

## 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 2024

Our corporate governance statement<sup>2</sup> for the above period above can be found at:<sup>3</sup>

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 29 August 2024 and has been approved by the board.

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

Date:

29 August 2024

Name of Director or Secretary authorising lodgement: Kingsley Hall, Company Secretary

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

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

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

<sup>2</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.

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

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

## ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
1.1	A listed entity should disclose: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at [insert location]  ... and information about the respective roles and responsibilities of our board and management (including those matters expressly reserved to the board and those delegated to management): <input checked="" type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at [insert location]	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

<sup>4</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.

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>
<p>1.5 A listed entity should:</p> <p>(a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:</p> <p>(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p>	<p>... the fact that we have a diversity policy that complies with paragraph (a):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and a copy of our diversity policy or a summary of it:</p> <p><input checked="" type="checkbox"/> <a href="https://micro-x.com/wp-content/uploads/2021/06/MX-Diversity-Policy.pdf">https://micro-x.com/wp-content/uploads/2021/06/MX-Diversity-Policy.pdf</a></p> <p>...and a copy of our diversity statement:</p> <p><input checked="" type="checkbox"/> <a href="https://micro-x.com/about-us/careers-at-micro-x/">https://micro-x.com/about-us/careers-at-micro-x/</a></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with our diversity policy and our progress towards achieving them:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and the information referred to in paragraphs (c)(1) or (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>... the evaluation process referred to in paragraph (a):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and the information referred to in paragraph (b):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

1.7	A listed entity should: (a) have and disclose a process for periodically evaluating the performance of its senior executives; and (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	... the evaluation process referred to in paragraph (a): <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i> ... and the information referred to in paragraph (b): <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
-----	--	---	--

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

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</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, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	... the names of the directors considered by the board to be independent directors: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i> ... and, where applicable, the information referred to in paragraph (b): <input type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i> ... and the length of service of each director: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.4	A majority of the board of a listed entity should be independent directors.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> at <i>[insert location]</i>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> at <a href="https://micro-x.com/about-us/our-story/">https://micro-x.com/about-us/our-story/</a>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

3.2	<p>A listed entity should:</p> <p>(a) have and disclose a code of conduct for its directors, senior executives and employees; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material breaches of that code.</p>	<p>... our code of conduct or a summary of it:</p> <p>❖ in our Corporate Governance Statement <b>OR</b></p> <p>❖ at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
3.3	<p>A listed entity should:</p> <p>(a) have and disclose a whistleblower policy; and</p> <p>(b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</p>	<p>...our whistleblower policy or a summary of it:</p> <p>❖ in our Corporate Governance Statement <b>OR</b></p> <p>❖ at <a href="https://micro-x.com/wp-content/uploads/2021/05/Whistleblower-Policy.pdf">https://micro-x.com/wp-content/uploads/2021/05/Whistleblower-Policy.pdf</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
3.4	<p>A listed entity should:</p> <p>(c) have and disclose an anti-bribery and corruption policy; and</p> <p>(d) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</p>	<p>...our anti-bribery and corruption or a summary of it:</p> <p>❖ in our Corporate Governance Statement <b>OR</b></p> <p>❖ at <a href="https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Fraud_and_Corruption_Policy_6.pdf">https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Fraud_and_Corruption_Policy_6.pdf</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>	
<b>PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING</b>			
<p>4.1</p>	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have an audit committee that complies with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>[If the entity complies with paragraph (b):]</p> <p>... 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:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
<p>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>	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>



Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>
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.	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable</p>
<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 the Listing Rule 3.1.	<p>... our continuous disclosure compliance policy or a summary of it:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input checked="" type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
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	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
<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.	<p>... information about us and our governance on our website:</p> <p><input checked="" type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

6.3	A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	<p>... our policies and processes for facilitating and encouraging participation at meetings of security holders:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input checked="" type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity that does not hold periodic meetings of security holders and this recommendation is therefore not applicable</p>
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.	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
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.	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>	
<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
<p>7.1</p>	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have a committee or committees to oversee risk that comply with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and a copy of the charter of the committee:</p> <p><input type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>[If the entity complies with paragraph (b):]</p> <p>... 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:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
<p>7.2</p>	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p>... the fact that board or a committee of the board reviews the entity's risk management framework at least annually to satisfy itself that it continues to be sound:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and that such a review has taken place in the reporting period covered by this Appendix 4G:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</p>	<p>[If the entity complies with paragraph (a):]                      ... how our internal audit function is structured and what role it performs:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>[If the entity complies with paragraph (b):]                      ... 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:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
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>... whether we have any material exposure to environmental or social risks and, if we do, how we manage or intend to manage those risks:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>	
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
<p>8.1</p>	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p>[If the entity complies with paragraph (a):]</p> <p>... the fact that we have a remuneration committee that complies with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p> <p>[If the entity complies with paragraph (b):]</p> <p>... the fact that we do not have a remuneration committee and the processes we employ 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"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>8.2</p>	<p>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>	<p>... separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed ...	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ... <sup>4</sup>
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	<p>... our policy on this issue or a summary of it:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<b>ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES</b>			
-	<p><i>Alternative to Recommendation 1.1 for externally managed listed entities:</i></p> <p>The responsible entity of an externally managed listed entity should disclose:</p> <p>(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity;</p> <p>(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</p>	<p>... the information referred to in paragraphs (a) and (b):</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	<p>... the terms governing our remuneration as manager of the entity:</p> <p><input type="checkbox"/> in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> at <i>[insert location]</i></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</p>

# 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 29 August 2024 and has been approved by the Board of the Company.

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>Principle 1: Lay solid foundations for management and oversight</b>		
<b>Recommendation 1.1</b> A listed entity should disclose: <ul style="list-style-type: none"> <li>(a) the respective roles and responsibilities of its board and management; and</li> <li>(b) those matters expressly reserved to the board and those delegated to management.</li> </ul>	Yes to all	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 ( <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a> ).
<b>Recommendation 1.2</b> A listed entity should: <ul style="list-style-type: none"> <li>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</li> <li>(b) provide security holders with all material information relevant to a decision on whether or not to elect or re-elect a director.</li> </ul>	Yes to all	<ul style="list-style-type: none"> <li>(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.</li> <li>(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.</li> </ul>
<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	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.

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION				
<p><b>Recommendation 1.4</b></p> <p>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.</p>	Yes	The Board Charter provides that the Company Secretary is accountable directly to the Board, through the chair.				
<p><b>Recommendation 1.5</b></p> <p>A listed entity should:</p> <p>(a) have a diversity policy which includes requirements for the board:</p> <p>(i) to set measurable objectives for achieving gender diversity; and</p> <p>(ii) to assess annually both the objectives and the entity's progress in achieving them;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(c) disclose as at the end of each reporting period:</p> <p>(i) the measurable objectives for achieving gender diversity set by the board in accordance with the entity's diversity policy and its progress towards achieving them; and</p> <p>(ii) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) the entity's "Gender Equality Indicators", as defined in the Workplace Gender Equality Act 2012.</p>	<p>(a) Yes</p> <p>(b) Yes</p> <p>(c) Yes</p>	<p>The Company believes that diversity and inclusion in the workplace are the cornerstones of high organizational 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&amp;I Policy). The D&amp;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: <a href="https://micro-x.com/wp-content/uploads/2021/06/MX-Diversity-Policy.pdf">https://micro-x.com/wp-content/uploads/2021/06/MX-Diversity-Policy.pdf</a>.</p> <p>In the upcoming financial year, the Company's diversity objectives will remain consistent with those established in FY 2022/23. While the Company has made significant strides, some goals still require additional progress. Therefore, the Company's focus will be on continuing to advance the existing goals, ensuring that its commitment to foster a diverse and inclusive workplace remains steadfast. The Company considers that concentrating efforts on the ongoing priorities will yield the most meaningful outcomes for employees and stakeholders.</p> <table border="1" data-bbox="1227 1334 2114 1471"> <thead> <tr> <th data-bbox="1227 1334 1608 1390">Objective</th> <th data-bbox="1608 1334 2114 1390">Company Progress</th> </tr> </thead> <tbody> <tr> <td data-bbox="1227 1390 1608 1471">Ensure, to the extent possible, a balanced selection of candidates for</td> <td data-bbox="1608 1390 2114 1471">The Company maintains a selection process which ensures that all candidates undertake a "cultural"</td> </tr> </tbody> </table>	Objective	Company Progress	Ensure, to the extent possible, a balanced selection of candidates for	The Company maintains a selection process which ensures that all candidates undertake a "cultural"
Objective	Company Progress					
Ensure, to the extent possible, a balanced selection of candidates for	The Company maintains a selection process which ensures that all candidates undertake a "cultural"					

personal use only



personal use only

	<p>any company position and ensure diversity, as much as possible, on all interview panels including cultural interview panels.</p>	<p>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>
	<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 experience.</p>	<p>The Company intends to track its progress against this objective with salary benchmarking on an annual basis.</p>
	<p>Continue to facilitate and support the participation of women in STEM, manufacturing and product service sectors.</p>	<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"> <li>• University of SA and Flinders University STEM enrichment tours and programs;</li> <li>• High School Robotics Events;</li> <li>• Aus Med Tech events;</li> <li>• Adelaide Crows Foundation events; and</li> <li>• MBP Connect Adelaide Intermediary Program.</li> </ul>
	<p>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>	<p>In the course of the year, the Company has been involved in/ established:</p> <ul style="list-style-type: none"> <li>• The Australian Stroke Alliance's Darak cultural awareness initiative;</li> <li>• Acknowledgement of Country in internal and external presentations; and</li> <li>• STEM program with a focus on engaging with Indigenous students, including those from remote areas.</li> </ul>
	<p>Join the Autism SA Friendly Charter as part of the Tonsley Precinct.</p>	<p>The Company has completed the staff training requirements and received certification from Autism SA as an Autism-friendly workplace.</p>
	<p>Required diversity training for all MX</p>	<p>The Company has introduced mandatory compliance</p>

		<p>employees (including the Board) on diversity awareness and recognising unconscious bias.</p>	<p>training for all staff, covering topics of workplace bullying awareness, sexual harassment awareness, bystander awareness, discrimination, respectful workplaces.</p>
		<p>Continue to include diversity and inclusion questions as part of the annual MX Culture Survey to set benchmark measure of inclusion.</p>	<p>The Company included a dedicated sub-section on diversity and inclusivity in its annual cultural survey. This survey obtained a majority employee response rate. 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 2024, women represented:</p> <ul style="list-style-type: none"> <li>• 27 % of the Company's workforce (excluding senior executives);</li> <li>• 27 % of the Company's workforce (including senior executives);</li> <li>• 27% of the Company's senior executive* positions: and</li> <li>• 16 % at the Company Board level.</li> </ul> <p>For the purposes of this Statement, the Company defines "senior executive" as those who directly report to the CEO.</p>	

personal use only

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>Recommendation 1.6</b></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 in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</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 carried out a Board effectiveness review. The review, conducted by third party, is based on a world-class validated framework and benchmarked reporting. It covered:</p> <ul style="list-style-type: none"> <li>• The Board's effectiveness in the development of the Company's business and operations, and the functionality of each committee in performing its duties;</li> <li>• Interaction between the Board members, and between Board members and the management team;</li> <li>• Board functionality – to monitor and control operations, compliance and management; and</li> <li>• The standard of conduct of Board members.</li> </ul> <p>This review was summarised and reported at a Board meeting, including recommendations to build on the effectiveness of the Board.</p>
<p><b>Recommendation 1.7</b></p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>(a) Yes</p> <p>(b) Yes</p>	<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>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
--------------------------------	-----------------	-------------

**Principle 2: Structure the board to add value**

<p><b>Recommendation 2.1</b> The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(i) has at least three members, a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director, and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> <p>(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> <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, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively.</p> <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</p>	<p>Yes to all</p>	<p>(a) The Company has established a People and Remuneration Committee, which has responsibility for nomination matters.</p> <p>(b) A copy of the Committee's Charter is available on the Company's website (<a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a>).</p> <p>(c) The Members of the Committee are:</p> <p>a. Alexander Gosling (Chair), Independent Director;</p> <p>b. David Knox, Independent Director;</p> <p>c. James McDowell, Independent Director.</p> <p>(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.</p> <p>The mix of professional experience, skills, expertise and diversity that the board currently has and assesses itself against is as follows:</p> <table border="1" data-bbox="1285 1053 2105 1458"> <thead> <tr> <th data-bbox="1285 1053 1848 1165">Skills and Experience</th> <th data-bbox="1848 1053 2105 1165">Number of directors (out of six)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1285 1165 1848 1252"><b>Management and leadership</b> Sustained success in business at senior level.</td> <td data-bbox="1848 1165 2105 1252">6</td> </tr> <tr> <td data-bbox="1285 1252 1848 1428"><b>International business</b> Experience at leadership or senior level in organisations with multiple global locations with exposure to different political, business and regulatory environments</td> <td data-bbox="1848 1252 2105 1428">6</td> </tr> <tr> <td data-bbox="1285 1428 1848 1458"><b>Company growth</b></td> <td data-bbox="1848 1428 2105 1458">6</td> </tr> </tbody> </table>	Skills and Experience	Number of directors (out of six)	<b>Management and leadership</b> Sustained success in business at senior level.	6	<b>International business</b> Experience at leadership or senior level in organisations with multiple global locations with exposure to different political, business and regulatory environments	6	<b>Company growth</b>	6
Skills and Experience	Number of directors (out of six)									
<b>Management and leadership</b> Sustained success in business at senior level.	6									
<b>International business</b> Experience at leadership or senior level in organisations with multiple global locations with exposure to different political, business and regulatory environments	6									
<b>Company growth</b>	6									

personal use only

		Significant experience in successfully building or growing a business in both existing and new markets.	
		<b>Product Strategy</b> Experience in developing and implementing successful strategies for new and existing products.	5
		<b>Product development and commercialisation</b> Experience in delivering a new product, or improving an existing one, to market for customers and suppliers.	5
		<b>Medical/ Defence/ Security industry experience</b> Experience in the medical, defence and/or security industries.	6
		<b>People management</b> Experience in developing and implementing successful strategies regarding the oversight of management of staff to ensure objectives are delivered.	6
		<b>Governance</b> Extensive experience with organisations that are subject to rigorous governance and compliance standards and an ability to assess the effectiveness of management.	6
		<b>Finance/ Legal</b> Experience at a senior level in financial accounting and reporting, corporate finance and internal financial controls or the provision of legal services to large business enterprises	4
		<b>Cultural and Gender Diversity Skills</b> Experience in inclusive management, cultural awareness and cross-cultural communication.	6
		<b>Cultural leadership and values</b> Create and reinforce norms, behaviours and decision-making processes which reflect the Company's values.	6

personal use only

		<b>Manufacturing and engineering knowledge</b> Experience at leadership level in the operations of the medical device, engineering or manufacturing industry	4

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>Recommendation 2.3</b></p> <p><b>A listed entity should disclose:</b></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, association or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendation (3rd Edition), 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</p> <p>(c) the length of service of each director.</p>	Yes to all	<p>(a) As at the date of this report, the Board comprises six Directors, five of whom, David Knox, Patrick O'Brien, Alexander Gosling, Ilona Meyer and James McDowell are considered by the Board to be independent directors.</p> <p>On 30 November 2023, Peter Rowland retired as a non-executive Director from the Board.</p> <p>(b) N/A.</p> <p>(c) The Directors' lengths of service are:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Patrick O'Brien – 9 years</li> <li><input type="checkbox"/> Alexander Gosling – 9 years</li> <li><input type="checkbox"/> David Knox – 4 years</li> <li><input type="checkbox"/> James McDowell – 3 years</li> <li><input type="checkbox"/> Ilona Meyer- 2 years</li> <li><input type="checkbox"/> Andrew Hartmann – 1 year</li> </ul>
<p><b>Recommendation 2.4</b></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>Five of the six Directors are independent, therefore a majority of the Board of the Company is independent. The Board considers that each of David Knox, Patrick O'Brien, Alexander Gosling, 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>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>Recommendation 2.5</b></p> <p>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.</p>	Yes	<p>The Chair, David Knox is an independent Director.</p> <p>The Company's Chief Executive Officer, Kingsley Hall, is not a Director of the Company.</p>
<p><b>Recommendation 2.6</b></p> <p>A listed entity should have a program for inducting new directors and providing appropriate professional development opportunities for continuing directors to develop and maintain the skills and knowledge needed to perform their role as a director effectively.</p>	Yes	<p>The Company has in place an appropriate induction program for new directors and on-going professional development opportunities for continuing directors.</p>
<p><b>Principle 3: Act ethically and responsibly</b></p>		
<p><b>Recommendation 3.1</b></p> <p>A listed entity should articulate and disclose its values.</p>	Yes	<p>The Company has updated its values which embody, guide and reinforce the Company's culture, behaviour and actions:</p> <p>Curious Collaborative Determined</p> <p>A statement of the Company's values can be found at: <a href="https://micro-x.com/about-us/our-story/">https://micro-x.com/about-us/our-story/</a></p>
<p><b>Recommendation 3.2</b></p> <p>A listed entity should:</p> <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	<ul style="list-style-type: none"> <li>(a) The Company has a Code of Conduct for directors, senior executives and employees.</li> <li>(b) The Code of Conduct is available on the Company's website at: <a href="https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Code_of_Conduct_for_Directors_3.pdf">https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Code_of_Conduct_for_Directors_3.pdf</a></li> </ul>
<p><b>Recommendation 3.3</b></p> <p>A listed entity should:</p> <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	<ul style="list-style-type: none"> <li>(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.</li> </ul> <p>The Company's Whistleblower Policy is available on the Company's website</p>



		<p>at:  <a href="https://micro-x.com/wp-content/uploads/2021/05/Whistleblower-Policy.pdf">https://micro-x.com/wp-content/uploads/2021/05/Whistleblower-Policy.pdf</a></p> <p>(b) Material incidents under the Whistleblower Policy are elevated to the immediate attention of the Company's Board (to the extent not already reported.)</p>
<p><b>Recommendation 3.4</b>  A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and  (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</p>	<p>Yes</p>	<p>(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.</p> <p>The Company's Anti-Bribery, Fraud and Corruption Policy is available on the Company's website at:  <a href="https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Fraud_and_Corruption_Policy_6.pdf">https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Fraud_and_Corruption_Policy_6.pdf</a></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>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>Principle 4: Safeguard integrity in financial reporting</b>		
<p><b>Recommendation 4.1</b></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 financial 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 (<a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a>)</p> <p>(c) The Members of the Committee are:</p> <p>a. Ilona Meyer (Chair), Independent Director;</p> <p>b. David Knox, Independent Director;</p> <p>c. Patrick O'Brien, 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><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 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.

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<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	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.
<b>Principle 5: Make timely and balanced disclosure</b>		
<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 the Listing Rules 3.1.</p>	Yes	<p>(a) The Company has a written policy for complying with its continuous disclosure obligations under the Listing Rules.</p> <p>(b) This Continuous disclosure policy is available on the Company's website at: <a href="https://micro-x.com/investors/corporate-governance/">(https://micro-x.com/investors/corporate-governance/)</a>.</p>
<p><b>Recommendation 5.2</b></p> <p>A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.</p>	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.
<p><b>Recommendation 5.3</b></p> <p>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.</p>	Yes	Any new and substantive investor or analyst presentation is released to the ASX Market Announcements Platform ahead of the presentation.
<b>Principle 6: Respect the rights of security holders</b>		
<p><b>Recommendation 6.1</b></p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	Yes	Information about the Company's governance is available on the Company's website at <a href="https://micro-x.com/investors/corporate-governance/">(https://micro-x.com/investors/corporate-governance/)</a> .

<p><b>Recommendation 6.2</b></p> <p>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p>	Yes	<p>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.</p> <p>A copy of the policy is available on the Company's website at:</p> <p><a href="https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Shareholder_Communications_Policy_10.pdf">https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Shareholder_Communications_Policy_10.pdf</a></p>
<p><b>Recommendation 6.3</b></p> <p>A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</p>	Yes	<p>The Shareholder Communication Policy, which contains the relevant policies and procedures, is available on the Company's website at:</p> <p><a href="https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Shareholder_Communications_Policy_10.pdf">https://micro-x.com/wp-content/uploads/2021/05/Micro-X_-_Shareholder_Communications_Policy_10.pdf</a></p>
<p><b>Recommendation 6.4</b></p> <p>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.</p>	Yes	<p>The Company's Constitution (amended November 2023) permits a poll be called at the election of the Chair.</p> <p>The Company's Constitution is available here: <a href="https://micro-x.com/wp-content/uploads/2024/04/MX1-Constitution-30-Nov-2023-86286772v1.pdf">https://micro-x.com/wp-content/uploads/2024/04/MX1-Constitution-30-Nov-2023-86286772v1.pdf</a></p> <p>All resolutions called for at the 2023 AGM and 2024 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.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>Recommendation 6.5</b></p> <p>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p>	Yes	The Shareholder Communication Policy provides for this facility.
<b>Principle 7: Recognise and manage risk</b>		
<p><b>Recommendation 7.1</b></p> <p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <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> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the process it employs for overseeing the entity's risk management framework.</p>		<p>(a) 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 (<a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a>)</p> <p>(b) The Members of the Committee are:</p> <ul style="list-style-type: none"> <li>a. Ilona Meyer (Chair), Independent Director.</li> <li>b. Patrick O'Brien, Independent Director;</li> <li>c. David Knox, Independent Director.</li> </ul> <p>(c) 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><b>Recommendation 7.2</b></p> <p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework with management at least annually to satisfy itself that it continues to be sound, to determine whether there have been any changes in the material business risks the entity faces and to ensure that they remain within 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>(a) Yes</p> <p>(b) Yes</p>	The Board carried out a review of the risk management framework during the period.

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>Recommendation 7.3</b></p> <p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</p>	Yes	<p>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.</p> <p>The Audit and Risk Committee Charter 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.</p>
<p><b>Recommendation 7.4</b></p> <p>A listed entity should disclose whether it has any material exposure to environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	Yes	<p>The Company currently does not have any material exposure to environmental or social risk.</p> <p>In accordance with its corporate ESG objectives, the Company is developing an ESG Framework and Strategy, with reporting to occur in the coming financial year in line with ASX financial reporting timeframes. The Framework will identify material ESG topics, with the associated Strategy setting targets and commitments against each material ESG topic.</p>
<p><b>Principle 8: Remunerate fairly and responsibly</b></p>		

<p><b>Recommendation 8.1</b></p> <p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <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> <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>Yes</p>	<ul style="list-style-type: none"> <li>(a) The Company has established a People and Remuneration Committee, which has responsibility for remuneration matters.</li> <li>(b) A copy of the Committee's Charter is available on the Company's website (<a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a>).</li> <li>(c) The Members of the Committee are: <ul style="list-style-type: none"> <li>a. Alexander Gosling (Chair), Independent Director;</li> <li>b. David Knox, Independent Director; and</li> <li>c. James McDowell, Independent Director.</li> </ul> </li> <li>(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.</li> </ul>
--	------------	---

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>Recommendation 8.2</b></p> <p>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 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:  <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>
<p><b>Recommendation 8.3</b></p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	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:  <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></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:  <a href="https://micro-x.com/investors/corporate-governance/">https://micro-x.com/investors/corporate-governance/</a></p>