

23 October 2020

Company Announcements Office
Australian Securities Exchange Limited
20 Bridge Street
Sydney NSW 2000

Re: 2020 ANNUAL REPORT

Icon Energy (ASX: ICN) releases the 2020 Annual Report, its current Corporate Governance Statement as referenced in the Annual Report to Shareholders and the Appendix 4G. These documents can be found on the Company's website at www.iconenergy.com.

Icon Energy Limited advises that the Company's 2020 Annual Report is dispatched to Shareholders today, on 23 October 2020.

A handwritten signature in black ink, appearing to read "Natalia Fraser".

Natalia Fraser
CFO / Company Secretary

For more information contact Icon Energy;

Corporate
Mr Raymond James
Director

Phone +61 7 5554 7111
E-mail contact@iconenergy.com

ANNUAL REPORT

2020



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NOTICE OF ANNUAL GENERAL MEETING

2020 Annual General Meeting
Thursday, 26 November 2020
at 11.00am

Lakelands Golf Club,
Augusta Room,
100 Lakelands Drive,
Merrimac, Queensland 4226

COMPETENT PERSONS STATEMENT

The hydrocarbon resource estimates in this report have been reviewed by Douglas Barrenger, business owner and Director of FMB Holdings Pty Ltd ATF FMB Unit Trust trading as Fluid Energy Consultants. Mr Barrenger has over 38 years of experience in petroleum geology and is a member of the Society of Petroleum Engineers. Mr Barrenger agrees with the inclusion of the information in this report relating to hydrocarbon Contingent and Prospective Resources in the form and context in which it appears. The Contingent and Prospective Resource estimates contained in this report are in accordance with the standard definitions set out by the Society of Petroleum Engineers, Petroleum Resource Management System.

ABN 61 058 454 569

CHAIRMAN'S LETTER



I would like to thank Icon's team for their dedicated efforts over the past year. I am hopeful of success in raising funds and that Icon's planned new activity will be reflected in a better price for Icon's quoted securities soon.

Mr Stephen Barry

Chairman and Non-executive Director
of Icon Energy Limited

Dear Shareholder

The 2019-2020 financial year has been an extraordinary year for Icon Energy, for Australia and for the oil and gas industry world-wide. The COVID-19 has affected us all in many ways – the health and mortality issues are very significant and there are the ongoing consequences of the shutdowns and their effect on commerce and industry. For Icon's shareholders, I can report:

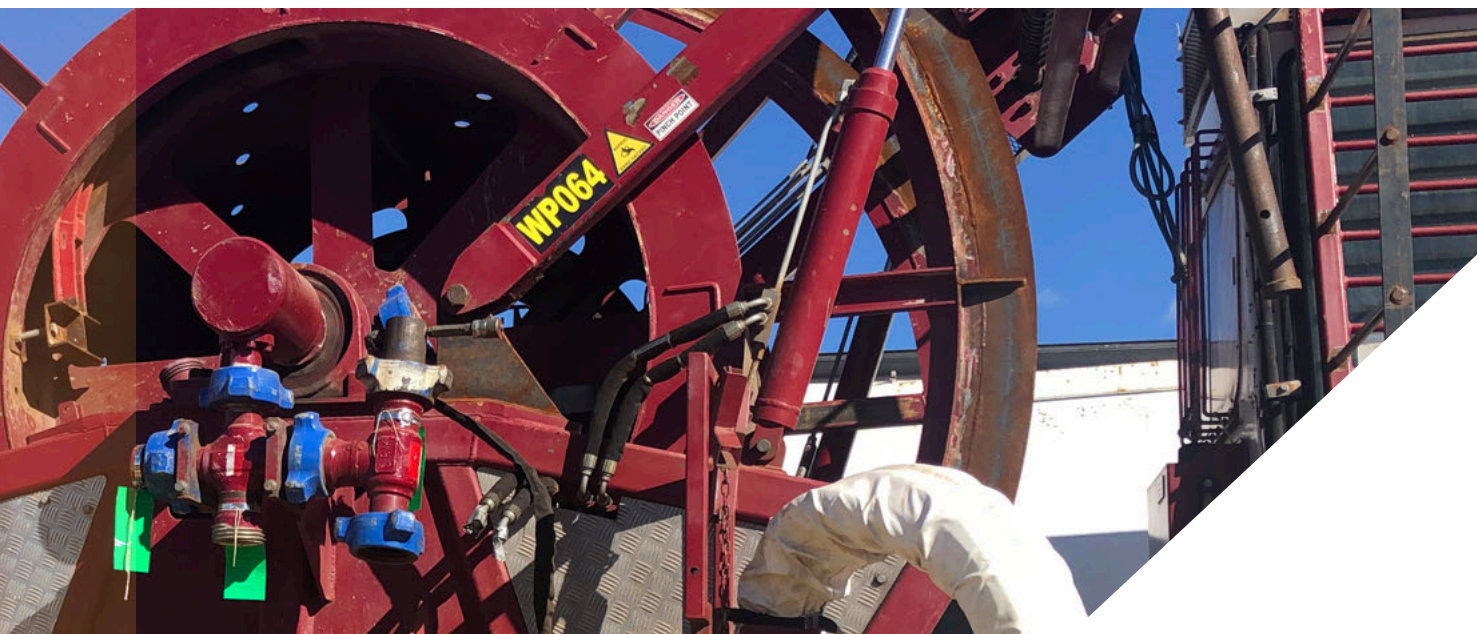
- Icon is pleased to announce that an exciting gas prospect has been identified in Halifax No.1 which was the first well drilled in the whole of the ATP 855 tenement.
- This followed Icon's decision to rehabilitate the existing wells in ATP 855. Prior to the commencement of the rehabilitation program, an extensive review of the six wells drilled was undertaken with the advice of Fluid Energy Consultants to be sure that no other hydrocarbon opportunity had been overlooked. Following this review, it became evident that there was a real possibility of producing commercial hydrocarbons from the Callamurra sand which is above the unconventional gas play in the Halifax No.1 well.

- The ATP 855 rehabilitation program has now been modified to test Halifax No. 1 over the Callamurra sand. If the test is successful then the well can be suspended as a producing gas well. A full investigation of the results of the well would then be undertaken to determine the commerciality of the well.
- Icon Energy planned to commence a rehabilitation program in ATP 855 in the second quarter of this calendar year but that has been affected by COVID-19 delays.
- The commencement of the rehabilitation and test program is expected to commence in November 2020 subject to no further COVID-19 delays.
- The combined effect of the COVID-19 situation and the oil price spat between Saudi Arabia and Russia earlier this year led to depression of oil and gas prices.
- The drop in oil and gas prices has made it far more difficult to obtain joint venture or other funding of exploration and testing programs.

- In addition, Icon Energy determined that completion of the rehabilitation of the six wells in ATP 855 would provide a "clean slate" which would represent a more attractive opportunity for farmout success. The delays in commencement of the rehabilitation program have impeded our ability to introduce a new joint venturer in the gas project.

Icon Energy at the end of the financial year held a cash and bank balance of \$5,541,122.00 and working interests in tenements in Queensland, Victoria and in South Australia details of which are set out in the Tenement Locations section of this annual report.

Icon's main focus remains on completing the rehabilitation and testing of the Halifax No. 1 well and then obtaining funding for its projects. All field operations currently are on a care and maintenance basis. Until new funding can be obtained, Stage-2 operations in ATP 855 and drilling in the ATP 594 tenement must stay on hold.



The Victorian government has announced that its moratorium of onshore drilling will be lifted and the onshore tenements return to operational status in July 2021. The ban on fracking will be retained and enshrined in the Victorian Constitution. All future drilling operations in Victoria will be for conventional drilling only and Icon will have to amend its program accordingly because it originally included stimulation, which is no longer allowed.

Throughout the past year, Icon has conserved its cash. The Non-executive Directors moved to reduce their directors' fees by 20% effective 1 January 2018. No staff bonuses were paid and the Performance Rights Plan (bonus scheme) lapsed in November 2017 and was not renewed.

In August and September 2019, the company underwent a significant staff restructure. In that restructure:

- Several employees were made redundant having regard to the company's level of operations.
- Directors Dr Kevin Jih and Mr Derek Murphy elected to retire after many years of service to the company.
- Mr James offered to vary his contract as Managing Director such that his base salary and superannuation were reduced by 60% with effect from 1 September 2019 until the expiry date on 31 December 2019.
- Mr James did not renew his contract after 31 December 2019 but remained a Director. Ray will be eligible for re-election at the next AGM and has advised that he is willing to stand again.

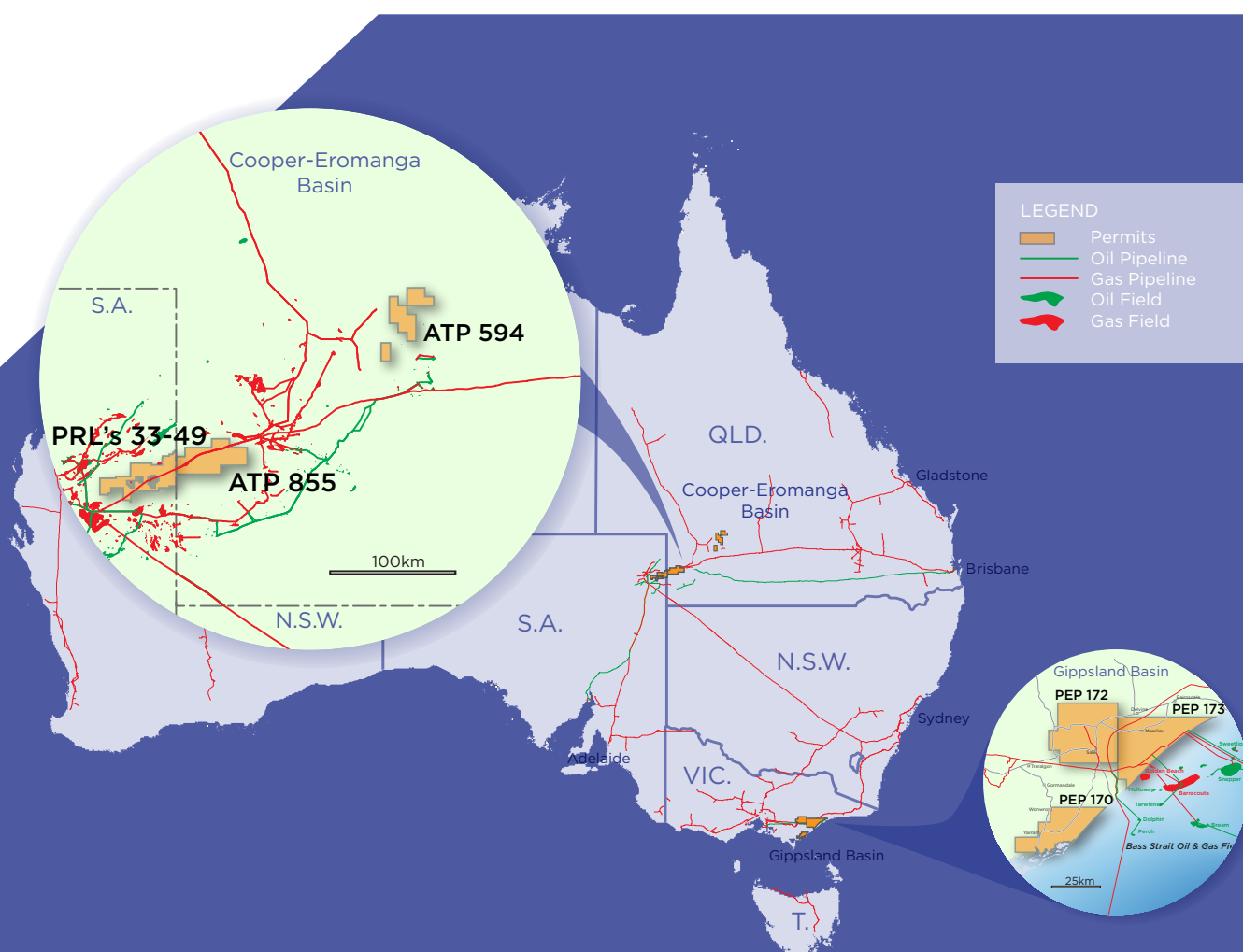
Our people who have left due to redundancy or retirement will be missed and we thank them for their years of service to Icon.

In addition, the company relocated to a new office in Varsity Lakes on the Gold Coast. This move completed the reconstruction of the company which commenced in September 2019. The move and re-construction brings significant savings which are now flowing through to Icon's bottom line.

I would like to thank Icon's team for their dedicated efforts over the past year. I am hopeful of success in raising funds and that Icon's planned new activity will be reflected in a better price for Icon's quoted securities soon.

S M Barry
Chairman

TENEMENT LOCATIONS



Permit / Area	Tenement Area	Permit Interest	Operator	Prospect Type
Cooper - Eromanga Basin				
ATP 594	1,230 km ²	100%	Icon Energy	Oil, Gas
Cooper - Eromanga Basin, Nappamerri Trough				
ATP 855	1,679 km ²	100%	Icon Energy	Shale Gas, Basin Centred Gas
PRLs 35, 37, 38, 41, 43, 44, 45, 48, 49*	857 km ²	33.33%	Beach Energy	Oil
Gippsland Basin				
PEP 170	804 km ²	100%	Icon Energy	Oil, Gas
PEP 172**	1,312 km ²	100%	Icon Energy	Gas
PEP 173**	1,220 km ²	100%	Icon Energy	Gas

* Formerly PEL 218 (Post Permian Section)

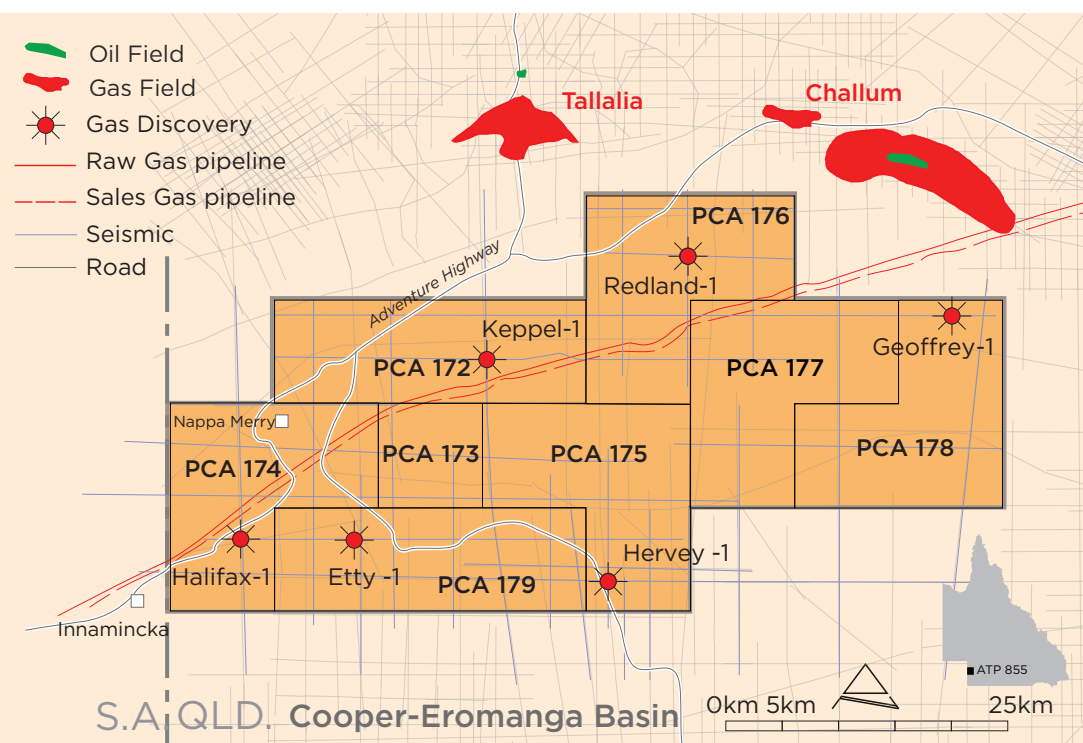
** Permit to be granted

REVIEW OF OPERATIONS



Coil for Coil
Tubing Unit
(CTU)

REVIEW OF OPERATIONS



Map of ATP 855 in the Cooper Basin showing the eight declared PCA areas, PCA 172 – 179

ATP 855 COOPER BASIN, QUEENSLAND (PCAs 172-179)

ATP 855 is located in the Cooper-Eromanga Basin in Queensland, approximately 1,200 kilometres west of Brisbane, and covers an area of 1,679 square kilometres, or 414,000 acres.

The Nappamerri Trough is the largest and deepest of the Palaeozoic troughs in the Cooper Basin with thick Permian sediments containing an unconventional, basin-centred gas resource. Icon owns a 100% interest in the tenement and the gas resource.

The Department of Natural Resources, Mines and Energy (DNRME) declared Potential Commercial Areas (PCAs) over the entire ATP 855 tenement on 28 August 2017 under the *Petroleum and Gas (Production and Safety) Act 2004*. These PCAs, numbered PCA 172 to 179 (refer to the map above), are for a period of 15 years and are designed to enable the appraisal and development of the gas resource.

Stage 1 of the exploration program in ATP 855 was successfully completed and included 2D seismic acquisition, technical studies and the drilling of six wells including the stimulation and extended testing of five wells. This was the first time that the deep section of the Nappamerri Trough in Queensland had been explored and resulted in the discovery of a significant gas resource.

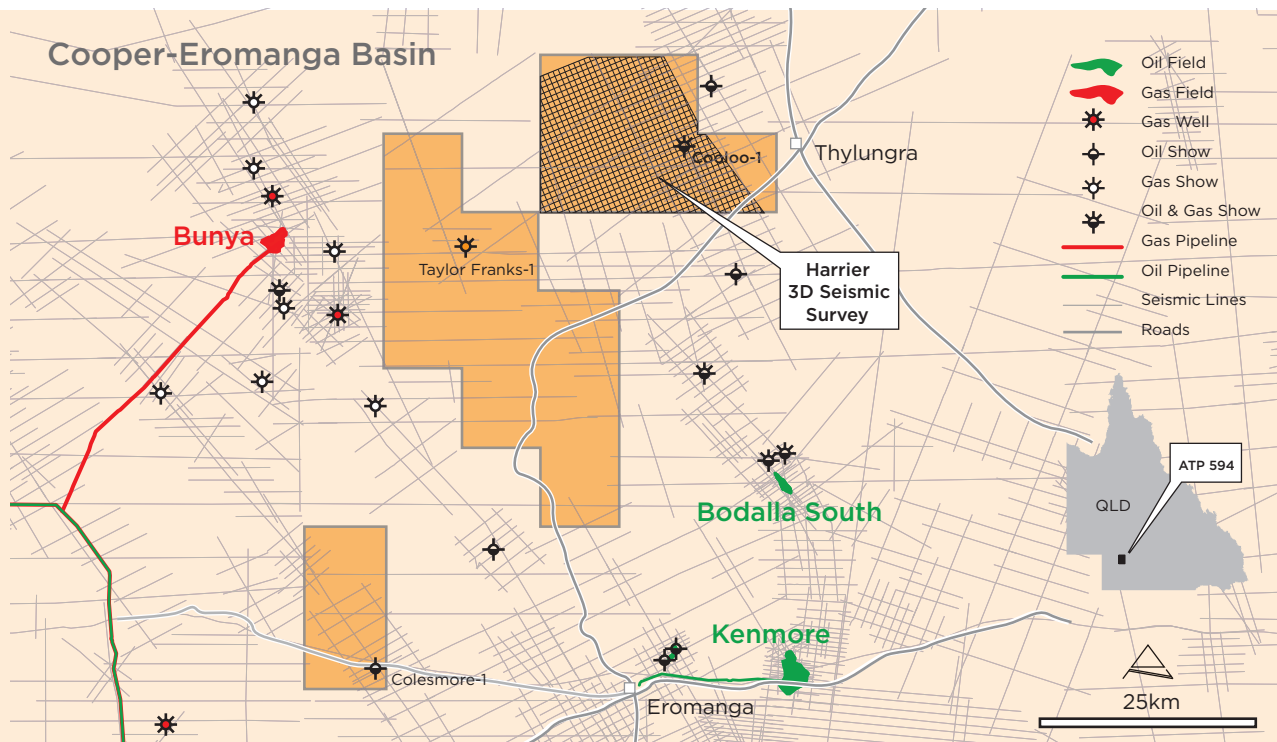
The gas resource estimates within ATP 855, was determined by DeGolyer and MacNaughton, at 28.5 Trillion Cubic Feet (Tcf) of Gross Unconventional Prospective Raw Natural Gas Resource¹ over all PCAs, and 1.57 Tcf

of 2C Contingent Gas Resource² determined within defined areas surrounding the five wells tested. These resource estimates were evaluated in accordance with the Petroleum Resources Management System (March 2007).

The way forward with a new exploration program for ATP 855

Icon has undertaken an extensive evaluation program on the flowing fronts:

- Created a Joint Venture Plan in order to identify a new joint venturer to join the new exploration program.
- Signed a contract with Wellpro Services Pty Ltd and other ancillary services to conduct a rehabilitation program of the six wells in ATP 855.
- Reduced cost estimates for the rehabilitation will reduce the restoration provision in the accounts in comparison to 30 June 2019 figures.
- Set out options to attract new investment by way of farmout after the completion of the rehabilitation program. With a major gas discovery in the tenement, a “clean slate” represents a much more attractive opportunity for farmout success.
- The existing wells were experimental and designed to determine the rock types and presence of natural gas in the deep sections of the Nappamerri Trough.
- Icon conducted an extensive technical study using our engineering consultants who have confirmed that the design of the initial wells is not commensurate with gas production and composition of the gas mixture discovered. Potential partners have agreed with this approach and it is therefore necessary to rehabilitate the wells and proceed with a new plan.



Map showing the location of ATP 594 in the Cooper-Eromanga Basin, Queensland, and the position of the Harrier 3D Seismic Survey in the northern block.

- Additional studies have been undertaken to determine if any shallow gas or oil potential exists above the Permian section that might be capable of conventional commercial production.
- As a result of these new studies, our engineering consultants have come up with an exciting opportunity for shallow gas potential from the Triassic Callamurra sandstone in Halifax No.1 well. This sandstone initially tested a gas flow without stimulation when it was drilled in 2014 as the first well in the program. Icon now believes that this sand has commercial potential.
- A plan has been developed to test and if successful, complete this normally pressured zone as a conventional gas well. This work has been planned for some time and was expected to be completed early in 2020 but equipment needed for the program was delayed by COVID-19 in China and the USA.
- Icon anticipates that this new production program will now commence in November 2020 subject to any further delays due to COVID-19 restrictions.
- Icon has applied for an extension of the current work commitment or a substitution for a rehabilitation program which is currently before the DNRME for approval.
- If the Callamurra test in Halifax No.1 is successful, a new program will be developed to place the gas on production as the main Moomba to Ballera gas pipelines are within two kilometres north of the well.

Icon is the Operator of ATP 855 and currently has a 100% working interest in the tenement.

ATP 594 COOPER-EROMANGA BASIN, QUEENSLAND

ATP 594 is located in western Queensland approximately 1,000 kilometres west of Brisbane and 140 kilometres west of the regional town of Quilpie. The tenement consists of three separate blocks covering a total area of 1,230 square kilometres (refer to the map above).

The current approved Work Program is to be completed by 16 April 2021 and Icon has submitted an application for an extension of the current work commitment to the end of the term until 16 April 2023 due to COVID-19 restrictions causing delays to the program.

ATP 594 is located on the southeastern flank of the Cooper Basin. The basin depo-centre is located to the northwest of the tenement. Producing oil fields are located to the south and southeast of the tenement, including the Kenmore and Bodalla South oil fields. It is well known that the oil produced from the fields in the southeast is derived from the northwest depo-centre.

Therefore the commercial oilfields in the southeast most probably have been filled by oil migration from this depo-centre.

This means oil migration to these areas must pass through our tenement on paths that have been defined by the seismic data. Most of the exploration wells drilled in this oil migration fairway have encountered good oil shows within the Jurassic and Permian sediments. The oilfields discovered have penetrated good sandstone reservoir rocks. Wells with good oil and gas shows but unsuccessful have been devoid of good sandstone reservoirs.

REVIEW OF OPERATIONS



The problem which must now be addressed is to find a way to locate structures or traps which contain good sandstone reservoirs. This is not an easy task and Icon has engaged with several research geological consultants to attempt to find those areas where seismic data might be able to indicate which traps might have good reservoirs.

This problem has been examined in great detail using the following research and interpretative methods. These are:

Method 1.

Locate evidence of channeling in the seismic data by defining events within the Birkhead and Permian formations using interpretative techniques similar to those which have been successful on the western flank of the Cooper Basin in South Australia.

Method 2.

Use of amplitude versus offsets (AVOs) to identify porous sandstones reservoirs by reprocessing the new 3D seismic data recorded in the tenement. This research is still in progress and involves interpretation of the primary and shear waves. The seismic acquisition requires special processing in order to be able to calculate amplitude responses as part of this process.

Method 3.

Comparison of our new 3D seismic data with the reservoirs of known accumulations such as Kenmore and Bodalla South oilfields.

Method 4

Oil “sniffer” technology has been used successfully in the southeast but not yet used in our tenement. It is usually done in connection with seismic acquisition via soil sampling on the surface above deeper fractures in the sub-surface.

The Harrier 3D seismic survey carried out in the northern block of ATP 594 identified a structural prospect, Berella No. 1, at Hutton Sandstone level and stratigraphic targets were identified in the mid-Birkhead Formation along the migration pathways. Using Method 1, Icon has located evidence of channeling in several areas. These channels have been followed up using Method 2 but this has not been successful to date in identifying the presence of sandstone reservoir, because the seismic amplitude response was not favourable at this location.

Method 3 has been studied but is not easy to compare without nearby well control. Our wells are widely distanced.

Method 4 has not been tried in our tenement but has been credited with success further in the southeast.

Icon continues to seek a potential joint venturer interested in farming into ATP 594 to continue the exploration of the permit.

Icon is the Operator of ATP 594 and currently has a 100% working interest in the tenement.



PEP 170 (PEP 172 AND 173 PENDING), GIPPSLAND BASIN, VICTORIA

PEP 170 (granted), and PEP 172 and 173 (grants pending), are now back on the table since the Moratorium expired in July 2020. The government is now expected to release these areas for conventional exploration starting in July 2021.

The Victorian Government advised Icon that the *Resources Legislation Amendment (Fracking Ban) Act 2017* which came into effect on 16 March 2017 will remain.

Icon acknowledges this unconventional ban and will meet with the Department in Melbourne to revise the work program to exclude the unconventional wells submitted in our original application. This has not yet taken place because of COVID-19 restrictions.

With the advent of a tightening gas market in NSW and Victoria, there has been considerable pressure placed on the Victorian Government to open up onshore areas for drilling. Offshore gas fields are in decline and the need for additional gas resources are approaching a critical point to maintain industrial manufacturing in Victoria.

Meanwhile, Icon has continued to keep the tenement in good standing by paying all necessary statutory fees.

Icon is the Operator of PEP 170 and has a 100% working interest in the tenement.

PRLS 35, 37, 38, 41, 43, 44, 45, 48 AND 49 SOUTH AUSTRALIA

Eight PRL's that do not contain wells have been relinquished as of the anniversary date on 28 April 2019.

Icon has a 33.33% interest in the post-Permian section of the remaining PRLs 35, 37, 38, 41, 43, 44, 45, 48 and 49 in South Australia, which cover a total area of 857 km²

Icon holds a 33.3% interest in these retention areas and no immediate activity is planned.

- 1 Icon Energy announced on 19 June 2014, that DeGolyer and MacNaughton, a well-respected and qualified international petroleum reserve and resource evaluation company, estimated that the Unconventional Prospective Raw Natural Gas Resource was 28.5 (P50) Tcf. Unconventional Prospective Resources are defined as those quantities of petroleum that are estimated, as of a given date, to be potentially recoverable from undiscovered unconventional accumulations by application of future development projects. Unconventional Prospective Resources may exist in petroleum accumulations that are pervasive throughout a large potential production area and would not be significantly affected by hydrodynamic influences (also called continuous-type deposits). The estimated quantities of petroleum that may potentially be recovered by the application of a future development project relate to undiscovered accumulations. These estimates have both an associated risk of discovery and a risk of development. Further exploration appraisal and evaluation is required to determine the existence of a significant quantity of potentially moveable hydrocarbons. These Unconventional Prospective Resources are based on probabilistic estimates for each target formation and these have been statistically aggregated.
- 2 Icon Energy announced on 27 March 2015, that DeGolyer and MacNaughton, a well-respected and qualified international petroleum reserve and resource evaluation company, estimated that, the 2C Recoverable Gross Contingent Resource was 1,572 Bcf or 1.57 Tcf. Contingent Resources are those quantities of wet gas (produced gas minus carbon dioxide) that are potentially recoverable from known accumulations, but which are not considered to be commercially recoverable due to the need for additional delineation drilling, further validation of deliverability and original hydrocarbon in place (OHIP), and confirmation of prices and development costs. This is based on a statistical aggregation method using Monte Carlo simulation estimates for each formation.

SUSTAINABILITY REPORT



Dig Tree



At Icon Energy, we believe that sustainability is about working safely, effectively and harmoniously with the community and the environment. At all times Icon endeavours to work efficiently to minimise the company's impact on the environment, while also looking to benefit the communities in which we operate.

Icon's activities have not varied significantly in the past year. Our major operational activity in the field has been a safety monitoring operation of the suspended discovery wells which remain suspended. Icon Energy takes the time to plan, assess, monitor and rehabilitate all projects responsibly. Icon respects the environment and acknowledges that the care and planning that the company puts into all projects will protect and maintain ecosystems and honour the livelihood of the people that Icon works with and within the wider community.

Wherever the opportunity arises, Icon Energy seeks to employ fellow stakeholders and the local community.

Icon Energy's operational health and safety personnel and operations staff are required to complete all the necessary accreditation to ensure that all personnel remain fully compliant with the oil and gas industry's stringent health, safety and environmental policies and procedures.

WORKING TO BENEFIT ALL COMMUNITIES AND CULTURES

Icon Energy's community engagement is focused on maintaining long-term, collaborative and trusting relationships amongst the communities in which the company operates. Icon Energy respects all cultures and people, seeking to foster their prosperity, quality of life and their relationship with the land, climate and water resources.

Icon Energy is committed to upholding its strong relationships, built up over the past 25 years, with our fellow landholders. Where we operate, we ensure that all landholders and traditional owners are consulted and their needs considered prior to conducting any activities.

OPERATING SAFELY

Icon Energy has a comprehensive Safety Management System in place and is committed to the safety of its staff, contractors and joint venture partners.

Icon's safety strategies and culture is focused on maintaining a safe and incident free work place as our highest priority. Icon always has, and always will continue to work with its staff, contractors and partners to raise safety awareness and promote positive safety behaviour in the field.

Icon Energy has a strong focus on the pre-qualification, training and management of its contractors, which has contributed to no safety incidents being recorded during the year.

Icon Energy appreciates the efforts made by its contractors, associates and employees, for their contribution in maintaining our excellent safety record.

ENVIRONMENTAL MANAGEMENT

Icon Energy understands its responsibility and is committed to ensuring that all of Icon's operations have minimal impact on the environment. As part of Icon's planning, operations and rehabilitation activities, the company will continually monitor environmental performance to strict criteria.

Icon Energy is proud to report that, once again, the company has maintained a zero environmental incidents record. Environmental planning and research are conducted at the beginning of every Icon Energy Project and environmental management measures are employed, checked, maintained and recorded.

Icon Energy operates with care and respect under its strict Environmental Authorities to ensure the natural environments in which the company operates are preserved for the future.

CORPORATE GOVERNANCE STATEMENT

Prior to 31 December 2019, Raymond James was a Managing Director. After that date he remains an elected Director of Icon Energy Limited and its subsidiary companies. From 1 January 2020, the Board delegated the authority to Mr Raymond James and Ms Natalia Fraser within the budget approved by the Board.

SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

This statement outlines Icon Energy's Corporate Governance practices that were in place during the financial year.

ROLE OF THE BOARD

The Board of Directors of Icon Energy is responsible for the overall corporate governance of the group and oversees the Company's business and management for the benefit of shareholders and sets out to achieve this objective by:

- Establishing corporate governance and ethical standards;
- Setting objectives and goals;
- Appointing and where appropriate, removing the Managing Director and monitoring the Managing Director's performance;
- Appointing and where appropriate, removing the Company Secretary and monitoring the Company Secretary's performance;
- Reviewing and ratifying systems of risk management and internal control, codes of conduct and legal compliance;
- Reviewing and ensuring the appropriate composition of the Board;
- Approving and monitoring the progress of major capital expenditure, capital management and acquisitions and divestitures;
- Approving and monitoring financial and other reporting.

The Board has specifically reserved for its decision, the following matters:

- The appointment of the Managing Director;
- Approval of the structure of the direct reports to the Managing Director;
- Approval of the overall strategy;
- Approval of annual budgets of the business;
- Delegation of authority;
- Formal determinations that are required by Icon Energy's constitutional documents, by statute or by other external regulation.

The Board maintains the right to make changes to the matters reserved for its decision, subject to the limitations imposed by the constitutional documents and the law.

In particular, the Board gave authority to the Managing Director to achieve the corporate objectives. The Managing Director had the right to make decisions and take actions which, in the Managing Director's judgment, were reasonable and were within the authority given by the Board. The Managing Director was responsible to the Board for the delegated authority and for the performance of the business. The Board monitored the decisions and actions of the Managing Director to ensure that progress was being made towards the corporate objectives, within the authority it delegated.

The Managing Director was required to report on progress being made by the Company to the Board and key stakeholders. The Board and its Committees determined the nature and form of information required from the Managing Director, employees or external parties, including the external auditor. Openness and trust are encouraged between individual members of the Board and the Managing Director and other employees. This allows Directors to achieve a better understanding of the business.

The Board also oversees the performance of the Company through its Board Committees.

ROLE OF MANAGEMENT

The Board has delegated the following key functions to senior executives:

- The recommendation of Icon Energy's business, operational and corporate strategy to the Board for approval and following their approval, implementation;
- The day to day responsibility for complying with all laws and regulations relevant to Icon Energy's operations and business activities;

- The achievement of the corporate objectives set by the Board;
- The development and implementation of the Company's policies and procedures (including risk management and internal control processes); and
- The engagement of suitable staff and contractors so as to effectively discharge the Company's obligations and various strategic, operational and business objectives.

BOARD COMPOSITION

The principles applied to the composition of the Board are:

- Due diligence conducted prior to the appointment of each Directors has ensured that the Company's Board is comprised of Directors who have a broad cross-section of experience in the petroleum exploration/production industry both in Australia and overseas, have general management and business development experience or legal or financial experience;
- The expertise of the Board encompasses the establishment of management strategy and monitoring achievement of these strategies;
- The Chairman of the Board is a Non-executive Director. The Chairman has the casting vote in all Board decisions;
- The Board comprises of Non-executive Directors. Currently the Board comprises of four Non-executive Directors and no executive Directors;
- If a Board vacancy exists or where the Board considers that an additional Director is required, that appointment would be made from persons who possess the appropriate expertise, skills and sufficient time as determined by the Board. The Remuneration, Nominations and Succession Committee reviews the composition of the Board on a regular basis and conducts a skills gap analysis as part of the exercise to ensure the Board has the right balance of requisite skills and experience;
- In accordance with ASX listing rules and individual Director Service Agreements with the Company, no Director, except the Managing Director, shall hold office for a period in excess of three years, or past the third Annual General Meeting following the Director's appointment, whichever is the longer, without submitting themselves for re-election. At every Annual General Meeting, one third of the Directors, or if their number is not a multiple of three, then the number nearest to but not exceeding one third, shall retire from office and be eligible for re-election. All relevant information in relation to the re-election of a Director to be determined at an Annual General Meeting is set out in the Notice of Meeting and Explanatory Statements for all shareholders;
- In accordance with the Constitution of the Company, the Board comprises of at least three Directors;
- As at 30 June 2020 three of the four Company Directors were Fellows of and participated in information sessions through the Australian Institute of Company Directors.

A copy of the Company's Board Charter and the Role of Management can be found in the Corporate Governance Section of the Company's website.

INDEPENDENCE OF NON-EXECUTIVE DIRECTORS

The Board considers an Independent Director to be a Non-executive Director who meets the criteria for independence included in the Australian Securities Exchange's (**ASX**) Corporate Governance Council's Corporate Governance Principles and Recommendations (**ASX Principles**). The Board has determined that Messrs Stephen Barry, Howard Lu and Dr Keith Hilless meet the definition of an "independent director" as set out in the ASX Principles.

INDEPENDENT PROFESSIONAL ADVICE

The Directors are entitled to seek independent professional advice at the Company's expense if required in the performance of their duties.

The Directors are entitled to direct access to employees and Company advisers as may be required.

BOARD COMMITTEES

Two Committees of the Board have been formed to consider and make recommendations to the Board on important areas of decision making. These Committees are the Audit and Risk Management Committee and the Remuneration, Nominations and Succession Committee. Additional committees may be formed if the Board sees a need for them.

In September 2019, all Non-executive Directors were invited to stand for appointment or reappointment for each Committee. Members of the two standing Committees were appointed on 26 September 2019 as follows:

Audit and Risk Management Committee

Keith Hilless AM (Chairman, Non-executive Director), Stephen Barry (Non-executive Director)

Remuneration, Nominations and Succession Committee

Stephen Barry (Chairman, Non-executive Director), Keith Hilless AM (Non-executive Director)

CORPORATE GOVERNANCE STATEMENT

BOARD AND COMMITTEE MEMBERS AND MEETINGS

The current Icon Energy Board of Directors consists of four Non-executive Directors. The Audit and Risk Management Committee now comprises two independent Non-executive Directors having experience and expertise in financial matters. The Chairman of the Audit and Risk Committee is Dr Keith Hillless, an independent Non-executive Director. The Remuneration, Nominations and Succession Committee consists of two independent Non-executive Directors, due to the small size of the Company although there was only one member of a committee namely Mr Barry in the period following Mr Murphy's retirement on 31 August 2019 until the appointment of new committee members on 26 September 2019. The Company Chairman is also the Chairman of the Remuneration, Nominations and Succession Committee.

Details of the number of Board and Committee meetings held during the reporting period and their attendees are set out in the Directors' Report. In addition, details of the qualifications and experience of each Board and Committee member are set out in the Directors' Report. The period of office held by each Director is also set out in the Directors' Report.

Audit and Risk Management Committee

The purpose of the Committee is to assist the Board in its oversight of:

- The effectiveness of the systems of financial risk management, governance and internal control;
- The integrity of the Group's financial reporting;
- The integrity of the external audit process, including appointment, performance and independence of the external auditor; and
- Identification of potential risks and the review of the Company's risk management system.

The Committee's role is to report to the Board and provide appropriate advice and recommendations on matters relevant to its Charter in order to facilitate decision making by the Board.

The Audit and Risk Management Committee has in place a formal charter which defines the Committee's function, composition, mode of operation, authority and responsibilities. Mr James (Director), Chief Financial Officer and External Auditor are invited to attend Committee meetings, at the discretion of the Committee.

The Committee last conducted review of the key identified risks for the Company on 26 September 2019. The Charter of the Audit and Risk Management Committee can be found in the Corporate Governance section on the Company's website.

REMUNERATION, NOMINATIONS AND SUCCESSION COMMITTEE

While larger companies may allocate the responsibilities for remuneration, nominations and succession to separate committees, the Board has determined that a company of Icon Energy's size is better served by having one Committee with responsibility for all of these functions. The Committee meets at least once in each reporting year.

The Remuneration, Nominations and Succession Committee reviews and makes recommendations to the Board on the following matters:

- The appointment and performance of the Managing Director;
- The remuneration structure for the Managing Director and other senior employees of the Company;
- The Company's recruitment, retention and termination policies and procedures for senior management;
- Staff and executive incentive schemes;
- Board performance assessment and skills analysis;
- Board and management succession planning; and
- Staff superannuation arrangements.

The charter of the Remuneration, Nomination and Succession Committee can be found in the Corporate Governance Section on the Company's website.

BOARD AND SENIOR EXECUTIVE REMUNERATION

Remuneration levels and terms of employment for Executive Directors and Senior Executives are formalised in individual Service Agreements.

Details of the structure of and amounts paid to Non-executive Directors, Executive Directors and other Senior Executives are contained in the Remuneration Report which forms part of the Directors' Report. The Remuneration Report also describes the nature of the relationship between the performance of Icon Energy and remuneration paid to Senior Executives.

The Remuneration, Nomination and Succession Committee reviews the Company's remuneration strategy and framework on an annual basis.

PERFORMANCE EVALUATION

A formal performance evaluation of the Board, each Committee of the Board, the Chairman and individual Directors was last completed on 7 May 2019. As part of that review, the Board reviewed its composition, skills and application of those skills, as well as Board procedures and practices to ensure it has the necessary skills and mechanisms to pursue the Company's strategic objectives.

The Senior Executives participate in annual performance reviews. Performance is measured against key performance indicators relevant to the Company's strategic, operational and business objectives and to each of the Senior Executive's specific roles.

A performance evaluation for the Senior Executives was undertaken for the current reporting period in accordance with the process set by the Remuneration, Nomination and Succession Committee and as approved by the Board.

A summary of the performance evaluation process can be viewed in the Corporate Governance section of the Company's website.

DIVERSITY

A key goal of the Board and Management is to contribute positively to the success of the Company by promoting a high performance culture that draws on the diverse and relevant experience, skills, expertise, perspectives and the unique personal attributes of its Board members and employees.

As an employer, we are committed to managing diversity by reflecting our Company values of respect, integrity, honesty and personal commitment in maintaining and valuing the differences a diverse workforce brings.

The Company applies its Diversity Policy to all Icon Energy Limited's Directors and employees, including contractors and consultants acting on the Company's behalf. The Policy covers and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, and training as well as any other aspect of employment.

Key principles of the Diversity Policy include:

- We treat all employees, prospective employees, partners, contractors, consultants and suppliers fairly and equally;
- We promote a corporate culture that values diversity and tolerates differences;
- We recruit employees and Directors impartially from a diverse field of suitably qualified candidates;
- Our recruitment process is designed to ensure that the best people are chosen for the right positions; and
- We provide learning and development strategies and opportunities to develop skills and experience of employees for career advancement.

Details of the Policy are set out under the Corporate Governance section on the Company's website.

Company - wide assessment at 30/6/2020	Board	Management	Employees
Born in Australia	75%	-	-
Born Overseas	25%	100%	100%
Male	100%	-	-
Female	-	100%	100%
Aged 21 to 30 years	-	-	-
Aged 31 to 40 years	-	-	100%
Aged 41 to 50 years	-	-	-
Aged over 50 years	100%	-	-

The Diversity Policy includes a commitment to promoting gender diversity each year. The 2019/20 objectives were measured as follows:

2019-2020 Diversity Objectives	Results
To support and promote the Company's Diversity Policy	In Place
To ensure that candidate lists for permanent employee positions are recognisably diverse by age, sex or ethnicity	In Place
To consider diversity when reviewing Board succession plans with the aim to improve gender representation and diversity	In Place
To increase the representation of women in senior management roles by ensuring that any interview process includes male and female candidates to be interviewed for a senior executive position	Achieved
To ensure the voluntary turnover in female employees is no greater than organisation turnover levels	Achieved

CORPORATE GOVERNANCE STATEMENT

2020–2021 Diversity Objectives

To support and promote the Company's Diversity Policy, including, the identification of additional suitably qualified external female candidates

To ensure that candidate lists for permanent employee positions are recognisably diverse by age, sex or ethnicity

To consider diversity when reviewing Board succession plans with the aim to improve gender representation and diversity

To increase the representation of women in senior management roles by ensuring that any interview process includes male and female candidates to be interviewed for a senior executive position

To ensure the voluntary turnover in female employees is no greater than organisation turnover levels.

ETHICAL STANDARDS

The aim of the Company is to ensure that all Directors, managers and employees act with integrity and promote ethical and responsible behaviour which will enhance the reputation and performance of the Group.

Company has an approved Code of Conduct and Ethics and a Share Trading Policy.

A copy of these Policies and all corporate governance information can be found in the Corporate Governance Section on the Company's website.

CODE OF CONDUCT AND ETHICS

The standard of behaviour required of Icon Energy's Directors and employees, as well as of contractors engaged to perform work on behalf of the Company requires:

- Them to act in the best interest of the Company and create value for the Company's shareholders and stakeholders;
- Them to act honestly and with integrity and fairness in all dealings with each other and third parties;
- Compliance with all laws and regulations which govern the Group and its operations;
- Avoidance or management of conflicts of interest.

The Company has a process in place for Directors, employees and third parties to report potential breaches of the Code of Conduct and Ethics.

PRINCIPLES OF CONDUCT

Further general principles of conduct under the Company's Code of Conduct and Ethics, include:

- Ethical and responsible business practices;
- Sustainable development considerations and principles integrated into Company decision making;
- Fostering economic growth and business development, generate Government revenue, provide commercial returns to the industry and contribute to the wealth generated by Australia's natural resource base;
- Health, safety, environmental and community risk management strategies that are based on sound science, transparency and effective communication;
- Continuously seeking opportunities to improve health, safety and environmental performance in addressing risks posed by our operations to employees, contractors, the public and the environment;
- Contributing to the conservation of biodiversity and protection of the environment through responsible management of our operations and their impacts;
- Fostering economic and social development of the communities in which we operate;
- Respecting and protecting human rights and dignity at our operations and deal fairly with employees and others;
- Openly and effectively engaging and reporting with our communities;
- Directors and Executives of the Company shall notify the Chairman before trading in the Company's shares and shall not trade in the shares other than in accordance with the Company's Share Trading Policy.

TRADING IN THE COMPANY'S SECURITIES BY DIRECTORS AND EMPLOYEES

The Board has a formal policy regarding trading in the securities of the Company by Directors and employees. The Company's Share Trading Policy provides for specified periods in which share trading is permitted (known as "Trading Windows") and blackout periods when trading is not permitted.

Normally all Icon Energy personnel not in possession of unpublished price-sensitive information may only buy, sell or otherwise deal in Icon Energy's securities during Trading Windows. Normally a Trading Window is opened for a three week period commencing after:

- The announcement of the half yearly financial results;
- The announcement of the annual financial results;
- The announcement of the Quarterly Reports for the March and September quarters;
- The holding of Icon Energy's Annual General Meeting;
- The Company issues a prospectus or a cleansing statement; or
- As the Board otherwise determines.

Under the Policy, Directors and Employees who wish to trade in the Company's securities must seek prior clearance in writing from the Chairman. The provisions of the *Corporations Act 2001* and the Listing Rules of the ASX require advice to the ASX of any transactions by the Directors in the securities of the Company.

IDENTIFICATION OF SIGNIFICANT BUSINESS RISK

The Board receives comprehensive monthly management reports which enables Directors to identify emerging risk factors and monitor management's response to these risks.

MANAGEMENT OF ENTERPRISE AND OPERATIONAL RISK

The Board has the responsibility for setting the Company's Risk Management Policy.

The Board of Directors, in conjunction with Senior Executives, is responsible for the development, implementation and management of Icon Energy's risk management and internal control framework. The Board of Directors also monitors the management of these functions, including as to the manner in which the Group's material operational and business risks are being effectively managed.

All Company policies and procedures were reviewed and updated where appropriate during the financial year.

Under its charter, the Audit and Risk Management Committee is responsible for:

- Monitoring the establishment and implementation by management of the Company's risk management system;
- Monitoring the effectiveness of the systems of financial risk management, governance and internal control;
- Endorsing a Risk Management Policy which describes the manner in which both risk and the opportunity are identified, assessed, monitored and managed, including how:
 - Significant decisions affecting and changes to the business are subject to risk assessment;
 - Any operational incidents are to be analysed in order to learn from them and successes reviewed in order to repeat them;
 - All acquisitions and divestments of assets are subject to assessment and management;
 - Risks and associated control systems are regularly reviewed; and
 - Performance against risk management plans is monitored and reported upon to the Board.

The Board monitors the effectiveness of the Company's management of material operational and business risks.

The Board has also received assurance from Mr James (Director), and from the Chief Financial Officer and Company Secretary that:

- The declaration provided in accordance with section 295A of the *Corporations Act 2001* is founded on a sound system of risk management and internal control; and
- The system is operating effectively in all material aspects in relation to financial reporting risks.

The Company's Enterprise-wide Risk Management Policy and Crisis Management Policy which encapsulates the Company's management of material business risks, including economic, environmental, social sustainability and operational risks, can be found in the Corporate Governance section of the Company's website.

CONTINUOUS DISCLOSURE

The Board has in place a Disclosure and Communications Policy that is available under the Corporate Governance section on the Company's website. The Disclosure and Communications Policy defines the legal and regulatory obligations, materiality guidelines and reporting process, and is designed to ensure compliance with the continuous and periodic disclosure obligations under the *Corporations Act 2001* and ASX Listing Rules. Responsibility for meeting ASX disclosure requirements and accountability for compliance rests primarily with the Company Secretary.

The Company conducts regular briefings with all staff to ensure they understand the Company's continuous disclosure obligations, and their role in fulfilling them. The Board reviews continuous disclosure matters, if any, at each Board meeting. Copies of Icon Energy Limited's releases to the ASX, investor presentations and Annual Reports are available on the Company's website.

CORPORATE GOVERNANCE STATEMENT

SHAREHOLDER COMMUNICATION

The Disclosure and Communications Policy sets out the manner in which Icon Energy promotes communication with shareholders and other key stakeholders. The Board of Directors ensures that shareholders are fully informed as to any significant Group developments which are generally communicated through:

- Continuous disclosure to the ASX;
- Email broadcast of all ASX announcements to all email alert subscribers from the Company's website;
- Company's website information updates on all activities;
- Annual reports to shareholders;
- Half-yearly financial reports lodged with the ASX;
- Quarterly reports;
- Notices of shareholder meetings and explanatory notes.

Copies of the above documents are published on the Company's website: www.iconenergy.com.

Shareholders are encouraged to contact the Company's office if they have any questions on the Company's affairs and participate in the Annual General Meeting by attending and asking questions of the Company's Directors. The Company's external auditors attend the Annual General Meeting each year and any security holder questions are invited by the Chair to be asked at the meeting.

A copy of the Disclosure and Communications Policy can be found in the Corporate Governance Section of the Company's website.

ASX CORPORATE GOVERNANCE COUNCIL PRINCIPLES AND RECOMMENDATIONS

The ASX Corporate Governance Council has recognised that its corporate governance principles and recommendations do not represent a "one size fits all" solution. Icon Energy has considered and, where appropriate, applied the ASX Corporate Governance Recommendations. The following table shows that Icon Energy has adopted all of the ASX Corporate Governance Recommendations, with the exception of Recommendation 2.1(a)(1), 4.1(a)(1), 7.1(a)(1) and 8.1(a)(1) which recommends that Audit, Risk, Nomination and Remuneration Committees comprise at least three members. The Board of Directors has formed the view that it is more practical for a Company the size of Icon Energy to have a Committee of at least two independent Directors, rather than three Directors.

2020 CORPORATE GOVERNANCE CHECKLIST

Icon Energy's corporate governance policies conform to the applicable Principles (being those under ASX's 3rd edition of *Corporate Governance Principles and Recommendations* released on 27 March 2014 and took effect from 1 July 2014).

It is noted that, on 27 February 2019, the ASX released the 4th edition of the ASX Corporate Governance Council's Corporate Principles and Recommendations. The 4th edition takes effect for a listed entity's first full financial year commencing on or after 1 January 2020. The Company will therefore report against the 4th edition in the financial year ending 30 June 2021.

A summary of our disclosure against the Principles are set out on the following page.

Corporate Governance Council Recommendation

Principle 1 – Lay solid foundations for management and oversight

1.1	Disclose roles and responsibilities of board and management	✓
1.2	Undertake appropriate checks before appointing or electing a person as director	✓
1.3	Written agreement with each director and senior executive	✓
1.4	Company Secretary accountable directly to Board	✓
1.5	Diversity Policy disclosures reported	✓
1.6	Board performance evaluation undertaken	✓
1.7	Senior executive performance evaluation undertaken	✓

Principle 2 – Structure the board to add value

2.1	Nomination committee requirements met	✗
2.2	Board skills matrix disclosed	✓
2.3	Director Independence and tenure disclosed	✓
2.4	Majority of the board are independent directors	✓
2.5	Chair of the board is an independent director and not the same person as the CEO	✓
2.6	Director induction and ongoing training program	✓

Principle 3 – Act ethically and responsibly

3.1	Code of conduct available on website	✓
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Principle 4 – Safeguard integrity in corporate reporting

4.1	Audit committee requirements met	✗
4.2	CEO and CFO Declaration was received by the Board and the financial statements comply	✓
4.3	External auditors attend AGM and available to answer questions from securityholders	✓

Principle 5 – Make timely and balanced disclosure

5.1	Continuous Disclosure Policy available on website	✓
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Principle 6 – Respect the rights of securityholders

6.1	Corporate and governance information available on website	✓
6.2	Investor relations program	✓
6.3	Processes to facilitate and encourage participation at securityholders meetings	✓
6.4	Electronic securityholder communication functionality	✓

Principle 7 – Recognise and manage risk

7.1	Risk committee requirements met	✗
7.2	Annual review of risk management framework	✓
7.3	No internal audit function but internal control processes in place	✓
7.4	Disclosure of material exposure to, and management of, economic, environmental and social sustainability risk	✓

Principle 8 – Remunerate fairly and responsibly

8.1	Remuneration committee requirements	✗
8.2	Remuneration practices disclosed	✓
8.3	Remuneration Policy disclosures regarding equity-based remuneration	✓

BOARD OF DIRECTORS



Stephen Barry

Chairman, Non-executive Director

Qualifications

LLB University of Sydney, FAICD

Experience:

Mr Stephen Barry has been a Director of Icon Energy Limited since 1993 and was appointed as the Chairman of the Board on 18 December 2008. He is a member and Chairman of the Board's Remuneration Nominations and Succession Committee and a member of the Audit and Risk Management Committee.

Stephen has been a key player in the development of the strategic direction of the Company. As a practicing solicitor he has extensive

experience in joint venture and farmin agreements together with a wealth of knowledge on commercial law and corporate litigation.

Stephen has held no other Australian listed company directorships during the past three financial years. He is a Fellow of the Australian Institute of Company Directors.

Director since 05/01/1993



Raymond James

Non-executive Director

Qualifications:

BSc Physics (Geology, Maths)
University of NSW, T.C. University of Sydney, FAICD

Experience:

Mr Ray James has been the Director of Icon Energy Limited and its subsidiaries since 1993. Ray has over 40 years experience in the petroleum industry in Australia, USA, Indonesia, South East Asia, Middle East and Russia. He worked with Chevron in Perth and Houston from 1969-74 and with Gulf Oil from 1974-80. He was the Managing Director of Australian Hydrocarbons from 1980-81 and the Managing Director of Omega Oil from 1987-91.

Ray was a Director of Australian Petroleum Production & Exploration Association Ltd (APPEA) from 1999-2007 and Vice Chairman of APPEA from 2003-2005.

Ray is a Fellow of the Australian Institute of Company Directors and past Vice Chairman of the Gold Coast Committee.

Director since 01/02/1993



Derek Murphy

Non-executive Director

Qualifications:

BA, LLB (UQ), LLM (Lond), FAIM, FAICD, FHKIoD, SF Fin

Experience:

Mr Derek Murphy was appointed to the Board on 20 March 2009 as a Non-executive Director of Icon Energy Limited and is a member of the Board's Remuneration, Nominations

and Succession Committee and a member of its Audit and Risk Management Committee.

He is a Fellow of the Australian Institute of Management, a Fellow of the Australian Institute of Company Directors, a Fellow of the Hong Kong Institute of Directors and a Senior Fellow of the Financial Services Institute of Australasia.

He was admitted as a Barrister of the Supreme Court of Queensland and the Federal and High Courts of Australia. Before practicing as a Barrister in Brisbane for some years, he was the Queensland partner of ABS White and Company, a Sydney based stock broking firm. During a career spanning 20 years in Hong Kong, he was a Crown Counsel, Deputy Commissioner for Securities and Commodities Trading, Managing Director of what is now HSBC Asset Management,

and Group Vice President, Corporate Communications, of First Pacific Company Limited, a publicly listed conglomerate.

Derek is a Non-executive Director of Hayco Manufacturing Limited, a large manufacturing Company in Hong Kong and China. He is Chairman of the Clem Jones Research Centre for Regenerative Medicine at Bond University, and a Member of the Gold Coast Advisory Council at Griffith University. He is Deputy Chairman of Queensland International Institute, a vocational education provider headquartered in Brisbane and with a branch in Myanmar. He retired as Chairman of the School Council of The Southport School (TSS) at the end of 2009 after 12 years on Council.

Director Since: 20/03/2009

Retired: 31/08/2019



Dr Kevin Jih

Chief Financial Officer, Company Secretary and Executive Director

Qualifications

BA, MBA, MAcc, PhD(Bond), CPA, FAIM, FAICD

Experience

Dr Kevin Jih joined Icon Energy Limited as Deputy Chief Financial Officer in November 2008 and was promoted as Chief Financial Officer in July 2010. Kevin was elected as Executive Director in December 2011 and appointed Company Secretary in May 2015 following an internal restructure of the Company.

Kevin graduated with a Master of Business Administration in 1994 and a Master of Accounting both from Bond University. In 2008 he was awarded a Doctor of Philosophy in Accounting from Bond University. He is a Certified Practising Accountant and has wide experience in the private and public sectors specialising in management accounting, financial accounting, human resource management and corporate governance.

Kevin has held numerous key positions as the Finance and HR Manager, Faculty of Humanities and Social Sciences, Bond University, Australia; Vice President of Tai-Chern Enterprise Co Ltd, Vice President of Hong Yang Lease Finance Co Ltd, Taipei, Managing Consultant of MYC Group Co Ltd, Hong Kong and Business Consultant of Hualien Commercial Bank, Taipei.

Kevin has held no other Australian listed company directorships during the past three financial years. He is a Fellow of the Australian Institute of Management and the Australian Institute of Company Directors, as well as a member of CPA Australia.

Director since 30/11/2011

Retired: 31/08/2019



Dr Keith Hilless AM

Non-executive Director

Qualifications:

AM, BE (Elec) Qld, DUniv QUT, FIE Aust, FAIM, FAICD

Experience:

Dr Keith Hilless was appointed to the Board on 3 April 2009 as a Non-executive Director of Icon Energy Limited.

Keith is the Chairman of the Board's Audit and Risk Management Committee. Keith was Electricity Commissioner of the Queensland Electricity Commission (QEC) for a time, CEO of the Queensland Transmission and Supply Corporation (QTSC), responsible for high voltage supply throughout Queensland and for forecasting changes in electricity demand and expanding Queensland's electricity network.

In addition to his corporate experience, Keith is a Doctor of the University QUT. He was also Deputy Chancellor of Queensland University of Technology for a time, is a Member in the General Division – Order of Australia, and is a Fellow of the Institution of Engineers Australia, the Australian Institute of Management and the Australian Institute of Company Directors.

Director since 03/04/2009



Howard Lu

Non-executive Director

Experience:

Mr Howard Lu was appointed to the Board on 7 January 2011 as a Non-executive Director of Icon Energy Limited.

Howard is currently the Executive Chairman of a number of Chinese based companies, including Shin Zu Shing Precision Electronic (Suzhou) Co., Ltd, Ningbo Chang Shing Precision Electronic Co. Ltd and Zhi Qun Precision Electronic (Suzhou) Co. Ltd and the Vice Chairman of Qingyuan China Datang Real Estate Development Co., Ltd. He has previously also been the Senior Executive of Shin Zu Shing Co., Ltd.

As Senior Executive of Shin Zu Shing Co.,Ltd (SZS) manufacturer of precision wire and planar springs for medical apparatus, mechanical equipment and electronic products, Howard expanded SZS's business in China and has established four

factories in Suzhou, Shenzhen and Ningbo. He has managed all SZS business operations in China since 2002 and now SZS has a market capital of AUD 1,203,080,695 as of 23 September 2020.

Howard has extensive business interests in China and elsewhere overseas. He is extremely well connected with Chinese energy and resources companies, including LNG importers. Howard is an Australian citizen and is Icon Energy's fifth largest shareholder as of 23 September 2020, holding 16,068,181 fully paid ordinary shares in the Company.

Director since 07/01/2011

CURRENT MANAGEMENT TEAM



Raymond James

Non-executive Director

Qualifications:

BSc Physics (Geology, Maths)
University of NSW, T.C. University of
Sydney, FAICD

Experience:

Mr Ray James has been the Director of Icon Energy Limited and its subsidiaries since 1993. Ray has over 40 years experience in the petroleum industry in Australia, USA, Indonesia, South East Asia, Middle East and Russia. He worked with Chevron in Perth and Houston from 1969-74 and with Gulf Oil from 1974-80. He was the Managing Director of Australian Hydrocarbons from 1980-81 and the Managing Director of Omega Oil from 1987-91.

Ray was a Director of Australian Petroleum Production & Exploration Association Ltd (APPEA) from 1999-2007 and Vice Chairman of APPEA from 2003-2005.

Ray is a Fellow of the Australian Institute of Company Directors and past Vice Chairman of the Gold Coast Committee.

Director since 01/02/1993



Dr Kevin Jih

Chief Financial Officer, Company Secretary and Executive Director

Qualifications

BA, MBA, MAcc, PhD(Bond), CPA, FAIM, FAICD

Experience:

Dr Kevin Jih joined Icon Energy Limited as Deputy Chief Financial Officer in November 2008 and was promoted as Chief Financial Officer in July 2010. Kevin was elected as Executive Director in December 2011 and appointed Company Secretary in May 2015 following an internal restructure of the Company.

Kevin graduated with a Master of Business Administration in 1994 and a Master of Accounting both from Bond University. In 2008 he was awarded a Doctor of Philosophy in Accounting from Bond University. He is a Certified Practising Accountant and has wide experience in the private and public sectors specialising in management accounting, financial accounting, human resource management and corporate governance.

Kevin has held numerous key positions as the Finance and HR Manager, Faculty of Humanities and Social Sciences, Bond University, Australia; Vice President of Tai-Chern Enterprise Co Ltd, Vice President of Hong Yang Lease Finance Co Ltd, Taipei, Managing Consultant of MYC Group Co Ltd, Hong Kong and Business Consultant of Hualien Commercial Bank, Taipei.

Kevin has held no other Australian listed company directorships during the past three financial years. He is a Fellow of the Australian Institute of Management and the Australian Institute of Company Directors, as well as a member of CPA Australia.

Retired on 31/08/2019



Martin Berry

Exploration Manager

Qualifications

BSc Hons (Geology) University of London, FGS, AAPG

Experience:

Mr Martin Berry joined Icon Energy Limited as Exploration Manager in August 2013. Martin has over 38 years' experience in the Petroleum Industry in Australia, North America, Europe and the Middle East. Martin graduated from the University of London in 1975 and began working in the British and Norwegian sectors of the North Sea. In 1983, Martin moved to Australia and worked as a Senior Geologist for Magellan Petroleum on both Australian and international projects, and as a Consultant Geologist for numerous active exploration companies within Australia and in the UK. Most recently, Martin was employed as Chief Geologist for Celtique Energie Holdings Limited, in London, working on exploration projects in the United Kingdom, France, Switzerland, Germany, Poland, Italy and Romania.

Martin has a broad range of technical experience, having worked on exploration and development projects in a variety of sedimentary basins around the world, gaining extensive experience in the evaluation and exploitation of clastic and carbonate reservoirs, CSG, fractured reservoirs and unconventional resource plays. He also has considerable experience in field operations and drilling, including under-balanced drilling technology.

Martin is a Fellow of the Geological Society of London, a member of the American Association of Petroleum Geologists and a member of Petroleum Exploration Society of Australia.

Retired on 06/09/2019



Natalia Fraser

Chief Financial Officer and Company Secretary

Qualifications


BEC, MAcc, CPA

Experience:

Ms Natalia Fraser joined Icon Energy Limited as an Accountant reporting to the Chief Financial Officer in December 2007 and was promoted as Chief Financial Officer and Company Secretary in September 2019. She graduated with a Master of Accounting from Bond University in 2006. She is a Certified Practicing Accountant and is experienced in management and financial accounting.

As a Chief Financial Officer, Ms Natalia Fraser oversees the company's accounting and audit functions. She is also the person responsible for communication with the ASX on behalf of the Company.

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DIRECTORS' REPORT

The Directors of Icon Energy Limited ("Icon Energy" or "the Company") present their report together with the consolidated financial statements of the Company and its controlled entities ("the Group" or "the Consolidated Entity") for the financial year ended 30 June 2020 and the auditor's report thereon. In order to comply with the provisions of the *Corporations Act 2001*, the Directors of Icon Energy report as follows:

PRINCIPAL ACTIVITIES

The principal activities of Icon Energy during the year included the exploration, appraisal and development of oil and gas properties. There were no significant changes in the nature of these activities during the year.

DIRECTORS

The Directors of the Company who held office during or since the end of the year are set out below:

Name	Position	First Appointed
Stephen Michael Barry	Non-executive Chairman	Director since 05/01/1993
Raymond Swinburn James	Managing Director	Director since 01/02/1993 Executive service agreement expired on 31/12/2019
	Non-executive Director	Non-executive Director since 01/01/2020
Dr Kevin Jih	Executive Director, Chief Financial Officer & Company Secretary	Director since 30/11/2011 Company Secretary since 13/05/2015
		Retired on 31/08/ 2019
Dr Keith Hilless AM	Non-executive Director	Director since 03/04/2009
Howard Lu	Non-executive Director	Director since 07/01/2011
Derek James Murtagh Murphy	Non-executive Director	Director since 20/03/2009
		Retired on 31/08/2019

Details of the qualifications and experience, other directorships of listed entities and special responsibilities of Directors are set out in the Board of Directors' section of this Annual Report.

Refer to table 5 of the Remuneration Report for Directors' interests in shares and performance rights.

On 31 August 2019 Directors Dr. Kevin Jih and Derek Murphy retired from the Board after many years of service to the company. Icon would like to note and thank them for their valued contribution made to the company.

REVIEW OF OPERATIONS

A review of operations of the Consolidated Entity during the financial year is included in the Review of Operations section of this Annual Report.

DIRECTORS' REPORT

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

ATP 594 Cooper-Eromanga Basin Queensland

- On 21 March 2019 the Department of Natural Resources, Mines and Energy approved the Special Amendment for ATP 594, which extends the Authority to Prospect, the Later Work Program and the relinquishment condition by 2 years from 16 April 2019 to 16 April 2021. After this date, the tenement will have a further exploration period of 6 years to April 2027, the approval of which will be subject to fulfilling the requirements of the current work program.
- Following the Harrier 3D seismic survey in the northern block a structural prospect was identified at Hutton Sandstone level and a stratigraphic target identified in the mid-Birkhead Sandstone. There are additional leads, but these require further technical work.
- Icon continues to seek a joint venturer for ATP 594 to continue the exploration of the permit.

ATP 855 Cooper-Eromanga Basin Queensland

- The permit, which is covered by eight (8) Potential Commercial Areas (PCAs), is currently two thirds of the way through Year 3 (Year 9 for the tenement) of a 4-year Later Work Program (LWP) and remains compliant. The remaining work under the current LWP includes a suite of G&G studies and 300 km² of new 3D seismic acquisition.
- Icon expects the rehabilitation program in ATP 855 in the Cooper Basin to commence in November 2020.
- The Rehabilitation program has been modified to complete and test Halifax-1 as a gas producing well from the Callamurra sandstone.
- If the test yields flow rates above 1 million cubic feet of gas per day and the chemical composition remains as per the original Drill Stem Test result, then the well can be suspended as a producing gas well. Following a full investigation of the results the well could be placed on commercial production. The APA sales gas pipelines are within 2kms of the well so it would not be difficult to place Halifax No.1 on production.
- Icon continues to seek a joint venturer for ATP 855.

PEP 170, 172 and 173 Gippsland Basin Victoria

- PEP 170 (granted), and PEP 172 and 173 (grants pending), remain subject to a moratorium on onshore exploration and a ban on unconventional drilling activity.
- The Victorian Government advised Icon that the *Resources Legislation Amendment (Fracking Ban) Act 2017* (the Act) came into effect on 16 March 2017. The Act amended the *Petroleum Act 1998* and the *Mineral Resources (Sustainable Development) Act 1990* to permanently ban hydraulic fracturing and exploration for and mining of coal seam gas. These bans are being retained and enshrined in the Victorian Constitution under the *Constitutional Amendment (Fracking Ban) Bill 2020*.
- On 16 June 2020, the Victorian Parliament passed the *Petroleum Legislation Amendment Act 2020* (the Amendment Act) that extended the existing moratorium on petroleum exploration and petroleum production in the onshore areas of Victoria until 30 June 2021.
- The Geological Survey of Victoria has advised that when the tenements are re-instated the clock will be reset to zero to start all tenements with a new five-year term. In addition, it will be necessary to revise the program as our original applications included stimulation which is not allowed.
- Icon has continued to extend the PEP 170 permit for the time being, paying obligatory Government fees, to keep the permit in good standing.

PRLs 35, 37, 38, 41, 43, 44, 45, 48 and 49 South Australia

- PRLs 35, 37, 38, 41, 43, 44, 45, 48 and 49 cover a total area of 857 km². Icon has a 33.33% interest in the post-Permian section.

Corporate

- Icon Energy held the Company's 2019 Annual General Meeting on 27 November 2019 with all resolutions adopted.
- Icon has conducted a significant staff restructuring/redundancy program reflecting its current operational requirements. A number of staff and two directors have retired after long periods of service with the Company. Their efforts are fully appreciated by the board and we thank them for their service.

EVENTS AFTER THE BALANCE DATE

There has not arisen any item, transaction or event of a material or unusual nature likely in the opinion of the Directors, to affect substantially the operations or state of affairs of the Consolidated Entity in subsequent financial years.

CORPORATE STRATEGIES AND FUTURE DEVELOPMENTS

Reference to corporate strategies and future development is to be included in the Chairman's Letter in the Annual Report. The group will continue to pursue farm-out partners for the further development of its tenements.

FINANCIAL POSITION

The consolidated loss after tax for the Company and its controlled entities for the financial year ended 30 June 2020 was \$2,949,536 (2019: \$31,372,498 loss).

DIVIDENDS

The Directors recommend that no dividend be paid by the Company. No dividends have been declared or paid by the Company since the end of the previous financial year (30 June 2019: Nil).

REMUNERATION REPORT

The Remuneration Report for the financial period which forms part of the Director's Report can be found on page 29 of this Annual Report.

SHARES UNDER OPTION

No options have been granted since the end of the previous financial year (2019: Nil). At the date of this report there are no options over unissued ordinary shares.

COMPANY SECRETARY

On 31 August 2019 Dr Kevin Jih retired from his position as a Company Secretary. Following Dr Jih's retirement, Natalia Fraser was appointed as a Company Secretary. Their details of qualifications and experience are set out in the Board of Directors section of this Annual Report.

MEETINGS OF DIRECTORS

During the financial period, sixteen meetings of Directors (including committees) were held. Attendances at these meetings by each Director were as follows:

	Directors Meetings		Audit and Risk Management Committee Meetings		Remuneration Nominations and Succession Committee Meetings	
	Held	Attended	Held	Attended	Held	Attended
R S James	11	11	-	-	-	-
S M Barry	11	11	3	3	2	2
D Murphy	2	2	-	-	2	2
K Hilless	11	11	3	3	-	-
H Lu	11	8	-	-	-	-
K Jih	2	2	-	-	-	-

ENVIRONMENTAL REGULATION

The Consolidated Entity's operations are subject to various environmental regulations. The Company has a policy of full compliance, but in most cases exceeding environmental performance obligations. Further information on the Group's environmental performance can be found in the Sustainability section of the 2020 Annual Report.

The Directors are not aware of any environmental breaches nor has the Group been notified of any breaches by any Government Agency during the financial period.

PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the Company, or to intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

DIRECTORS' REPORT

DIRECTORS AND AUDITORS INDEMNIFICATION

The Directors and Company Secretary are indemnified by the Company against any liability incurred in their capacity as an officer of the Company or a related body corporate to the maximum extent permitted by law. The Company has not paid any premiums in respect of any contract insuring the Directors of the Company against a liability for legal costs.

The Company has not paid any premiums in respect of any contract insuring the auditor against a liability incurred in the role as an auditor of the Company. In respect of non-audit services, Crowe, the Company's auditor, has the benefit of indemnity to the extent Crowe reasonably relies on information provided by the Company which is true, accurate and complete. No amount has been paid under this indemnity during the period ended 30 June 2020 or to the date of this Report.

Details of the nature of the liabilities covered in respect of Directors' and Officers' insurance policies are not disclosed as such disclosure is prohibited under the terms of the contracts.

The total premium expense for the year was \$33,004 (30 June 2019: \$32,102).

NON-AUDIT SERVICES

The auditors did not perform any non-audit services during the year.

There are no officers of the Company who are former audit partners of Crowe.

LEAD AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

The lead auditor's independence declaration is set out on page 35 and forms part of the Directors' Report for the period ended 30 June 2020. Crowe continues in office in accordance with Section 327 of the *Corporations Act 2001*.

Signed in accordance with a resolution of the Board of Directors of Icon Energy Limited.



S M Barry
Chairman
25 August 2020



R S James
Director
25 August 2020

REMUNERATION REPORT – AUDITED

Key Points

- No short-term incentives or long-term incentives were issued by Icon for the 2019-2020 financial year.
- There are no performance rights issued to executives or staff which might vest in the future.
- Executive salary increases for 2019-2020 were restricted to CPI increases.
- Mr James' base salary under his contract was reduced by 60% with effect from 1 September 2019, without affecting accrued entitlements to annual leave and long service leave.
- Dr Jih retired from his Directorship and Executive duties as Icon's Chief Financial Officer and Company Secretary effective 31 August 2019.
- Mr Murphy retired from his position of Non-executive Director after ten and a half years to the Company, effective 31 August 2019.
- Mr James' Executive Service Agreement expired on 31st December 2019. He remains an elected Director of Icon Energy Limited and its subsidiary companies and will continue to hold that office but would be required to retire by rotation at the next Annual General meeting with a right to seek re-election. Mr James' remuneration was reduced again by 50% from 1 January 2020.

The Directors of Icon Energy Limited present this Remuneration Report for the Consolidated Entity for the year ended 30 June 2020. The information provided in this report has been audited as required by the *Corporations Act 2001* (Cth) and forms part of the Directors' Report. This Remuneration Report sets out remuneration information for Icon Energy's Key Management Personnel (KMPs) including the following persons who were Non-executive Directors and senior executives during the financial year:

Table 1: Icon Energy's Key Management Personnel

Name	Position Held
Non-executive Directors	
Stephen Barry	Chairman
Dr Keith Hilless	Director
Howard Lu	Director
Derek Murphy	Director – Retired 31 August 2019
Ray James	Director from 1 January 2020
Executive Directors & Senior Managers	
Ray James	Managing Director to 31 December 2019
Dr Kevin Jih	Executive Director, Chief Financial Officer & Company Secretary – Retired 31 August 2019
Martin Berry	Exploration Manager – Retired 6 September 2019
Natalia Fraser	Chief Financial Officer and Company Secretary from 1 September 2019

Following Doctor Jih's retirement, Natalia Fraser was appointed as Chief Financial Officer and Company Secretary from 1 September 2019.

REMUNERATION REPORT – AUDITED

1. REMUNERATION FRAMEWORK

The Company's Remuneration framework is designed to ensure that:

- Executive and Senior Managers receive competitive and reasonable market-based levels of base remuneration;
- Bonuses and other incentives for Employees and Executives and Senior Managers who perform well in their duties are only payable if they are approved by the Board and in the case of proposed issues of shares or other securities to Directors, by shareholders as well.

2. ROLE OF THE REMUNERATION, NOMINATIONS AND SUCCESSION COMMITTEE

The Remuneration, Nominations and Succession Committee is responsible for making recommendations to the Board on remuneration policies. The Committee, where necessary, obtains independent advice on the remuneration packages offered to potential employees. The Company's broad remuneration policy ensures that each remuneration package is properly aligned to the person's duties and responsibilities and that remuneration is competitive in attracting, retaining and motivating people of the highest quality.

The Remuneration, Nominations and Succession Committee Charter sets out the Board's policy for the nomination and appointment of directors and the process for the evaluation of the performance of senior executives. The performance of the Managing Director is evaluated by the Committee on an annual basis in accordance with the procedures set out in the Committee's Charter. The Corporate Governance Statement provides further information on the role of the Committee. The Committee also reviews and approves the outcomes for the Managing Director's direct reports on the recommendation of the Managing Director and reviews incentive programs and employment terms offered to the wider group.

3. METHODOLOGY USED TO DETERMINE THE NATURE AND AMOUNT OF REMUNERATION

Non-executive Directors

Fees paid to Non-executive Directors reflect the demands made on, and responsibilities of, such directors. Non-executive Directors' fees are reviewed by the Board on an annual basis. Since 2014, the Board has determined that Non-executive Directors are paid a base fee of \$70,000 per annum together with the payment of additional fees to Directors serving on Board Committees to recognise their contribution to the Company together with superannuation. An additional \$7,500 per annum per Committee is paid to Committee members and \$8,500 per annum per Committee for the Chairmen of the Committees.

The Board decided to reduce these fees by 20% effective from 1 January 2018 having regard to the current low share price. This arrangement has been in place for the year ended 30 June 2020.

Upon the expiration of Mr James' Executive Service Agreement as Managing Director on 31 December 2019, Mr James remained a director of the Company. It was anticipated that Mr James would provide a significantly higher level of assistance to the Company than other directors, and this has proven to be the case. The Board accordingly determined that Mr James' remuneration as a Non-executive Director should be paid at the rate of \$111,125 per annum plus superannuation. The Board acknowledges and thanks Mr James for his contributions to the Company.

The maximum total amount available for payment of all Non-executive Director fees is \$500,000 per annum which was approved by shareholders at the 2010 Annual General Meeting. The total amount of fees actually paid to Non-executive Directors during the financial year was \$302,397.

Non-executive Directors do not receive performance based remuneration.

Executive Managers and Senior Management

Executive and Senior Managers are remunerated through a combination of:

- Fixed Remuneration (FR);
- Bonus or other incentives for outstanding performance to be determined at the discretion of the Board.

In November 2017, the company's Performance Rights Plan ("Plan") expired. The Plan provided for the granting of appropriately structured short and long-term incentives to employees (including Executive Directors) in addition to their fixed remuneration.

Since 2017, the Board decided not to seek shareholder approval for any new plan.

There were no remuneration consultants used by the Company during the year ended 30 June 2020 or in the prior year.

4. FIXED REMUNERATION

Fixed remuneration consists of the base remuneration calculated on a total cost basis and includes FBT charges on employee benefits, if relevant, as well as contributions to superannuation funds. Remuneration levels are reviewed annually. Senior executives were restricted to CPI increases over the financial year.

5. SHORT-TERM INCENTIVES

The Company did not issue Short-term Incentives (STI) for the 2019-20 year.

6. LONG-TERM INCENTIVES

The Company did not issue Long-term Incentives (LTI) for the 2019-20 year.

7. SERVICE AGREEMENTS

Mr James' Executive Service Agreement expired on 31st December 2019. He remains an elected Director of Icon Energy Limited and its subsidiary companies and will continue to hold that office but would be required to retire by rotation at the next Annual General meeting with a right to seek re-election. The Chief Financial Officer & Company Secretary, Dr Kevin Jih retired 31 August 2019 and the Exploration Manager, Mr Martin Berry, retired on 6 September 2019.

The Company has a policy that service agreements with Executive and Senior Managers should be limited in term and include termination clauses of between two and twelve months. The Company may make a payment in lieu of notice equal to the base amount prescribed in the service agreement for a specified period, and in respect of Executive Directors subject to the limits prescribed by section 200G of the *Corporations Act 2001*, or that determined by the Board and subject to shareholder approval at the time. In addition, accrued statutory benefits and superannuation benefits are payable.

Natalia Fraser has been employed by the Company since 3 December 2007 and accepted the appointment as Chief Financial Officer and Company Secretary effective 1 September 2019.

Details of the service agreements/contracts in force during the 2019/2020 financial year appear in the table below.

Table 2: Service Agreements with Executive Directors and Senior Managers

Name of Executive	Date of Contract	Termination by Icon (without cause)	Termination by employee	Termination Payments (where terminated by Company)	STI & LTI Entitlements not applicable
R James	1-Jan-17	12 months	6 months	Payment in lieu of notice based on FR	Executive Service Agreement expired on 31 st December 2019
K Jih	11-Aug-15	12 months	6 months	Payment in lieu of notice based on FR	Retired 31 August 2019
M Berry	1-Aug-13	2 months	2 months	Payment in lieu of notice based on FR	Retired 6 September 2019
N Fraser	29-Aug-20	2 months	2 months	Payment in lieu of notice based on FR	

REMUNERATION REPORT – AUDITED

8. REMUNERATION OF EACH MEMBER OF KEY MANAGEMENT PERSONNEL AND DIRECTORS FOR THE CONSOLIDATED ENTITY

Table 3: Directors and Key Management Personnel Remuneration for the year ended 30 June 2020

	Short Term		Post-employment			
	Salaries & Fees ⁽ⁱ⁾	Other Benefits ⁽ⁱⁱ⁾	Super-annuation	Long-term Employee Benefits ⁽ⁱⁱⁱ⁾	Termination Benefits ^(iv)	Total
	\$	\$	\$	\$	\$	\$
Non-executive Directors						
Stephen Barry	84,400	-	8,056	-	-	92,856
Keith Hilless	62,800	-	5,966	-	-	68,766
Derek Murphy – retired ^(vii)	17,000	-	1,615	-	-	18,615
Howard Lu	56,000	-	5,320	-	-	61,320
Ray James ^(v)	55,562	-	5,278	-	-	60,840
Executive Directors and Senior Managers						
Ray James ^(vi)	265,307	22,500	16,946	4,553	-	309,306
Kevin Jih – retired ^(vii)	79,277	10,000	29,711	1,189	309,314	429,491
Martin Berry – retired ^(viii)	67,943	-	11,677	-	66,080	145,700
Natalia Fraser ^(ix)	93,107	-	8,848	1,458	-	103,410
Total	781,796	32,500	93,414	7,200	375,394	1,290,304

i. Salaries & Fees include annual leave paid during the year.

ii. Other Benefits represent car allowance received during the year for Ray James of \$22,500 and for Dr Jih of \$10,000.

iii. Long-term employee benefits represent only the long service leave accrued during the year. The long service leave is paid when the leave is taken by eligible employees or paid out on cessation of employment to eligible employees. There were payouts on cessation of employment made during the year, \$76,263 to Dr Jih on retirement and \$240,420 to Mr James on expiration of his service agreement.

iv. Termination Benefits include annual leave paid out at termination and payment in lieu of notice as per employees' Service Agreements.

v. This represents Mr James' remuneration from 1 January 2020 as a Non-executive Director.

vi. This represents Mr James' remuneration as Managing Director and his Executive Services Agreement (reduced from 1/9/2019) for the period to 31 December 2019, including his accrued long service leave.

vii. This represents Mr Murphy's and Dr Jih's remuneration for the period to 31 August 2019.

viii. This represents Mr Berry's remuneration for the period to 6 September 2019.

ix. This represents Ms Fraser's remuneration from 1 September 2019 as a Company Secretary and Chief Financial Officer.

Table 4: Directors and Key Management Personnel Remuneration for the year ended 30 June 2019

	Short Term		Post-employment		
	Salaries & Fees ⁽ⁱ⁾	Other Benefits ⁽ⁱⁱ⁾	Super-annuation	Long-term Employee Benefits ⁽ⁱⁱⁱ⁾	Total
	\$	\$	\$	\$	\$
Non-executive Directors					
Stephen Barry	84,800	-	8,056	-	92,856
Keith Hilless	62,800	-	5,966	-	68,766
Derek Murphy	68,000	-	6,460	-	74,460
Howard Lu	56,000	-	5,320	-	61,320
Executive and Senior Managers					
Ray James ^(iv)	556,295	45,000	52,585	10,318	664,198
Kevin Jih	426,451	40,000	40,165	7,929	514,545
Martin Berry	327,942	-	30,989	3,071	362,000
Total	1,582,288	85,000	149,541	21,318	1,838,147

i. Salaries & Fees include annual leave paid during the year.

ii. Other Benefits represent car allowance received during the year for Ray James of \$45,000 and for Dr Jih of \$40,000.

iii. Long-term employee benefits represent only the long service leave accrued during the year.

iv. Mr James and Icon have agreed to vary his base salary by a 60% reduction down to \$222,249 per annum plus superannuation from 1 September 2019 to the contract termination date 31 December 2019.

9. DIRECTORS' AND SENIOR MANAGERMENTS' INTERESTS

As at 30 June 2020, the interests of the Directors and senior management or entities associated with them in shares and options of Icon Energy Limited are:

Table 5: Directors' and Executive and Senior Manager' Interests

Shareholdings

The movement during the year in the number of ordinary shares in Icon Energy Limited held directly, indirectly or beneficially, by each Key Management Personnel, including their related parties, is as follows:

	Balance 1.07.2019	Employee Performance Rights Plan	Purchases	Options Exercised	Sold	Other changes	Balance 30.06.2020
2020	Number	Number	Number	Number	Number	Number	Number
Directors							
Stephen Barry*	1,653,593	-	-	-	-	-	1,653,593
Derek Murphy*	650,181	-	-	-	-	650,181	-
Keith Hilless	93,227	-	-	-	-	-	93,227
Howard Lu	16,068,181	-	-	-	-	-	16,068,181
Raymond James*	25,231,329	-	-	-	-	-	25,231,329
Kevin Jih*	1,353,175	-	-	-	1,353,175	-	-
Senior Management							
Martin Berry	296,416	-	-	-	-	296,416	-
Natalia Fraser	-	-	239,774	-	-	-	239,744
	45,346,102	-	239,774	-	1,353,175	946,597	43,286,074

* These KMP's shareholdings include indirect shareholdings held by their spouse and/or related corporations.

REMUNERATION REPORT – AUDITED

	Balance 1.07.2018	Employee Performance Rights Plan	Purchases	Options Exercised	Sold	Balance 30.06.2019
2019	Number	Number	Number	Number	Number	Number
Directors						
Stephen Barry*	1,653,593	-	-	-	-	1,653,593
Derek Murphy*	650,181	-	-	-	-	650,181
Keith Hilless	93,227	-	-	-	-	93,227
Howard Lu	16,068,181	-	-	-	-	16,068,181
Raymond James*	25,231,329	-	-	-	-	25,231,329
Kevin Jih*	1,353,175	-	-	-	-	1,353,175
Senior Management						
Martin Berry	296,416	-	-	-	-	296,416
	45,346,102	-	-	-	-	45,346,102

* These KMP's shareholdings include indirect shareholdings held by their spouse and/or related corporations.

Transactions with Directors and Director Related Entities

As at 30 June 2020, legal fees paid in the ordinary course of business to CKB Associates Lawyers, a firm with which Mr. S Barry has a controlling interest were \$21,820 (30 June 2019: \$30,795).

10. SHARE OPTIONS

Options Granted to Directors and Key Management Personnel of the Company

No options were issued or granted to, or exercised by, Directors and Key Management Personnel of the Company during the year.

Options Held by Key Management Personnel

There were no options outstanding at 30 June 2020 or as at 30 June 2019.

The following table shows the Company's Profit/Loss (after tax) for the current year as well as previous last four years.

Table 6: Company's Profit/Loss (after tax)

	30-Jun-16	30-Jun-17	30-Jun-18	30-Jun-19	30-Jun-20
Closing Share Price	0.03	0.025	0.018	0.014	0.008
Dividends paid	-	-	-	-	-
Profit (Loss) after tax	(\$5,602,229)	(\$5,670,094)	(\$4,037,191)	(\$31,372,498)	(\$2,949,536)

End of Remuneration Report (audited)

AUDITOR'S INDEPENDENCE DECLARATION



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Lead Auditor's Independence Declaration under Section 307C of the *Corporations Act 2001* to the Directors of Icon Energy Limited

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2020, there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink that reads "Crowe Brisbane".

Crowe Brisbane

A handwritten signature in black ink that reads "Logan Meehan".

Logan Meehan
Partner

Date: 25 August 2020
Brisbane

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The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

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INDEPENDENT AUDITOR'S REPORT



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Independent Auditor's Report

To the Members of Icon Energy Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of Icon Energy Limited (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 2020, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- (a) Giving a true and fair view of the Group's financial position as at 30 June 2020 and of its financial performance for the year then ended.
- (b) Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material Uncertainty Related to Going Concern

We draw attention to Note 1 in the financial report, which indicates that the Group incurred a net loss after tax of \$2,949,536 and had net cash used in operating activities of \$2,955,770 for the year ended 30 June 2020. As stated in Note 1 these conditions, along with other matters set forth in Note 1, indicate that a material uncertainty exists that may cast significant doubt about the Group's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. In addition to the matter described in the *Material Uncertainty Related to Going Concern* section, we have determined the matters described below to be the key audit matters to be communicated in our report.

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The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

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Key Audit Matter

How we addressed the Key Audit Matter

Impairment of Exploration and Evaluation Expenditure - Note 7

Exploration and evaluation (E&E) activity has a high level of inherent risk. There is the risk that projects may fail, requiring the impairment or write-off of the related capitalised costs when the relevant recognition criteria in AASB 6 *Exploration for and Evaluation of Mineral Resources* and Icon's accounting policy are not met.

There is a risk that certain capitalised E&E costs are either not impaired or written off promptly at the appropriate time, in line with information from, and decisions about E&E activities, and the impairment requirements of AASB 6.

Through our detailed risk assessment we identified a significant risk in relation to the impairment of tenement ATP 855.

In accordance with AASB 6, the carrying value of tenement ATP 855 was required to be assessed for impairment in accordance with AASB 136 *Impairment of Assets*, to determine whether the carrying value of the asset exceeds the recoverable amount.

The carrying value of tenement ATP 855 was impaired in the prior year, and no further impairment was identified as at 30 June 2020.

This was a key audit matter due to:

- The significance of the tenement to the financial statements of the Group;
- The specialised nature of the E&E assets which requires judgement by us to assess the appropriateness of the valuation methodologies and inputs when applying the requirements of AASB 136. The Group has appointed an external valuer to assist in this process; and
- The low volume of comparable market transactions for similar E&E assets to corroborate valuation inputs and assumptions.

- Our procedures included, but were not limited to:
- conducting discussions with management regarding the criteria used in their impairment assessment and ensuring that this was in line with AASB 6 *Exploration for and Evaluation of Mineral Resources*;
- utilising our valuation expert to assist us in assessing the competence, capabilities and objectivity of the expert engaged by management to perform this assessment
- utilising our valuation expert to assist us in evaluating the appropriateness of the valuation methodology selected by the valuer to determine the value of the tenement ATP 855 E&E assets to accepted market practices, our industry experience and the requirements of AASB 136 *Impairment of Assets*
- reviewing the appropriateness of the related disclosures within the financial statements; and
- obtaining evidence that the Group continue to have valid rights to explore in the area by performing an independent search and corroborating to government registry. We also considered the Group's compliance with the contractual obligations under the agreements.



Key Audit Matter	How we addressed the Key Audit Matter
Valuation of Restoration Provision – Note 9	
<p>As at 30 June 2020, the Group had a provision of \$3,490,836 relating to the estimated cost of decommissioning, restoration and rehabilitation of areas disturbed during exploration activities.</p> <p>This was a key audit matter because the calculations of the provision were complex and based on the estimates of future costs of the required work, including volume and unit rates and the area of disturbance.</p> <p>The provision is recorded as a current liability as the works are budgeted to be completed within 12 months of the balance date.</p>	<p>Our procedures included, but were not limited to:</p> <ul style="list-style-type: none"> • Evaluating and challenging the reasonableness of key assumptions used in the calculations of the provision; • Checking the mathematical accuracy of the calculations; • Assessing the competency and objectivity of the expert used by management and evaluating the appropriateness and adequacy of the restoration cost estimates; • Considering provision movements during the year to ensure they were consistent with our understanding of the Group's activities during the year; • Assessing the adequacy of the Group's disclosure in the financial statements in respect of the restoration provision.



Other Information

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2020, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

Responsibilities of the Directors for the Financial Report

The directors of the Group are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.



- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the Group or business activities within the entity to express an opinion on the group financial report. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our auditor's report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the Remuneration Report

Opinion on the Remuneration Report

In our opinion, the Remuneration Report of Icon Energy Limited, for the year ended 30 June 2020, complies with *Section 300A* of the *Corporations Act 2001*.


Directors' Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with *Section 300A* of the *Corporations Act 2001*.

Our Responsibilities

We have audited the Remuneration Report included in pages 29 to 34 of the directors' report for the year ended 30 June 2020.

Our responsibility is to express an opinion on the Remuneration Report, based on our Audit conducted in accordance with Australian Auditing Standards.


Crowe Brisbane


Logan Meehan
Partner

Date: 26 August 2020
Brisbane

DIRECTORS' DECLARATION



The Directors of the Company declare that:

- 1) The financial statements and notes, as set out on pages 42 to 65, are in accordance with the *Corporations Act 2001* and other mandatory professional reporting requirements and:
 - a) comply with Accounting Standards, with International Financial Reporting Standards, as stated in note 1 to the financial statements and *Corporations Regulations 2001*; and
 - b) give a true and fair view of the financial position as at 30 June 2020 and of the performance for the year ended on that date of the consolidated entity;
- 2) The Managing Director and Chief Financial Officer have each declared in accordance with the Section 295A of the *Corporations Act 2001*, that:
 - a) the financial records of the Company for the financial period have been properly maintained in accordance with section 286 of the *Corporations Act 2001*;
 - b) the financial statements and the accompanying notes referred to in Section 295(3)(b) of the *Corporations Act 2001*, for the financial year comply with the accounting standards;
 - c) the financial statements and notes for the financial period comply with the Accounting Standards; and
 - d) the financial statements and notes for the financial period give a true and fair view.
- 3) In the directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they come due and payable;

Signed in accordance with a resolution of the Board of Directors.

A handwritten signature in black ink, appearing to read "Stephen Barry", with a stylized flourish at the end.

Stephen Barry
Chairman
25 August 2020

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

for the year ended 30 June 2020

	NOTES	30 June 2020 \$	30 June 2019 \$
<i>Continuing operations</i>			
Interest received and other income	2a	152,936	732,295
Administration expenses		(1,310,413)	(1,962,698)
Depreciation and amortisation expense		(338,014)	(26,003)
Employee benefits and expenses	2b	(608,284)	(1,067,716)
Occupancy expenses	8	(360,256)	(642,246)
Profit/(Loss) on sale of current assets	2c	21,231	(114,296)
Profit on sale of property, plant & equipment	2d	18,850	-
Impairment expense	2e	(14,276)	(25,909,794)
Write down of inventories	6	-	(2,305,425)
Tenement expenditure		(478,315)	-
Finance costs	8	(32,995)	(76,615)
Loss before income tax		(2,949,536)	(31,372,498)
Income tax expense	3	-	-
Loss for the year from continuing operations		(2,949,536)	(31,372,498)
Other comprehensive income			
<i>Items that may be reclassified subsequently to profit or loss</i>			
Exchange differences arising on translation of foreign operations		-	(307)
Total other comprehensive loss for the year, net of tax		-	(307)
Total comprehensive loss for the year		(2,949,536)	(31,372,805)
Earnings per share			
<i>From continuing operations</i>			
Basic and diluted loss per share (cents per share)	12	(0.49)	(5.25)

The accompanying notes form part of these financial statements.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

as at 30 June 2020

	NOTES	30 June 2020 \$	30 June 2019 \$
CURRENT ASSETS			
Cash and cash equivalents	5	5,541,122	8,834,705
Trade and other receivables		25,972	16,855
Inventories	6	153,765	516,820
Prepayments	9	300,000	-
TOTAL CURRENT ASSETS		6,020,859	9,368,380
NON-CURRENT ASSETS			
Property, plant and equipment		27,092	72,334
Exploration and evaluation expenditure	7	5,573,517	7,561,157
Performance guarantee bonds		756,220	904,129
Right-of-use asset	8	115,639	-
TOTAL NON-CURRENT ASSETS		6,472,468	8,537,620
TOTAL ASSETS		12,493,327	17,906,000
CURRENT LIABILITIES			
Trade and other payables		131,188	140,791
Employee benefits		58,841	527,952
Provisions	9	3,490,836	5,557,429
Lease liabilities	8	72,570	-
TOTAL CURRENT LIABILITIES		3,753,435	6,226,172
NON-CURRENT LIABILITIES			
Employee benefits		-	35,420
Lease liabilities	8	44,720	-
TOTAL NON-CURRENT LIABILITIES		44,720	35,420
TOTAL LIABILITIES		3,798,155	6,261,592
NET ASSETS		8,695,172	11,644,408
EQUITY			
Issued capital	10	101,985,050	101,984,750
Accumulated losses		(93,289,878)	(90,340,342)
TOTAL EQUITY		8,695,172	11,644,408

The accompanying notes form part of these financial statements.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2020

	Ordinary Share Capital (Note 10) \$	Foreign Currency Translation \$	Accumulated Losses \$	Total \$
Balance 1 July 2018	101,984,750	307	(58,967,844)	43,017,213
Total comprehensive income:				
Loss for the year	-	-	(31,372,498)	(31,372,498)
Other comprehensive loss	-	(307)	-	(307)
Total comprehensive loss for the year	-	(307)	(31,372,498)	(31,372,805)
Transactions with owners in their capacity as owners:				
Reserve transfer for performance rights vested				
Total transactions with owners	-	-	-	-
Balance at 30 June 2019 - attributable to owners of parent entity	101,984,750	-	(90,340,342)	11,644,408
Balance 1 July 2019	101,984,750	-	(90,340,342)	11,644,408
Total comprehensive income:				
Loss for the year	-	-	(2,949,536)	(2,949,536)
Other comprehensive loss	-	-	-	-
Total comprehensive loss for the year	-	-	(2,949,536)	(2,949,536)
Transactions with owners in their capacity as owners:				
Shares issued	300			300
Total transactions with owners	300	-	-	300
Balance at 30 June 2020 - attributable to owners of parent entity	101,985,050	-	(93,289,878)	8,695,172

The accompanying notes form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

for the year ended 30 June 2020

NOTES

		30 June 2020	30 June 2019
		\$	\$
		Inflows (Outflows)	Inflows (Outflows)
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from customers		427,504	569,998
Cash payments to suppliers and employees		(2,729,841)	(3,794,603)
Interest received		102,286	228,445
Government grant received - COVID-19		50,000	-
Tenement expenditure		(472,724)	-
Prepayments		(300,000)	-
Interest expense		(32,995)	-
Net cash used in operating activities	13	(2,955,770)	(2,996,160)
CASH FLOWS FROM INVESTMENT ACTIVITIES			
Payments for property, plant & equipment		(7,012)	(8,462)
Payments for deferred exploration and evaluation expenditure		(7,406)	(427,328)
Proceeds from sale of property, plant and equipment	2d	26,671	-
Net cash provided used from investment activities		12,253	(435,790)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments of lease liabilities	8	(350,066)	-
Net cash used in financing activities		(350,066)	-
Net increase in cash and cash equivalents held		(3,293,583)	(3,431,950)
Cash and cash equivalents at beginning of the financial year		8,834,705	12,266,962
Effect of movements in exchange rates on cash held		-	(307)
Cash and cash equivalents at the end of the financial year	5	5,541,122	8,834,705

The accompanying notes form part of these financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 1 - BASIS OF ACCOUNTING

The consolidated financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and other authoritative pronouncements of the Australian Accounting Standards Board and the *Corporations Act 2001*.

The financial statements cover Icon Energy Limited (the "Company") and its controlled entities as a Consolidated Entity (together referred to as the "Consolidated Entity" or the "Group"). Icon Energy Limited is a listed public company, incorporated and domiciled in Australia.

The Group is a for-profit entity, primarily engaged in the acquisition, exploration and development of oil and gas assets in Australia. The financial statements have been prepared on the historical cost basis. All amounts are presented in Australian dollars, unless otherwise noted. This is also the functional currency of the parent.

The Group has initially adopted AASB 16 *Leases* from 1 July 2019. In accordance with the transition provisions in AASB 16 the new rules have been adopted retrospectively with the cumulative effect of initially applying the new standard on 1 July 2019. Comparatives for the 2019 financial year have not been restated and continue to be reported under AASB 117. The new policy and the impact of the change are disclosed in note 23(r).

The financial statements of Icon Energy Limited and its controlled entities comply with all International Financial Reporting Standards (IFRS) and interpretations adopted by the International Accounting Standards Board.

Going concern

The consolidated financial statements have been prepared on a going concern basis which contemplates the realisation of assets and settlement of liabilities in the ordinary course of business.

The Group has cash of \$5,541,122 at 30 June 2020 and used \$2,955,770 of cash in operations, including payments for exploration and evaluation, for the year ended 30 June 2020. The Group also has a restoration commitment, currently provided for at \$3,490,836. The Group originally intended to complete the restoration works in the current financial year, but due to delays arising from the Covid-19 pandemic, have now planned to complete within the next 12 months.

As at 30 June 2020 the Group has not secured a joint venturer for any of its tenements and the current Covid-19 pandemic may further impact the Group's success in obtaining a joint venture in the near future. Further, as disclosed in note 14, the Group has exploration expenditure commitments due in the next 12 months, which if not met or extended by the regulatory authorities may result in forfeiture of the tenements, further impacting the Group's ability to generate future cash flows.

These conditions give rise to a material uncertainty that may cast significant doubt upon the Group's ability to continue as a going concern. The on-going operation of the Group beyond the 2020-2021 financial year is therefore dependent upon the Group securing a joint venture arrangement to continue the exploration of its current tenements, or further reducing expenditure in-line with available funding; and/or raising additional funding from shareholders or other parties.

In the event that the Group does not obtain additional funding or reduce expenditure in-line with available funding, it may not be able to continue its operations as a going concern and therefore may not be able to realise its assets and extinguish its liabilities in the ordinary course of operations and at the amounts stated in the consolidated financial statements.

The financial report was authorised for issue by the Board of Directors on 25 August 2020.

Details of Icon Energy Limited accounting policies are included in Note 23.

NOTE 2 - LOSS FROM OPERATING ACTIVITIES

Loss from operating activities before income tax includes the following items

a. Other income

Interest received
Legal costs recovered
Government grant income (COVID-19 cash flow boost)
Other income

b. Employee benefits and expenses

During the period, an amount of \$379,111 was paid as redundancies to employees, out of that an amount of \$233,473 was paid to Dr Jih.

c. Gain/(loss) on sale of current assets

Proceeds on disposal of inventory
Written down value of inventory
Cost of sale

CONSOLIDATED ENTITY	
30 June 2020	30 June 2019
\$	\$
100,889	228,445
-	500,000
50,000	-
2,047	3,850
152,936	732,295
<hr/>	
384,286	33,400
(363,056)	(147,120)
-	(576)
21,231	(114,296)

NOTE 2 - LOSS FROM OPERATING ACTIVITIES (Continued)

d. Gain on sale of property, plant and equipment

Proceeds on disposal of property, plant and equipment
Written down value of property, plant and equipment

e. Impairment expense

Impairment of exploration expenditure
Impairment of property, plant & equipment

f. Other expenses

Superannuation
Audit and review of financial statements - Crowe
Lease surrender fee

CONSOLIDATED ENTITY	
30 June 2020	30 June 2019
\$	\$
26,671	-
(7,821)	-
18,850	-
1,223	25,909,794
13,053	-
14,276	25,909,794
45,519	99,229
65,250	57,500
250,000	-

NOTE 3 - INCOME TAX EXPENSE

Loss before tax expense

Prima facie tax payable on loss before income tax at 30% (2019: 30%)

Increase/(decrease) in income tax expense due to:

Non deductible expenses
Deferred tax benefits not brought to account
Income Tax attributable to loss before tax

(2,949,536)	(31,372,498)
(884,861)	(9,411,749)
334	343
884,527	9,411,406
-	-

The deductible temporary differences and tax losses do not expire under current tax legislation. Deferred tax assets have not been recognised in respect of these items because it is not probable that future taxable profit will be available against which the Group can utilise the tax benefits.

Tax losses

Potential tax benefit

Temporary differences

Other

Provisions

Potential tax benefit

Total deferred tax benefits not brought to account

Deferred Tax Liabilities

Mining and exploration costs

Total deferred tax liabilities not brought to account

Total deferred tax assets not brought to account - net

60,081,711	56,783,201
18,024,513	17,034,960
50,417	2,615,551
3,549,677	6,120,801
1,080,028	2,620,906
19,104,541	19,655,866
2,482,824	5,022,194
744,847	1,506,658
18,359,694	18,149,207

NOTE 4 - KEY MANAGEMENT PERSONNEL REMUNERATION

(a) Key management personnel compensation included in employee benefits:

- Short term employee benefits
- Long term benefits
- Post employment benefits
- Termination benefits

814,296	1,667,288
7,200	21,318
93,414	149,541
375,394	-
1,290,304	1,838,147

Apart from the details disclosed in this note, no Director has entered into a material contract with the Company or Consolidated Entity since 1 July 2019 and there were no material contracts involving Directors' interests existing at year end.

Refer to the remuneration report contained in the directors' report for details of the remuneration paid or payable to each member of the entity's key management personnel (KMP) for the year ended 30 June 2020.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 4 - KEY MANAGEMENT PERSONNEL REMUNERATION (Continued)

(b) Performance rights provided as remuneration

There were no performance rights granted as remuneration during the period ended 30 June 2020 (30 June 2019: Nil).

Performance rights holdings

There were no performance rights granted under the executive short-term and long-term incentive scheme that were held during the financial year by Key Management Personnel during the period ended 30 June 2020 (30 June 2019: Nil).

There were no options held by Key Management Personnel during the period ended 30 June 2020 (30 June 2019: Nil).

(c) Transactions with Directors and Director Related Entities

Legal fees paid in the ordinary course of business to CKB Associates Lawyers, a firm which Mr. S Barry has a controlling interest.

CONSOLIDATED ENTITY	
30 June 2020	30 June 2019
\$	\$
21,820	30,795

There were no amounts outstanding for the year ending 30 June 2020 (30 June 2019: Nil)

NOTE 5 - CASH AND CASH EQUIVALENTS

Cash on hand	847	619
Cash at bank	5,540,275	8,834,086
	5,541,122	8,834,705

NOTE 6 - INVENTORIES

Tenement consumables	153,765	516,820
----------------------	----------------	----------------

In the year ended 30 June 2020, there were no write-downs of inventories (30 June 2019: \$2,305,425) as a result of reassessment and an impairment review of inventory. In 2019, the write-down is recorded in administration expenses in profit or loss.

NOTE 7 - EXPLORATION AND EVALUATION EXPENDITURE

Exploration and Evaluation expenditure at cost

CONSOLIDATED ENTITY	
30 June 2020	30 June 2019
\$	\$
5,573,517	7,561,157

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Consolidated Entity

Balance at beginning of the year	7,561,157	32,861,255
Additions	7,405	609,696
Less: Impairment	(1,223)	(25,909,794)
Less: Reduction in restoration asset	(1,993,823)	-
Balance at the end of the year	5,573,517	7,561,157

The ultimate recoupment of these costs is dependent on the successful development and exploitation, or alternatively farmout of the respective areas of interest.

During the year ended 30 June 2020 the Group assessed its exploration and evaluation expenditure assets for impairment and recorded impairment of \$1,223 (30 June 2019: \$25,909,794).

NOTE 7 - EXPLORATION AND EVALUATION EXPENDITURE (Continued)

The restoration provision was reviewed at the end of 30 June 2020 and reduced due to a plan to do this work which was estimated to cost less than the restoration provision as at 30 June 2019. Therefore, the corresponding asset was reduced by \$1,993,823 as well.

Despite the extension of the term of ATP 594 for a further two years during the year ended 30 June 2019, the Group decided not to budget for exploration of this tenement in 2020. As a result, this exploration asset was fully impaired in the prior year in order to comply with AASB 6 *Exploration for and Evaluation of Mineral Resources*.

In the prior year, exploration expenditure for ATP 855 was impaired to the value of \$5.9m to comply with AASB 6. The value was prepared by an independent valuer on the basis of farm-in promotion factor taking into consideration that the Group is currently in the process of attempting to farm down ATP 855.

An updated valuation of ATP 855 was prepared as at 30 June 2020. The recoverable value of ATP 855 was determined by an external, independent valuer, having appropriate recognised professional qualifications and experience in the location and nature of the tenement being valued. The non-recurring fair value measurement has been categorised as a Level 3 fair value based on the inputs to the valuation technique used. The valuer adopted a similar approach to the prior year valuation, using a market comparison approach with reference to recent farm-in transactions to other permits in determining their valuation at 30 June 2020.

The impairment does not affect the potential prospectivity of the tenements themselves and does not affect the existing resource certification. The Group continues to seek funding and/or joint venturers to continue work on the tenements.

NOTE 8 - LEASES

This note provides information for leases where the group is a lessee.

The consolidated interim statement of financial position shows the following amounts relating to leases:

Right-of-use assets

Building

Lease liabilities

Current

Non-current

CONSOLIDATED ENTITY	
30 June 2020	30 June 2019
\$	\$
115,639	-
115,639	-
72,570	-
44,720	-
117,290	-

In the previous period, the group did not recognise lease assets and lease liabilities under AASB 117 *Leases*. For the new policy and adjustments recognised on adoption of AASB 16 on 1 July 2019, please refer to note 23(r).

The consolidated statement of profit or loss shows the following amounts relating to leases:

Depreciation charge of right-of-use assets (included in depreciation expenses)

Building

Interest expense (included in finance cost)

The total cash outflow for leases

327,233	-
327,233	-
32,995	-
350,066	-

The group leases its head office building. The current lease contract is for 1 year from the start of the contract in February 2020 with an extension option. The lease liability has been calculated assuming the lease will be extended after the end of the 1 year period for an additional year. The lease payments are adjusted every year by 3% based on the lease agreement.

The group surrendered its previous lease agreement earlier to reduce future expenditure. The group paid an exit fee of \$250,000 which is shown as part of occupancy expenses in the consolidated statement of profit or loss and other comprehensive income.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 9 - PROVISIONS

Restoration provision

Restoration provision represents the present value of estimated costs for future restoration of land explored by the Consolidated Entity at the end of the exploration activity.

The restoration provision recognised for each tenement is periodically reviewed and updated based on the facts and circumstances available at the time. Changes to the estimated future costs are recognised in the Consolidated Statement of Financial Position by adjusting both the restoration and rehabilitation asset and provision. Such changes trigger a change in future financial charges.

Management bases its judgements, estimates and assumptions on historical and on other various factors including expectations of future events, management believes to be reasonable under the circumstances.

Movements in carrying amounts

Movements in the carrying amounts for each class of provision between the beginning and the end of the current financial year:

Consolidated Entity	CONSOLIDATED ENTITY	
	30 June 2020	30 June 2019
	\$	\$
Current		
Balance at beginning of the year	5,557,429	5,308,867
Charged to profit or loss:		
- unwinding of discount	-	76,615
Increase/(decrease) in the restoration provision	(1,993,824)	171,947
Restoration expenditure	(72,769)	-
Balance at end of the year	3,490,836	5,557,429

The restoration provision was reviewed at the end of 30 June 2019 and it was decided by the Board that the restoration works of the well sites be carried out before 30 June 2020 whereas the initial plan was to perform this work in 20 years.

The Group has designed a plan to do this work which is estimated to cost less than the restoration provision as at 30 June 2019. The Group has signed a contract and planned to carry out this work in the second quarter of the 2020 calendar year which was delayed due to COVID-19 and is now expected to commence in early September 2020. The Rehabilitation program has now been modified to complete and test Halifax No.1. The group made a prepayment of \$300,000 towards the restoration works as at 30 June 2020 which is shown in Prepayments in the consolidated statement of financial position.

After the restoration work is completed, the restoration provision will not be required and will be reduced to nil.

NOTE 10 - ISSUED CAPITAL

Authorised and Issued Share Capital

Issued share capital 597,606,938 (30 June 2019: 597,556,938) fully paid, no par value ordinary shares.

	30 June 2020		30 June 2019	
	Number of shares	\$	Number of shares	\$
Fully Paid Shares				
Balance at beginning of the year	597,556,938	101,984,750	597,556,938	101,984,750
Shares issued	50,000	300	-	-
Balance at the end of the year	597,606,938	101,985,050	597,556,938	101,984,750

The holders of ordinary shares are entitled to receive dividends as declared and are entitled to one vote per share at shareholders' meetings. In the event of winding up the Company, all shareholders participate in the proceeds from the sale of all surplus assets in proportion to the number of and amounts paid up on shares held.

NOTE 11 - SHARE BASED PAYMENTS

During the year 50,000 shares were issued as settlement under the Right to Negotiate Agreement. The fair value of the share based payments was made in reference to the fair value of the shares at time of settlement (\$0.006) with a total fair value of \$300 which was expensed.

There were no share based payment during the year ended 30 June 2019.

NOTE 12 - EARNINGS PER SHARE

		CONSOLIDATED ENTITY	
		30 June 2020	30 June 2019
		\$	\$
(a)	Reconciliation of Earnings to Net Loss:		
	Net Loss for the year	(2,949,536)	(31,372,498)
	Earnings used in the calculation of basic EPS	(2,949,536)	(31,372,498)
	Earnings used in the calculation of diluted EPS	(2,949,536)	(31,372,498)
(b)	Weighted average number of ordinary shares outstanding during the year used in the calculation of basic EPS.	597,606,938	597,556,938
	Adjustment for calculation of diluted earnings per share	-	-
	Weighted average number of ordinary shares outstanding during the year used in the calculation of diluted EPS.	597,606,938	597,556,938
	Basic and diluted loss per share (cents per share)	(0.49)	(5.25)

NOTE 13 - CASH FLOW INFORMATION

Reconciliation of net cash used in operating activities to loss after income tax:

		CONSOLIDATED ENTITY	
		30 June 2020	30 June 2019
		\$	\$
	Loss after income tax	(2,949,536)	(31,372,498)
	Add/(less) non-cash items:		
	Depreciation and amortisation	338,014	26,003
	Gain on sale of property, plant and equipment assets	14,804	-
	Loss on lease modification due to surrender	24,483	-
	Impairment expense	1,223	25,909,794
	Adjustment for changes in assets and liabilities		
	Inventories	363,055	2,452,545
	Performance guarantee bonds	147,909	-
	Prepayments	(300,000)	-
	Trade and other receivables	(9,117)	25,212
	Trade and other payables*	(9,304)	(7,662)
	Employee provisions	(504,532)	(106,169)
	Restoration provision	(72,769)	76,615
	Net cash used in operating activities	(2,955,770)	(2,996,160)

*Trade and other payables amount is exclusive of the movement in payables attributable to deferred exploration expenditure, which has been incorporated into Cash Flows from Investment Activities.

NOTE 14 - CAPITAL AND LEASING COMMITMENTS

Work Programme Commitments

The total commitments for work programmes for ATP594P and ATP855 are as follows:

		CONSOLIDATED ENTITY	
		30 June 2020	30 June 2019
		\$	\$
	Exploration expenditure commitments		
	• not later than 1 year	10,450,000	400,000
	• later than one year but not later than five years	-	10,450,000
		10,450,000	10,850,000

If any of the above expenditures are not met within the life of the tenement then the Department of Mines and Energy (QLD) / the Department of Primary Industries (VIC) will require the permit to be forfeited without liability.

In 2020, the Group has 100% interest in the above tenements (30 June 2019: 100%)

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 15 - JOINT ARRANGEMENTS AND MINING TENEMENTS HELD

The following is a list of active mining tenements held by Icon Energy Ltd and its subsidiaries.

Oil and Gas	Basin	Interest %	Interest %
		30 June 2020	30 June 2019
ATP 594P	Cooper Eromanga	100.00%	100.00%
ATP 855P	Cooper Eromanga	100.00%	100.00%
PRL's 35, 37, 38, 41, 43, 44, 45, 48 and 49 *	Cooper Eromanga	33.33%	33.33%
PEP 170	Gippsland	100.00%	100.00%
PEP 172 **	Gippsland	100.00%	100.00%
PEP 173 **	Gippsland	100.00%	100.00%

* Formerly PEL 218 (Post Permian Section).

** Permit to be granted

Interests in joint operations are accounted for by including the Group's portion of assets, liabilities, revenue and expenses. Information relating to joint ventures that are material to the Consolidated Entity are set out below:

	NOTE	CONSOLIDATED ENTITY	
		30 June 2020	30 June 2019
NON-CURRENT ASSETS		\$	\$
Exploration and evaluation expenditure at cost	7	1,647,937	1,647,937
Total non current assets		1,647,937	1,647,937
Share of total assets in joint arrangements		1,647,937	1,647,937

NOTE 16 - CONTROLLED ENTITIES

Parent entity:	Country of	Date of	% Owned	
	Incorporation	Incorporation	30 June 2020	30 June 2019
Icon Energy Limited	Australia			
Subsidiaries of Icon Energy Limited:				
Jakabar Pty Ltd	Australia	18 Dec 1992	100	100
Icon Drilling Pty Ltd	Australia	18 Nov 1994	100	100
Icon Gas Productions Pty Ltd	Australia	16 Dec 2008	-	100

During the year ended 30 June 2020, the Consolidated Entity deregistered its subsidiary Icon Gas Productions Pty Ltd.

NOTE 17 - SEGMENT INFORMATION

The Consolidated Entity operates in a single business segment, being the oil and gas exploration and petroleum resources, predominantly within Queensland. This activity is conducted in the Cooper/Eromanga and Surat Basins in Australia, a single geographical segment. This is consistent with reporting to Icon's Board of Directors that reviews internal management reports on at least a monthly basis.

NOTE 17 - SEGMENT INFORMATION (Continued)

	Consolidated Entity	
	30 June 2020	30 June 2019
	\$	\$
Revenue		
Total segment revenue	-	-
Segment loss before income tax	(2,949,536)	(31,372,498)
Interest income	100,889	228,445
Finance cost	(32,995)	(76,615)
Legal costs recovered	-	500,000
Government grant income (COVID-19 cash flow boost)	50,000	-
Other Income	2,047	3,850
Depreciation and amortisation of segment assets	(338,014)	(26,003)
Gain on sale of non-current assets	18,850	-
Impairment of Assets	(14,276)	(25,909,794)
Segment Assets	12,493,327	17,906,000
Segment Liabilities	3,798,155	6,261,592
Other segment information		
Acquisition of non-current segment assets	7,012	8,462

During the year ended 30 June 2019, the Consolidated Entity deregistered its US subsidiary Icon Oil US (LLC) leaving only one operating segment on the basis of geographic location.

NOTE 18 - FINANCIAL INSTRUMENTS

		CONSOLIDATED ENTITY	
		30 June 2020	30 June 2019
		\$	\$
Financial instruments comprise of the following:	NOTE		
Financial Assets			
Cash and cash equivalents	5	5,541,122	8,834,705
Amortised cost			
- Trade and other receivables		25,972	16,855
Financial Liabilities			
Held at amortised cost			
- Trade and other payables		131,188	140,791

The carrying values of financial assets and financial liabilities held at amortised cost approximate their fair value.

The Consolidated Entity's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable. No financial assets are pledged as collateral for liabilities.

The main purpose of non-derivative financial instruments is to raise finance for the Consolidated Entity's operations.

The Consolidated Entity does not have any derivative instruments at 30 June 2020 (30 June 2019: Nil).

Significant Accounting Policies

Details of significant accounting policies and methods adopted, including the criteria for recognition, the basis for measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument are disclosed in Note 23 to the financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 18 - FINANCIAL INSTRUMENTS (Continued)

Capital Risk Management

The Consolidated Entity manages its capital to ensure that it will be able to continue as a going concern and provide optimal return to shareholders through the optimisation of the debt and equity balance.

The capital structure of the Consolidated Entity consists of cash and cash equivalents and equity comprising issued capital, net of reserves and accumulated losses as disclosed in notes 5 and 10 respectively.

The board of directors review the capital structure on a regular basis. As a part of the review the board considers the cost of capital and the risks associated with each class of capital.

The Consolidated Entity's overall strategy remains unchanged from 2019.

Financial Risk Management

The main risks the Consolidated Entity is exposed to through its financial assets and liabilities are credit risk, liquidity risk and market risk.

Risk management is carried out by the board of directors, the audit and risk management committee, and key management personnel.

(a) Market Risk

The Consolidated Entity's risk management program focuses on the unpredictability of the financial markets and seeks to minimise the potential adverse effects of the financial performance of the Consolidated Entity, by way of various measures detailed below. The Group does not carry any significant currency or price risk.

Interest rate risk

The Consolidated Entity's interest rate risk arises mainly from the term deposits and cash and cash equivalents. The Consolidated Entity does not have any borrowing facilities.

The Consolidated Entity does not use long-term debt to finance its exploration activities. The Consolidated Entity has a policy that when production operations commence in Australia, the interest rate risk will be managed with a mixture of fixed and floating rate debt.

The Consolidated Entity's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

Consolidated Entity		Weighted Average Interest Rate %	Floating Interest \$	Fixed Interest Rate Maturing		Non interest bearing \$	Total \$
				Within 1 year \$	1 to 5 years \$		
30 June 2020	NOTE						
Financial assets							
Cash and cash equivalents	5	0.54%	5,540,275	-	-	847	5,541,122
Trade and other receivables		-	-	-	-	25,972	25,972
Performance guarantee bonds		0.76%	738,148	-	-	18,072	756,220
Total Financial Assets			6,278,423	-	-	44,891	6,323,314
Financial liabilities							
Trade and other payables		-	-	-	-	131,188	131,188
Total Financial Liabilities			-	-	-	131,188	131,188

NOTE 18 - FINANCIAL INSTRUMENTS (Continued)

Consolidated Entity		Weighted Average Interest Rate %	Floating Interest \$	Fixed Interest Rate Within 1 year \$	Maturing 1 to 5 years \$	Non interest bearing \$	Total \$
30 June 2019 NOTE							
Financial assets							
Cash and cash equivalents	5	1.89%	8,834,086	-	-	619	8,834,705
Trade and other receivables			-	-	-	16,855	16,855
Performance guarantee bonds		1.95%	716,698	-	-	187,431	904,129
Total Financial Assets			9,550,784	-	-	204,905	9,755,689
Financial liabilities							
Trade and other payables			-	-	-	140,791	140,791
Total Financial Liabilities			-	-	-	140,791	140,791

Cash flow sensitivity analysis for variable rate instruments

The sensitivity analyses have been determined based on the exposure of the Consolidated Entity to variable interest rates for non-derivative financial instruments at the reporting date at the stipulated change taking place at the beginning of the financial year and held constant throughout the reporting period. A 0.5% increase or decrease is used when reporting interest rates internally to the board of directors and represents management's assessment of the possible change in interest rates.

At 30 June 2020, if the interest rates had increased / decreased by 0.5% from the period-end rates with all other variables held constant, post-tax profit for the year for the Consolidated Entity would have been \$27,239 higher/\$24,896 lower (30 June 2019:\$34,095 higher/\$34,456 lower), mainly as a result of the Consolidated Entity's exposure to interest rates on its variable rate cash and cash equivalents.

(b)

Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Consolidated Entity. The Consolidated Entity enters into legally binding contracts and management monitors the progress of these contracts in accordance with contract values, as a means of mitigating the risk from financial loss.

The Consolidated Entity does not have any significant credit risk exposure to any single counterparty of any group of counterparties having similar characteristics. The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents the Consolidated Entity's maximum exposure to credit risk without taking account of the value of any collateral obtained.

NOTE 18 - FINANCIAL INSTRUMENTS (Continued)

(c) Liquidity risk

Liquidity risk arises from the financial liabilities of the Consolidated Entity and its subsequent ability to meet its obligations to repay their financial liabilities as and when they fall due.

Ultimate responsibility for liquidity risk rests with the board of directors, who have an appropriate liquidity risk management framework for the management of the Consolidated Entity's short, medium and long-term funding and liquidity requirements.

The Consolidated Entity manages liquidity risk by monitoring forecast and actual cash flows, matching the maturity profiles of the financial assets and liabilities and entering into contracts in accordance with an approved Authority for Expenditure.

The following are contractual maturities of financial liabilities:

	Carrying Amount \$	Contractual Cashflows \$	<1Year \$	1-5 Years \$
30 June 2020				
Trade and other payables	131,188	131,188	131,188	-
Lease liability	117,290	117,290	72,570	44,720
	131,188	131,188	131,188	-
30 June 2019				
Trade and other payables	140,791	140,791	140,791	-
	140,791	140,791	140,791	-

The Consolidated Entity's liquidity risk relating to financial liabilities at 30 June 2020 is limited to the repayment of the trade payables and lease liability. Trade payables are short-term in nature. The Consolidated Entity does not finance exploration activities through debt.

Fair value estimation

The carrying values less provision for impairment of financial assets and financial liabilities of the Consolidated Entity, as stated in the Consolidated Statement of Financial Position and accompanying explanatory notes at 30 June 2020, are a reasonable approximation of their fair values due to the short-term nature of the instruments.

No financial assets and financial liabilities are traded in active markets.

NOTE 19 - RELATED PARTY TRANSACTIONS

- Interests in subsidiaries are disclosed in note 16.
- Transactions with Directors and Director Related Entities are disclosed in note 4.
- There were no other related party transactions during the year ended 30 June 2020 or 30 June 2019

NOTE 20 - CONTINGENT LIABILITIES

There are no contingent liabilities as at 30 June 2020 (30 June 2019: Nil).

NOTE 21 - EVENTS AFTER BALANCE DATE

There are no after balance sheet date events at the date of signing (30 June 2019: Nil).

NOTE 22 - PARENT ENTITY INFORMATION

The accounting policies of the parent entity, which have been applied in determining the financial information shown below, are the same as those applied in the consolidated financial statements. Refer to Note 23 for a summary of the significant accounting policies relating to the Consolidated Entity.

Financial position

	30 June 2020	30 June 2019
	\$	\$
Assets		
Current assets	5,978,833	9,250,930
Non-current assets	6,472,469	8,520,795
Total assets	12,451,302	17,771,725
Liabilities		
Current liabilities	262,599	652,469
Non-current liabilities	3,535,557	5,561,015
Total liabilities	3,798,155	6,213,484
Net Assets	8,653,145	11,558,241
Equity		
Issued capital	101,985,050	101,984,750
Reserves	-	-
Accumulated losses	(93,331,904)	(90,426,509)
Total equity	8,653,145	11,558,240

Financial performance

Loss for the year	(2,905,395)	(31,439,128)
Other comprehensive income	-	-
Total comprehensive income	(2,905,395)	(31,439,128)

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries

Carrying amount included in current liabilities	-	-
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Contingent liabilities of the parent entity

There are no contingent assets at the date of this report that require disclosure. Contingent liabilities are disclosed in note 20.

The parent entity did not have any contractual commitments for the acquisition of property, plant or equipment as at 30 June 2020 or 30 June 2019.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES

The following is a summary of the material accounting policies adopted by the Consolidated Entity in the preparation of the financial statements. The accounting policies have been consistently applied unless otherwise stated.

(a) Changes in Accounting Policies

Standards and Interpretations adopted

The Group has initially adopted AASB 16 *Leases* from 1 July 2019. In accordance with the transition provisions in AASB 16 the new rules have been adopted retrospectively with the cumulative effect of initially applying the new standard on 1 July 2019. Comparatives for the 2019 financial year have not been restated and continue to be reported under AASB 117. The new policy and the impact of the change are described in 24(r).

The nature and effects of the key changes to the Group's accounting policies resulting from its adoption of AASB 16 are summarised below in note 23(r).

Standards and Interpretations issued but not yet adopted

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2020 reporting periods. Some of them are available for early adoption at 30 June 2020, but have not been applied in preparing this financial report. The Consolidated Entity's assessment of the impact of these new standards and interpretations is set out below:

Reference	Application date of standard	Impact on Group financial report	Application start date for the Group
<i>AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-Current</i>	1 January 2022	This standard amends AASB 101 <i>Presentation of Financial Statements</i> to: <ul style="list-style-type: none"> • Clarify that the classification of liabilities as current or non-current is based on rights that are in existence at the end of the reporting period • Specify that classification is unaffected by expectations about whether an entity will exercise its right to defer settlement of a liability • Explain that rights are in existence if covenants are complied with at the end of the reporting period • Introduce a definition of 'settlement' to make clear that settlement refers to the transfer to the counterparty of cash, equity instruments, other assets or services. The impact of application of this Amending Standard that it will have on the Group's consolidated financial statements has not yet been assessed.	30 June 2023
<i>AASB 2020-4 Amendments to Australian Accounting Standards – Covid-19-Related Rent Concessions*</i>	1 June 2020	This standard amends AASB 16 <i>Leases</i> to provide practical relief to lessees in accounting for rent concessions arising as a result of COVID-19, by including an additional practical expedient in the standard. This standard is not expected to have a material impact on the Group's consolidated financial statements.	30 June 2021

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

(b) Principles of Consolidation

A controlled entity is any entity controlled by Icon Energy Limited. Control exists where Icon Energy Limited is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. A list of controlled entities is contained in Note 16 to the accounts. All controlled entities have a June financial year end.

All inter-company balances and transactions between entities in the Consolidated Entity, including any unrealised profits or losses, have been eliminated on consolidation.

Where controlled entities have entered or left the Consolidated Entity during the year, their operating results have been included from the date control was obtained or until the date control ceased.

(c) Critical accounting estimates and judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Group.

The resulting accounting estimates may not equal the related actual results. The estimates, assumptions and judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Exploration and evaluation expenditure

The application of the Group's policy for exploration and evaluation discussed in Note 23(g) requires management to make certain estimates and assumptions as to future events and circumstances. Any such estimates and assumptions may change as new information becomes available.

Exploration and evaluation expenditure is assessed for impairment in line with AASB 6 *Exploration for and Evaluation of Mineral Resources*. When the circumstances suggest that the carrying amount of an exploration and evaluation expenditure asset may exceed its recoverable amount, the Group measures any impairment loss and discloses it in the consolidated statement of profit or loss and other comprehensive income. To make the judgement the Group involves independent valuation experts that determine the value as disclosed in note 7. There is therefore the risk that actual values realised may be materially different to those disclosed in these financial statements.

Restoration provision

The Consolidated Entity assesses its future liabilities in relation to the restoration costs which include the removal of facilities, abandonment of wells and restoration of affected areas. The estimate of future restoration costs is done at the time of installation of the assets. In most instances, removal of assets occurs many years into the future. Therefore, management is required to make judgments regarding the removal date, future environmental legislation, the extent of restoration activities and future removal technologies. Refer to note 9 for key assumptions.

(d) Income Tax

Income tax comprises current and deferred tax.

Current tax is the expected tax payable/(receivable) on the taxable income or loss for the year, calculated using applicable income tax rates enacted, or substantively enacted, as at the reporting date. Current tax liabilities/(assets) are therefore measured at the amounts expected to be paid to/(recovered from) the relevant taxation authority.

Deferred income tax expense/(benefit) reflects movements in deferred tax asset and deferred tax liability balances during the period as well as unused tax losses.

Current and deferred income tax expense/(benefit) is charged or credited directly to equity instead of the profit or loss when the tax relates to items that are credited or charged directly to equity.

Deferred tax assets and liabilities are ascertained based on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred tax assets also result where amounts have been fully expensed but future tax deductions are available. No deferred income tax will be recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit or loss.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates enacted or substantively enacted at reporting date. Their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

(d) **Income Tax (Continued)**

Where temporary differences exist in relation to investments in subsidiaries, branches, associates and joint ventures, deferred tax assets and liabilities are not recognised where the timing of the reversal of the temporary difference can be controlled and it is not probable that the reversal will occur in the foreseeable future.

Current tax assets and liabilities are offset where a legally enforceable right of set-off exists and it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur. Deferred tax assets and liabilities are offset where a legally enforceable right of set-off exists, the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur in future periods in which significant amounts of deferred tax assets or liabilities are expected to be recovered or settled.

Tax Consolidation

Icon Energy Limited ("Head entity") and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under tax consolidation legislation. Each entity in the Group recognises its own current and deferred tax assets and liabilities. Such taxes are measured using the 'stand-alone taxpayer' approach to allocation. Current tax liabilities/(assets) and deferred tax assets arising from unused tax losses and tax credits in the subsidiaries are immediately transferred to the head entity. The Group notified the Tax Office that it had formed an income tax consolidated group to apply from 1 July 2008.

(e) **Goods and Services Tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred by a purchaser is not recoverable from the taxation authority. Under these circumstances, the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the Consolidated Statement of Financial Position.

Cash flows are included in the Consolidated Statement of Cash Flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(f) **Property, Plant, and Equipment**

Property, plant and equipment are brought to account at cost less, where applicable, any accumulated depreciation and accumulated impairment losses. The carrying amount of property, plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the asset's employment and subsequent disposal.

The depreciable amount of all property, plant and equipment including capitalised leased assets, but excluding freehold land, are depreciated over their useful lives using the diminishing method commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements. Depreciation rates and methods are reviewed annually and, if necessary, adjustments are made.

The depreciation rates used for each class of depreciable asset are:

Class of Asset	Depreciation Rate
Plant and equipment	20 – 40%
Leasehold improvements	50%
Right-of-use asset	50%

The gain or loss on disposal of all property, plant and equipment is determined as the difference between the carrying amount of the asset at the time of disposal and the proceeds of disposal, and is included in operating profit before income tax in the year of disposal.

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

(g) **Exploration, Evaluation and Development Expenditure**

Exploration, evaluation and development expenditure incurred is accumulated in respect of each identifiable area of interest. These costs are only carried forward to the extent that they are expected to be recouped through the successful development of an area or sale of the respective area of interest or where activities in the area have not yet reached a stage which permits a reasonable assessment of the existence of economically recoverable reserves and active and significant operations in, or in relation to, the area of interest are continuing.

Accumulated costs in relation to an abandoned area are written off in full in profit or loss in the year in which the decision to abandon the area is made.

When commercial production commences, the accumulated costs for the relevant area of interest are amortised over the life of the area according to the rate of depletion of the economically recoverable reserves.

A regular review is undertaken of each area of interest to determine the appropriateness of continuing to carry forward costs in relation to that area of interest. For the purposes of impairment testing, exploration and evaluation assets are allocated to cash-generating units to which the exploration activity relates. The cash-generating unit shall not be larger than the area of interest.

(h) **Interests in Joint Arrangements**

Investments in joint arrangements are classified as either joint operations or joint ventures. The classification of joint arrangements is determined based on the contractual rights and obligations of parties to the joint arrangements rather than the legal structure of joint arrangement. The entity has only joint operations.

Joint Operations

The Consolidated Entity has interests in joint arrangements that are joint operations. As a joint operator, the Consolidated Entity recognises its direct right to the assets, liabilities, revenues and expenses of joint operations and its share of any jointly held or incurred assets, liabilities, revenues and expenses. These are included in the respective items of the Consolidated Statement of Profit or Loss and Other Comprehensive Income and the Consolidated Statement of Financial Position.

The entity accounts for the assets, liabilities, revenues and expenses relating to its interest in a joint operation in accordance with the AASBs applicable to the particular assets, liabilities, revenues and expenses.

(i) **Trade Creditors**

A liability is recorded for the goods and services received prior to balance date, whether invoiced to the Group or not that remain unpaid. Trade creditors are normally settled within 30 days.

(j) **Cash and Cash Equivalents**

Cash and cash equivalents in the Consolidated Statement of Financial Position comprise cash at bank and in hand and short-term deposits with an original maturity of 3 months or less that are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value.

For the purpose of the Consolidated Statements of Cash Flows, cash and cash equivalents include cash and cash equivalents as above, net of outstanding bank overdrafts.

(k) **Provisions**

Provisions for make good obligations are recognised when the Group has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the end of the reporting period. The discount rate used to determine the present value is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as finance cost in profit or loss.

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

(k) Provisions (Continued)

Restoration provision

The Group recognises a restoration provision to meet all future obligations for the restoration of petroleum assets when the petroleum assets are abandoned. Site restoration costs include the dismantling and removal of mining plant, equipment and building structures, waste removal, and rehabilitation of the site in accordance with clauses of the mining permits. The liability for restoration is discounted to present value and capitalised as part of the exploration expenditure of an area of interest and revised at the end of each reporting period through profit or loss. The capitalised costs are amortised over the life of the petroleum asset. The periodic unwinding of the discount is recognised in profit or loss as part of finance costs.

Changes in the estimates of restoration costs are dealt with prospectively by recognising an adjustment to the restoration liability and a corresponding adjustment to the asset to which it relates. If any reduction in the restoration liability exceeds the carrying amount of that asset, any excess is recognised in profit or loss. In determining the costs of site restoration, there is uncertainty regarding the nature and extent of the restoration due to community expectations and future legislation. Accordingly, the costs have been determined on the basis that the restoration will be completed within one year of abandoning the site.

(l) Segment Reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the Chief Operating Decision Maker. The Chief Operating Decision Maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Board of Directors.

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components. All operating segments' operating results are regularly reviewed by the Board of Directors to make decisions about resources to be allocated to the segment and assess its performance, and for which discrete financial information is available.

Segment results that are reported to the Board of Directors include items directly attributable to a segment as well as those that can be allocated on a reasonable basis. Unallocated items comprise mainly of office expenses, and income tax assets and liabilities.

Segment capital expenditure is the total cost incurred during the period to acquire property, plant and equipment, and intangible assets other than goodwill.

(m) Comparative Figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(n) Financial Instruments

Recognition

Financial instruments are initially measured at fair value at settlement date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

Financial assets

AASB 9 contains three principal classification categories for financial assets: measured at amortised cost, Fair Value through Other Comprehensive Income (FVOCI) and Fair Value Through Profit or Loss (FVTPL). The classification of financial assets under AASB 9 is generally based on the business model in which a financial asset is managed and its contractual cash flow characteristics.

The Group's loans and receivables are classified as amortised cost.

Financial assets are not reclassified subsequent to their initial recognition unless the Group changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Group becomes a party to the contractual provisions of the instrument.

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

(n) Financial Instruments (Continued)

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at fair value through profit or loss, transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in profit or loss. Any gain or loss on derecognition is recognised in profit or loss.

Financial liabilities

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in profit or loss. Other financial liabilities are subsequently measured at amortised cost using the effective interest method. Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

Impairment

Financial assets

AASB 9 uses an 'expected credit loss' (ECL) model. The impairment model applies to financial assets measured at amortised cost, contract assets and debt investments at FVOCI, but not to investments in equity instruments.

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Group expects to receive). ECLs are discounted at the effective interest rate of the financial asset.

(o) Impairment of Non-Financial Assets

At each reporting date, the directors review the carrying values of its non-financial assets which include exploration, evaluation and development expenditures and property, plant and equipment, to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed and included in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the Consolidated Entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

(p) Foreign Currency Transactions and Balances

Functional and presentation currency

The functional currency of each of the controlled entities is measured using the currency of the primary economic environment in which that entity operates. The consolidated financial statements are presented in Australian dollars which is the parent entity's functional and presentation currency.

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

(q) Inventories

Inventories are valued at the lower of cost and net realisable value. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale. Cost comprises direct materials and delivery costs, direct labour, import duties and other taxes and an appropriate proportion of variable and fixed overhead expenditure based on normal operating capacity. Costs of purchased inventory are determined after deducting rebates and discounts received or receivable. Inventories consist of drilling consumables predominantly chemicals and proppant.

(r) Leases

As indicated in note 1 above, the Group has changed its accounting policy for leases. This note explains the new policy and the impact of the adoption of AASB 16 *Leases* on the Group's financial statement.

Until 30 June 2019, leases of property, plant and equipment where the Group, as lessee, has substantially all the risks and rewards of ownership were classified as finance leases. Other leases were classified as operating leases.

Lease payments for operating leases, where substantially all risks and benefits remain with the lessor, were previously recognised as an expense on a straight-line basis over the lease term.

A sale and leaseback transaction is one where the Group sells an asset and immediately reacquires the use of the asset by entering into a lease with the buyer.

For sale and finance leasebacks, any profit from the sale was deferred and amortised over the lease term. For sale and operating leasebacks, generally the assets were sold at fair value, and accordingly the profit or loss from the sale was recognised immediately in profit or loss.

From 1 July 2019, leases are recognised as a right-of-use asset and a corresponding liability.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payments that are based on an index or a rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable by the Group under residual value guarantees
- the exercise price of a purchase option if the Group is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the Group exercising that option.

Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

The lease payments are discounted using the lessee's incremental borrowing rate, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability
- any lease payments made at or before the commencement date less any lease incentives received
- any initial direct costs, and
- restoration costs.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

Payments associated with short term leases and leases of low value assets are recognised in profit and loss on a straight-line basis with a lease term of 12 months or less.

The Group has adopted AASB 16 *Leases* retrospectively from 1 July 2019, but has not restated comparatives for the 30 June 2019 reporting period, as permitted under the specific transition provisions in the standard. The reclassifications and the adjustments arising from the new leasing rules are therefore recognised in the opening Consolidated Statement of Financial Position on 1 July 2019.

NOTE 23 - STATEMENT OF ACCOUNTING POLICIES (Continued)

On adoption of AASB 16, the Group recognised lease liabilities in relation to leases which had previously been classified as 'operating leases' under the principles of *AASB 117 Leases*. These liabilities were measured at the present value of the remaining lease payments, discounted using the Group's incremental borrowing rate as of 1 July 2019. The lending rate applied to the lease liabilities was 6.97%.

In applying AASB 16 for the first time, the Group has used the following practical expedients permitted by the standard:

- accounting for operating leases with a remaining lease term of less than 12 months as at 1 July 2019 as short-term leases
- excluding initial direct costs for the measurement of the right-of-use asset at the date of initial application, and
- using hindsight in determining the lease term where the contract contains options to extend or terminate the lease.

	<u>1 July</u> <u>2019</u> <u>\$</u>
Operating lease commitments disclosed as at 30 June 2019	889,654
Discounted using the Group's incremental borrowing rate of 6.97%	825,182
Lease liability recognised as at 1 July 2019	<u>825,182</u>
Of which are:	
Current lease liabilities	439,784
Non-current lease liabilities	385,398
	<u>825,182</u>

The associated rights-of-use assets were measured at the amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments relating to that lease recognised in the consolidated statement of financial position as at 30 June 2019.

The change in accounting policy affected the following items in the statement of financial position on 1 July 2019:

- right-of-use assets – increase by \$869,002
- lease liabilities – increase by \$825,182
- there was no impact on retained earnings

ADDITIONAL SHAREHOLDER INFORMATION

On-market buy-back

There is no on-market buy back transactions during 2019-2020 financial year.

Distribution of Shareholdings

The distribution of ordinary shareholders ranked according to size at 8 October 2020 was as follows:

Range	Total Holders	Units	% of Issued Capital
1 - 1,000	401	58,285	0.01
1,001 - 5,000	1,039	3,423,015	0.57
5,001 - 10,000	817	6,997,532	1.17
10,001 - 100,000	2,064	75,440,734	12.62
Over 100,001	568	511,687,372	85.62
Rounding			0.01
TOTAL	4,889	597,606,938	100.00

Unmarketable Parcels as at 8 October 2020	Minimum Parcel Size	Holders	Units
Minimum \$ 500.00 parcel at \$ 0.0240 per unit	20,834	2,990	22,329,716

Voting Rights

All ordinary shares carry one vote per share without restriction.

Twenty Largest Ordinary Shareholders

For the names of the twenty largest holders as at 8 October 2020:

Rank	Name	Shares Held	% of Issued Capital
1	HK PROSPEROUS TECHNOLOGY LIMITED	80,318,393	13.44
2	BNP PARIBAS NOMINEES PTY LTD <LGT BANK AG DRP>	59,835,516	10.01
3	RAY JAMES	25,038,469	4.19
4	HOWARD LU	16,068,181	2.69
5	MR EDDIE SABA	15,125,378	2.53
6	MR EDDIE SABA <SABA SUPERANNUATION FUND A/C>	12,000,000	2.01
7	CITICORP NOMINEES PTY LIMITED	11,346,074	1.90
8	TAIWAN FRUCTOSE CO LTD	9,000,000	1.51
9	ICON HOLDINGS PTY LTD <THE K J PAGANIN FAMILY A/C>	6,000,000	1.00
10	CABLEX INDUSTRIES PTY LTD	4,991,332	0.84
11	SAMBOR TRADING PTY LTD	4,522,256	0.76
12	MR CHIEN HUA LEE	4,500,000	0.75
13	ALPHA GEM PTY LTD	4,304,581	0.72
14	BLADES AUSTRALIA PTY LTD	4,220,000	0.71
15	MR DOUGLAS CAMPBELL TIPPING + MRS NEREIDA MARY TIPPING <DC & NM TIPPING S/F A/C>	3,800,000	0.64
16	MR IANAKI SEMERDZIEV	3,741,000	0.63
17	J P MORGAN NOMINEES AUSTRALIA LIMITED	3,635,676	0.61
18	MOROHI PTY LTD	3,620,058	0.61
19	LINK ORANGE PTY LTD	3,393,181	0.57
20	IAN PETHERBRIDGE RETIREMENT FUND PTY LTD <IAN PETHERBRIDGE R/F A/C>	3,250,000	0.54
Totals: Top 20 holders of FULLY PAID ORDINARY SHARES (TOTAL)		278,710,095	46.64
Total Remaining Holders Balance		319,946,387	53.54

Substantial Holders

Rank	Name	Shares Held	% of Issued Capital
1	HK PROSPEROUS TECHNOLOGY LIMITED	80,318,393	13.44
2	MR CHING-TANG LI (HOLDING THROUGH BNP PARIBAS NOMINEES PTY LTD <LGT BANK AG DRP>)	39,347,341	6.58
Totals: Substantial holders of FULLY PAID ORDINARY SHARES		119,665,734	20.02

NOTES

CORPORATE DIRECTORY

ICON ENERGY LIMITED

ABN 61 058 454 569
ASX Code: ICN

Directors

Stephen Barry (Chairman)
Raymond James (Non-executive Director)
Keith Hilless (Non-executive Director)
Howard Lu (Non-executive Director)

Registered Office

C/- William Buck Gold Coast
(QLD) Pty Ltd
Level 3, 2 Corporate Court,
Bundall Queensland 4217

Business Office

"Lakeside 2 Bermuda Point"
1301/1 Lake Orr Drive
Varsity Lakes
Gold Coast Queensland 4227

PO Box 513
Varsity Lakes
Gold Coast Queensland 4227

Telephone: +61 7 5554 7111
Email: contact@iconenergy.com
Website: www.iconenergy.com

Share Registry

Computershare Investor Services Pty Limited
Level 1, 200 Mary Street
Brisbane Queensland 4000

GPO Box 523
Brisbane Queensland 4001

Telephone: +61 7 3237 2100
Fax: +61 7 3237 2152

Auditors

Crowe Brisbane
Level 16, 120 Edward Street
Brisbane Queensland 4000

Internet Address

www.iconenergy.com

Information and Investor enquiries:

contact@iconenergy.com







www.iconenergy.com

Appendix 4G

Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity:

Icon Energy Ltd

ABN / ARBN:

61 058 454 569

Financial year ended:

30 June 2020

Our corporate governance statement² for the above period above can be found at:³

- ☒ These pages of our 2020 annual report: Pages 12 to 19
- ☒ This URL on our website: <http://www.iconenergy.com/irm/content/corporate-governance.aspx?RID=319>

The Corporate Governance Statement is accurate and up to date as at 25 August 2020 and has been approved by the board.

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

Date: 23/10/2020

Sign:



CFO / Company Secretary

Name: Natalia Fraser

¹ Under Listing Rule 4.7.3, an entity must lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX.

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 rule 4.10.3.

² "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.

³ Mark whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where the entity's corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

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.

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
1.1	A listed entity should disclose: (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 fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location] ... and information about the respective roles and responsibilities of our board and management (including those matters expressly reserved to the board and those delegated to management): <input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2172_0/boardcharterandtheroleofmanagement	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <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 person, or putting forward to security holders a candidate 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 fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input checked="" type="checkbox"/> at this location: <i>Corporate Governance Statement on pp 12-19 of the 2020 Annual Report which can be found at</i> http://www.iconenergy.com	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <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.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <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.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

⁴ 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.

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
1.5	<p>A listed entity should:</p> <p>(a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:</p> <p>(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p>	<p>... the fact that we have a diversity policy that complies with paragraph (a):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p> <p>... and a copy of our diversity policy or a summary of it:</p> <p><input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2175_0/diversitypolicy</p> <p>... and the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with our diversity policy and our progress towards achieving them:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p> <p>The Company is not a "relevant employer"</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
1.6	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>... the evaluation process referred to in paragraph (a):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2167_0/performanceevaluationprocess</p> <p>... and the information referred to in paragraph (b):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>... the evaluation process referred to in paragraph (a):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p> <p>... and the information referred to in paragraph (b):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
PRINCIPLE 2 - STRUCTURE THE BOARD TO ADD VALUE			
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>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have a nomination committee that complies with paragraphs (1) and (2):</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2171_0/remunerationnominationsandsuccessioncommitteecharter</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: 2020 Director's Report on page pp 25-34 of the 2020 Annual Report which can be found at http://www.iconenergy.com</p> <p>[The Company does have a Nomination Committee(b):]</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input checked="" type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.2	<p>A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.</p>	<p>... our board skills matrix:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
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, association 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, association 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 names of the directors considered by the board to be independent directors: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location] ... and, where applicable, the information referred to in paragraph (b): <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location] ... and the length of service of each director: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location] <i>And is referred to in the Corporate Governance Statement and included in the Director's Report at this location Corporate Governance Statement on pp 12-19 and the 2020 Director's Report on pp 25-34; of the 2020 Annual Report which can be found at http://www.iconenergy.com</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <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.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <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 provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should: (a) have a code of conduct for its directors, senior executives and employees; and (b) disclose that code or a summary of it.	... our code of conduct or a summary of it: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2173_0/codeofconductandethics	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING			
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>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have an audit committee that complies with paragraphs (1) and (2):</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2170_0/auditandriskmanagementcommitteecharter</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: <i>Corporate Governance Statement on pp 12-19 and the 2020 Director's Report on pp 25-34; of the 2020 Annual Report which can be found at http://www.iconenergy.com</i></p> <p>[The Company does have an Audit Committee(b):]</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input checked="" type="checkbox"/> an explanation why that is so 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>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at <i>Corporate Governance Statement on pp 12-19 and the 2020 Director's Report on pp 25-34; of the 2020 Annual Report which can be found at http://www.iconenergy.com</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
4.3	<p>A 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.</p>	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should: (a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and (b) disclose that policy or a summary of it.	... our continuous disclosure compliance policy or a summary of it: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2174_0/disclosureandcommunicationspolicy	<input type="checkbox"/> an explanation why that is so 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.	... information about us and our governance on our website: <input checked="" type="checkbox"/> at http://www.iconenergy.com/irm/content/company-overview.aspx?RID=317	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input checked="" type="checkbox"/> at this location; <i>Corporate Governance on pp 12-19 of the 2020 Annual Report which can be found at http://www.iconenergy.com</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
6.3	A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	... our policies and processes for facilitating and encouraging participation at meetings of security holders: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity that does not hold periodic meetings of security holders and this recommendation is therefore not applicable
6.4	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 fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement OR <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
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>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have a committee or committees to oversee risk that comply with paragraphs (1) and (2):</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at http://www.iconenergy.com/irm/PDF/2170_0/auditandriskmanagementcommitteecharter</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: Corporate Governance Statement on pp 12-19 and the 2020 Director's Report on pp 25-34; of the 2020 Annual Report which can be found at http://www.iconenergy.com</p>	<p><input checked="" type="checkbox"/> an explanation why that is so 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</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p>... the fact that board or a committee of the board reviews the entity's risk management framework at least annually to satisfy itself that it continues to be sound:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
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 risk management and internal control processes.</p>	<p>[If the entity complies with paragraph (a):] ... how our internal audit function is structured and what role it performs:</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location; <i>The Company maintains an internal audit function and this is outlined in the Audit and Risk Management Charter at http://www.iconenergy.com/irm/PDF/2170_0/auditandriskmanagementcommitteecharter</i></p> <p>[If the entity complies with paragraph (b):]</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
7.4	<p>A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	<p>... whether we have any material exposure to economic, environmental and social sustainability risks and, if we do, how we manage or intend to manage those risks:</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: <i>Outlined in the Audit and Risk Management Charter at http://www.iconenergy.com/irm/PDF/2170_0/auditandriskmanagementcommitteecharter</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
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>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have a remuneration committee that complies with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2171_0/remunerationnominationsandsuccessioncommitteecharter</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: 2020 Director's Report on page 25-34 of the 2020 Annual Report which can be found at http://www.iconenergy.com</p> <p>[If the entity complies with paragraph (b):]</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input checked="" type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	<p>... separately our remuneration 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"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at [insert location]</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</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>... our policy on this issue or a summary of it:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input checked="" type="checkbox"/> at this location: http://www.iconenergy.com/irm/PDF/2168_0/sharetradingpolicy</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... ⁴
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	<p><i>Alternative to Recommendation 1.1 for externally managed listed entities:</i></p> <p>The responsible entity of an externally managed listed entity should disclose:</p> <p>(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity;</p> <p>(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</p>	<p>... the information referred to in paragraphs (a) and (b):</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	<p>... the terms governing our remuneration as manager of the entity:</p> <p><input type="checkbox"/> in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>