

UNITY METALS LIMITED

ACN 678 776 899

CORPORATE GOVERNANCE STATEMENT 2025

The Board is responsible for establishing the Company's corporate governance framework, the key features of which are set out below. In establishing its corporate governance framework, the Board has referred to the 4th edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

In accordance with ASX Listing Rule 4.10.3, the corporate governance statement discloses the extent to which the Company follows the recommendations. The Company will follow each recommendation where the Board has considered the recommendation to be an appropriate benchmark for its corporate governance practices. Where the Company's corporate governance practices will follow a recommendation, the Board has made appropriate statements reporting on the adoption of the recommendation. In compliance with the "if not, why not" reporting regime, where, after due consideration, the Company's corporate governance practices will not follow a recommendation, the Board has explained its reasons for not following the recommendation and disclosed what, if any, alternative practices the Company will adopt instead of those in the recommendation.

This corporate governance statement is current as of 27 March 2026 and has been approved by the Board.

The following governance-related documents can be found on the Company's website at <https://www.unitymetals.com.au/about-us/corporate-governance>:

- (a) Board Charter;
- (b) Statement of Values;
- (c) Code of Conduct;
- (d) Audit and Risk Committee Charter;
- (e) Remuneration and Nomination Committee Charter;
- (f) Remuneration Policy;
- (g) Performance Evaluation Policy
- (h) Continuous Disclosure Policy;
- (i) Risk Management Policy;
- (j) Securities Trading Policy;
- (k) Diversity Policy;
- (l) Privacy Policy;
- (m) Shareholder Communications Policy;
- (n) Environmental, Social and Governance Policy;
- (o) Anti-Bribery and Corruption Policy;
- (p) Whistleblower Policy

ASX Principle and Recommendation	Compliance	Commentary
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> <ul style="list-style-type: none"> the respective roles and responsibilities of its board and management; and those matters expressly reserved to the board and those delegated to management. 	<p>Yes</p>	<p>The Board has adopted a Board Charter which discloses the roles and responsibilities of the Board and senior management.</p> <p>Under the Board Charter, the board is responsible for the overall operation and stewardship of the Company and, in particular, for the long-term growth and profitability of the Company, the strategies, policies and financial objectives of the Company and for monitoring the implementation of those policies, strategies and financial objectives.</p> <p>The Board Charter is available on the Company’s website: www.unitymetals.com.au.</p>
<p>Recommendation 1.2</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director. 	<p>Yes</p>	<p>The Company undertakes appropriate checks of candidates prior to their appointment or nomination for election by shareholders. This includes the persons education, experience, disqualification from holding certain offices, bankruptcy history and criminal record.</p> <p>The Company will include in its notices of meeting a brief biography of each director who stands for election or re-election.</p> <p>The biography will set out the relevant qualifications and professional experience of the nominated director for consideration by shareholders. This information will also be included on Unity Metals’ website: www.unitymetals.com.au.</p>

ASX Principle and Recommendation	Compliance	Commentary
<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 has a written agreement with each director and senior executive setting out the key terms of their appointment.</p> <p>The material terms of any employment or service agreement with the Company, entered into with its Managing Director and Corporate Director have been disclosed in accordance with ASX Listing Rule 3.16.4 (taking into consideration the exclusions from disclosure outlined in that rule).</p> <p>Each non-executive Director is engaged under a letter of appointment.</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>Details of the company secretary are set out in the 2025 Annual Report. The appointment and removal of a company secretary is a matter for decision by the board.</p> <p>The company secretary reports directly and is accountable to the board, through the Chair on all matters to do with the proper functioning of the board as outlined in the Company’s Board Charter.</p> <p>The company secretary advises and supports the board members on general governance matters, implements adopted governance procedures and coordinates circulation of meeting agendas and papers.</p>
<p>Recommendation 1.5</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> • have and disclose a diversity policy; • through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and • disclose in relation to each reporting period: <ul style="list-style-type: none"> ○ the measurable objectives set for that period to achieve gender diversity; 	No	<p>The board is committed to promoting equality and diversity in the workplace and aims to be an organisation where diversity is valued, respected and celebrated. All decisions relating to employees will be based strictly on merit, without regard to gender, ethnicity, age, relationship status or any other irrelevant factor not applicable to the position.</p> <p>The Company has a Diversity Policy which sets out the Company’ beliefs, objectives and strategies with respect to diversity.</p> <p>Having regard to the size of the Company’s operations and the number of employees and personnel at present, the board has determined not to formally adopt any measurable targets/objectives at this stage and</p>

ASX Principle and Recommendation	Compliance	Commentary								
<ul style="list-style-type: none"> ○ the entity’s progress towards achieving those objectives; and ○ either: <ul style="list-style-type: none"> i. 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 ii. 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>will reassess this position as the Company’s operations grow and evolve.</p> <p>The respective proportions of men and women on the board, in senior executive positions and across the whole organisation at 31 December 2025 are set out in the following table.</p> <table border="1" data-bbox="850 528 1423 698"> <thead> <tr> <th colspan="2">Proportion of Women</th> </tr> </thead> <tbody> <tr> <td>Whole organisation</td> <td>1 out of 8 (13%)</td> </tr> <tr> <td>Senior executives</td> <td>0 out of 4 (0%)</td> </tr> <tr> <td>Board</td> <td>0 out of 4 (0%)</td> </tr> </tbody> </table> <p>The Diversity Policy is available on the Company’s website: www.unitymetals.com.au.</p>	Proportion of Women		Whole organisation	1 out of 8 (13%)	Senior executives	0 out of 4 (0%)	Board	0 out of 4 (0%)
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Whole organisation	1 out of 8 (13%)									
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<p>Recommendation 1.6</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> • have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and • 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>No</p>	<p>The Chair is responsible for evaluation of the Board and, when deemed appropriate, Board committees and individual directors in accordance with the process disclosed in the Company’s Performance Evaluation Policy.</p> <p>Each of the directors (including the Chair) completes a questionnaire and the Chair discusses the responses to the questionnaire with the Board on a round-table basis.</p> <p>The Chair is reviewed on this basis by the rest of the Board. Where a Board member also performs an executive role the review also addresses the directors’ executive role.</p> <p>The Performance Evaluation Policy is available on the Company’s website: www.unitymetals.com.au.</p> <p>During the reporting period, there were no performance evaluations of the board, its committees and individual directors undertaken because the Company was not admitted to the ASX until January 2026.</p>								

<p>Recommendation 1.7</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> • have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and • 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>No</p>	<p>The Managing Director is responsible for evaluating the performance of the Company’s senior executives in accordance with the process disclosed in the Company’s Performance Evaluation Policy.</p> <p>The performance of senior executives is evaluated on an ongoing basis to ensure alignment with the Company’s corporate objectives.</p> <p>During the reporting period, there were no performance evaluations undertaken of its senior executives because the Company was not admitted to the ASX until January 2026.</p>
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Principle 2: Structure the board to be effective and add value

<p>Recommendation 2.1</p> <p>The board of a listed entity should</p> <ul style="list-style-type: none"> • have a nomination committee which: <ul style="list-style-type: none"> ○ has at least three members, a majority of whom are independent directors; and ○ is chaired by an independent director, <p>and disclose:</p> <ul style="list-style-type: none"> ○ the charter of the committee; ○ the members of the committee; and ○ as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or • 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 	<p>No</p>	<p>The Company has established a Remuneration and Nomination Committee comprising two non-executive directors.</p> <p>The board considers that the Company is not currently of a size, nor are its affairs of such complexity, sufficient to justify having a separate remuneration committee comprised of at least 3 independent non-executive directors.</p> <p>The Remuneration and Nomination Committee’s Charter has been approved by the board and is available on the Company’s website: www.unitymetals.com.au.</p> <p>During the reporting period, there were no nomination committee meetings because the Company was not admitted to the ASX until January 2026.</p>
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enable it to discharge its duties and responsibilities effectively.

Recommendation 2.2

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.

Yes

The Company believes that the board has the appropriate mix of skills, expertise and independence to facilitate successful strategic direction. The board members have a high level of experience and expertise in the resources sector.

The Board Skills matrix for the current board is set out in detail in the Company’s 2025 Annual Report. The board considers that the mix of skills is appropriate for the Company’s current circumstances.

As the Company’s circumstances change, it will continue to re-assess its composition, as appropriate.

Recommendation 2.3

A listed entity should disclose:

- the names of the directors considered by the board to be independent directors;
- 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
- the length of service of each director.

Yes

The board considers the independence of directors having regard to the relationships listed in Box 2.3 of the Principles & Recommendations.

During the reporting period, the board considers that Mr Andrew Wright and Mr Mark Ashall to be the independent directors because they are not a member of management, they are free of any business or other relationship that could materially interfere with the independent exercise of their judgement and consistently make decisions that are in the best interests of the Company.

Details of the directors’ interests, positions, associations and relationships are disclosed in the Company’s 2025 Annual Report.

The length of service of each director is set out in the table below:

Director	Appointment Date	Period of Office
Andrew Wright	26/09/2024	Full year
Mark Ashall	10/10/2024	Full year

Recommendation 2.4

A majority of the board of a listed entity should be independent directors.

No

During the reporting period, due to the size and scale of the Company’s current activities, the Board does not consist of a majority of independent Directors as two of the Company’s four Directors are Executive Directors.

To facilitate independent decision-making, the Board has agreed procedures for Directors to

have access in appropriate circumstances to independent professional advice.

As The Company grows and its circumstances change, the board will consider the appointment of additional independent Directors.

Recommendation 2.5

Yes

The Chairman of the Company is an independent director and is not the CEO/MD.

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/MD of the entity.

Recommendation 2.6

Yes

The Company has a process to induct and educate new directors about the nature of the Company’s business, current issues, the corporate strategy and the expectations of the Company concerning the performance of directors. directors may visit all operations and meet with management to gain a better understanding of the business.

In order to achieve continuing improvement in board performance, all directors are encouraged to undergo continual professional development to update and enhance their skills and knowledge.

A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.

Principle 3: Instil a culture of acting lawfully, ethically and responsibly

Recommendation 3.1

Yes

The Company’s values are articulated in its Statement of Values.

The Company is committed to instilling and continually reinforcing a culture across the organisation of acting lawfully, ethically and responsibly. This is encapsulated in the Company’s Code of Conduct, which apply to Directors and the employees of the Company and where relevant and to the extent possible, consultants, secondees and contractors of the Company.

The Statement of Values and Code of Conduct are available on its website:
www.unitymetals.com.au.

A listed entity should articulate and disclose its values.

<p>Recommendation 3.2</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> • have and disclose a code of conduct for its directors, senior executives and employees; and • ensure that the board or a committee of the board is informed of any material breaches of that code. 	<p>Yes</p>	<p>The Company is committed to promoting good corporate conduct grounded by strong ethics and responsibility.</p> <p>The Company has established a Code of Conduct which sets out the standards with which the directors and employees of the Company and where relevant and to the extent possible, consultants, secondees and contractors of the Company, are expected to comply in relation to the affairs of the Company’s business.</p> <p>In accordance with the Company’s Board Charter, any and all material or suspected breaches of the Code of Conduct Policy will be reported to the board or a relevant committee of the board upon identification.</p>
<p>Recommendation 3.3</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> • have and disclose a whistleblower policy; and • ensure that the board or committee of the board is informed of any material incidents reported under that policy. 	<p>Yes</p>	<p>The Company is committed to maintaining a positive culture of openness, responsible corporate governance and ethical behaviour where Company employees are able to report incidents of corrupt, illegal or unethical work related conduct without fear of reprisal.</p> <p>Accordingly, the Company has adopted a Whistleblower Policy. In accordance with the Company’s Board Charter, any and all material or suspected breaches of the Whistleblower Policy will be reported to the Board or a relevant committee of the Board upon identification.</p> <p>The Whistleblower Policy is available on the Company’s website: www.unitymetals.com.au.</p>
<p>Recommendation 3.4</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> • have and disclose an anti-bribery and corruption policy; and • ensure that the board or a committee of the board is informed of any material breaches of that policy. 	<p>Yes</p>	<p>The Company has adopted an Anti-bribery and Corruption Policy. The Anti-bribery and Corruption Policy is available on the Company’s website: www.unitymetals.com.au.</p> <p>In accordance with the Company’s Board Charter, any and all material or suspected breaches of the Anti-bribery and Corruption Policy will be reported to the board or a relevant committee of the board via the Chair upon identification.</p>

Principle 4: Safeguard the integrity of corporate reports

<p>Recommendation 4.1</p> <p>The board of a listed entity should:</p> <ul style="list-style-type: none"> • have an audit committee which: <ul style="list-style-type: none"> ○ has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and ○ is chaired by an independent director, who is not the chair of the board, • and disclose: <ul style="list-style-type: none"> ○ the charter of the committee; ○ the relevant qualifications and experience of the members of the committee; and ○ 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 • 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>No</p>	<p>The Company has a joint Audit and Risk Management Committee which is responsible for overseeing the integrity of the Company’s statutory financial reporting, reviewing the independence and performance of the external auditor, approving external audit fees and responsible for Risk and Compliance review activities.</p> <p>The Audit and Risk Management Committee comprises two non-executive Directors.</p> <p>The board considers that the Company is not currently of a size, nor are its affairs of such complexity, sufficient to justify having an audit committee comprised of at least 3 non-executive directors.</p> <p>The Chair of the Committee is an independent non-executive director who is not Chair of the board.</p> <p>The Company will report periodically on the number of times the Audit and Risk Management Committee met throughout the period and the individual attendances of the members at those meetings.</p> <p>During the reporting period, there were no audit committee meetings because the Company was not admitted to the ASX until January 2026.</p> <p>The Audit and Risk Management Committee Charter is available on the Company’s website: www.unitymetals.com.au.</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</p>	<p>Yes</p>	<p>The Company will obtain declarations from its CEO/MD and CFO before its financial statements are approved substantially in the form referred to in Recommendation 4.2.</p>

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.

Recommendation 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.

Yes

In addition to the Company’s periodic corporate reports that are audited or reviewed by the Company’s external auditor, the Company publishes other periodic corporate reports that are not audited or reviewed. The Company through an effective system of internal controls, review and approval satisfies itself that these reports are materially accurate, balanced and provide investors with appropriate information to make informed investment decisions by implementing the appropriate procedures, communication processes and internal controls.

This process is intended to ensure that all applicable laws, regulations and company policies have been complied with, the preparation of the corporate reports are undertaken by qualified personnel and the appropriate approvals are obtained before a report is released to the market.

Principle 5: Make timely and balanced disclosure

Recommendation 5.1

A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under the listing rule 3.1.

Yes

The Company has established written policies and procedures for complying with its continuous disclosure obligations under the ASX Listing Rules.

The Company is committed to observing its disclosure obligations under the Corporations Act and its obligations under the Listing Rules.

All announcements provided to ASX will comply with Chapter 5 of the Listing Rules and will be posted on The Company’s website: www.unitymetals.com.au.

Recommendation 5.2

A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.

Yes

The Company will ensure that its board shall receive copies of all material market announcements before and promptly after they have been lodged with the ASX.

Recommendation 5.3	Yes	The Company will release a copy of presentation materials on the ASX Market Announcements Platform prior to any presentations made. All presentation materials provided to the ASX will be posted on the Company’s website: www.unitymetals.com.au .
A listed entity that gives a new and substantive investor or analyst presentation should release a copy of presentation material on the ASX Market Announcements Platform ahead of the presentation.		

Principle 6: Respect the rights of security holders

Recommendation 6.1	Yes	Information about the Company, including its corporate governance and copies of its various corporate governance policies and charters, is available on the Company’s website: www.unitymetals.com.au .
A listed entity should provide information about itself and its governance to investors via its website.		

Recommendation 6.2	Yes	<p>The board has established a Communications Policy, the purpose of which is to ensure the Company:</p> <ul style="list-style-type: none"> • provides timely and accurate information equally to all Shareholders and market participants regarding the Company including its financial situation, performance, ownership, strategies, activities and governance; and • adopts channels for disseminating information that are fair, timely and cost efficient. <p>The Company will communicate with its Shareholders:</p> <ul style="list-style-type: none"> • following admission to ASX, through releases to the market via the ASX; • through the Company’s website; • through information provided directly to shareholders; and • via general meetings.
A listed entity should have an investor relations program that facilitates effective two-way communication with investors.		

Recommendation 6.3	Yes	<p>The Company supports shareholder participation in general meetings and will seek to provide appropriate mechanisms for such participation, including by ensuring that meetings are held at convenient times and places to encourage shareholder participation.</p> <p>In preparing for general meetings the Company will draft the notice of meeting and related explanatory information so that they provide all of the information that is relevant to</p>
A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.		

		<p>Shareholders in making decisions on matters to be voted on by them at the meeting. This information will be presented clearly and concisely so that it is easy to understand and not ambiguous.</p> <p>The Company will use general meetings as a tool to effectively communicate with shareholders and allow shareholders a reasonable opportunity to ask questions and to otherwise participate in the meeting.</p> <p>Mechanisms for encouraging and facilitating shareholder participation will be reviewed regularly to encourage a high level of shareholder participation.</p>
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<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>Yes</p>	<p>The Chair will call for a poll on all substantive resolutions at a meeting rather than voting by a show of hands.</p> <p>The Company’s practice at general meetings is to read out and/or display the proxy votes received for each resolution, at the time of voting. This ensures that shareholders present at the meeting are kept informed as to the level of support for each resolution.</p> <p>The Company’s Constitution provides a right for shareholders to call for a poll on a resolution at a general meeting.</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>Yes</p>	<p>The Company considers that communicating with shareholders by electronic means is an efficient way to distribute information in a timely and convenient manner.</p> <p>Shareholders have the option to receive communications from the Company electronically and the Company encourages them to do so.</p>
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<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> <ul style="list-style-type: none"> • have a committee or committees to oversee risk, each of which: <ul style="list-style-type: none"> ○ has at least three members, a majority of whom are independent directors; and 	<p>No</p>	<p>The Company’s Audit and Risk Management Committee is responsible for overseeing risk management of the Company.</p> <p>The Audit and Risk Management Committee comprises two non-executive Directors.</p> <p>The board considers that the Company is not currently of a size, nor are its affairs of such complexity, sufficient to justify having an</p>
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<ul style="list-style-type: none"> ○ is chaired by an independent director, and disclose: ○ the charter of the committee; ○ the members of the committee; and ○ as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or ● if it does not have a Risk Management Committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity’s risk management framework. 	<p>audit committee comprised of at least 3 non-executive directors.</p> <p>The Chair of the Committee is an independent non-executive director who is not Chair of the board.</p> <p>The Audit and Risk Management Committee will be guided by the Risk Management Policy for the Company.</p> <p>During the reporting period, there were no audit committee meetings because the Company was not admitted to the ASX until January 2026.</p> <p>The Audit and Risk Management Committee Charter is available on the Company’s website: www.unitymetals.com.au.</p>
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<p>Recommendation 7.2</p> <p>The board or a committee of the board should:</p> <ul style="list-style-type: none"> ● 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 ● disclose, in relation to each reporting period, whether such a review has taken place. 	<p>No</p>	<p>The board is responsible for risk oversight and the management and internal control of the processes by which risk is considered, for both ongoing operations and prospective actions.</p> <p>The board will review the Company’s risk management framework on an annual basis to ensure the Company’s risk management framework continues to be effective.</p> <p>During the reporting period, the review of the Company’s risk management framework was not undertaken because the Company’s risk management framework was only adopted by the board on 20 August 2025.</p>
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<p>Recommendation 7.3</p> <p>A listed entity should disclose:</p> <ul style="list-style-type: none"> ● if it has an internal audit function, how the function is structured and what role it performs; or ● 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 	<p>No</p>	<p>The Company does not have an internal audit function at this stage. The board considers that, given the current size and scope of the Company’s operations, an internal audit function is not necessary.</p> <p>The board, as a whole oversees the effectiveness of risk management and internal control processes.</p> <p>Further details of the processes the Company employs for evaluating and continually improving the effectiveness of its</p>
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<p>management and internal control processes.</p>		<p>risk management and internal control processes are set out in the Company’s Risk Management Policy, which is available on the Company’s website: <i>www.unitymetals.com.au</i>.</p> <p>The board intends to reconsider the requirement for and benefits of an internal audit function as the Company’s operations grow and evolve.</p>
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<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>Yes</p>	<p>The Company’s primary activity is the exploration and development of its projects located in eastern Cambodia.</p> <p>These activities expose the Company to operational, economic, environmental and social sustainability risks similar to those faced by all other participants in the mining and exploration industries in Cambodia.</p> <p>The Directors Report contained in the 2025 Annual Report discloses the material risks affecting the Company.</p>
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Principle 8: Remunerate fairly and responsibly

<p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> <ul style="list-style-type: none"> • have a remuneration committee which: <ul style="list-style-type: none"> ○ has at least three members, a majority of whom are independent directors; and ○ is chaired by an independent director, and disclose: <ul style="list-style-type: none"> ○ the charter of the committee; ○ the members of the committee; and ○ as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or • if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of 	<p>No</p>	<p>The Company has established a Remuneration and Nomination Committee comprising two non-executive directors.</p> <p>The board considers that the Company is not currently of a size, nor are its affairs of such complexity, sufficient to justify having a remuneration committee comprised of at least 3 independent non-executive directors.</p> <p>The Remuneration and Nomination Committee’s Charter is available on the Company’s website: <i>www.unitymetals.com.au</i>.</p> <p>The Company’s Remuneration Policy sets out the current processes the Committee employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive. The Policy is available on the Company’s website: <i>www.unitymetals.com.au</i>.</p> <p>During the reporting period, there were no remuneration committee meetings because</p>
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<p>remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>		<p>the Company was not admitted to the ASX until January 2026.</p> <p>The Remuneration Report contained in the 2025 Annual Report discloses the remuneration paid or provided to Directors and senior executives annually.</p>
<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 Report contained in the 2025 Annual Report discloses and distinguishes between non-executive directors and the remuneration of executive directors and other senior executives.</p> <p>The Company’s policies and practices regarding the remuneration of non-Executive Directors and senior executives are set out in the Company’s Remuneration Policy. The Policy is available on the Company’s website: www.unitymetals.com.au.</p>
<p>Recommendation 8.3</p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <ul style="list-style-type: none"> • 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 • disclose that policy or a summary of it. 	<p>Yes</p>	<p>The Company’s Remuneration Policy provides that no director or member of senior management (including any employee who is a restricted employee under the Company’s Securities Trading Policy) who participates in an equity-based remuneration scheme established by the Company may enter into any transaction designed to limit the economic risk of participating in the equity-based remuneration scheme.</p> <p>The Remuneration Policy is available on the Company’s website: www.unitymetals.com.au.</p>