directors and employees.

The Managing Director, or equivalent, supported by Senior Management, is responsible for managing the day-to-day activities of the Company and in addition, is responsible for advancing the strategic direction of the Company as set and monitored by the Board.

The Company's Board Charter sets out the specific responsibilities of the Board, and those matters delegated to Senior Management.

A copy of the *Board Charter* can be found on the Company's website.

### **Recommendation 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 relevant to a decision on whether or not to elect or re-elect a director.**

The Company complied with Recommendation 1.2 in full for the whole of the Reporting Period.

When considering Board appointments, the Company ensures that appropriate checks are undertaken to verify the candidate's character, experience, education, criminal record and bankruptcy history.

A profile of each Director is included in every Annual Report and the Company ensures that all material information relevant to a Shareholder's decision on whether to elect or re-elect a Director is provided to Shareholders in the relevant notice of meeting under which their election is proposed to be approved, as well as confirmation that appropriate pre-appointment checks have been conducted and whether the Board supports the Director's election or re-election and why.

During the Reporting Period, the Company did not appoint or put forward any new candidates for election as a director of the Company.

During the Reporting Period, Mr Daryl Corp and Dr Timothy Coughlin were put forward for re-election at the last Annual General Meeting and all information relevant to a decision with respect to their appointments was included in the Notice of Meeting dated 15 October 2023.

A profile of each Director setting out their experience, expertise and period of office is set out in the Directors' Report in the 2024 Annual Report and on the Company's website.

### **Recommendation 1.3**

**A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.**

The Company complied with Recommendation 1.3 in full for the whole of the Reporting Period.

The Company has in place a written agreement with each Non-Executive Director personally (rather than with an entity for supply of their services) which outlines the terms of their appointment, the Company's expectations in relation to Director's duties and responsibilities, time commitment and compliance with Company policies, procedures and regulatory requirements. Any material variations to written agreements with Directors are disclosed to ASX in accordance with ASX Listing Rule 3.16.4.

The Company has written contracts in place with each Senior Executive which sets out the terms of their appointment, a description of their position, duties and responsibilities, remuneration details, leave entitlements and the circumstances giving rise to termination.

Further information can be found in the Remuneration Report in the 2024 Annual Report.

### **Recommendation 1.4**

**The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.**

The Company complied with Recommendation 1.4 in full for the whole of the Reporting Period.

The Company Secretary is appointed by the Board and has a reporting function to the Board.

The Company Secretary has a direct line of communication with the Chairman and all Directors and is responsible for supporting the proper functioning of the Board which includes, but not limited to, facilitating Board and Committee meetings, providing advice on governance and procedural issues, communicating with ASX and the ASIC on all regulatory matters, monitoring adherence to Board policies and procedures and retaining all professional advisors at the Board's request.

Each Director has direct access to the Company Secretary and vice versa.

The responsibilities of the Company Secretary are set out in the *Board Charter* which is available on the Company's website.

## **Recommendation 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**
  - (iii) 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.**

The Company complied with Recommendation 1.5(a) and (c) in full for the whole of the Reporting Period, but did not comply with Recommendation 1.5(b).

The Company recognises that a talented and diverse workforce is a key competitive advantage and is committed to developing a workplace free from discriminatory practice of any kind. The Company strives to create an inclusive workplace in which individuals are treated fairly and equally with dignity and respect and where every employee has the opportunity to contribute to the Company's success whilst realising their full potential as an individual.

The Company has adopted an *Equal Employment Opportunity & Diversity Policy* ("Diversity Policy") whereby to the extent possible permitted by the laws of the jurisdictions in which it operates, there shall be no discrimination for or against any employee or applicant because of their race, religion, colour, gender, marital or family status, sexual orientation, gender identity, age, disabilities, national or ethnic origin, religious or political beliefs. Whilst the Company is committed to fostering diversity at all levels across the organisation, it firmly believes that this must be done on a non-discriminatory basis, always seeking to employ or promote the best qualified person for the job irrespective of race, religion, colour, gender, marital or family status, sexual orientation, gender identity, age, disabilities, national or ethnic origin, religious or political beliefs or any other personal attributes not relevant to the requirements of the job.

During the Reporting Period:

- (a) the Company had in place a Diversity Policy which was disclosed on its website;
- (b) for the reasons set out below, the Board did not set measurable objectives for achieving gender diversity in the composition of its board and workforce generally;
- (c) the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation are set out below. The Company defines its senior executives as those executive employees identified as "Key Management Personnel" in the Remuneration Report of the Company's latest Annual Report:
  - None of the board members as at 30 June 2024 were female;
  - None of the senior executives as at 30 June 2024 were female; and
  - 39% of the Company's entire workforce of 29 people, were female as at 30 June 2024.

(d) The Company was not in the S&P/ASX300 Index at the commencement of the Reporting Period.

Notwithstanding the Board's commitment to diversity in the workplace, the Company did not comply with Recommendation 1.5(b) in full during the Reporting Period, as given the size of the Company and its workforce, it does not currently have sufficient resources to be able to define and implement a formal diversity program that is compliant with the Recommendations. Further, the Board considers that, at this stage, the incremental benefits of a structured diversity program are disproportionate to the implementation costs involved, when compared to the Company's current practices.

The Company has, however, adopted a tiered approach to the implementation of its Diversity Policy which is relative to the size of the Company and its workforce. The Company's policy provides that where the Company employs 100 or more employees, the Board will undertake to adopt practices in line with the Recommendations of the ASX Corporate Governance Council, including compliance with the requirement for the Company to set and report against measurable objectives for achieving gender diversity.

Whilst the Company's workforce remains below this threshold, the Board will continue to drive the Company's diversity strategies on an informal basis and will apply the initiatives contained in its Diversity Policy to the extent that the Board considers relevant, practical and achievable in the context of the Group's needs and available resources.

### **Recommendation 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.**

The Company complied with Recommendation 1.6 in full for the whole of the Reporting Period.

The Chairman is responsible for the evaluation of the Board and, where appropriate, Board committees and individual directors in accordance with the Company's *Process for Performance Evaluation*.

During the Reporting Period, a performance evaluation of the Board and its committees has not been completed, however the board intends to complete a performance evaluation subsequent to the end of the financial year.

### **Recommendation 1.7**

**A listed entity should:**

- (a) have and disclose a process for periodically 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 Company complied with Recommendation 1.7 in full for the whole of the Reporting Period.

The Company has a *Process for Performance Evaluation* which, amongst other things, details the performance review process for senior executives.

During the Reporting Period, a formal performance evaluation of senior executives was undertaken in accordance with the Company's *Process for Performance Evaluation*.

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

### **Recommendation 2.1**

**The board of a listed entity should:**

- (a) have a nomination committee which:**
  - (i) has at least three members, a majority of whom are independent directors; and**
  - (ii) is chaired by an independent director,**

and disclose:

- (iii) the charter of the committee;
  - (iv) the members of the committee; and
  - (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or
- (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively.

The Company complied with Recommendation 2.1(b) in full for the whole of the Reporting Period.

Given the size of the Board and the size and nature of the Company's operations, the Directors have determined that the roles and responsibilities of the Nomination Committee are most effectively and efficiently carried out with full board participation and accordingly, the Company has elected not to establish a separate Nomination Committee at this stage.

As a result, the duties that would ordinarily be assigned to the Nomination Committee under the Company's *Policy and Procedure for Selection and (Re) Appointment of Directors and Senior Executives* are carried out by the full board.

A copy of the *Policy and Procedure for Selection and (Re) Appointment of Directors and Senior Executives* is available at the Company's website.

The Board fulfills its duties in this regard, by devoting time at board meetings to discuss Board composition and succession matters on at least an annual basis. All members of the Board are involved in the Company's nomination process, to the maximum extent permitted under the Corporations Act and ASX Listing Rules.

## **Recommendation 2.2**

**A listed entity should have and disclose a board skill matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.**

The Company complied with Recommendation 2.2 in full for the whole of the Reporting Period.

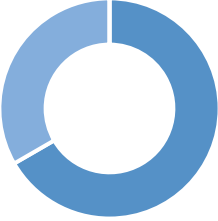
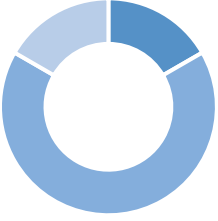
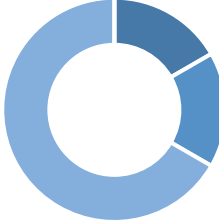
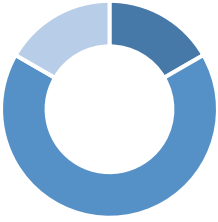
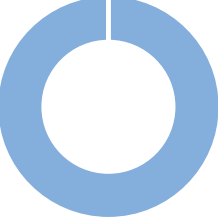
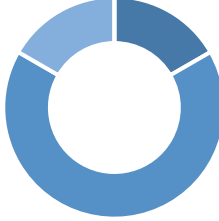
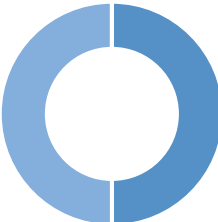
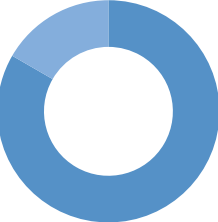
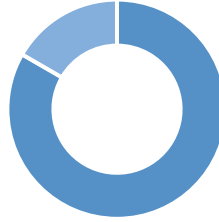
The Board recognises the need for Directors to have a relevant blend of skills and personal experience across a range of disciplines to properly manage and oversee the Company's operations.

The Board has developed a Board skills matrix (disclosed below) for each Director to self-assess their skills and experience considered relevant to the Company. Following a review of the Board skills matrix during the financial year, the Board concluded that its current composition is appropriate for the Company's current size and operations.

A profile of each Director setting out their experience, expertise and period of office is set out in the Directors' Report in the 2024 Annual Report and on the Company's website.

Any additional Board appointment made in the future will be undertaken with due consideration given to the balance and mix of skills on the Board and in accordance with the Company's *Policy and Procedure for Selection and (Re) Appointment of Directors*. A copy of this Policy is available on the Company's website.

**KINGSROSE MINING LIMITED FY 2024 BOARD SKILLS MATRIX**

<p><b>EXECUTIVE LEADERSHIP EXPERIENCE</b></p> <p>Evaluating the performance of senior management, overseeing strategic human capital planning, industrial relations, organisational change, management programs and sustainable success in business at a senior level.</p> 	<p><b>FINANCE COMMERCE &amp; ACCOUNTING</b></p> <p>Financial accounting and reporting, commercial acumen, internal financial controls and corporate finance.</p> 	<p><b>LEGAL, CORPORATE GOVERNANCE &amp; COMPLIANCE</b></p> <p>Experience in corporate governance principles, working in a legal and/or regulatory environment and/or dealing with legal and regulatory matters in an executive role in an organisation, and identifying key issues and developing appropriate policy parameters.</p> 
<p><b>OPERATIONAL &amp; TECHNICAL</b></p> <p>Advanced technical understanding of exploration, mine geology, mining engineering or processing.</p> 	<p><b>HEALTH SAFETY &amp; THE ENVIRONMENT</b></p> <p>Workplace health and safety environmental experience, implementing health safety and wellbeing strategies, proactive identification and prevention of health, safety and environmental risks.</p> 	<p><b>CAPITAL MARKETS &amp; INVESTOR RELATIONS (SHAREHOLDER ENGAGEMENT)</b></p> <p>Expertise in capital markets including commitment to sustainability initiatives, social responsibility, and investor engagement.</p> 
<p><b>RISK MANAGEMENT &amp; COMPLIANCE</b></p> <p>Applying broad based risk management frameworks in various regulatory or business environment, identifying key risks to an organisation related to key areas of operations, monitoring risk and compliance.</p> 	<p><b>STRATEGY</b></p> <p>Identifying and critically assessing strategic opportunities and threats to the organisation and developing and implementing successful strategies in context to an organisation's policies and business objectives.</p> 	<p><b>ISSUES MANAGEMENT &amp; STAKEHOLDER ENGAGEMENT</b></p> <p>Constructively manage major issues, provide leadership around solutions, and contribute to a communications strategy with stakeholders.</p> 

Legend: ■ Expert ■ Extensive ■ Sufficient ■ Somewhat

### Recommendation 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 complied with Recommendation 2.3 in full for the whole of the Reporting Period.

The independence status during the Reporting Period and length of service of each of the Company's directors is listed below:

Director	Independence Status	Length of Service
Michael Andrews	Not Independent	~7 years and 1 month (appointed 16 August 2017)
Fabian Baker	Not Independent	~3 years and 3 months (appointed 25 June 2021)
John Carlile	Independent	~5 years and 7 months (appointed 4 February 2019)
Daryl Corp	Independent	~3 years and 10 months (appointed 19 November 2020)
Tim Coughlin	Independent	~3 years and 10 months (appointed 19 November 2020)
Andrew Cooke	Independent	~3 years and 10 months (appointed 19 November 2020)

The Board considered the independence of directors having regard to the guidance set out in Box 2.3 of the Recommendations and has not formed an opinion contrary to those guidelines.

### Recommendation 2.4

**A majority of the board of a listed entity should be independent directors.**

The Company complied with Recommendation 2.4 in full for the whole of the Reporting Period, as outlined in the Company's response to Recommendation 2.3.

As at 30 June 2024, four out of the six directors on the Company's Board were considered independent, non-executive board members. Dr Andrews was not considered independent due to his substantial holding in the Company. Mr Baker was not considered independent by virtue of his role as an executive of the Company.

### Recommendation 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.**

The Company did not comply with Recommendation 2.5 in full for the whole of the Reporting Period.

During Reporting Period, the Chair of the Board was Dr Michael Andrews who was not independent due to his substantial holding in the Company. Notwithstanding Dr Andrews' position as a substantial shareholder of the Company, the Board believes that Dr Andrews is the most appropriate person to lead the Board given his seniority and extensive international industry experience.

The Board has adopted a set of Protocols outlining the process to be undertaken in the event of a conflict of interest arising concerning any director, and furthermore, have appointed Mr. Corp as Lead Independent Director in the event of a conflict of interest concerning the Chairman arises.

The roles of the Chairman and Managing Director are carried out by different persons.



### **Recommendation 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 a director effectively.**

The Company did not comply with Recommendation 2.6 for the whole of the Reporting Period.

All new Directors are provided with an induction facilitated by the Company Secretary including comprehensive meetings with the Managing Director and Chairman, Senior Executives and management, and provision of an information pack including the organisational structure, the Constitution, and Company and Board policies and charters. In addition, all new Directors are required to undertake a site visit either prior to their appointment, or as soon as practicable after their appointment to further assist their understanding of the Company and its operations.

All Directors are expected to maintain the skills required to effectively discharge their obligations to the Company. There is no formal program for periodically reviewing whether there is a need for existing directors to undertake professional development. However, directors are encouraged to undertake continuing professional education and subject to approval, the Company will pay reasonable expenses in relation to relevant industry seminars and education courses.

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

### **Recommendation 3.1**

**A listed entity should articulate and disclose its values.**

The Company complied with Recommendation 3.1 in full for the whole Reporting Period.

The Company's values are set out:

- (a) with respect to the Company's purpose and strategic goals, on the Company's website at <https://www.kingsrose.com/about#4029>; and
- (b) with respect to expectations of the Board, management and employees in order to meet those goals and fulfil that purpose, in its Corporate Code of Conduct, which is available at the Company's website.

### **Recommendation 3.2**

**A listed entity should:**

- (a) **have 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.**

The Company complied with Recommendation 3.2 in full for the whole of the Reporting Period.

The Company has established a *Code of Conduct* as a framework for decisions and actions promoting ethical and responsible decision making and conduct during employment. It underpins the Company's commitment to integrity and fair dealing in its business affairs and its duty of care to all its employees, clients and stakeholders. It sets out the principles and standards expected of anyone working for, or engaged by, the Company. All employees are given a copy of the *Code of Conduct* and are required to sign an acknowledgement of commitment and adherence to the Code of Conduct when they commence work with the Company.

A copy of the Company's *Code of Conduct* is available on the Company's website.

### **Recommendation 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 complied with Recommendation 3.3 in full for the whole of the Reporting Period.

The Company has established a *Whistleblower Policy* underpinning the Company's commitment to integrity and fair dealing in its business affairs and its duty of care to all its employees, clients and stakeholders.

The Policy encourages the reporting of violations (or suspected violations) of the Company's *Code of Conduct* or material legal or regulatory obligations in good faith without fear of retribution.

A copy of the Company's *Whistleblower Policy* is available on the Company's website.

#### **Recommendation 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 complied with Recommendation 3.4 in full for the whole of the Reporting Period.

The Company has established a *Compliance Guide (Anti-Bribery and Corruption)* which provides clear definitions and guidelines for its directors, management, employees and associates to follow. It sets out the principles and standards expected of anyone working for or engaged by the Company. The Guide highlights the serious criminal and civil penalties that may be incurred.

A copy of the *Compliance Guide* is available on the Company's website.

### **PRINCIPLE 4: SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS**

#### **Recommendation 4.1**

**The board of a listed entity should:**

**(a) have an audit committee which:**

- (i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and**
  - (ii) is chaired by an independent director, who is not the chair of the board,**
- and disclose:**
- (iii) the charter of the committee;**
  - (iv) the relevant qualifications and experience of the members of the committee; and**
  - (v) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or**

**(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its financial reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.**

The Company complied with Recommendation 4.1(a) in full for the whole of the Reporting Period.

The Board has established an Audit and Risk Committee (**Committee**), which is comprised of three independent, Non-Executive Directors and is chaired by Mr. Andrew Cooke, an independent, Non-Executive Director. Details of each member's qualifications are set out in the Directors Report of the 2024 Annual Report. The Board is of the view that the qualifications and experience of the members of the Committee are sufficient to ensure that all significant financial reporting matters and appropriately actioned, including the appointment and removal of external auditors and rotation of the audit engagement partner.

The Committee operates under the *Audit and Risk Committee Charter* which outlines the role, composition, functions, and responsibilities of the Committee.

The number of times the Committee met throughout the reporting period and the individual attendances of the members at those meetings is set out in Directors Report of the 2024 Annual Report.

A copy of the Audit and Risk Committee's charter is available on the Company's website.

#### **Recommendation 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 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.**

The Company complied with Recommendation 4.2 in full for the whole of the Reporting Period.

Prior to the execution of the financial statements of the Company, the Company's Board received the relevant written assurances that the declarations provided in accordance with section 295A of the Corporations Act are founded on a sound system of risk management and internal control which is operating effectively in all material aspects in relation to the Company's financial reporting risks.

#### **Recommendation 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 Company complied with Recommendation 4.3 in full for the whole of the Reporting Period.

The Company undertakes significant review of periodic corporate reports, whether audited or unaudited, and is diligent in verifying the integrity of those reports prior to its release to the market. This includes verification to source records and separate reviews, as relevant, by the Company's Board, management, technical advisers, finance team, the Company Secretary, other external consultants, legal advisers, auditors or independent experts as required.

### **PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE**

#### **Recommendation 5.1**

**A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under Listing Rules 3.1.**

The Company complied with Recommendation 5.1 in full for the whole of the Reporting Period.

The Company is committed to:

- (a) ensuring that shareholders and the market are provided with full and timely information about its activities;
- (b) complying with the continuous disclosure obligations contained in the Listing Rules and applicable sections of the Corporations Act; and
- (c) providing equal opportunity for all stakeholders to receive externally available information issued by the Company in a timely manner.

The Company has adopted a *Disclosure Policy*, which is disclosed on the Company's website. The *Disclosure Policy* sets out policies and procedures for the Company's compliance with its continuous disclosure obligations under the ASX Listing Rules. It forms part of the Company's corporate governance policies and procedures and is available to all staff.

A copy of the Company's *Disclosure Policy* is available on the Company's website.

#### **Recommendation 5.2**

**A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.**

The Company complied with Recommendation 5.2 in full for the whole of the Reporting Period.

The Board of the Company reviews, considers and approves all material announcements prior to their release to the market, and receives a copy of the final announcement immediately upon its release to the market.

### **Recommendation 5.3**

**A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.**

The Company complied with Recommendation 5.3 in full for the whole of the Reporting Period.

The Company's *Disclosure Policy* requires that materials of any new and substantive investor or analyst presentation are released on the ASX Market Announcements Platform ahead of the presentation, and the Company confirms that it complied with this policy during the Reporting Period.

## **PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS**

### **Recommendation 6.1**

**A listed entity should provide information about itself and its governance to investors via its website.**

The Company complied with Recommendation 6.1 in full for the whole of the Reporting Period.

Shareholders can access information about the Company, its operations and its governance (including adopted governance policies) from the Company's website at <https://www.kingsrose.com/about#4029>.

### **Recommendation 6.2**

**A listed entity should have an investor relations program that facilitates effective two-way communication with investors.**

The Company complied with Recommendation 6.2 in full for the whole of the Reporting Period.

The Company has adopted a *Shareholder Communication and Investor Relations Policy* which aims to promote and facilitate effective two-way communication with investors which is available on the Company's website. The Strategy outlines a range of ways in which information is communicated to shareholders, including via:

- a) ASX announcements;
- b) general meetings; and
- c) the Company website.

In addition to the above, Shareholders can email or call the Company, via the Company Secretary or its Share Registry, to seek further information to assist them in exercising their rights as Shareholders.

The Company's *Shareholder Communication and Investor Relations Policy* is available on the Company's website.

### **Recommendation 6.3**

**A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.**

The Company complied with Recommendation 6.3 in full for the whole of the Reporting Period.

The Company encourages the attendance of Shareholders at Shareholders' meetings, and a designated time is set aside for a question-and-answer session once the formal business of the meeting has been concluded.

The Company also accommodates shareholders who are unable to attend general meetings in person by accepting votes by proxy.

It is intended that the Company will use virtual technology to facilitate remote participation at its 2024 Annual General Meeting to be held in November 2024.

The Company will provide further guidance in its Notice of Annual General Meeting to be released in October 2024.

Any general meeting held by the Company utilising virtual technology will be facilitated and conducted in a meaningful and effective way to provide members with a reasonable opportunity to participate in the meeting, including casting votes and asking questions of management and the Company's auditor.

The Company's *Shareholder Communication and Investor Relations Policy* is available on the Company's website.

#### **Recommendation 6.4**

**A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.**

The Company complied with Recommendation 6.4 in full for the whole of the Reporting Period.

All substantive resolutions at a meeting of security holders during the Reporting Period were decided by a poll rather than by a show of hands. The Company intends to apply this recommendation to all general meetings moving forward.

#### **Recommendation 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.**

The Company complied with Recommendation 6.5 in full for the whole of the Reporting Period.

Shareholders are given the option to receive communications from, and send communication to, the Company and its share registry electronically.

To ensure that shareholders can obtain all relevant information to assist them in exercising their rights as shareholders, the Company has made available a telephone number and relevant contact details (via the Company's website and ASX platform) for shareholders to make their enquiries.

### **PRINCIPLE 7: RECOGNISE AND MANAGE RISK**

#### **Recommendation 7.1**

**The board of a listed entity should:**

- (a) have a committee or committees to oversee risk, each of which:**
  - (i) has at least three members, a majority of whom are independent directors; and**
  - (ii) is chaired by an independent director,****and disclose:**
  - (iii) the charter of the committee;**
  - (iv) the members of the committee; and**
  - (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or**
- (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the process it employs for overseeing the entity's risk management framework.**

The Company complied with Recommendation 7.1(a) in full for the whole of the Reporting Period.

The Company's acknowledges that it faces inherent risks in its activities, including economic, environmental and social sustainability risks, which may materially impact the Company's ability to create or preserve value for its Shareholders.

To this end, the Board has established an Audit and Risk Committee and one of its key roles and responsibilities is to ensure that the Company has in place a robust risk management framework to ensure sustainable and responsible business practices are ongoing and the Company's risk reporting and control measures are designed to ensure strategic, operational, legal, financial, reputation and other risks are identified and appropriately managed.

The Audit and Risk Committee is comprised of three independent, Non-Executive Directors and is chaired by Mr. Andrew Cooke, an independent, Non-Executive Director. Details of each member's qualifications are set out in the Directors Report of the 2024 Annual Report.

The Audit and Risk Committee operates under the *Audit and Risk Committee Charter*.

The number of times the Audit and Risk Committee met throughout the reporting period and the individual attendances of the members at those meetings is set out in Directors Report of the 2024 Annual Report.

A copy of the *Audit and Risk Committee's charter* is available on the Company's website.

## **Recommendation 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.**

The Company complied with Recommendation 7.2 in full for the whole of the Reporting Period.

The Company's process for risk management and internal compliance is set out in its Risk Management Policy and includes a requirement to identify, assess, monitor and manage business risk and opportunity, identify material changes to the Company's risk profile, and implement and monitor the effectiveness of the internal control framework.

The Company's Audit and Risk Committee is responsible for the review of the Company's risk management procedures and internal compliance and controls on an annual basis. The Company's Health and Safety Committee also helps the Board in fulfilling its responsibilities in relation to the oversight of health, safety, and environment matters.

During the Reporting Period, the Company undertook a formal risk review, as well as considered risk on an ongoing, informal basis during Audit & Risk Committee meetings, Health & Safety Committee Meetings and Board Meetings.

A copy of the *Risk Management policy* is available on the Company's website.

## **Recommendation 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.**

The Company complied with Recommendation 7.3(b) in full for the whole of the Reporting Period.

The Company does not currently have a formal internal audit function; however, the Audit and Risk Committee oversees the effectiveness of risk management and internal control processes.

Management is charged with resourcing, operating and monitoring the system of internal control, incorporating risk responses in the form of controls into its management systems, and reporting results of the effectiveness of these systems to the Board.

Although no system of internal control can provide absolute assurance that the business risks will be fully mitigated, the internal control systems adopted by the Company have been designed to meet the Company's specific needs and the risks to which it is exposed. Internal control measures currently adopted by the Board include:

- Monthly reporting to the Board in respect of operational and financial performance.
- Monthly high level corporate risk reporting to the Board.
- Authority limits established for management which must not be exceeded unless prior Board approval is obtained.
- A compliance procedure for the purpose of ensuring compliance with the Company's continuous disclosure obligations.
- Regular reports to the Board by appropriate members of the management team and/or independent advisers, outlining the nature of particular risks and highlighting measures which are either in place or can be adopted to manage or mitigate those risks.

#### **Recommendation 7.4**

**A listed entity should disclose whether, and if so how, it has regard to environmental or social sustainability risks and, if it does, how it manages or intends to manage those risks.**

The Company complied with Recommendation 7.4 in full for the whole of the Reporting Period.

The Company, as an exploration company, faces inherent risks in its activities, including economic, environmental and social sustainability risks, which may materially impact the Company's ability to create or preserve value for its Shareholders.

To manage and mitigate these inherent risks, the Company has in place a suite of policies and procedures to ensure that it operates within a robust risk management framework and that sustainable and responsible business practices are ongoing. During the Reporting Period, the Company has established a Health & Safety Committee to assist the Board in overseeing the Company's health and safety strategies and ensuring responsible and sustainable business practices are undertaken in these areas.

The Company's exposure to material environmental or social risks are discussed in the Operations Review, Directors' Report and the financial statements all contained in the 2024 Annual Report.

### **PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY**

#### **Recommendation 8.1**

**The board of a listed entity should:**

- have a remuneration committee which:**
  - has at least three members, a majority of whom are independent directors; and**
  - is chaired by an independent director,**  
**and disclose:**
    - the charter of the committee;**
    - the members of the committee; and**
    - 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**
- 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 Company complied with Recommendation 8.1 for the whole of the Reporting Period.

The Company established a Remuneration Committee during the Reporting Period, which is comprised of three directors and is chaired by Mr John Carlile, an independent, Non-Executive Director. Two out of three members of the Remuneration Committee are independent directors. Details of each member's qualifications are set out in the Directors Report of the 2024 Annual Report.

The Company has adopted a Remuneration Committee Charter, which describes the role, composition, functions and responsibilities of the Board in its capacity as the Remuneration Committee.

Details of the number of times the Committee met during the Reporting Period and the individual attendances of each of the members are set out in the Directors Report section of its 2024 Annual Report.

A copy of the *Remuneration Committee's charter* is available on the Company's website.

### **Recommendation 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.**

The Company complied with Recommendation 8.2 in full for the whole of the Reporting Period.

Disclosure of the Company's policies and practices regarding the remuneration of Non-executive Directors and the remuneration of Executive Directors and other senior employees are set out separately in the Remuneration Report section of the Company's 2024 Annual Report.

### **Recommendation 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.**

The Company complied with Recommendation 8.3 in full for the whole of the Reporting Period.

The Company's Remuneration Committee is responsible for the review and approval of any equity-based remuneration schemes offered to Directors and Employees of the Company.

The Company's Securities Trading Policy prohibits key management personnel from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements under any equity-based remuneration scheme.

A copy of the Company's *Security Trading Policy* is available on the Company's website.

## **PRINCIPLE 9: ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES**

### **Recommendation 9.1**

**A listed entity with a director who does not speak the language in which the 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.**

Recommendation 9.1 does not apply to the Company, as all Directors are fluent English speakers.

### **Recommendation 9.2**

**A listed entity established outside of Australia should ensure that meetings of security holders are held at a reasonable place and time.**



Recommendation 9.2 does not apply to the Company, as the Company was established within Australia.

**Recommendation 9.3**

**A listed entity established outside of Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attend its AGM and is available to answer questions from security holders relevant to the audit.**

Recommendation 9.3 does not apply to the Company, as the Company was established within Australia.

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

KINGSROSE MINING LIMITED

ABN/ARBN

49 112 389 910

Financial year ended:

30 JUNE 2024

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

- These pages of our annual report:
- This URL on our website: <https://www.kingsrose.com/sustainability#bedriftsledelse>

The Corporate Governance Statement is accurate and up to date as at 27 September 2024 and has been approved by the board.

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

Date: 27 September 2024

Name of authorised officer or body authorising lodgement: The Board of Kingsrose Mining Limited

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

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

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

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

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

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

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

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

## ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
1.1	A listed entity should have and disclose a board charter setting out: (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.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter on the Company's website at: <a href="https://www.kingsrose.com/about#4029">https://www.kingsrose.com/about#4029</a>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

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

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

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<p>1.5 A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&amp;P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	<p><input type="checkbox"/></p> <p>and we have disclosed a copy of our diversity policy at:</p> <p>.....</p> <p><i>[insert location]</i></p> <p>and we have disclosed the information referred to in paragraph (c) at:</p> <p>.....</p> <p><i>[insert location]</i></p> <p>and if we were included in the S&amp;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.</p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the evaluation process referred to in paragraph (a) on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a> and whether a performance evaluation was undertaken for the reporting period in accordance with that process in the Company's Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the evaluation process referred to in paragraph (a) in the Process for Performance Evaluation on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a> and whether a performance evaluation was undertaken for the reporting period in accordance with that process in the Company's Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors within the Company's Corporate Governance Statement.</p> <p>and, where applicable, the information referred to in paragraph (b) within the Company's Corporate Governance Statement.</p> <p>and the length of service of each director within the Company's Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> 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.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> 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.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and anti-corruption policy on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner in the Company's Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.2	<p>The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.3	<p>A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our disclosure policy on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
<b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b>			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders in our Shareholder Communication and Investor Relations Policy on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/></p> <p>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 within the Company's Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks within the Company's Corporate Governance Statement.  and, if we do, how we manage or intend to manage those risks within the Company's Corporate Governance Statement.	<input type="checkbox"/> 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, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the fact that we have a remuneration committee per recommendation 8.1 in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	<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>	<p><input checked="" type="checkbox"/> and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives within the Company's 2024 Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	<p><input checked="" type="checkbox"/> and we have disclosed our policy on this issue or a summary of it in the Company's Security Trading Policy on the Company's website at <a href="https://www.kingsrose.com/sustainability#bedriftsledelse">https://www.kingsrose.com/sustainability#bedriftsledelse</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES</b>			
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.	<input type="checkbox"/> and we have disclosed information about the processes in place at: ..... <i>[insert location]</i>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> 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.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> 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.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable