Appendix 4G

Key to Disclosures
Corporate Governance Council Principles and Recommendations

Name of entity

Alexium International Group Limited

ABN/ARBN

91 064 820 408

Financial year ended:

30 June 2025

Our corporate governance statement[1] for the period above can be found at:[2]

☐ These pages of our annual report:

☒ This URL on our website: https://www.alexiuminternational.com/investor-relations/

The Corporate Governance Statement is accurate and up to date as at 30 June 2025 and has been approved by the board.

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

Date: 28 August 2025

Name of authorised officer authorising lodgement: Mark Licciardo - Company Secretary

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

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

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

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

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

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

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

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

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

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

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

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

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

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	☒ and we have disclosed the evaluation process referred to in paragraph (a) at: the Corporate Governance Statement at: https://www.alexiuminternational.com/investor-relations/ and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: our Corporate Governance Statement.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

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

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

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

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

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

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

Corporate Governance Council recommendation		**Where a box below is ticked,[4] we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:**	**Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]**
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	☒ and we have disclosed whether we have any material exposure to environmental and social risks at: in our Corporate Governance Statement. and, if we do, how we manage or intend to manage those risks at: our Corporate Governance Statement.	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		**Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:**	**Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]**
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	☒ Items (a) (3) we have disclosed a copy of the charter of the committee at: https://www.alexiuminternational.com/investor-relations/ and the information referred to in paragraphs (a) (4) and (5) at: our Annual Report.	☒ items (a) (1) and (2) set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	☒ and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at: our Corporate Governance Statement.	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
8.3	A listed entity which has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	☒ and we have disclosed our policy on this issue or a summary of it at: https://www.alexiuminternational.com/investor-relations/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		**Where a box below is ticked,[4] we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:**	**Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are:[5]**
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	☐ and we have disclosed information about the processes in place at: …………………………………………………………………… [*insert location*]	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☒ we do not have a director in this position and this recommendation is therefore not applicable **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	☐	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☒ we are established in Australia and this recommendation is therefore not applicable **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	☐	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☒ we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable ☐ we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable

Alexium International Group Limited - Corporate Governance Statement

ASX Corporate Governance Council's Corporate Governance Principles and Recommendations – 4th Edition.

For the year ended 30 June 2025 and approved by the Board on 28 August 2025.

Alexium International Group Limited (**Company** or **Alexium**) is committed to best practice corporate governance and has reviewed all practices in line with the ASX Corporate Governance Council's principles of good corporate governance and best practice recommendations - 4th Edition (**Recommendations)**. Throughout the financial year ended 30 June 2025, and as at the date of this statement, the Board has considered and applied the Recommendations to the circumstances of the Company. Where the Company's practice departs from a Recommendation, this corporate governance statement identifies the area of divergence and reasons for it, or the alternative practise adopted by the Company.

The documents that govern the Company's corporate governance framework, including its Constitution, charters and polices are available in the Corporate Governance section on the Company's website - https://www.alexiuminternational.com/investor-relations/

	Recommendations	Current Practice
1.1	A listed entity should have and disclose a board charter setting out: • the respective roles and responsibilities of its board and management; and • those matters expressly reserved to the board and those delegated to management.	The Board has adopted a Board Charter that formalises the functions and responsibilities of the Board. The Board is responsible for the strategic direction of the Company with oversight and review of the management and administration of the Company. The Board delegates responsibility for the day-to-day operations and administration of the Company to the Chief Executive Officer/Managing Director (CEO/MD). The respective roles and responsibilities of the Board, its Committees and senior executives are set out in the Board and respective Committee Charters and are available on the Company's website at https://www.alexiuminternational.com/investor-relations/.
1.2	A listed entity should: • undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and • provide security holders with all material information in its possession relevant to a decision on whether to elect or re-elect a director.	The Board has established policies and procedures that apply to the appointment of new directors, which include checks as to the person's character, experience, education, and appropriate background checks. At each annual general meeting, the Company provides shareholders with all material information in its possession relevant to a decision on whether to elect or re-elect a director.
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Non-Executive Directors are provided a formal letter of appointment which sets out their duties and responsibilities, rights, and remuneration entitlements. Senior executives are employed under individual service contracts which set out their terms of employment including details of their duties, responsibilities, rights, and remuneration entitlements.

<table>
<tr><th></th><th>Recommendations</th><th>Current Practice</th></tr>
<tr><td>1.4</td><td>The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with proper functioning of the board.</td><td>The Company Secretary is directly accountable to the Board, through the Chair, on all matters to do with the proper functioning of the Board. The Company Secretary is accessible to all Directors.

The Board is responsible for the appointment and removal of the Company Secretary.

As at 30 June 2025, Mr Mark Licciardo is the Company Secretary.</td></tr>
<tr><td>1.5</td><td>A listed entity should:
• have and disclose a diversity policy;
• through its board or committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives, and workforce generally; and
• disclose in relation to each reporting period:
  ▪ the measurable objectives set for that period to achieve gender diversity;
  ▪ the entity's progress towards achieving those objectives; and
  ▪ either:
    ○ the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or
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.</td><td>The Board has adopted a Diversity Policy which aims to ensure that the Company's workforce, including the Board, is made up of individuals with diverse skills, values, backgrounds, and experience to the benefit of the Company.

The Diversity Policy does not include a requirement for the Board to establish measurable objectives for achieving gender diversity. Given the small size of the Company workforce, the Board has determined that it is not currently practicable to establish measurable objectives in this area. Notwithstanding the absence of set measurable diversity objectives, the Company is and will continue to be cognisant of promoting an inclusive and diverse workforce.

The proportion of women employees in the whole organisation, women in senior executive positions and women on the Board as at 30 June 2025 are set out in the following table:

<table>
<tr><th></th><th>Proportion of Women</th></tr>
<tr><td>Whole Organisation (Excluding NEDs)</td><td>9</td></tr>
<tr><td>Snr Executive Positions (CEO/MD, VP Finance, CTO)</td><td>1</td></tr>
<tr><td>Non-Executive Directors</td><td>0</td></tr>
</table>

The Company is not deemed a "relevant employer" under the Workplace Gender Equality Act.</td></tr>
<tr><td>1.6</td><td>A listed entity should:
• have and disclose a process for periodically evaluating the performance of the board, its committees, and individual directors; and
• disclose, for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</td><td>A performance evaluation of the Board, its committees and individual directors was undertaken during the reporting period. An appropriate questionnaire was completed by all directors, results were collated and discussed.</td></tr>
<tr><td>1.7</td><td>A listed entity should:
• have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and
• disclose, for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</td><td>The Company conducts annual performance evaluations of all staff.

Employee performance evaluations have been undertaken for all staff for the period ended 30 June 2025
Details on executive management performance incentives and remuneration are contained in the remuneration report section of the Director's Report, in the Company's Annual Report.</td></tr>
</table>

	Recommendations	Current Practice
2.1	The board of a listed entity should: • have a nomination committee which: - has at least three members, a majority of whom are independent directors; and - is chaired by an independent director; and disclose: - the charter of the committee; - the members of the committee; and - as at the end of each reporting period, the number of times the committee met throughout the period and individual attendances of the members at those meetings: or • 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.	As of 30 June 2025, the Nomination & Remuneration Committee comprised of: • Mr Randall Lane (Committee Chair) – Independent *(appointed as the Committee Chair, effective 1 December 2024)* • Mr James Williamson (Committee Member) – Non-Executive/Non-Independent *(appointed as a Committee Member, effective 1 December 2024)* • Dr Paul Stenson (Committee Member) – Non-Executive/Independent The following two Committee members had resigned during the reporting period: • Mr Dennis (Committee Chair) – Non-Executive Director/Non-Independent *(resigned as Committee Member following resignation as a board director on 20 November 2024)* • Mr Moore (Committee Member) – Non-Executive Director/Non-Independent *(resigned as a Committee Member, effective 1 December 2024)* The Committee is chaired by an independent director, however, does not constitute by a majority of independent directors. The Board believes the composition of the Committee is of sufficient size and independence to effectively discharge its mandate effectively, having regard to the available members of the Board and Company's operations. The Nomination & Remuneration Committee Charter which sets out the Committee's role and responsibilities, composition, structure, and membership requirements is available on the Company's website https://www.alexiuminternational.com/investor-relations/. Members' qualifications and experience, together with the number of meetings held throughout the year and attendance at those meetings is set out in the Company's Annual Report.
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.	The Board has developed a board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve. The Board regularly reviews whether the Directors as a group have the range of expertise, skills, knowledge, and operational and technical expertise relevant to the operation of the Company required to address existing and emerging business and governance issues and fulfil their role on the Board and on the Board Committees. Alexium considers that its Board is currently comprised of members with skills and experience in the following areas.

Recommendations	Current Practice
Skills and Experience of Directors	
Strategy	Strategic planning & execution experience in developing, implementing, measuring, and reporting strategic objectives that succeed in delivering long term sustainable shareholder value.
Executive Management	Experience at an executive level including the ability to: • appoint and evaluate the performance of the CEO and senior executive managers; • oversee strategic human resource management including workforce planning, and employee and industrial relations; and oversee large scale organisational change.
Corporate Governance	Previous experience as either an executive or non-executive director that demonstrates sound understanding of Corporate Governance Principles in an ASX listed Company.
Commercial Framework Development	Ability to identify key issues and opportunities for the Company and develop appropriate policies to define the parameters within which the organisation should operate.
Financial Performance	Qualifications and experience in accounting and/or finance and the ability to: • analyse key financial statements; • critically assess financial viability and performance; • contribute to strategic financial planning; • oversee budgets and the efficient use of resources; • oversee funding arrangements and accountability; • business unit and corporate finance reporting; and • capital markets experience in sourcing funding from either debt or capital markets.
Risk and Compliance Oversight	Ability to identify key risks to the organisation in a wide range of areas including legal and regulatory compliance, and monitor risk and compliance management frameworks and systems.
Marketing	Marketing and distribution strategies for B2B. Marketing experience in key business areas.
Innovation and Entrepreneurial	Proven success as an innovator. The required entrepreneurial mindset to ensure success in a fast-moving market environment and R&D experience in chemical formulations.
Human Resources	Staff engagement & executive remuneration experience in staff engagement principles and executive remuneration packaging, KPI management and reporting.
Legal	Legal experience in, or awareness of, legal obligations under the *Corporations Act 2001*, tax, ASX Listing Rules and the equivalent US laws. Application for and management of patents and other intellectual property.
Supply Chain Management	Logistics and operational experience in supply chain management.
Technical /IT	Experience at executive level including the ability to: • manage digital transformation, cybersecurity, and privacy. • oversee and provide guidance on intellectual property, product development and technical sustainability

Further details regarding the skills and experience of each Director are included in the Director's Report within the Annual Report.

	Recommendations	Current Practice
2.3	A listed entity should disclose: • the names of the directors considered by the board to be independent directors; • if a director has an interest, position or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and. • the length of service of each director.	The independence of Directors was measured during the reporting period having regard to the defining characteristics set out in Box 2.3 of the Recommendations and in the light of the interests disclosed by each of the Directors. The following table sets out the Directors of the Company as of 30 June 2025, including their non-executive and independent status.

	Name	Appointment date	Resignation date	NED	Independent	Length of Service
1	Mr Moore	01-Feb-20	-	Yes	No	5 years 4 months
2	Dr Stenson	15-Jun-20	-	Yes	Yes	5 years
3	Dr Brookins	12-Jul-18	-	No	No	7 years
4	Mr Dennis	01-Sep-21	20-Nov-24	Yes	No	2 years 9 months
5	Mr Blackburn	01-Sep-22	-	No	No	1 years 9 months
6	Mr Lane	1-Jul-24	-	Yes	Yes	1 year
7	Mr Strickland	1-Jul-24	-	Yes	No	1 year
8	Mr Williamson	21-Nov-24	-	Yes	No	8 months

The Board will continue to monitor the interests of its directors and will review its assessment of independence at least annually, and as and when a director’s circumstances change in a manner that warrants re-assessment.

The Board also assesses the independence of new directors upon appointment and reviews their independence, and the independence of other directors as appropriate.

	Recommendations	Current Practice
2.4	A majority of the board of a listed entity should be independent directors.	As of 30 June 2025, only two of seven directors were considered independent. The Board does not believe that this impacts its ability to operate effectively to discharge its duties and operate the Company. Mr Blackburn is not considered independent, by virtue of him being a Company Executive. Dr Brookins is not considered independent, by virtue of him being a Company Executive. Mr Moore and Mr Strickland are not considered independent as they represent a major shareholder, Colinton Capital Partners. Mr Williamson is not considered independent as he represents a major shareholder, Wentworth Williamson. Mr Randall Lane and Mr Stenson are considered independent directors. The Board will review its composition as the Company's operations evolve and will consider future Director appointments with the overall independence of the Board in mind.
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.	Mr Simon Moore is an interim non-independent non-executive Chair. The roles of the Chair and CEO/MD are not exercised by the same individual. The Board Charter sets out distinct responsibilities of each role.
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	New Directors are provided with a formal letter of appointment and introductory materials. The Board Charter provides that the Company Secretary is responsible for arranging an induction program for any new director. Directors are encouraged and given the opportunity to broaden their knowledge of the Company by visiting the Company's operational office. During the reporting period, Directors made several visits to the Company's operational site. Directors are encouraged to undertake professional development opportunities as and when required to further develop and maintain their skills and knowledge.

	Recommendations	Current Practice
3.1	A listed entity should articulate and disclose its values.	**Make A Difference:** We make a positive impact by empowering our teams to create breakthrough products and provide exemplary service to our customers. We act with purpose and accept the risks to bring innovative yet practical solutions to our markets. **Team-Oriented:** We trust and support one another. We act as owners of the company with a passion for action and a can-do attitude. We contribute our best to the team and the company and accept personal responsibility for our performance and development. **Be Open and Honest:** We believe open and honest communication builds trust, which is the foundation of any positive relationship. **Embrace and Drive Change:** We embrace change. Those who lead change are in the best position to shape our bright future. **Work Smarter:** We work efficiently and are focused on accomplishments that propel us forward while also increasing the quality of our results. **Exhibit Integrity:** Our actions match our words. We do the right thing at all times. **Sustainability:** We are good agents of our Company, our community, environment, and world, and are passionate about ensuring success today and for the future.
3.2	A listed entity should: • have and disclose code of conduct for its directors, senior executives, and employees; and • ensure that the board or a committee of the board is informed of any material breaches of that code.	The Company has adopted a Code of Conduct, a copy of which is available on the Company's website at https://www.alexiuminternational.com/investor-relations/. The Code of Conduct applies to all Directors, senior executives, staff and other persons that act on behalf of Alexium. Employees are responsible for actively reporting any breaches of the Code of Conduct and are encouraged to follow the steps outlined in the Whistleblower Policy.
3.3	A listed entity should: • have and disclose a whistleblower policy; and • ensure that the board or committee of the board is informed of any material incidents reported under that policy.	The Company has adopted a Whistleblower Policy. The Whistleblower Policy applies to its directors, senior executives, staff and other persons that act on behalf of Alexium. The Board is informed of any material incidents reported under the Policy. The Whistleblower Policy is available on the Company's website at https://www.alexiuminternational.com/investor-relations/ and has been made available to all staff.
3.4	A listed entity should: • have and disclose an anti-bribery and corruption policy; and • ensure that the board or committee of the board is informed of any material breaches of that policy.	The Board has adopted an Anti-Bribery and Corruption Policy, a copy of which is available on the Company's website at https://www.alexiuminternational.com/investor-relations/ and has been made available to all staff. The Board or a Committee of the Board is informed of any material incidents of bribery or corruption, as they may be indicative of issues with the culture of the organisation.

	Recommendations	Current Practice
4.1	The board of a listed entity should: • have an audit committee which: ▪ has at least three members all of whom are non-executive directors and a majority of whom are independent directors; and ▪ is chaired by an independent director, who is not chair of the board. and disclose: ▪ the charter of the committee; ▪ the relevant qualifications and experience of the members of the committee; and ▪ 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** • 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.	As of 30 June 2025, the Audit Committee comprised of the following members: • Mr Moore (Committee Chair) – Non-Executive Director/Non-Independent • Mr Blackburn (Committee member) – Chief Executive Officer/ Managing Director/Non-Independent • Mr Randall Lane (Committee member) – Non-Executive Director/Independent (appointed as a Committee member, effective 1 July 2024) The following two Committee members had resigned during the reporting period: • Mr Dennis (Committee Chair) – Non-Executive Director/Non-Independent *(resigned as Committee member following resignation as a board director on 20 November 2024)* • Dr Paul Stenson (Committee Member) – Non-Executive/Independent *(resigned as a Committee member, effective 1 July 2024)* The Committee is chaired by a non-independent director, who is also the interim chair of the Board, and a majority of its members are not independent directors. The Board believes the composition of the Committee is of sufficient size and independence to effectively discharge its mandate effectively, having regard to the available members of the Board and Company's operations. The Audit Committee Charter which sets out the Committee's role and responsibilities, composition, structure, and membership requirements is available on the Company's website https://www.alexiuminternational.com/investor-relations/. Members' qualifications and experience, together with the number of meetings held throughout the year and attendance at those meetings is set out in the Company's Annual Report. In addition to the Audit Committee members, the Vice President Finance, external auditor, and Company Secretary regularly attend the meetings.
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO & 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 based on a sound system of risk management and internal control which is operating effectively.	Prior to Board approval of the Company's annual financial reports, the CEO/MD and Vice President Finance provide the Board with declarations required under section 295A of the Corporations Act 2001 (Cth) and Recommendation.
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	The Company's Board reviews all periodic unaudited report releases to the public through a review process that includes senior management requests for verification of provided information. Once satisfied with content and source of information the Board approves the report for release to the public.

	Recommendations	Current Practice
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	The Company has adopted a Price Sensitive Information Policy which sets out the processes and practices that ensure its compliance with the continuous disclosure requirements under the ASX Listing Rules and Corporations Act 2001 (Cth). The Price Sensitive Information Policy is available on the Company's website at https://www.alexiuminternational.com/investor-relations/.
5.2	A listed entity should ensure that its board receives copies of all material market announcement promptly after they have been made.	All Board members receive copies of the market announcements as soon as they have been released with the ASX.
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	The Chair, CEO/MD and Vice President Finance generally deal with analysts, investors, media, and others, taking into account regulatory guidelines including those issued by the ASX on continuous disclosure. The Company issues presentations to the ASX Market Announcement Platform ahead of the Investor Webinars/ Presentations.
6.1	A listed entity should provide information about itself and its governance to investors via its website.	Detailed information about its business and operations along with corporate governance practices can be found on the Company's website - www.alexiuminternational.com.
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	The Company has adopted a Shareholder Communications and Participation Policy which outlines the range of media used to communicate with shareholders and the types of information provided. The Company encourages participation by shareholders at the Company's general meetings, investor webinars/ presentations and via the contact details provided on the Company's website. The Shareholder Communications and Participation Policy is available on the Company's website at https://www.alexiuminternational.com/investor-relations/.
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	The Company views general meetings as an important forum for reciprocal communication between itself and shareholders. The Company provides a direct voting facility to allow security holders to vote ahead of general meetings without having to attend or appoint a proxy. Shareholders are encouraged to participate in general meetings and are given the opportunity to ask questions of the Company and its auditors at the annual general meeting.

	Recommendations	Current Practice
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	At any General Meeting any substantive resolutions will be decided by way of a poll.
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	The Company provides shareholders with the option of receiving communications from, and sending communications to, the Company and Share Registry electronically. The Company provides a printed copy of the Annual Report only to those shareholders who have specifically elected to receive a printed copy. Other shareholders receive the Annual Report via email and are advised that it is available on the Company's website. The Company's share register is managed by Automic Pty Ltd. Shareholders can access their shareholding details or make enquiries about their shareholding electronically through the Automic Investor Centre.
7.1	The board of a listed entity should: • have a committee or committees to oversee risk, each of which: ▪ has at least three members, a majority of whom are independent directors; and ▪ is chaired by an independent director, and disclose: ▪ the charter of the committee; ▪ the members of the committee; and ▪ as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; **OR** • if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	As of 30 June 2025, the Risk Committee comprised of the following members: • Dr Stenson (Committee Chair) – Non-Executive Director/Independent • Mr Moore (Committee member) – Non-Executive Director/Non-Independent • Dr Brookins (Committee member) – Executive/Non-Independent • Mr Strickland (Committee member) – Non-Executive Director/Non-Independent (appointed as a Committee member, effective 1 July 2024) The Committee is chaired by an independent director, however, the majority of its members are not independent. The Board believes the composition of the Committee is of sufficient size and independence to effectively discharge its mandate effectively, having regard to the available members of the Board and Company's operations. The Risk Committee Charter which sets out the Committee's role and responsibilities, composition, structure, and membership requirements is available on the Company's website https://www.alexiuminternational.com/investor-relations/. Members' qualifications and experience, together with the number of meetings held throughout the year and attendance at those meetings is set out in the Company's Annual Report. In addition to the Risk Committee members, the Company CEO/MD, Vice President Finance and Company Secretary regularly attend the meetings. The Risk Committee has the responsibility to establish policies on the system of internal control and identification and management of material risks in accordance with the Company's Risk Management Policy. The Risk Management Policy is available on the Company's website at https://www.alexiuminternational.com/investor-relations/ and is reviewed on an annual basis.

	Recommendations	Current Practice
7.2	The board or a committee of the board should: • review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and • disclose, in relation to each reporting period, whether such a review has taken place.	The Risk Committee is responsible for reviewing the Company's risk management framework to ensure the Company's governance processes and practices continue to be sound and that Alexium manages risk within the Board approved risk appetite. The Risk Committee conducted its review during the reporting period and concluded that controls over risk management processes were considered adequate and effective. In addition to meetings of the Risk Committee, the Board is updated on material business and financial risks on an on-going basis.
7.3	A listed entity should disclose: • if it has an internal audit function, how the function is structured and what role it performs; OR • if it does not have an internal audit function, disclose that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	The Company currently does not retain a dedicated internal audit position. Management and the Board consider this is appropriate, taking into consideration the stage of the Company's life cycle, the scale and relative simplicity of its current operations, and size of its finance function. The internal audit function is performed by senior management and reviewed by the Board. Currently this function comprises: • regular review and testing of the adequacy of controls for risks identified as presenting the highest overall exposure; • management's periodic confirmation that the assessment of these identified risks and their controls remain appropriate; • identification and review of any newly identified risks that may develop resulting from changes to the business; and • regular and recurring review of any deficiencies identified as part of an external audit and the subsequent actions taken to mitigate these risks. Where considered appropriate, external guidance may be sought on specific risks or controls. The Audit Committee regularly discusses the appropriateness of controls with the external auditor and if considered necessary would initiate an audit of a particular function.
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	***Environmental Sustainability*** Environmental considerations are incorporated into the design of Alexium's product portfolio where relevant to customer applications. Additionally, Alexium's manufacturing partners are selected in part based on their adherence to established environmental standards as well as compliance with manufacturing standards such as ISO 9001. ***Social Sustainability*** Social sustainability is an important aspect of Alexium's culture. Alexium values diversity in the workplace and has worked to have a diverse staff based on social, economic, and ethnic backgrounds. The compensation and promotion structure for staff is designed to encourage long-term careers. Alexium also strives to work with suppliers and consultants in our local community. For our markets as a whole, Alexium is actively engaged in key organizations for our suppliers and customers.

	Recommendations	Current Practice
8.1	The board of a listed entity should: • have a remuneration committee which: ▪ has at least three members a majority of whom are independent directors; and ▪ is chaired by an independent director; and disclose: ▪ the charter of the committee; ▪ the members of the committee; and ▪ as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or • if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	As of 30 June 2025, the Nomination & Remuneration Committee comprises of: • Mr Lane – Non-Executive Director/Independent *(appointed a Committee Chair effective 1 December 2024)* • Dr Stenson – Non-Executive Director/Independent *(appointed a Committee member effective 1 July 2024)* • *Mr Williamson – Non-Executive Director/Non-Independent* *(appointed a Committee member effective 1 December 2024)* The following Committee members had resigned during the reporting period: • Mr Dennis (Chair) – Non-Executive Director/Non-Independent *(resigned as Committee Chair following resignation as a board director on 20 November 2024)* • Mr Moore – Non-Executive Director/Non-Independent (resigned as Committee member effective 1 December 2024) The Committee is chaired by a non-independent director and a majority of Committee members are non-independent directors. The Board believes the composition of the Committee is of sufficient size and independence to effectively discharge its mandate effectively, having regard to the available members of the Board and Company's operations. The Nomination & Remuneration Committee Charter which sets out the Committee's role and responsibilities, composition, structure, and membership requirements is available on the Company's website https://www.alexiuminternational.com/investor-relations/. Members' qualifications and experience, together with the number of meetings held throughout the year and attendance at those meetings is set out in the Company's Annual Report. In addition to the Nomination & Remuneration Committee members, CEO/MD, Vice President Finance and Company Secretary attend the meetings as appropriate.
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	Non-executive Directors are paid fees from an aggregate sum approved by shareholders of the Company. Non-executive Directors are remunerated at a fixed fee for their time and responsibilities, and their remuneration is not linked to the operating performance of the Company. There are no termination or retirement benefits for Non-executive Directors other than superannuation. Remuneration of the CEO/MD and senior executives consist of a base salary, fringe benefits (including medical insurance) and performance incentives. Details of remuneration are contained in the Remuneration Report, which forms part of the Directors' Report in the Company's Annual Report.

	Recommendations	Current Practice
8.3	A listed entity which has an equity-based remuneration scheme should: • have a policy on whether participants are permitted to enter transactions (whether using derivatives or otherwise) which limit the economic risk of participating in the scheme; and • disclose that policy or a summary of it.	The Company's Securities Dealing Policy prohibits Directors and key management personnel from entering transactions in associated products which operate to limit the economic risk of holding securities in the Company. Further, any Director or key management personnel of the Company who enters margin lending arrangements or otherwise encumbers their securities of the Company is required to provide details of those security arrangements which may be subject to prohibitions on dealing as contained in the Securities Dealing Policy. The Securities Dealing Policy is available on the Company's website at https://www.alexiuminternational.com/investor-relations/.