

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

Northern Minerals Limited

ABN/ARBN

61 119 966 353

Financial year ended:

30 June 2024

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

☐ These pages of our annual report:

☒ This URL on our website:

<https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf>

The Corporate Governance Statement is accurate and up to date as at *28 October 2024* and has been approved by the board. The annexure includes a key to where our corporate governance disclosures can be located.<sup>3</sup>

Date: 28 October 2024

Name of authorised officer  
authorising lodgement:

Belinda Pearce – Company Secretary

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

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

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

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

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

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

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

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

## ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: <a href="https://northernminerals.com.au/wp-content/uploads/2021/10/Board-Charter-NM.pdf">https://northernminerals.com.au/wp-content/uploads/2021/10/Board-Charter-NM.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
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
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
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

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

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

## Key to Disclosures Corporate Governance Council Principles and Recommendations

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

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a></p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

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<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input 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><a href="https://northernminerals.com.au/wp-content/uploads/2023/10/Northern-Minerals-Limited-Remuneration-and-Nomination-Committee-Charter-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2023/10/Northern-Minerals-Limited-Remuneration-and-Nomination-Committee-Charter-FINAL.pdf</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a></p> <p><i>[If the entity complies with paragraph (b):]</i></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>
2.2	<p>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>	<p><input type="checkbox"/></p> <p>and we have disclosed our board skills matrix at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>

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Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	<input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors at:  <a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a> and, where applicable, the information referred to in paragraph (b) at: <a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a> and the length of service of each director at: <a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
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

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<b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values at: In our Annual Report on page 3.	<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: <a href="https://northernminerals.com.au/wp-content/uploads/2024/08/NML-COR-POL-0018-Code-of-Conduct.pdf">https://northernminerals.com.au/wp-content/uploads/2024/08/NML-COR-POL-0018-Code-of-Conduct.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: <a href="https://northernminerals.com.au/wp-content/uploads/2021/10/8-Whistleblowing-Policy.pdf">https://northernminerals.com.au/wp-content/uploads/2021/10/8-Whistleblowing-Policy.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at: <a href="https://northernminerals.com.au/wp-content/uploads/2024/08/NML-COR-POL-0018-Code-of-Conduct.pdf">https://northernminerals.com.au/wp-content/uploads/2024/08/NML-COR-POL-0018-Code-of-Conduct.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement

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<b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p><input 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 an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2023/06/Northern-Minerals-Limited-Audit-and-Risk-Committee-Charter1673.pdf">https://northernminerals.com.au/wp-content/uploads/2023/06/Northern-Minerals-Limited-Audit-and-Risk-Committee-Charter1673.pdf</a></p>	<p><input checked="" 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



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<b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: <a href="https://northernminerals.com.au/wp-content/uploads/2021/10/5-Continuous-Disclosure-Policy.pdf">https://northernminerals.com.au/wp-content/uploads/2021/10/5-Continuous-Disclosure-Policy.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
<b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b>			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: <a href="https://northernminerals.com.au/about-us/">https://northernminerals.com.au/about-us/</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders at: <a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement

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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
<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input 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 risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2023/06/Northern-Minerals-Limited-Audit-and-Risk-Committee-Charter1673.pdf">https://northernminerals.com.au/wp-content/uploads/2023/06/Northern-Minerals-Limited-Audit-and-Risk-Committee-Charter1673.pdf</a></p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2023/10/NML-IMS-POL-0189-Risk-Management-Policy.pdf">https://northernminerals.com.au/wp-content/uploads/2023/10/NML-IMS-POL-0189-Risk-Management-Policy.pdf</a></p>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement

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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 at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a></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 type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed how our internal audit function is structured and what role it performs 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 an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>
7.4	<p>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.</p>	<p><input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks at:</p> <p>Page 75 of the 2024 Northern Minerals Annual Report.</p> <p>and, if we do, how we manage or intend to manage those risks at:</p> <p>Page 75 of the 2024 Northern Minerals Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p><input 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>and the information referred to in paragraphs (4) and (5) at:</p> <p><a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at:</p> <p>In our Annual Report on page 82.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
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 at:  <a href="https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf">https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES</b>			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at: ..... [insert location]	<input checked="" type="checkbox"/> we do not have a director in this position 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 checked="" type="checkbox"/> we are established in Australia 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 checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable

## CORPORATE GOVERNANCE STATEMENT

The Board and Management is responsible for the corporate governance of the Company and has adopted a suite of corporate governance policies and procedures based on control systems and accountability. A summary of the Company's corporate governance policies and procedures is included in this Statement. The Company's corporate governance policies and procedures are in line with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition) (**Corporate Governance Principles**). The Company has followed the Principles and Recommendations where the Board has considered the recommendation to be an appropriate benchmark for its corporate governance practices. Where, after consideration by the Board, the Company's corporate governance practices depart from the ASX Corporate Governance Principles and Recommendations, the Board has disclosed the departure and the reason for the adoption of its own practice, consistent with the "if not, why not" exception reporting regime in the Corporate Governance Principles.

Other information about the Company's Corporate Governance practices as adopted by the Board and which are regularly reviewed to ensure they remain consistent with the needs of the company are set out on the Company's website at <https://northernminerals.com.au/wp-content/uploads/2024/10/Corporate-Governance-Statement-2024-FINAL.pdf>

This statement was reviewed and approved by the board on 28 October 2024.

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
<b><i>Principle 1: Lay solid foundations for management and oversight</i></b>		
<b>Recommendation 1.1</b> 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	<p>The Board has adopted a formal Board Charter that details the functions and responsibilities of the Board and management.</p> <p>The Board is responsible for the strategic direction of the Company, establishing goals for management and monitoring the achievement of these goals, monitoring the overall corporate governance of the Company.</p> <p>The key responsibilities of the Board are to:</p> <ul style="list-style-type: none"> <li>• appoint and review the performance of the Chairman and management;</li> <li>• develop and approve, with management, strategy, planning, exploration programs and major capital expenditure;</li> <li>• arrange for effective budgeting and financial supervision;</li> <li>• ensure that appropriate audit arrangements are in place;</li> <li>• ensure that the effective and appropriate reporting systems in place will, in particular, assure the Board that proper financial, operational, compliance and risk management controls function adequately; and</li> <li>• report to shareholders.</li> </ul> <p>Management is responsible for implementing the Company's strategies, the management and protection of its resources and day-to-day</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
		<p>communication with its shareholders, all in accordance with the policies, systems and procedures approved by the Board.</p> <p>These policies are set out in the Board Charter which is posted on the Company's website.</p>
<p><b>Recommendation 1.2</b> A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and</p> <p>(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</p>	Yes	<p>The Company's Remuneration and Nomination Committee Charter covers the process of periodically reviewing the structure and balance of the Board and making recommendations regarding appointments, retirement and terms of officers.</p> <p>Directors are appointed based on the specific governance skills required by the Company. The Company's current directors have relevant experience in either the operations and/or accounting/legal and financial management and relevant business experience.</p> <p>Each member of the Board is committed to spending sufficient time to enable them to carry out their duties as a director of the Company as specified in their appointment arrangements.</p> <p>The Board must identify and recommend candidates only after considering the necessary and desirable competencies of new Board members to ensure the appropriate mix of skills and experience. Consideration is also given to the balance of independent directors.</p> <p>Prior to election as a director for the first time, appropriate checks are conducted into the candidate's background and experience including if they will qualify as an independent director, taking into account details of any position, interest or relationship that might influence, or reasonably be perceived to influence their capacity to be independent.</p> <p>All material information relevant to whether or not to elect or re-elect a director is provided to the Company's shareholders as part of the Notice of Meeting and explanatory statement for the relevant meeting of shareholders which addresses the election or re-election of a director.</p> <p>These policies are set out in the Remuneration and Nomination and Committee Charter which is posted on the Company's website.</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
<b>Recommendation 1.3</b> A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	The Company has written agreements in place with all directors and senior executives setting out the terms of their appointment.
<b>Recommendation 1.4</b> 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 Company Secretary is responsible for ensuring Board procedures are complied with and that governance matters are addressed. All directors have direct access to the company secretary who is accountable directly to the Board, through the Chairman, on all matters to do with the proper functioning of the Board.
<b>Recommendation 1.5</b> A listed entity should: <ul style="list-style-type: none"> <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: <ul style="list-style-type: none"> <li>(i) the measurable objectives set for that period to achieve gender diversity;</li> <li>(ii) the entity's progress in achieving them; and</li> <li>(iii) either: <ul style="list-style-type: none"> <li>(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 if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in the Workplace Gender Equality Act</li> </ul> </li> </ul> </li> </ul>	No	<p>The Board has adopted a formal diversity policy and this is disclosed on our website at <a href="https://northernminerals.com.au/about-us/#corporate">https://northernminerals.com.au/about-us/#corporate</a>.</p> <p>The Board has not set measurable objectives for achieving gender diversity given the present size of the Company. The Board will be reviewing this throughout the next reporting period and measurable objectives and targets will be considered for achieving improvement in diversity at all levels, in particular gender diversity and Aboriginal representation.</p> <p>It is noted that the Company recognises and respects the value of diversity at all levels of the organisation and the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas, and benefitting from all available talent.</p> <p>Northern Minerals has at date of this report 37 employees, of which 11 are women (30%). There are 3 women in senior executive positions. (60%).</p> <p>The Company recognises that diversity extends to matters of gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background and socio-economic background. The Company seeks to identify suitable candidates from a diverse pool.</p> <p>The Company is not a "relevant employer" under the Workplace Gender Equality Act.</p>



RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
<p><b>Recommendation 1.6</b> A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</li> <li>(b) disclose for each reporting period whether a performance evaluation was undertaken in accordance with that process or in respect of that period</li> </ul>	No	<p>The Board has adopted a self-evaluation process to measure its performance each year. This process includes a review of the composition, performance, effectiveness and skills mix of the directors of the Company.</p> <p>Given the small size of the Board, the Executive Chairman maintained open communication with all Board members and senior executives throughout the year. The Executive Chairman was responsible for evaluation of the Board and its members on an informal and as required basis throughout the financial year. Whilst no formal performance evaluations in respect of the Board and individual directors was undertaken during the past financial year, the performance of the Board and the directors was regularly assessed by the Executive Chairman and appropriate feedback provided where required.</p> <p>The Company's Remuneration and Nomination Committee Charter includes a requirement to undertake an annual performance evaluation of the Board, its Committees and individual Directors as appropriate. The Committee will undertake these annual performance evaluations within the next reporting period.</p>
<p><b>Recommendation 1.7</b> A listed entity should:</p> <ul style="list-style-type: none"> <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 or in respect of that period.</li> </ul>	Yes	<p>Arrangements put in place by the Board to monitor the performance of the Company's executives include:</p> <ul style="list-style-type: none"> <li>- Annual performance evaluations carried out by the Executive Chairman against an established set of performance targets.</li> </ul> <p>During the reporting period the performance evaluations for the senior executives has taken place in accordance with the disclosed process.</p> <p>The performance of senior executives was regularly assessed on an informal basis throughout the year and feedback provided where required. As well as the formal annual performance evaluations undertaken in the current reporting period.</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION															
<b>Principle 2 Structure the Board to be effective and add value</b>																	
<b>Recommendation 2.1</b> The board of a listed entity should: <ul style="list-style-type: none"> <li>(a) have a nomination committee which:               <ul style="list-style-type: none"> <li>(i) has at least three members, a majority of whom are independent directors; and</li> <li>(ii) is chaired by an independent director, and disclose:                   <ul style="list-style-type: none"> <li>(iii) the charter of the committee;</li> <li>(iv) the members of the committee; and</li> <li>(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</li> </ul> </li> </ul> </li> <li>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively</li> </ul>	No	<p>The Company has a Remuneration and Nomination Committee which comprised of Adam Handley, Bin Cai and Liangbing Yu. The majority of the Committee members are not independent directors as detailed in 2.3 above with Adam Handley as Chair of the Committee.</p> <p>The number of committee meetings held and attended in the period are disclosed in the Directors Report of the annual financial statements. During the period the committee did not meet, with matters relating to Remuneration and Nomination dealt with as part of normal Board meetings as applicable.</p> <p>The Remuneration and Nomination Committee Charter is available on the Company's website.</p>															
<b>Recommendation 2.2</b> A listed entity should have and disclose a board skill matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership	No	<p>A Board skills matrix setting out the mix of skills and diversity that the Board currently has, or is looking to achieve, has not been formalised. The Board will periodically assess the skills required to discharge the Board's duties, having regard to the strategic direction of the Company, and report on that assessment.</p> <p>The directors of the Board collectively have a combination of skills, knowledge and experience necessary to direct the Company as disclosed in the Directors' Report. The Board will formalise the process during the next reporting period.</p>															
<b>Recommendation 2.3</b> A listed entity should disclose: <ul style="list-style-type: none"> <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, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</li> </ul>	Yes	<p>As at the date of this report, the Board consisted of:</p> <table border="1"> <thead> <tr> <th>Name</th><th>Role</th><th>Independent</th></tr> </thead> <tbody> <tr> <td>Adam Handley</td><td>Executive Chairman</td><td>No</td></tr> <tr> <td>Shane Hartwig</td><td>Managing Director/CEO</td><td>No</td></tr> <tr> <td>Liangbing Yu</td><td>Non-executive Director</td><td>Yes</td></tr> <tr> <td>Bin Cai</td><td>Executive Director</td><td>No</td></tr> </tbody> </table> <ul style="list-style-type: none"> <li>Liangbing Yu was appointed 24 November 2020.</li> </ul>	Name	Role	Independent	Adam Handley	Executive Chairman	No	Shane Hartwig	Managing Director/CEO	No	Liangbing Yu	Non-executive Director	Yes	Bin Cai	Executive Director	No
Name	Role	Independent															
Adam Handley	Executive Chairman	No															
Shane Hartwig	Managing Director/CEO	No															
Liangbing Yu	Non-executive Director	Yes															
Bin Cai	Executive Director	No															

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
(c) the length of service of each director		<ul style="list-style-type: none"> <li>• Bin Cai was appointed 27 July 2021, served as an alternate director since 29 August 2013.</li> <li>• Adam Handley was appointed 14 December 2021.</li> <li>• Shane Hartwig was appointed 2 December 2022.</li> </ul> <p>In considering the independence of directors, the Board refers to the criteria for independence as set out in Box 2.3 of the ASX Principles and Recommendations (Factors relevant to assessing the independence of a director). The factors relevant to assessing the independence of a director are assessed on a case-by-case basis, taking into account the relevant director's specific circumstances, rather than referring to a general materiality threshold.</p> <p>Mr Handley, is not considered an independent director due to the fact he is an executive of the Company.</p> <p>Bin Cai is not considered an independent director due to the fact he is an executive of the Company.</p> <p>Shane Hartwig is not considered an independent director due to the fact he is an executive of the Company.</p>
<b>Recommendation 2.4</b> A majority of the board of a listed entity should be independent directors.	No	<p>The Company's Board Charter sets out the composition of the Board to include a majority of non-executive independent directors.</p> <p>As noted in recommendation 2.3 a majority of directors of the Board are not independent.</p> <p>The Board has been structured based on the need to effectively discharge its responsibilities and duties, given the current scale of the Company's operations. Each director has the relevant experience and specific expertise relevant to the Company's business and level of operations. The Company considers that the non-independent directors possess the skills and experience suitable for building the Company. The Board monitors its composition as the Company's operations evolve and may appoint independent directors as it deems appropriate.</p> <p>The Board endorses the need to increase the number of independent Directors on the Board and to address diversity needs. The Board is currently reviewing the Board composition to address these issues.</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
		The Company's Board Charter can be found on the Company's website.
<b>Recommendation 2.5</b> 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.	No	The position of Chairman is occupied by Adam Handley who is not currently considered an independent director due to this current role as Executive Chairman.
<b>Recommendation 2.6</b> A listed entity should have a program for inducting new directors and 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	<p>All new non-executive directors are required to sign and return a letter of appointment which sets out the key terms and conditions of their appointment. All new directors are provided with a detailed induction manual.</p> <p>All directors are expected to maintain the skills required to discharge their obligations to the Company. The Remuneration and Nomination Committee Charter states the Committee will assess and make recommendations to the Chairman of the Board on means by which skill levels of existing non-executive directors can be enhanced.</p>
<b>Principle 3: Instill a culture of acting lawfully, ethically &amp; responsibly</b>		
<b>Recommendation 3.1</b> A listed entity should articulate and disclose its values	Yes	<p>The Company has aligned its vision, purpose and values to ensure the Company is ready to deliver against its strategic objectives.</p> <p>The Company's vision, purpose and values is disclosed in its Annual Report.</p>
<b>Recommendation 3.2</b> A listed entity should: <ul style="list-style-type: none"> <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</li> </ul>	Yes	<p>Northern Minerals is committed to the highest standards of ethical business conduct. As part of that commitment, Northern Minerals established a Code of Conduct to guide executives, management and staff in carrying out their duties and responsibilities. The Code is subject to ongoing review to ensure that Northern Minerals' standards of behaviour and corporate culture reflect best practice in Corporate Governance.</p> <p>Northern Minerals also has a number of specific policies that underpin the Code of Conduct and elaborate on various legal and ethical issues. These policies are designed to foster and maintain ethical business conduct within Northern Minerals, and govern such things as workplace and human resources practices, handling of confidential information, insider trading, risk management and legal compliance.</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
		<p>In addition, the Board has guidelines dealing with disclosure of interests by directors in participating and voting at Board meetings where any such interests are discussed. In accordance with the Corporations Act, any director with a material personal interest in a matter being considered by the Board must not be present when the matter is being considered, and may not vote on the matter.</p> <p>The Company's Code of Conduct is available on the Company's website.</p>
<b>Recommendation 3.3</b> A listed entity should: <ul style="list-style-type: none"> <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>	Yes	<p>The Company has a formal Whistleblowing Policy that applies to all Company directors, senior executives and employees, as well as all contractors and suppliers.</p> <p>The policy outlines all unacceptable conduct it considers to fall under the policy, and how to report any concerns.</p> <p>The Company has appointed a Whistleblower Officer who reports directly to the Chairman of the Board.</p> <p>The Whistleblower Officer has direct, unfettered access to independent financial, legal and operational advice as required for the purposes of effectively carrying out the role.</p> <p>The Company's Whistleblowing Policy is available on the Company's website.</p>
<b>Recommendation 3.4</b> A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose an anti-bribery and corruption policy; and</li> <li>(b) ensure that the board or a committee of the board is informed of any material breaches of that policy.</li> </ul>	Yes	<p>The Company has a Code of Conduct which covers extortion and bribery as noted in recommendation 3.2 above.</p>
<b>Principle 4: Safeguard the integrity of corporate reports</b>		
<b>Recommendation 4.1</b> The board of a listed entity should: <ul style="list-style-type: none"> <li>(a) have an audit committee which: <ul style="list-style-type: none"> <li>(i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>(ii) is chaired by an independent director, who is not the chair of the board,</li> </ul> </li> </ul>	No	<p>The Company has an Audit and Risk Committee which comprises of Adam Handley, Bin Cai and Liangbing Yu. The majority of the Committee members are not independent directors as detailed in 2.3 above with Adam Handley as Chair of the Committee.</p> <p>The number of committee meetings held and attended in the period are disclosed in the Directors Report of the annual financial statements. During the period the committee met twice.</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
<p>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 financial reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>		<p>The Audit and Risk Committee Charter is available on the Company's website.</p> <p>The relevant qualifications and experience of each of the directors who are members of the Audit and Risk Committee are set out in the Annual Report.</p> <p>All board members have a strong financial and commercial background with the relevant qualifications to make valid judgements of the financial and broader performance of the Company.</p>
<p><b>Recommendation 4.2</b></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	<p>The Board has received assurance in writing from the Executive Chairman and Mr Hartwig – in his capacity as Managing Director/CEO, in accordance with section 295A of the Corporations Act 2001 for each financial report and assures the Board that such declaration 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.</p>
<p><b>Recommendation 4.3</b></p> <p>A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.</p>	Yes	<p>The Board carries out the following processes to verify and safeguard the integrity of its periodic corporate reporting that is not audited or reviewed by an external auditor:</p> <ul style="list-style-type: none"> <li>• regular review of financial reports.</li> <li>• Board signoff on quarterly reports that are not externally audited.</li> <li>• Board approval of all quarterly reports.</li> </ul>
<p><b>Principle 5: Make timely and balanced disclosure</b></p>		
<p><b>Recommendation 5.1</b></p> <p>A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under Listing Rule 3.1</p>	Yes	<p>The Company has a Continuous Disclosure Policy to ensure it complies with continuous disclosure requirements arising from legislation and the Listing Rules of the ASX. Procedures are in place to ensure that price sensitive information is reported to the ASX in accordance with the continuous disclosure requirements. The policy also ensures protection of confidential information from unauthorised disclosure, identifying price sensitive information and reporting it to those responsible, and ensuring that the Company and individual officers do not contravene legislation and</p>

RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
		<p>the Listing Rules. The Board has nominated the Executive Chairman and the Company Secretary as being responsible for all matters relating to disclosure including for progressing required Board sign-off on relevant announcements.</p> <p>The Company's Continuous Disclosure Policy is available on the Company's website.</p>
<b>Recommendation 5.2</b> A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	Yes	The Board approves all material market announcements prior to being released on the ASX Market Announcements Platform. The Board are included on the announcement distribution list.
<b>Recommendation 5.3</b> 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	Yes	Presentations are released on the ASX Market Announcements Platform ahead of the presentation being given.
<b>Principle 6: Respect the rights of security holders</b>		
<b>Recommendation 6.1</b> A listed entity should provide information about itself and its governance to investors via its website	Yes	<p>The Board aims to ensure that the Company's shareholders are informed of all major developments affecting the Company's state of affairs.</p> <p>The Company keeps investors informed through its website <a href="http://www.northernminerals.com.au">www.northernminerals.com.au</a>, which contains information on the Company, the Board and the corporate governance policies and procedures of the Company. Through its website, investors can access copies of the Company's annual report, half-yearly and quarterly reports, ASX announcements, presentations and key media coverage.</p>
<b>Recommendation 6.2</b> A listed entity should have an investor relations program that facilitates effective two-way communication with investors	Yes	<p>The Company has established a formal shareholder communication strategy and actively communicates with its shareholders in order to identify their expectations, and actively promotes shareholder involvement in the Company.</p> <p>The Company also makes available a telephone number and email address for shareholders to make enquiries of the Company.</p> <p>The Company's Shareholder Communications Policy is available on the Company's website.</p>



RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
<b>Recommendation 6.3</b> A listed entity should disclose how it facilitates and encourages participation at meetings of security holders	Yes	<p>The Company considers general meetings to be an effective means to communicate with shareholders and encourage shareholders to attend the meeting. Information is included within the notice of meeting sent to shareholders.</p> <p>The Company also makes available a telephone number and email address for shareholders to make enquiries of the Company.</p>
<b>Recommendation 6.4</b> 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	<p>All resolutions, including any resolutions that relate to ASX listing rules at a meeting of security holders are decided by a poll. The company's share registry attend all security holder meetings and facilitate polls held.</p>
<b>Recommendation 6.5</b> 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	<p>Shareholders are regularly given the opportunity to receive communications electronically.</p> <p>The Company also makes available a telephone number and email address for shareholders to make enquiries of the Company and encourages shareholders to register for automatic email updates of significant developments in the Company's affairs as outlined in the Shareholder Communications Policy.</p> <p>The Company's share registrar Automic Group Pty Ltd encourage electronic communications where possible and provide details to shareholders on how to register for electronic communications.</p> <p>A Shareholders right to receive documents is detailed on the Company website at <a href="https://northernminerals.com.au/right-to-receive-documents/">https://northernminerals.com.au/right-to-receive-documents/</a>.</p>
<b>Principle 7: Recognise and manage risk</b>		
<b>Recommendation 7.1</b> The board of a listed entity should: <ul style="list-style-type: none"> <li>(a) have a committee or committees to oversee risk, each of which: <ul style="list-style-type: none"> <li>(i) has at least three members, a majority of whom are independent directors; and</li> <li>(ii) is chaired by an independent director, and disclose:</li> </ul> </li> </ul>	No	<p>The Company has an Audit and Risk Committee which comprises of Adam Handley, Bin Cai and Liangbing Yu. The majority of the Committee members are not independent directors as detailed in 2.3 above with Adam Handley as Chair of the Committee.</p> <p>The number of committee meetings held and attended in the period are disclosed in the Directors Report of the annual financial statements. During the period the committee met twice.</p>



RECOMMENDATIONS (4 <sup>TH</sup> EDITION)	COMPLY	EXPLANATION
<ul style="list-style-type: none"> <li>(iii) the charter of the committee;</li> <li>(iv) the members of the committee; and as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> <li>(b) if it does not have a risk committee or committees that satisfy above, disclose that fact and the process it employs for overseeing the entity's risk management framework</li> </ul>		<p>The Audit and Risk Committee Charter is available on the Company's website.</p> <p>The Company's Risk Management Policy is available on the Company's website.</p>
<p><b>Recommendation 7.2</b> The board or a committee of the board should:</p> <ul style="list-style-type: none"> <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>	Yes	<p>The Audit and Risk Committee regularly reviews the Company's risk management framework. Under the framework, the Board delegates day-to-day management of risk to the Executive Chairman, who is responsible for identifying, assessing, monitoring and managing risks.</p> <p>Northern Minerals has developed a framework for a risk management policy and internal compliance and control system that covers the organisational, financial and operational aspects of the Company's affairs. The responsibility for undertaking and assessing risk management and internal control effectiveness is delegated to management, and management are required to regularly report back to the Audit and Risk Committee. This involves the tabling of a risk register which is monitored and updated by management periodically. The Executive Chairman is responsible for ensuring the maintenance of, and compliance with, appropriate systems. The Board adopts practices to identify significant areas of risk and to effectively manage those risks in accordance with the consolidated entity's risk profile. Where appropriate the Board draws on the expertise of appropriate external consultants to assist in dealing with or mitigating risk.</p>
<p><b>Recommendation 7.3</b> A listed entity should disclose:</p> <ul style="list-style-type: none"> <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>	No	<p>The Company does not have a specific internal audit role within the organisation.</p> <p>Given the size of the Company and the resources available, the Board relies on its risk management policy and internal compliance and control system to review the risk management processes that are proposed and implemented by management. All members of the Board are experienced in the management of companies and have regular contact with management through monthly financial and operational reporting and Board meetings.</p>

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<p><b>Recommendation 7.4</b> A listed entity should disclose whether it has any material exposure to environmental and social risks and, if it does, how it manages or intends to manage those risks</p>	Yes	<p>The Company identifies and manages material exposures to economic, environmental and social sustainability risks in a manner consistent with its Risk Management Policy. Sustainability risk of the business is monitored regularly with various key performance indicators used to make this assessment. The reporting on economic, environmental and social sustainability is addressed informally through management reporting and is addressed in the Company's annual report or other public announcements as part of its continuous disclosure requirements on the ASX. The Board believes that the disclosure of these risks through management's regular reporting is sufficient to monitor and manage risk.</p> <p>The Company's Risk Management Policy is available on the Company's website.</p>
<p><b><i>Principle 8: Remunerate fairly and responsibly</i></b></p>		
<p><b>Recommendation 8.1</b> The board of a listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have a remuneration committee which: <ul style="list-style-type: none"> <li>(i) has at least three members, a majority of whom are independent directors; and</li> <li>(ii) is chaired by an independent director, and disclose:</li> <li>(iii) the charter of the committee;</li> <li>(iv) the members of the committee; and</li> <li>(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;</li> </ul> </li> <li>or</li> <li>(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</li> </ul>	No	<p>The Company has a Remuneration and Nomination Committee which comprises of Adam Handley, Bin Cai and Liangbing Yu. The majority of the Committee members are not independent directors as detailed in 2.3 above with Adam Handley as Chair of the Committee.</p> <p>The number of committee meetings held and attended in the period are disclosed in the Directors Report of the annual financial statements. During the period the committee did not meet, with matters relating to Remuneration and Nomination dealt with as part of normal Board meetings as applicable.</p> <p>The Remuneration and Nomination Committee Charter is available on the Company's website.</p>
<p><b>Recommendation 8.2</b> A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.</p>	Yes	<p>The policies adopted by the Company are set out in the audited Remuneration Report in the Directors' Report. The Company has adopted a Remuneration and Nomination Committee Charter under which the Board operates. Appropriate remuneration policies are developed and approved by the Board each year to reflect the Company's plans for growth.</p>

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		<p>Non-executive directors are to be paid their fees out of the maximum aggregate amount approved by shareholders for the remuneration of non-executive directors. The latest determination was on 22 July 2021 when shareholders approved an aggregate remuneration of \$800,000 per year.</p> <p>The Company's Remuneration and Nomination Committee Charter is available on the Company's website.</p>
<p><b>Recommendation 8.3</b> A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it</p>	Yes	<p>The Trading Policy adopted by the Board prohibits trading in shares by a director, officer or employee during certain closed periods (in particular, prior to and after the release of Appendix 5B and Activities Reports, the half-year financial report and the full year annual financial report; and other such periods as may be determined by the Executive Chairman.</p> <p>Outside of these closed periods, directors, officers or employees who wish to trade in Northern Minerals securities must get approval:</p> <p>(a) in the case of directors, by the Executive Chairman;  (b) in the case of the Executive Chairman, by an independent director; and  (c) in the case of employees and consultants, by the Executive Chairman.</p> <p>In addition, directors are obliged to inform the Company Secretary of any dealing in Company's securities in the form required by the Corporations Act.</p> <p>The Policy for Trading in Company Shares by Directors and Employees is available on the Company's website.</p> <p>Executives and non-executive directors are prohibited from entering into transactions or arrangements, which limit the economic risk of participating in unvested entitlements.</p>

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<b><i>Additional recommendations</i></b>		
<b>Recommendation 9.1</b> A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	N/A	All Board members are fluent in English and understand and can discharge their obligations sufficiently.