

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

Micro-X Limited

ABN/ARBN

21 153 273 735

Financial year ended:

30 June 2025

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

- ☐ These pages of our annual report:
- ☒ This URL on our website: <https://micro-x.com/investors/corporate-governance/>

The Corporate Governance Statement is accurate and up to date as at 28 August 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: Richard Willson, Company Secretary

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

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

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

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

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

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

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

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

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

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

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

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

Key to Disclosures Corporate Governance Council Principles and Recommendations

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

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
	(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.	https://www.micro-x.com/investor-hub/corporate-governance and whether a performance evaluation was undertaken for the reporting period in accordance with that process in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance	

Key to Disclosures Corporate Governance Council Principles and Recommendations

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

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values at: https://www.micro-x.com/about-us and in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of the charter of the committee at: https://www.micro-x.com/investor-hub/corporate-governance and the information referred to in paragraphs (4) and (5) in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders in our Shareholder Communications Policy at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of the charter of the committee at: https://www.micro-x.com/investor-hub/corporate-governance and the information referred to in paragraphs (4) and (5) in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/> and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/> 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 in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance and, if we do, how we manage or intend to manage those risks in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	The board of a listed entity should: (a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	<input checked="" type="checkbox"/> and we have disclosed a copy of the charter of the committee at: https://www.micro-x.com/investor-hub/corporate-governance and the information referred to in paragraphs (4) and (5) in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives in the Corporate Governance Statement at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed our policy on this issue or a summary of it in the employee gift plan rules and employee equity plan rules at: https://www.micro-x.com/investor-hub/corporate-governance	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
	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]	<input type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	<i>Alternative to Recommendation 1.1 for externally managed listed entities:</i> The responsible entity of an externally managed listed entity should disclose: (a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	<input type="checkbox"/> and we have disclosed the information referred to in paragraphs (a) and (b) at: [insert location]	<input type="checkbox"/> set out in our Corporate Governance Statement
-	<i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i> An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	<input type="checkbox"/> and we have disclosed the terms governing our remuneration as manager of the entity at: [insert location]	<input type="checkbox"/> set out in our Corporate Governance Statement

Corporate governance statement

This document discloses the extent to which Micro-X Limited ACN 153 273 735 (**Company**) has followed the recommendations set by the ASX Corporate Governance Council in the third edition of its Corporate Governance Principles and Recommendations (**ASX Recommendations**) during the relevant part of the reporting period.

The Company recognises that the ASX Corporate Governance Council (**Council**) issued a fourth edition of its Corporate Governance Principles and Recommendations on 27 February 2019, which takes effect for an entity's first full financial year commencing on or after January 2020. For the Company, that date was 30 June 2021.

This document is current and accurate as at 28 August 2025 and has been approved by the Board of the Company.

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
Principle 1: Lay solid foundations for management and oversight		
Recommendation 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.	Yes	The Company has adopted a Board Charter. The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board's composition, the roles and responsibilities of the Board, its Chairman and Company Secretary, details of the Board's relationship with management and the matters delegated to management. A copy of the Company's Board Charter is available on the Company's website (https://www.micro-x.com/investor-hub/corporate-governance)
Recommendation 1.2 A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive, or putting someone forward for election, as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	Yes	(a) The Company has detailed guidelines for the appointment and selection of the Board which require the Board to undertake appropriate checks before appointing a person or putting forward to security holders a candidate for election, as a Director. (b) All material information relevant to a decision on whether or not to elect or re-elect a Director will be provided to security holders in a Notice of Meeting pursuant to which the resolution to elect or re-elect a Director will be voted on.
Recommendation 1.3 A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	Each director and senior executive is party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment.
Recommendation 1.4 The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	Yes	The Board Charter provides that the Company Secretary is accountable directly to the Board, through the chair. A copy of the board charter is provided at: https://www.micro-x.com/investor-hub/corporate-governance

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION						
<p>Recommendation 1.5</p> <p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period</p>	Yes.	<p>The Company believes that diversity and inclusion in the workplace are the cornerstones of high organisational performance. The pursuit of diversity creates a workplace environment rich in talent and ideas, which, in turn, drives innovation and original thinking.</p> <p>The Company is committed to inclusion and diversity at all levels and strives to cultivate an environment of fairness, respect and equal opportunity. The Company recognises the clear corporate benefits of diversity, in that the contribution that people make through their individual backgrounds and perspectives makes us more creative, flexible, productive and competitive. It provides us with the widest pool of available talent, facilitates employee retention, fosters a better understanding of customer needs and values and contributes to our corporate reputation.</p> <p>The Board has adopted a written Diversity and Inclusion Policy (D&I Policy). The D&I Policy includes requirements for the Board to set measurable objectives for achieving gender and other forms of diversity, and to assess both the objectives and the Company's progress in achieving them at the end of each reporting period. A copy of the Company's Diversity Policy is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance</p> <p>Micro-X is committed to promoting diversity and inclusion across all levels of the organisation. The Company has reviewed its diversity objectives for the FY24/25 reporting period and has resolved to maintain the same objectives set for FY23/24 set out in the table below, as they remain relevant and appropriate to the Company's current structure, size and strategic priorities. No new diversity objectives have been adopted for FY24/25.</p> <table><tr><th>Objective</th><th>Company Progress</th></tr><tr><td>Ensure, to the extent possible, a balanced selection of candidates for any company position and ensure diversity, as much as possible, on all interview panels including cultural interview panels.</td><td><p>The Company maintains a selection process which ensures that all candidates undertake a "cultural" interview with as many employees as possible, ensuring diversity on panels.</p><p>The Company includes a statement on all job postings that Micro-X encourages applications from candidates from underrepresented groups.</p></td></tr><tr><td>Ensure that salaries for a specific job type or level will be the same regardless of gender or cultural background and taking into account relevant skills and</td><td>The Company intends to track its progress against this objective with salary benchmarking on an annual basis.</td></tr></table>	Objective	Company Progress	Ensure, to the extent possible, a balanced selection of candidates for any company position and ensure diversity, as much as possible, on all interview panels including cultural interview panels.	<p>The Company maintains a selection process which ensures that all candidates undertake a "cultural" interview with as many employees as possible, ensuring diversity on panels.</p> <p>The Company includes a statement on all job postings that Micro-X encourages applications from candidates from underrepresented groups.</p>	Ensure that salaries for a specific job type or level will be the same regardless of gender or cultural background and taking into account relevant skills and	The Company intends to track its progress against this objective with salary benchmarking on an annual basis.
Objective	Company Progress							
Ensure, to the extent possible, a balanced selection of candidates for any company position and ensure diversity, as much as possible, on all interview panels including cultural interview panels.	<p>The Company maintains a selection process which ensures that all candidates undertake a "cultural" interview with as many employees as possible, ensuring diversity on panels.</p> <p>The Company includes a statement on all job postings that Micro-X encourages applications from candidates from underrepresented groups.</p>							
Ensure that salaries for a specific job type or level will be the same regardless of gender or cultural background and taking into account relevant skills and	The Company intends to track its progress against this objective with salary benchmarking on an annual basis.							

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION	
		experience.	
		Continue to facilitate and support the participation of women in STEM, manufacturing and product service sectors.	<p>The Company has been involved in numerous STEM specific activities and programs, with a focus on female participants:</p> <ul style="list-style-type: none"> • Active STEM outreach program to provide opportunities and career mentorship for school and university-based students, including site tours and volunteering for the Student Robotics Club of SA. • Members of CSIRO STEM Professionals in schools program, an important scheme to encourage STEM career pathways at primary level. • Providing career opportunities to high school and university students through work experience and internship programs, including participation in the Defence Industry Connection Program. • Represented on the Industry Advisory Board for the Flinders University College of Science and Engineering.
		Further develop the Micro-X Reconciliation Action Plan (RAP) establishing a framework and action plan for how Micro-X wishes to develop relationships and create opportunities for First Nations people.	<p>In the course of the year, the Company has been involved in/ established:</p> <ul style="list-style-type: none"> • The Australian Stroke Alliance's Darak cultural awareness initiative; • Acknowledgement of Country in internal and external presentations; and • STEM program with a focus on engaging with Indigenous students, including those from remote areas.
		Join the Autism SA Friendly Charter as part of the Tonsley Precinct.	The Company has completed the staff training requirements and received certification from Autism SA as an Autism-friendly workplace.
		Required diversity training for all MX employees (including the Board) on diversity awareness and recognising	The Company has introduced mandatory compliance training for all staff, covering topics of workplace bullying awareness, sexual harassment awareness,

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION	
		unconscious bias.	bystander awareness, discrimination, respectful workplaces.
		Continue to include diversity and inclusion questions as part of the annual MX Culture Survey to set benchmark measure of inclusion.	<p>The Company included a dedicated sub-section on diversity and inclusivity in its annual cultural survey.</p> <p>This survey obtained a majority employee response rate.</p> <p>The Company has also completed an audit of positive duty obligations under Sex Discrimination Act 1984, including a Positive Duty Prevention and Response Plan to action obligations from recent legislative change.</p>
		<p>As at 30 June 2025, women represented:</p> <ul style="list-style-type: none">• 24% of the Company’s workforce (excluding senior executives);• 26% of the Company’s workforce (including senior executives);• 18 % of the Company’s senior executive* positions: and• 25 % at the Company Board level. <p>*For the purposes of this Statement, the Company defines “senior executive” as those who directly report to the CEO.</p>	
<p>Recommendation 1.6</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period, whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p>(a) Yes</p> <p>(b) Yes</p>	<p>(a) The People and Remuneration Committee is responsible for evaluating the performance of the Board and individual Directors will be evaluated on an annual basis. It may do so with the aid of an independent adviser.</p> <p>(b) During the period the Board did not carry out a Board effectiveness review (last performed 2024), however one is planned for the FY26 financial year. The review, is planned to be conducted by a third party, based on a world-class validated framework and benchmarked reporting and covering the following matters:</p> <ul style="list-style-type: none">• The Board’s effectiveness in the development of the Company’s business and operations, and the functionality of each committee in performing its duties;• Interaction between the Board members, and between Board members and the management team;• Board functionality – to monitor and control operations, compliance and management; and• The standard of conduct of Board members.	

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
		This review will then be summarised and reported at a Board meeting, including recommendations to build on the effectiveness of the Board.
Recommendation 1.7 A listed entity should: <ul style="list-style-type: none"> (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. 	<ul style="list-style-type: none"> (a) Yes (b) Yes 	<p>(a) The CEO is responsible for evaluating the performance of senior executives. The CEO provides an update to the People and Remuneration Committee, who subsequently report to the Board. The People and Remuneration Committee are responsible for evaluating the performance of the CEO. The People and Remuneration Committee reports results to the Board.</p> <p>(b) Performance evaluations were undertaken during the relevant part of the reporting period.</p>
Principle 2: Structure the board to add value		
Recommendation 2.1 The board of a listed entity should: <ul style="list-style-type: none"> (a) have a nomination committee which: <ul style="list-style-type: none"> (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: <ul style="list-style-type: none"> (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 of the entity to enable it to discharge its duties and responsibilities effectively. 	No to 2.1(a)(i), Yes to remainder	<p>The Company has established a People and Remuneration Committee, which has responsibility for nomination matters.</p> <p>A copy of the Committee's Charter is available on the Company's website (https://www.micro-x.com/investor-hub/corporate-governance).</p> <p>The Members of the Committee are:</p> <ul style="list-style-type: none"> (a) Patrick O'Brien (Chair); and (b) James McDowell, Independent Director; <p>As shown above, the People & Remuneration Committee currently comprises two directors. While ASX Recommendation 2.1 recommends a minimum of three members with a majority independent, the board considers the current arrangement appropriate given the overall small size of the Company's board. The board maintains oversight of remuneration and related matters through full board involvement</p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Director's Report contained in the Company's Annual Report for the reporting period.</p>
Recommendation 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	Yes	The mix of professional experience, skills, expertise and diversity that the board currently has and assesses itself against is as follows:

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION	
		Skills and Experience	Number of directors (out of four)
		Management and leadership Sustained success in business at senior level.	4
		International business Experience at leadership or senior level in organisations with multiple global locations with exposure to different political, business and regulatory environments	4
		Company growth Significant experience in successfully building or growing a business in both existing and new markets.	4
		Product Strategy Experience in developing and implementing successful strategies for new and existing products.	3
		Product development and commercialisation Experience in delivering a new product, or improving an existing one, to market for customers and suppliers.	3
		Medical/ Defence/ Security industry experience Experience in the medical, defence and/or security industries.	4
		People management Experience in developing and implementing successful strategies regarding the oversight of management of staff to ensure objectives are delivered.	4
		Governance Extensive experience with organisations that are subject to rigorous governance and compliance standards and an ability to assess the effectiveness of management.	4
		Finance/ Legal Experience at a senior level in financial accounting and	4

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION	
		reporting, corporate finance and internal financial controls or the provision of legal services to large business enterprises	
		Cultural and Gender Diversity Skills Experience in inclusive management, cultural awareness and cross-cultural communication.	4
		Cultural leadership and values Create and reinforce norms, behaviours and decision-making processes which reflect the Company's values.	4
		Manufacturing and engineering knowledge Experience at leadership level in the operations of the medical device, engineering or manufacturing industry	3

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p>Recommendation 2.3</p> <p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3, but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	Yes	<p>(a) As at the date of this report, the Board comprises four Directors, three of whom, Patrick O'Brien, Ilona Meyer and James McDowell are considered by the Board to be independent directors. Andrew Hartmann is considered Non-Independent.</p> <p>On 15 January 2025 David Knox retired as Chair of the Board.</p> <p>On 12 November 2024 Alexander Gosling retired as non-executive Director of the Board.</p> <p>(b) N/A.</p> <p>(c) The Directors' lengths of service are:</p> <ul style="list-style-type: none"> Patrick O'Brien – 10 years James McDowell – 4 years Ilona Meyer- 3 years Andrew Hartmann – 2 years
<p>Recommendation 2.4</p> <p>A majority of the board of a listed entity should be independent directors.</p>	Yes	<p>The Board Charter requires that, ideally, the majority of the Board be independent.</p> <p>Three of the four Directors are independent, therefore a majority of the Board of the Company is independent. The Board considers that each of Patrick O'Brien, James McDowell and Ilona Meyer is an Independent Director for the purpose of the ASX Recommendations as each is free from any interest, position, association or relationship that could materially interfere with, or reasonably be perceived to materially interfere with, the independent exercise of their judgement.</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
Recommendation 2.5 The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	Yes	The Chair, Patrick O'Brien is an independent Director. The Company's Chief Executive Officer, Kingsley Hall, is not a Director of the Company.
Recommendation 2.6 A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	Yes	The Company has in place an appropriate induction program for new directors and on-going professional development opportunities for continuing directors.
Principle 3: Act ethically and responsibly		
Recommendation 3.1 A listed entity should articulate and disclose its values.	Yes	The Company's values embody, guide and reinforce the Company's culture, behaviour and actions: Curious Collaborative Determined A statement of the Company's values can be found at: https://www.micro-x.com/about-us
Recommendation 3.2 A listed entity should: <ul style="list-style-type: none"> (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. 	Yes	(a) The Company has a Code of Conduct for directors, senior executives and employees. (b) The Code of Conduct is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/
Recommendation 3.3 A listed entity should: <ul style="list-style-type: none"> (a) have and disclose a whistleblower policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy. 	Yes	(a) The Company has a Whistleblower Policy that demonstrates its commitments to the highest standards of corporate compliance, ethical practice and to the protection of individuals who report suspected wrongdoing. The Company's Whistleblower Policy is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/ (b) Material incidents under the Whistleblower Policy are elevated to the immediate attention of the Company's Board (to the extent not already reported.)
Recommendation 3.4 A listed entity should: <ul style="list-style-type: none"> (a) have and disclose an anti-bribery and corruption policy; and 	Yes	(a) The Company has an Anti-bribery, Fraud and Corruption Policy that prohibits all officers, directors and employees from engaging in activity that constitutes bribery, fraud or corruption, and provides definitional guidelines for what constitutes bribery and corruption.

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.		<p>The Company's Anti-Bribery, Fraud and Corruption Policy is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/</p> <p>(b) Material incidents under the Anti-bribery, Fraud and Corruption Policy are elevated to the immediate attention of the Company's Board (to the extent not already reported.)</p>
Principle 4: Safeguard integrity in financial reporting		
<p>Recommendation 4.1</p> <p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director, who is not the chair of the board, and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the relevant qualifications and experience of the members of the committee; and</p> <p>(v) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	Yes	<p>(a) The Company has established an Audit and Risk Committee.</p> <p>(b) A copy of the Committee's Charter is available on the Company's website https://www.micro-x.com/investor-hub/corporate-governance/</p> <p>(c) The Members of the Committee are:</p> <p>a. Ilona Meyer (Chair), Independent Director;</p> <p>b. Patrick O'Brien, Independent Director;</p> <p>c. James McDowell, Independent Director.</p> <p>(d) The qualifications and experience of the Members of the Committee are disclosed in the Director's Report contained in the Company's Annual Report for the reporting period.</p> <p>(e) The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Director's Report contained in the Company's Annual Report for the reporting period.</p>
<p>Recommendation 4.2</p> <p>The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	Yes	The Board complies with the Recommendations.
<p>Recommendation 4.3</p> <p>A listed entity should disclose its process to verify the integrity of any periodic corporate report</p>	Yes	All periodic corporate reporting which is not externally audited is reviewed by the Audit and Risk Committee, with input from the responsible executives. Once the integrity of the report has been verified, the Audit and Risk Committee recommend to the Board that the information be released.

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
it releases to the market that is not audited or reviewed by an external auditor.		
Principle 5: Make timely and balanced disclosure		
Recommendation 5.1		
A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	Yes	(a) The Company has a written policy for complying with its continuous disclosure obligations under the Listing Rules. (b) This Continuous disclosure policy is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/
Recommendation 5.2 A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	Yes	ASX announcements are made when the Company's Board or executive management team become aware of information required to be disclosed to the market in accordance with the Listing Rules. Copies of all material market announcements are promptly made available to the Board once they are released.
Recommendation 5.3 A listed entity that gives 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.	Yes	Any new and substantive investor or analyst presentation is released to the ASX Market Announcements Platform ahead of the presentation.
Principle 6: Respect the rights of security holders		
Recommendation 6.1 A listed entity should provide information about itself and its governance to investors via its website.	Yes	Information about the Company's governance is available on the Company's website at (https://www.micro-x.com/investor-hub/corporate-governance/) .
Recommendation 6.2 A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	Yes	The Company has adopted a Shareholder Communications Policy which aims to promote and facilitate effective two-way communication with investors. The Strategy outlines a range of ways in which information is communicated to shareholders. A copy of the policy is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
Recommendation 6.3 A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	Yes	The Shareholder Communication Policy, which contains the relevant policies and procedures, is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/
Recommendation 6.4 A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	Yes	The Company's Constitution (amended November 2023) permits a poll be called at the election of the Chair. The Company's Constitution is available here: https://www.micro-x.com/investor-hub/corporate-governance/ All resolutions called for at the 2024 AGM and 2025 EGM were determined by poll, and to ensure consistency with the Recommendation, the Company will ensure that all future substantive resolutions will continue to be determined by poll.
Recommendation 6.5 A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Yes	The Shareholder Communication Policy provides for this facility and is available at https://www.micro-x.com/investor-hub/corporate-governance/ .
Principle 7: Recognise and manage risk		
Recommendation 7.1 The board of a listed entity should: <ul style="list-style-type: none"> (a) have a committee or committees to oversee risk, each of which: <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: <ul style="list-style-type: none"> (iii) the charter of the committee; (iv) the members of the committee; and (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework. 	Yes	<ul style="list-style-type: none"> (b) The Company has established an Audit and Risk Committee, which is responsible for overseeing risk. A copy of the Committee's Charter is available on the Company's website https://www.micro-x.com/investor-hub/corporate-governance/ (c) The Members of the Committee are: <ul style="list-style-type: none"> a. Ilona Meyer (Chair), Independent Director; b. Patrick O'Brien, Independent Director; c. James McDowell, Independent Director. (d) The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Director's Report contained in the Company's Annual Report for the reporting period.

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
Recommendation 7.2 The board or a committee of the board should: <ul style="list-style-type: none"> (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. 	(a) Yes (b) Yes	The Board carried out a review of the risk management framework during the period.
Recommendation 7.3 A listed entity should disclose: <ul style="list-style-type: none"> (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. 	Yes	Due to the current size of the Company, and taking into account cost/benefit considerations, the Board does not currently consider it necessary to have an internal audit function. The Audit and Risk Committee Charter (available at: https://www.micro-x.com/investor-hub/corporate-governance/) requires the Committee to oversee the evaluation and continual improvement of the effectiveness of the Company's risk management and internal control processes. The Committee will achieve this objective by closely monitoring these areas and will require management to review and report on risk and internal control areas. The Committee will consider the use of external resources to assist as required.
Recommendation 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.	Yes	The Company currently does not have any material exposure to environmental or social risk. In accordance with its corporate ESG objectives, the Company has developed its inaugural ESG Framework and Strategy, which will be reported against for the first time in the 2025–26 financial year, in line with ASX financial reporting timeframes. The ESG Framework identifies material environmental, social and governance topics relevant to Micro-X's business, stakeholders and risk profile, guided by global standards including the Global Reporting Initiative (GRI), the UN Sustainable Development Goals, the Paris Agreement, and the draft Australian Sustainability Reporting Standards (AASB/IFRS).

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
Principle 8: Remunerate fairly and responsibly		
Recommendation 8.1 The board of a listed entity should: <p>(a) have a remuneration committee which:</p> <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	Yes	<p>(a) The Company has established a People and Remuneration Committee, which has responsibility for remuneration matters.</p> <p>A copy of the Committee's Charter is available on the Company's website https://www.micro-x.com/investor-hub/corporate-governance/</p> <p>The Members of the Committee are:</p> <ul style="list-style-type: none"> a. Patrick O'Brien (Chair), Independent Director; and b. James McDowell, Independent Director. <p>As shown above, the People & Remuneration Committee currently comprises two directors. While ASX Recommendation 8.1 recommends a minimum of three members with a majority independent, the board considers the current arrangement appropriate given the overall small size of the Company's board. The board maintains oversight of remuneration and related matters through full board involvement.</p> <p>(b) N/A</p>
Recommendation 8.2 A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Yes	<p>The Company's policies and practices regarding the remuneration of non- executive directors and the remuneration of executive directors and other senior executives are disclosed in the Remuneration Report contained in its Annual Report as lodged with the ASX and issued to shareholders.</p> <p>A copy of the Committee's Remuneration Policy is available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/</p>
Recommendation 8.3 A listed entity which has an equity-based remuneration scheme should: <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	Yes	<p>(a) The Company's long and short-term incentive programs contain an element of remuneration which involves a combination of deferred service share rights, and performance share rights (depending on the nature of employment) entitling employees to shares. The Company's Employee Equity Plan Rules are available on the Company's website at: https://www.micro-x.com/investor-hub/corporate-governance/</p> <p>(b) The Company has a Share Trading Policy which includes a policy prohibiting participants of an equity-based remuneration scheme from entering into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme.</p> <p>(c) A copy of the Company's Share Trading Policy is available on the Company's website at:</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
		https://www.micro-x.com/investor-hub/corporate-governance/