

| RECOMMENDATIONS (4 TH EDITION) | COMPLY | EXPLANATION |
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| PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT | | |
| <p>Recommendation 1.1</p> <p>A listed entity should have and disclose a board charter setting out:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p> | Yes | <p>The Company has adopted a Board Charter that establishes a clear distinction between the functions and responsibilities reserved for the Board and those delegated to management (Charter).</p> <p>The Charter also provides an overview of the roles of the Chair, individual Directors, the Managing Director (MD) and the Company Secretary.</p> <p>A copy of the Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p> |
| <p>Recommendation 1.2</p> <p>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 relevant to a decision on whether to elect or re-elect a director.</p> | Yes | <p>(a) The Company carefully considers the character, experience, education, and skillset, as well as interests and associations of potential candidates for appointment to the Board or as a senior executive and conducts checks to verify the suitability of the candidate.</p> <p>The Company has guidelines for the appointment and selection of the Board in its Corporate Governance Plan. The Company's Nomination Committee Charter (in the Company's Corporate Governance Plan) requires the Nomination Committee to ensure appropriate checks (including checks in respect of character, experience, education, criminal record and bankruptcy history (as appropriate)) are undertaken before appointing a director or senior executive, or putting someone forward for election, as a Director.</p> <p>(b) Under the Nomination Committee Charter, all material information relevant to a decision on whether to elect or re-elect a Director, must be provided to security holders in the Notice of Meeting containing the resolution to elect or re-elect a Director.</p> |
| <p>Recommendation 1.3</p> <p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p> | Yes | <p>The Company's Nomination Committee Charter requires the Nomination Committee to ensure that each Director and senior executive is a party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment.</p> <p>The Company has written agreements with each of its Directors and senior executives.</p> |
| <p>Recommendation 1.4</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 | <p>The Board Charter outlines the roles, responsibility, and accountability of the Company Secretary. In accordance with this, the Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board. Each Director is entitled to access the advice and services of the Company Secretary. The appointment or removal of the Company Secretary is a matter for the Board as a whole.</p> |

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| <p>Recommendation 1.5</p> <p>A listed entity should:</p> <p>(a) have 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.</p> <p>(c) disclose in relation to each reporting period:</p> <p>(i) the measurable objectives set for that period to achieve gender diversity.</p> <p>(ii) the entity's progress towards achieving those objectives; and</p> <p>(iii) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p> | <p>Partially</p> | <p>(a) The Company is committed to diversity and inclusiveness. To support this, the Board has adopted a Diversity Policy as a measure to ensure diversity is welcomed and valued at all levels of the Company. A copy of this Policy is available on the Company's website.</p> <p>(b) The Diversity Policy allows the Board to set measurable gender diversity objectives, if considered appropriate, and to continually monitor both the objectives, if any have been set, and the Company's progress in achieving them.</p> <p>The Board continues to recognise the importance of proactively addressing gender equality and supports initiatives that recognise the benefits of flexible working arrangements and remuneration parity based on gender.</p> <p>(c) The Board does not presently intend to set measurable gender diversity objectives because given the small size of the Company workforce, the Board has determined that it is not currently practicable to establish measurable objectives in this area. At present, there is one female board member. All other board members and executive staff are male.</p> <p>(d) 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) for each financial year will be disclosed in the Company's Annual Report.</p> <table border="1" data-bbox="828 1197 1502 1375"> <thead> <tr> <th>29 Sep 21</th> <th>No of Women</th> <th>Total No and %</th> </tr> </thead> <tbody> <tr> <td>Board</td> <td>1 out of 4 = 25%</td> <td>4=100%</td> </tr> <tr> <td>Non-Exec</td> <td>1 out of 2=50%</td> <td>2=100%</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>The Company was not in the S&P / ASX 300 Index at the commencement of the reporting period.</p> | 29 Sep 21 | No of Women | Total No and % | Board | 1 out of 4 = 25% | 4=100% | Non-Exec | 1 out of 2=50% | 2=100% | | | |
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| <p>Recommendation 1.6</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees, and individual directors; and</p> <p>(b) disclose for each reporting period, whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p> | <p>Yes</p> | <p>(a) The Company's Nomination Committee (or, in its absence, the Board) is responsible for evaluating the performance of the Board, its committees and individual Directors on an annual basis. It may do so with the aid of an independent advisor. The process for this is set out in the Company's Corporate Governance Plan, which is available on the Company's website.</p> <p>(b) The Company's Corporate Governance Plan requires the Company to disclose whether performance evaluations were conducted during the relevant reporting period. The Company intends to complete performance evaluations in respect of the Board, its committees (if any) and individual Directors for each financial year in accordance with the above process.</p> |
| <p>Recommendation 1.7</p> <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>Yes</p> | <p>(a) The Company's Nomination Committee is responsible for evaluating the performance of the Company's senior executives on an annual basis. The Company's Remuneration Committee is responsible for evaluating the remuneration of the Company's senior executives on an annual basis.</p> <p>(b) The Company's Corporate Governance Plan requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. The Company intends to complete performance evaluations in respect of the senior executives (if any) for each financial year in accordance with the above process.</p> |
| <p>PRINCIPLE 2: STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</p> | | |
| <p>Recommendation 2.1</p> <p>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,</p> <p>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>No</p> | <p>(a) Although the Company's Nomination Committee Charter provides for the creation of a Nomination Committee, a separate Nomination Committee has not been formed. The Board considers that, based on the Company's stage of development, no benefits or efficiencies are to be gained by delegating this function to a separate committee. The full Board carries out the duties of the Nomination Committee. If a vacancy exists, through whatever cause, the Board considers candidates with the appropriate expertise and experience. In so acting, the full Board follows the Nominations Committee Charter which is available on the Company's website.</p> |

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| (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>Recommendation 2.2</p> <p>A listed entity should have and disclose a board skill matrix setting out the mix of skills the board currently has or is looking to achieve in its membership.</p> | <p>Yes</p> | <p>Under the Nomination Committee Charter (in the Company’s Corporate Governance Plan), the Nomination Committee (or, in its absence, the Board) is required to prepare a Board skill matrix setting out the mix of skills and diversity that the Board currently has (or is looking to achieve) and to review this at least annually against the Company’s Board skills matrix to ensure the appropriate mix of skills and expertise is present to facilitate successful strategic direction, and deal with new and emerging business and governance issues.</p> <p>The Company has 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>The Board Charter requires the disclosure of each Board member’s qualifications and expertise. Full details as to each Director and senior executive’s relevant skills and experience are available in the Company’s Annual Report on the Company’s website.</p> <p>The Company’s objective is to have an appropriate mix of expertise and experience on the Board and its Committees in accordance with the Company’s Diversity Policy so that the Board can effectively discharge its corporate governance and oversight responsibilities. This mix is described below:</p> <ul style="list-style-type: none"> • Strategy • Finance • Commercial acumen • Legal • Executive leadership • Industry experience • Corporate governance • Risk and compliance oversight <p>The Board is comfortable with the diversity and skills matrix represented by the current Board.</p> |
| <p>Recommendation 2.3</p> <p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> | <p>Yes</p> | <p>(a) The Board considers the following Directors are independent: Ms Maja McGuire and Mr Rick Govender are independent directors</p> <p>(b) The Company will disclose in its Annual Report any instances where this applies and an explanation of the</p> |

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| <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendation (4th Edition), but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director</p> | | <p>Board's opinion why the relevant Director is still considered to be independent.</p> <p>As at 29 September 2021, the Board consisted of: Mrs Maja McGuire Non-Executive Chair, Mr Rick Govender Non-Executive Director, Mr Ashley Hood Executive Director and Mr Andrew Jones Executive Director. Mrs McGuire and Mr Govender are regarded as independent Non-Executive Directors. The Company has entered into a consultancy agreement with Strategic Management Consultants, an entity associated with Mr Rick Govender, for the provision of business management and CFO consultancy services to the Company. Despite this, the Board believes that Mr Govender is able, and does make, quality and independent judgments in the best interest of the Company on all relevant issues before the Board.</p> <p>(c) The Company's Annual Report will disclose the length of service of each Director, as at the end of each financial year</p> |
| <p>Recommendation 2.4</p> <p>A majority of the board of a listed entity should be independent directors.</p> | No | <p>The Board Charter outlines that where practical, at least 50% of the Board should be independent.</p> <p>The majority of Directors are not independent. Ms Maja McGuire and Mr Rick Govender are independent directors. Both Mr Ashley Hood and Mr Andrew Jones are not considered independent, by virtue of being an executive of the Company.</p> |
| <p>Recommendation 2.5</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 Board Charter provides that, where practical, the Chair of the Board should be an independent non-executive director and should not be the CEO/Managing Director.</p> <p>The Chair, Ms Maja McGuire, is an independent Non-Executive Director. The role of the Managing Director is performed by another director.</p> |
| <p>Recommendation 2.6</p> <p>A listed entity should have a program for inducting new directors and periodically reviewing whether there is a need for existing director to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.</p> | Yes | <p>In accordance with the Company's Board Charter, the Board is responsible for procuring appropriate professional development opportunities for Directors to develop and maintain the skills and knowledge needed to perform their role as Directors efficiently. The Board, performing the duties under the Nomination Committee Charter, will regularly review whether the Directors as a whole have the necessary skills and knowledge to fulfil their role on the Board. If a gap is identified, training/development opportunities will be considered.</p> |
| <p>PRINCIPLE 3: INSTIL A CULTURE OF ACING LAWFULLY, ETHICALLY AND RESPONSIBLY</p> | | |
| <p>Recommendation 3.1</p> <p>A listed entity should articulate and disclose its values.</p> | Yes | <p>The Company is committed to conducting all of its business activities in accordance with the stated values set out in the Company's Code of Conduct (which forms part of the Company's Corporate Governance Plan).</p> |

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| <p>Recommendation 3.2</p> <p>A listed entity should:</p> <p>(a) have and disclose a code of conduct for its directors, senior executives, and employees.</p> <p>(b) ensure that the board or a committee of the board is informed of any material</p> | <p align="center">Yes</p> | <p>The Company has adopted a Code of Conduct which provides guidance to Directors, officers, employees and contractors on the standards of behaviour expected in the discharge of their duties on behalf of the Company. A copy of the Code of Conduct is available on the Company's website. Material breaches of this Code of Conduct must be reported to the Board or a committee of the Board.</p> |
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| <p>breaches of that code by a director or senior executive; and</p> <p>(c) any other material breaches of that code that call into question the culture of the organisation.</p> | | |
| <p>Recommendation 3.3</p> <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 align="center">Yes</p> | <p>The Company has a Whistleblower Protection Policy to encourage employees and stakeholders to report conduct that is inconsistent with the values upon which the Company operates. A copy is available on the Company's website.</p> <p>The Whistleblower Protection Policy provides that material incidences reported under the Whistleblower Policy will be reported to the Board or a committee of the Board.</p> |
| <p>Recommendation 3.4</p> <p>A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure that the board or committee of the board is informed of any material breaches of that policy.</p> | <p align="center">Yes</p> | <p>The Company has an Anti-Bribery and Anti-Corruption Policy to ensure that all of its business activities are conducted fairly, honesty with integrity and in compliance with laws/regulations. The Anti-Bribery and Anti-Corruption Policy provides that all material breaches of the Policy will be reported to the Board or a committee of the Board. A copy is available on the Company's website within the Corporate Governance Plan.</p> |

PRINCIPLE 4: SAFEGUARD INTEGRITY IN FINANCIAL REPORTING

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| <p>Recommendation 4.1</p> <p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director, who is not the chair of the board,</p> <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 corporate reporting, including the processes for the</p> | <p align="center">Partially</p> | <p>The Company's Corporate Governance Plan contains an Audit and Risk Committee Charter that provides for the creation of an Audit and Risk Committee, with at least three members, all of whom must be non-executive Directors and a majority of the members of the committee must be independent non-executive Directors and which must be chaired by an independent Director who is not the Chairman of the Board. The Audit and Risk Committee Charter provides that the Board will strive to adhere to the composition requirements for the committee where at all possible. However the Board acknowledges that the composition of the Board may not allow adherence to the composition requirements from time to time.</p> <p>The Company has established an Audit and Risk Committee (ARC). The ARC assists the Board to monitor the Company's financial reporting and auditing, as well as the management of risks. The ARC comprises of the following three members:</p> <ul style="list-style-type: none"> • Mr Rick Govender (Chair). • Ms Maja McGuire; and • Mr Ashley Hood. <p>Mr Ashley Hood is an executive director. Given the current composition of the Board, the requirement that all members of the committee be non-executive Directors cannot at this point in time be adhered to. However, the majority of the ARC are independent Directors.</p> |
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| <p>appointment and removal of the external auditor and the rotation of the audit engagement partner.</p> | | <p>The Company's Annual Report will set out the relevant qualifications and experience of the members of the ARC and, in relation to each reporting period, the number of times the ARC met throughout the period and the individual attendances of the members at those meetings.</p> <p>The ARC Charter sets out the Committee's role and responsibilities, composition, structure and membership requirements and is available on the Company's website within the Corporate Governance Plan.</p> |
| <p>Recommendation 4.2</p> <p>The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p> | <p align="center">Yes</p> | <p>The Audit and Risk Committee Charter provides that, before the Board approves the Company's financial statements for a financial period, the Chief Executive Officer and Chief Financial Officer (or, if none, the person(s) fulfilling those functions) have declared that, in their opinion, the financial records of the Company 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 Company 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 Company intends to obtain a sign off on these terms for each of its financial statements in each financial year.</p> |

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| <p>Recommendation 4.3</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> | <p align="center">Yes</p> | <p>The Company provides quarterly reports (Appendix 4C) which includes the financial performance for the quarter as well as the Company's progress on business activities. These reports are reviewed by the Chairman, Chief Executive Officer, Company Secretary and Chief Financial Officer prior to release. In addition, individual components are also reviewed by management with responsibility for the specific component subject matter</p> |
| <p>PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE</p> | | |
| <p>Recommendation 5.1</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> | <p align="center">Yes</p> | <p>The Company is committed to promoting investor confidence and ensuring that shareholders and the market have equal access to information and are provided with timely and balanced disclosure of all material matters concerning the Company. The Company has developed a Continuous Disclosure Policy and Shareholder Communications Strategy which aims to ensure timely compliance with the Company's obligations under the ASX Listing Rules to facilitate communication with shareholders. A copy of these policies are available on the Company's website. The Company Secretary has been nominated as the person responsible for communications with the ASX. This role includes responsibility for ensuring compliance with continuous disclosure requirements of the ASX Listing Rules and overseeing and co-ordinating information disclosures.</p> |
| <p>Recommendation 5.2</p> <p>A listed entity should ensure that its board receives copies of all material market</p> | <p align="center">Yes</p> | <p>In accordance with the Company's Continuous Disclosure Policy, the Board receives copies of all material market</p> |

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| <p>announcements promptly after they have been made.</p> | | <p>announcements promptly after they have been made. The Company Secretary is responsible for ensuring this.</p> |
| <p>Recommendation 5.3</p> <p>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.</p> | <p align="center">Yes</p> | <p>The Company will ensure that copies of new and substantive investor or analyst presentations (such as those typically given at AGMs, investor days and broker conferences) are released on the ASX platform ahead of the presentation in accordance with the Continuous Disclosure Policy and Shareholder Communications Strategy.</p> |
| <p>PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS</p> | | |
| <p>Recommendation 6.1</p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p> | <p align="center">Yes</p> | <p>The Company provides all relevant information concerning its activities and governance on its website. There is a dedicated corporate governance section found under the 'About' tab of the website home page. In addition, the Company's website maintains timely information with respect to the Company's financial performance and posts links to all announcements to the ASX, notices of meetings, annual reports and financial statements. The website also includes a 'Contact Us' feature for shareholders, and other interested parties, to contact the Company communications function for information on relevant activities.</p> |

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| <p>Recommendation 6.2</p> <p>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p> | <p align="center">Yes</p> | <p>The Company has adopted a Shareholder Communications Strategy which outlines the range of media used to communicate with shareholders and the types of information provided.</p> <p>Shareholders are invited to attend the Company’s annual general meeting and are given the opportunity to address questions to the Board and the Company’s external auditors.</p> <p>The Shareholder Communications Strategy, which is part of the Company’s Corporate Governance Plan, is available on the Company’s website.</p> |
| <p>Recommendation 6.3</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> | <p align="center">Yes</p> | <p>Shareholders are encouraged to participate at all GMs and AGMs of the Company. Upon the despatch of any notice of meeting to shareholders, the Company Secretary shall send out material with that notice of meeting stating that all shareholders are encouraged to participate at the meeting. The Company will ensure that appropriate technology is used to facilitate the participation of shareholders at such meetings and that meetings will be held at a reasonable time and place. Shareholders who are unable to attend meetings may ask questions or provide comments ahead of meetings.</p> |
| <p>Recommendation 6.4</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> | <p align="center">Yes</p> | <p>All resolutions (including substantive resolutions) at shareholder meetings will be decided by a poll rather than a show of hands.</p> |

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| <p>Recommendation 6.5</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> | <p align="center">Yes</p> | <p>The Company provides investors the option to receive communications from and send communications to, the Company and the share registry electronically.</p> |
| <p>PRINCIPLE 7: RECOGNISE AND MANAGE RISK</p> | | |

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| <p>Recommendation 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>(i) has at least three members, a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director,</p> <p>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 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>Yes</p> | <p>The Company's Corporate Governance Plan contains an Audit and Risk Committee Charter that provides for the creation of an Audit and Risk Committee, with at least three members, all of whom must be non-executive Directors and a majority of the members of the committee must be independent non-executive Directors and which must be chaired by an independent Director who is not the Chairman of the Board. The Audit and Risk Committee Charter provides that the Board will strive to adhere to the composition requirements for the committee where at all possible. However the Board acknowledges that the composition of the Board may not allow adherence to the composition requirements from time to time.</p> <p>The Company has established an Audit and Risk Committee (ARC). The ARC assists the Board to oversee the process for identifying and managing material risks in the Company in accordance with the Company's Risk Management Policy. The ARC comprises of the following three members.</p> <ul style="list-style-type: none"> • Mr Rick Govender (Chair); • Ms Maja McGuire; and • Mr Ashley Hood. <p>Mr Ashley Hood is an executive director. Given the current composition of the Board, the Audit and Risk Committee Charter requirement that all members of the committee be non-executive Directors cannot at this point in time be adhered to. However, the majority of the ARC are independent Directors.</p> <p>The Company's Annual Report will set out the relevant qualifications and experience of the members of the ARC and, in relation to each reporting period, the number of times the ARC met throughout the period and the individual attendances of the members at those meetings.</p> <p>The Risk Management Policy, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p> |
| <p>Recommendation 7.2</p> <p>The board or a committee of the board should:</p> | <p>Yes</p> | <p>(a) The Audit and Risk Committee Charter requires that the Audit and Risk Committee annually review the risk management practices of the Company to satisfy itself</p> |

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| <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>that it continues to be sound and that the Company manages risk within the Board approved risk appetite.</p> <p>(b) The Company's Risk Management Policy requires the Company to disclose at least annually whether such a review of the company's risk management framework has taken place.</p> |

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| <p>Recommendation 7.3</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 governance, risk management and internal control processes.</p> | <p align="center">Yes</p> | <p>While the Company does not have a formal internal audit function, it employs processes for evaluating and continually improving the effectiveness of its risk management and internal control processes. The external audit function will be performed by PKF Brisbane Audit.</p> |
| <p>Recommendation 7.4</p> <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 align="center">Yes</p> | <p>The Company's Risk Management Policy requires the Audit and Risk Committee to assist management in determining whether the Company has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p> |

PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY

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| <p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> <p>(a) have a remuneration 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,</p> <p>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 remuneration committee, disclose that fact and the processes it employs for setting the</p> | <p align="center">Yes</p> | <p>The Company's Corporate Governance Plan contains a Remuneration Charter that provides for the creation of a Remuneration Committee (if it is considered it will benefit the Company), with at least three members, a majority of whom must be independent Directors, and which must be chaired by an independent Director.</p> <p>The Remuneration Committee comprises of the following three members, a majority of whom are independent Non-Executive Directors:</p> <ul style="list-style-type: none"> • Ms Maja McGuire (Chair) • Mr Rick Govender • Mr Andrew Jones <p>The Company's Annual Report will set out the relevant qualifications and experience of the members of the Remuneration Committee and, in relation to each reporting period, the number of times the Remuneration Committee met throughout the period and the individual attendances of the members at those meetings.</p> <p>The purpose of the Remuneration Committee is to review and make recommendations to the Board in relation to the overall remuneration policy for the Company. The full role and responsibilities of the Remuneration Committee are</p> |
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| <p>RECOMMENDATIONS (4TH EDITION)</p> | <p>COMPLY</p> | <p>EXPLANATION</p> |
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| <p>level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p> | | <p>contained in the Remuneration Committee Charter, which is available on the Company's website.</p> |

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| <p>Recommendation 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>Yes</p> | <p>The Company's Remuneration Committee Charter requires the Remuneration Committee to set policies and practices regarding the remuneration of Directors and senior executives, which is disclosed in the Annual Report.</p> |
| <p>Recommendation 8.3</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> | <p>Yes</p> | <p>The Company has an equity-based remuneration scheme. The Remuneration Committee Charter requires the Remuneration Committee to review, manage and disclose the policy (if any) under which participants to an executive incentive plan may be permitted (at the discretion of the Company) to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the executive incentive plan.</p> <p>The Company's Trading Policy prohibits Directors and key management personnel from engaging in short-term trading of the Company's securities (except for the exercise of options where the shares will be sold shortly thereafter).</p> <p>A copy of the Trading Policy is available on the Company's website.</p> |

ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES

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| <p>Recommendation 9.1</p> <p>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.</p> | <p>N/A</p> | <p>As set out in the Company's Board Charter (which forms part of the Corporate Governance Plan), in the event that a director does not speak the language in which key corporate documents are written or Board or shareholder meetings are held, the Company will ensure that such documents are translated into the Director's native language, and a translator is present at all Board and shareholder meetings.</p> |
| <p>Recommendation 9.2</p> <p>A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.</p> | <p>N/A</p> | <p>All Shareholder meetings will be held at a reasonable place and time for shareholders.</p> |
| <p>Recommendation 9.3</p> <p>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.</p> | <p>N/A</p> | <p>The Company's Auditor will attend the Company's Annual General Meeting and will be available to answer questions from shareholders in respect of the Company's audit.</p> |

**RECOMMENDATIONS
(4TH EDITION)**

COMPLY

EXPLANATION

ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES

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| <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; and</p> <p>(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</p> | N/A | This Recommendation does not apply to the Company. |
| <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> | N/A | This Recommendation does not apply to the Company. |