## **Corporate Governance Statement**

# inhaleRx

The Board of InhaleRx Limited ACN 611 845 820 (**IRX** or the **Company**) recognise the importance of good corporate governance to its shareholders and other stakeholders.

The Company's governance framework is reviewed at least annually by the Board. Copies of the various policies and charters as amended are lodged with the ASX and are published on the Company's website: <u>https://inhalerx.com.au/about/</u>

The directors and management of IRX are committed to ensuring that the Company's business is conducted in accordance with high standards of corporate governance. The board believes that, except where otherwise stated:

- The Company's policies and practices comply in all material respects with the 4<sup>th</sup> edition of the ASX Corporate Governance Council Principles and Recommendations (ASX Principles and Recommendations); and
- During the year ended 31 December 2024 it has been compliant with the ASX Principles and Recommendations.

This Corporate Governance Statement has been approved by the Board of Directors and is up to date as at the date of its release.

A checklist cross-checking the ASX Principles and Recommendations to the relevant disclosures in this statement is provided at the end of this Corporate Governance Statement.

## **RESPONSIBILITY OF THE BOARD**

The Board is responsible for, and has the authority to determine, all matters relating to strategic direction, policies, practices, management goals and the operations of the Company.

The Board has adopted a Board Charter which distinguishes the functions and responsibilities which are reserved for the Board and those which are delegated to Management.

## THE ROLE OF MANAGEMENT

It is the role of senior management to manage the Company in accordance with the direction and delegations of the Board and the responsibility of the Board to oversee the activities of management in carrying out these delegated duties.

The Company's officers and management have all entered into service contracts which outline the responsibilities of each of the company's officers and of management personnel when performing their roles for the Company.

The Company intends to regularly review the balance of responsibilities to ensure that the division of functions remains appropriate to the needs of the Company.

The Board Charter is obtainable on the Company's website:

https://inhalerx.com.au/about/.

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## BOARD COMMITTEES

The Company has a process of periodic evaluation for the board, its committees (when applicable) and individual directors, this review is based on assessment by the Board of key performance indicators relevant to the Company, the Board and individual directors.

A formal internal performance evaluation, whilst commenced, has not been completed as at the date of this statement. The Board is committed to its role and each Board member is dedicated to proactively supporting the Company and its stakeholders.

## EXECUTIVE PERFORMANCE AND REMUNERATION

The Board is responsible for the nomination and selection of directors. Given the size of the Company and the nature of its operations, the Board does not believe it to be appropriate to establish a remuneration and nomination committee at this time.

The composition of the Board, its performance and the appointment of new Directors is reviewed periodically by the Board, taking advice from external advisers where considered appropriate. The Board has implemented a Nomination and Remuneration Policy, which is obtainable on the Company's website at <a href="https://inhalerx.com.au/about/">https://inhalerx.com.au/about/</a>

## POLICIES

The Company has adopted the following policies, each of which has been prepared having regard to the ASX Principles and Recommendations and are available on the Company's website: <u>https://inhalerx.com.au/about/</u>

- Anti-Bribery and Corruption Policy
- Code of Conduct
- Communication and Disclosure Policy
- Diversity Policy
- Risk Management Policy
- Securities Trading Policy
- Whistleblower Policy

## **DIVERSITY AND INCLUSION**

The Board values diversity and recognises the benefits that it can bring to the Company. As such the Board has adopted a Diversity Policy. The policy includes requirements for the Board to establish measurable objectives for achieving diversity.

As at the date of this statement, the Board has not set any measurable objectives for achieving gender diversity. Given the size of the Company and its current operations, the Company is not currently in a position to fully implement the recommendations and statements as set out in the Diversity Policy. As the Company grows, it will implement the recommendations and statements as set out in the policy.

The Diversity Policy is obtainable on the Company's website at: https://inhalerx.com.au/about/



The following is the respective proportions of men and women on the board, in senior executive positions and across the whole organisation:

	Female	Male	Gender Mix % (F:M)
Board	0	3	0%
Senior Management	0	3	0%
Employees and Permanent Contractors (excluding Senior Management and Board)	0	0	0%
TOTAL	0	56	0%

## INTEGRITY OF REPORTING

The Board receives an assurance from the CEO and CFO (or equivalent) for each financial reporting period that their opinion is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks.

The Board has also established a framework for the relationship between the Company and the external auditor, which ensures that:

- Recommendations made by the external auditor and other independent advisors are critically evaluated and, where appropriate, applied;
- The ability of the external auditors to carry out their statutory audit is in no way impaired;
- Consideration is given to what, if any, services other than their statutory audit role may be provided by the auditors;
- Any other services provided by the auditors, other than their statutory audit role, are approved and monitored; and
- The Company has defined policies and procedures in place as appropriate internal controls to manage risk effectively.

The external auditor is invited to attend the Company's Annual General Meeting to answer questions from shareholders in relation to the audit.

## CONTINUOUS DISCLOSURE AND SHAREHOLDER COMMUNICATION

The Company has adopted a Communication and Disclosure Policy to ensure compliance with the ASX Listing Rules disclosure requirements. The Communication and Disclosure Policy is available on the Company's website at <u>https://inhalerx.com.au/about/</u>.

The Board has committed to effective communication that aims to provide and facilitate effective two-way communication with our investors. Security holders may elect to, and are encouraged to, receive communications from IRX and the Company's share registry electronically.

## **RISK ASSESSMENT AND MANAGEMENT**

Due to the current size of the Board, the Board fulfils the role and responsibilities of the Audit and Risk Committee which is responsible for monitoring, identifying and managing risks, and ensuring that these risk identification and management procedures are implemented and

## Corporate Governance Statement



followed. The Directors consider it is appropriate for the Board to act as the Audit Committee at this stage of the Company's development.

Management of the Company is required to review the IRX Risk Plan each quarter which is presented to the Board.

Board composition and independence details have been set out previously in this Corporate Governance Statement.

The Board is responsible for periodically reviewing the Company's risk management framework (at least annually).

The Risk Management Framework was reviewed during the reporting period. The Company

does not have an internal audit function.

The Board is responsible for reviewing and amending where necessary internal financial and audit controls and accountability mechanisms, reviewing the results of audits, and ensuring the independence, objectivity and competency of internal and external auditors and audit processes and the separation of internal and external audit functions.

The Board considers this sufficient for a Company of this size and complexity.

As a biotech company, the Company may be materially exposed to economic, environmental and social sustainability risks. The Company has adopted a Risk Management Policy to assist with management of these risks, which is available on the Company's website at <a href="https://inhalerx.com.au/about/">https://inhalerx.com.au/about/</a>.

#### **CORPORATE GOVERNANCE**

The primary responsibility of the Board is to represent and advance shareholders' interests and to protect the interests of all stakeholders. To fulfil this role, the Board is responsible for the overall corporate governance of the Company including its strategic direction, establishing goals for management and monitoring the achievement of these goals.

The Company is committed to good corporate governance, which promotes the long-term interests of shareholders, strengthens Board and management accountability and helps build public trust in the Company. The Board is elected by the shareholders to oversee their interest in the long-term health and the overall success of the business and its financial strength. The Board serves as the ultimate decision-making body of the Company, except for those matters reserved to or shared with the shareholders. The Board selects and oversees the members of senior management, who are charged by the Board with conducting the business of the Company.

Disclosure of these corporate governance practices will be given in accordance with the ASX Listing Rules. The Board has assessed IRX's current practice against the Guidelines and outlines its assessment on the following pages.

## ANNEXURE - KEY TO CORPORATE GOVERNANCE DISCLOSURES

ltem	ASX Best Practice Recommendation	Comment	Implemented
Princ	iple 1: Lay a solid foundation for management	and oversight	
1.1	A listed entity should have and disclose a	The Role of the Board	Υ
	board charter setting out: (a) the respective roles and responsibilities of	The Board is responsible for, and has the authority to determine, all matters relating to strategic direction, policies, practices, management goals and the operations of the Company.	
	its board and management; and	The Board has adopted a Board Charter which distinguishes the functions and responsibilities which are reserved for the Board and those which are delegated to Management.	
	(b) those matters expressly reserved	The Role of Management	
	to the board and those delegated to management	It is the role of senior management to manage the Company in accordance with the direction and delegations of the Board and the responsibility of the Board to oversee the activities of management in carrying out these delegated duties.	
		The Company's officers and management have all entered into service contracts which outline the responsibilities of each of the company's officers and of management personnel when performing their roles for the Company.	
		The Company intends to regularly review the balance of responsibilities to ensure that the division of functions remains appropriate to the needs of the Company.	
		The Board Charter is obtainable on the Company's website:	
		https://inhalerx.com.au/about/.	

1.2	A listed entity should: (a) undertake appropriate checks before appointing a person, or putting forward to	The Nomination and Remuneration Policy adopted by the board sets out the process for screening proposed directors and the Company provides security holders with material information regarding whether or not to elect or re-elect a director at each Annual General Meeting.	Y
	security holders a candidate for election, as a director; and (b) provide security holders with all material information in its possession relevant to a	The Company undertakes appropriate checks to verify the suitability of candidates that are considered for nomination to the Board, having regard to each candidate's character, experience, education, criminal record and bankruptcy history, prior to nomination for election as a director.	
	decision on whether or not to elect or re-elect a director.	The Nomination and Remuneration Policy is obtainable on the Company's website: <u>https://inhalerx.com.au/about/</u> .	
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	The Company's officers and management have all entered into service contracts which outline the responsibilities of each of the Company's officers and of management personnel when performing their roles for the Company.	Y
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 Board Charter provides that the secretary shall be accountable directly to the board in this respect.	Y
1.5	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a diversity policy;</li> <li>(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</li> <li>(c) disclose in relation to each reporting period:</li> </ul>	The Board values diversity and recognises the benefits that it can bring to the Company. As such the Board has adopted a Diversity Policy. The policy includes requirements for the Board to establish measurable objectives for achieving diversity. As at the date of this statement, the Board has not set any measurable objectives for achieving gender diversity. Given the size of the Company and its current operations, the Company is not currently in a position to fully implement the recommendations and statements as set out in the Diversity Policy.	Partial

	(1) the measurable objectives set for that period to achieve gender diversity;	As the Company grows, i and statements as set ou		he recommendations	
	(2) the entity's progress towards achieving those objectives; and	The Diversity Policy is ob https://inhalerx.com.au/ab		Company's website at:	
	(3) either:	The following is the respe on the board, in senior ex			
	(A) the respective proportions of men and women on the board, in senior executive	organisation:			
	positions and across the whole workforce (including how the entity has defined "senior		Male	Female	
	executive" for these purposes); or	Board	100%	0%	
	(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality	Senior Executive	Senior Executive100%0%	0%	
	Indicators", as defined in and published under that Act.	Whole Organisation100%0%	0%		
	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.				
.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	The Company has a proc board, its committees (wh this review is based on as performance indicators re individual directors.	nen applicable) a ssessment by the	nd individual directors, e Board of key	Y
	(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.	A formal internal performation has not been completed a Board is committed to its dedicated to proactively stakeholders.	as at the date of role and each B	this statement. The oard member is	



1.7	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</li> <li>(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.</li> </ul>	The Company has a process of periodic evaluation and disclosure for senior executives, as included in its Board Charter. A formal internal performance evaluation, whilst commenced, has not been completed as at the date of this statement.	Y
	Provide the information indicated in Guide to reporting on Principle 1.		Y
Princ	iple 2: Structure the board to be effective and a	add value	
2.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a nomination committee which:</li> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee; and</li> <li>(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</li> </ul>	The Board is responsible for the nomination and selection of directors. Given the size of the Company and the nature of its operations, the Board does not believe it to be appropriate to establish a nomination committee at this time. The composition of the Board, its performance and the appointment of new Directors is reviewed periodically by the Board, taking advice from external advisers where considered appropriate. The Board has implemented a Nomination and Remuneration Policy, which is obtainable on the Company's website at https://inhalerx.com.au/about/	Y



	(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.		
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 periodically assesses the competencies and experience of each Board member and the experiences and skills required at Board level to meet its operational objectives. Therefore, a formal board skills matrix is not deemed to be necessary.	Ν
2.3	<ul> <li>A listed entity should disclose:</li> <li>(a) the names of the directors considered by the board to be independent directors;</li> <li>(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</li> <li>(c) the length of service of each director.</li> </ul>	At the date of this Corporate Governance Statement, the Board considers that Sean Williams, Andrew Saich and James Barrie are free from any interest, position, association or relationship that may influence or reasonably be perceived to influence, the independent exercise of the Director's judgement and that each of them is able to fulfill the role of independent Director for the purpose of this recommendation. The Company will continually evaluate whether it will be appropriate to consider additional independent directors as the business evolves and expands. The interests of the Directors and their length of service are disclosed in the 2024 Annual report.	Y
2.4	A majority of the board of a listed entity should be independent directors.	At the date of this statement, the Board consists of all independent directors. The Board consists of 3 independent directors from a Board comprising 3 members.	Y

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 Chairman of the Board (Sean Williams) is an independent director. The role of CEO and Chairman are not exercised by the same person.	Y
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	The Board undertakes a process to induct new directors to provide the incoming director with sufficient knowledge of the entity and its operations to enable them to fulfill their role effectively. All Board members have access to continuing development opportunities to update their skills and knowledge.	Y
	Provide the information indicated in Guide to reporting on Principle 2.		Y
Princ	iple 3: Act ethically and responsibly		
3.1	A listed entity should articulate and disclose its values.	The Company and its subsidiary companies (if any) are committed to conducting all of its business activities fairly, honestly with a high level of integrity, and in compliance with all applicable laws, rules and regulations. The Board, management and employees are dedicated to high ethical standards and recognise and support the Company's commitment to compliance with these standards.	Y
		The Company's values are set out in its Code of Conduct and are available on the Company's website at <u>https://inhalerx.com.au/about/</u> .	
		All employees are given appropriate training on the Company's values and senior executives will continually reference such values.	



3.2	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a code of conduct for its directors, senior executives and employees; and</li> <li>(b) ensure that the board or a committee of the board is informed of any material breaches of that code by a director or senior executive; and</li> <li>(2) any other material breaches of that code that call into question the culture of the organisation.</li> </ul>	The Board has established a Code of Conduct for the Board and Management. The Code of Conduct is available on the Company's website at <u>https://inhalerx.com.au/about/</u> . The Board is committed to meeting its responsibilities under the Constitution and <i>Corporations Act 2001</i> (Cth) when carrying out the functions as company officers.	Y
3.3	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a whistleblower policy; and</li> <li>(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</li> </ul>	The Company's Whistleblower Protection Policy is available on the Company's website at <u>https://inhalerx.com.au/about/</u> . Any material breaches of the Whistleblower Protection Policy are to be reported to the Board or a committee of the Board.	Y
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.	The Board recognises that giving bribes or other improper payments or benefits to public officials is a serious criminal offence and can damage a listed entity's reputation and standing in the community. During 2024, the Company implemented an Anti-bribery and Corruption Policy which is available on the Company's website at <u>https://inhalerx.com.au/about/</u> .	Y
	Provide the information indicated in Guide to reporting on Principle 3.		Y

Princ	iple 4: Safeguard the integrity of corporate rep	orts	
4.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have an audit committee which:</li> <li>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, who is not the chair of the board, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the relevant qualifications and experience of the members of the committee; and</li> <li>(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</li> <li>(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 audit engagement partner.</li> </ul>	Due to the size and operations of the Company, the Board fulfils the responsibilities of the Audit and Risk Committee. The Board has adopted a Charter for the Audit and Risk Committee, which is available on the Company's website at https://inhalerx.com.au/about/. The Directors believes it is appropriate for the Board to act as the Audit Committee at this stage of the Company's development. Given the size of the Board and the Company's current operations, it is considered that no efficiencies or other benefits would be gained by establishing a separate Committee. The Board will review this position on an ongoing basis as the Company grows. Details on Board composition and independence have been set out previously in this Corporate Governance Statement.	Partial

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.	The Board receives an assurance from the CEO and CFO (or equivalent) for each financial reporting period that their opinion is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks.	Y
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	The Board and relevant Senior Management review any periodic corporate report that is released to the market that has not been audited or reviewed by an external auditor.	Y
	Provide the information indicated in Guide to reporting on Principle 4		Y
Princ	iple 5: Make timely and balanced disclosure		
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	The Company has adopted a Communication and Disclosure Policy to ensure compliance with the ASX Listing Rules disclosure requirements. The Communication and Disclosure Policy is available on the Company's website at <u>https://inhalerx.com.au/about/</u> .	Y
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	The Company Secretary ensures that all members of the Board receive material market announcements promptly after they have been made.	Y

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.	All substantive investor or analyst presentations are released on the ASX Markets Announcement Platform ahead of such presentations.	Y
	Provide the information indicated in Guide to reporting on Principle 5		Y
Princ	ciple 6: Respect the rights of security holders	·	
6.1	A listed entity should provide information about itself and its governance to investors via its website.	The Board has adopted a Communications and Disclosure Policy which is available on the Company's website at: <u>https://inhalerx.com.au/about/</u> . As part of this policy, the Board ensures that all relevant announcements and documents are published on the Company's website in a prompt fashion.	Y
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	The Board actively engages with security holders at the Annual General Meeting, at periodic Townhall meetings and by responding to enquiries security holders may make from time to time.	Y
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	The Board is committed to ensuring that the Company's shareholders receive information relating to the Company on a timely basis and shall endeavour to keep shareholders well informed of all material developments of the Company by announcing material announcements onto the ASX and holding Investor Presentations when required.	Y
		During meetings of securities holders the Company will seek to ask if any holders have any enquiries either before or during each meeting.	
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security	All substantive resolutions at securityholder meetings are decided by a poll rather than a show of hands.	Y



	holders are decided by a poll rather than by a show of hands.		
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	The Company encourages security holders to register for receipt of communications from the Company electronically. The process is managed by the Company's Registry.	Y
	Provide the information indicated in Guide to reporting on Principle 6.		Y
Prin	ciple 7: Recognise and manage risk		
7.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a committee or committees to oversee risk, each of which:</li> <li>(1) has at least three members, a majority of whom are independent directors; and</li> </ul>	Due to the current size of the Board, the Board fulfils the role and responsibilities of the Audit and Risk Committee which is responsible for monitoring, identifying and managing risks, and ensuring that these risk identification and management procedures are implemented and followed. The Directors consider it is appropriate for the Board to act as the Audit Committee at this stage of the Company's development.	Partial
	(2) is chaired by an independent director, and disclose:	Management of the Company is required to review the InhaleRx Risk Plan each quarter which is presented to the Board.	
	<ul> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> <li>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for</li> </ul>	Board composition and independence details have been set out previously in this Corporate Governance Statement.	



	overseeing the entity's risk management framework.		
7.2	<ul> <li>The board or a committee of the board should:</li> <li>(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</li> <li>(b) disclose, in relation to each reporting period, whether such a review has taken place.</li> </ul>	The Board is responsible for periodically reviewing the Company's risk management framework (at least annually). The Risk Management Framework was reviewed during the reporting period.	Y
7.3	<ul> <li>A listed entity should disclose:</li> <li>(a) if it has an internal audit function, how the function is structured and what role it performs; or</li> <li>(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.</li> </ul>	The Company does not have an internal audit function. The Board is responsible for reviewing and amending where necessary internal financial and audit controls and accountability mechanisms, reviewing the results of audits, and ensuring the independence, objectivity and competency of internal and external auditors and audit processes and the separation of internal and external audit functions. The Board considers this sufficient for a Company of this size and complexity.	Y
7.4	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.	As a biotech company, the Company may be materially exposed to economic, environmental and social sustainability risks. The Company has adopted a Risk Management Policy to assist with management of these risks, which is available on the Company's website at <u>https://inhalerx.com.au/about/</u> .	Y
	Provide the information indicated in the Guide to reporting on Principle 7		Y

Princ	ciple 8: Remunerate fairly and responsibly		
8.1	The board of a listed entity should: (a) have a remuneration committee	The Company has not established a separate Remuneration and Nomination Committee.	Partially
	which: (1) has at least three members, a majority of whom are independent directors; and	Given the size of the Board and the Company's current operations, it is considered that no efficiencies or other benefits would be gained by establishing a separate Remuneration and Nomination Committee. The Board will review this position on an ongoing basis as the Company grows. The Board has established a Nomination and Remuneration Policy which is available on the company's website at: <u>https://inhalerx.com.au/about/</u> . Prior to establishment of the Remuneration and Nomination Committee, the full Board will oversee matters usually the responsibility of a Remuneration and Nomination Committee.	
	<ul><li>(2) is chaired by an independent director,</li><li>and disclose:</li></ul>		
	(3) the charter of the committee;		
	<ul> <li>(4) the members of the committee; and</li> <li>(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</li> </ul>		
	(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.		
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	The Board is responsible for the Company's remuneration policy and has adopted a Nomination and Remuneration Policy available on the Company's website at: <u>https://inhalerx.com.au/about/</u> . This policy outlines the processes by which the Board shall review officer and management remuneration.	Y



8.3	<ul> <li>A listed entity which has an equity-based remuneration scheme should:</li> <li>(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</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	Participants in equity-based remuneration schemes are not permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme	Y
	Provide the information indicated in the Guide to reporting on Principle 8		Y