

## 2025 Corporate Governance Statement



This Corporate Governance Statement discloses the extent to which the Company has, during the financial year ending 30 June 2025, followed the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations 4<sup>th</sup> edition (**Recommendations**). The Recommendations are not mandatory, however the Recommendations which have not been followed for any part of the reporting period have been identified and reasons provided for not following them along with what (if any) alternative governance practices were adopted in lieu of the Recommendation during the period.

**Principle 1: Lay Solid Foundations for Management and Oversight**

1.1	A listed entity should have and disclose a board charter setting out:  (a) the respective roles and responsibilities of its board and management; and  (b) those matters expressly reserved to the board and those delegated to management.	√	The Board has adopted a Board Charter formalising its roles and responsibilities and defines matters reserved for the Board and specific matters which are delegated to management.  The Board Charter is available on the Company's website.
1.2	A listed entity should:  (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and  (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	√	The Board is responsible for ensuring it is comprised of individuals who are best able to discharge the responsibilities of directors having regard to the law and best standards of governance.  The Company requires the Board to ensure appropriate checks (including checks in respect of character, experience, education, criminal record and bankruptcy history (as appropriate)) are undertaken before appointing a person or putting forward to security holders a candidate for election as a director.  The qualifications, experience and special responsibilities of the Board members are set out in the Directors' Report in the Company's 2025 Annual Report.
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	√	On appointment of a Director, the Company issues a letter of appointment setting out the terms and conditions of their appointment to the Board. Senior executives have executed services contracts with the Company.



1.4	The Company Secretary of a listed entity should be accountable directly to the board, through the chair, on all matters involving the proper functioning of the board.	√	The Corporate Governance Manual outlines the roles, responsibilities and accountability of the Company Secretary. In accordance with this, the Company Secretary is accountable to the board, through the chair, on all governance matters.				
1.5	<p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for the period to achieve gender diversity;</p> <p>(2) the entity's progress toward achieving those objectives; and</p> <p>(3) either</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and the across the whole workforce (including how the entity has defined "senior executive" for these purpose; or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators" as defined in and published under that Act.</p> <p>If the entity was in the S&amp;P/ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity</p>	x	<p>The Company has a Diversity Policy, which is disclosed on the Company website. The Board acknowledges the absence of female participation on the Board of Directors and is seeking the addition of a female Canadian national to the Board of the Company. The Board is endeavouring to ensure that the composition of the Board represents the best mix of Directors who have an appropriate range of qualifications and expertise, can understand and competently deal with current and emerging business issues and can effectively review and challenge the performance of management.</p> <p>The Company has not set or disclosed measurable objectives for achieving gender diversity. Due to the size of the Company, the Board does not deem it practical to limit the Company to specific targets for gender diversity as it operates in a very competitive labour market where positions are sometimes difficult to fill. However, every candidate suitably qualified for a position has an equal opportunity of appointment regardless of gender, age, ethnicity or cultural background.</p> <p>The proportion of women employees in the whole organisation, women in senior executive positions and women on the Board are set out in the following table:</p> <table border="1" data-bbox="889 1730 1446 1835"> <thead> <tr> <th></th> <th>Proportion of women</th> </tr> </thead> <tbody> <tr> <td>Whole organisation</td> <td>11 out of 23 (47.8%)</td> </tr> </tbody> </table>		Proportion of women	Whole organisation	11 out of 23 (47.8%)
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	in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.		<table border="1"> <tr> <td>Senior Executive positions</td> <td>2 out of 6 (33%)</td> </tr> <tr> <td>Board</td> <td>0 out of 5 (0%)</td> </tr> </table>	Senior Executive positions	2 out of 6 (33%)	Board	0 out of 5 (0%)
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1.6	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	√	<p>(a) 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 Process for Performance Evaluation, which is available on the Company's website.</p> <p>(b) The Process for Performance Evaluation requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. The Company has completed performance evaluations in respect of the Board, its committees and individual Directors for the past financial year in accordance with the above process.</p>				
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	√	<p>(a) The Board, through the Managing Director, is responsible for evaluating the performance and remuneration of the Company's senior executives on an annual basis. A senior executive, for these purposes, means key management personnel (as defined in the Corporations Act) other than a non-executive Director. The applicable processes for these evaluations can be found in the Company's Process for Performance Evaluation, which is available on the Company's website</p> <p>(b) The Company has completed performance evaluations in respect of the senior executives for the past financial year in accordance with the applicable processes.</p>				



**Principle 2: Structure the Board to be Effective and Add Value**

2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <ul style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ul> <p>(b) if it does not have a nomination committee, disclose the fact and the processes it employs to address board succession issues and to ensure 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>The Company has not established a separate Nomination Committee. Given the current size and composition of the Board, the Board believes there would be no efficiencies gained by establishing a separate Nomination Committee. Accordingly, the Board performs the role of the Nomination Committee. When the Board convenes as the Nomination Committee it carries out those functions which are normally delegated to a Nomination Committee. The Board deals with any conflicts of interest occurring when convening in the capacity of the Nomination Committee by ensuring the director with conflicting interests is not party to the relevant discussions.</p> <p>The full Board carries out the role of the Nomination Committee. The full Board did not officially convene as a Nomination Committee during the Reporting Period, however nomination-related discussions occurred from time to time during the year as required.</p>
2.2	<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>	x	<p>The Company supports the appointment of Directors who bring a wide range of business and professional skills and experience.</p> <p>While the Company does not disclose a formal skills matrix it does consider directors attributes prior to any appointment. The qualifications, skills and expertise relevant to the position of Director held by each Director in office at the date of the annual report and their attendance at Board and Committee meetings is included in the Directors' Report.</p>



2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position or relationship of the type described in Box 2.3 but the board is of the opinion 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>The Board considers Directors to be independent where they are free of any interest, position or relationship which might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the board and to act in the best interests of the entity as a whole rather than in the interests of an individual security holder or other party.</p> <p>The Board has adopted a definition of independence based on that set out in Principle 2.3 of the ASX Corporate Governance Council Principles and Recommendations. The Board will review the independence of each Director considering interests disclosed to the Board from time to time.</p> <p>In accordance with the definition of independence above, and the materiality thresholds set, none of the Directors are considered to be independent as they have all received performance-based remuneration (including options or performance rights) from, or participated in an employee incentive scheme of, the entity.</p> <p>In addition: Mr Chris Evans is not considered to be an independent director due to his role as Managing Director. Mr Simon Iacopetta is not considered to be an independent director due to his role as Chief Development Officer.</p> <p>The length of service of each director is set out in the Directors' Report in the Company's 2025 Annual Report.</p>
2.4	A majority of the board of a listed entity should be independent directors,	x	None of the Board's directors are considered independent (see 2.3 above)
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.	x	The Chairman of the Board, Mr Stephen Biggins, is not an independent director (see 2.3 above). Mr Chris Evans is the Company's Managing Director.



2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	√	<p>The Board's induction program provides incoming directors with information enabling them to carry out their duties in the best interests of the Company. This includes supporting ongoing education of Directors and periodically reviewing whether there is a need for existing directors to undertake professional development for the benefit of the Company.</p> <p>Each director of the Company has the right to seek independent professional advice at the expense of the Company, however prior approval of the Chairman is required which will not be unreasonably withheld.</p>
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**Principle 3: Instil a Culture of Acting Lawfully, Ethically and Responsibly**

3.1	A listed entity should articulate and disclose its values	√	The Company has articulated and disclosed its values on the Company's website.
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 the board or a committee of the board is informed of any material breaches of the code.</p>	√	<p>The Company has adopted a Code of Conduct to be adhered to by all directors, officers, employees, consultants and contractors of Winsome (<b>Personnel</b>) and all agents, third parties and other representatives engaged by Winsome to represent its interests or perform services for Winsome (<b>Representatives</b>).</p> <p>The Code of Conduct is available on the Company's website.</p> <p>The Board is informed of any material breach of the Code of Conduct.</p>
3.3	<p>A listed entity should:</p> <p>(a) have and disclose a whistle-blower policy; and</p> <p>(b) ensure the board or a committee of the board is informed of any material incidents reported under the policy.</p>	√	<p>The Company has adopted a Whistle-blower Protection Policy to be adhered to by all directors, officers, employees, consultants and contractors of Winsome (<b>Personnel</b>), Winsome's service providers, suppliers, and third-party contractors (<b>Third Parties</b>) and Eligible Whistleblowers.</p> <p>The Whistle-blower Protection Policy is available on the Company's website.</p>



			The Board is informed of any material breach of the Whistle-blower Protection Policy.
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure the board or a committee of the board is informed of any material incidents reported under the policy.	√	The Company has adopted an Anti-Bribery Policy to be adhered to by all directors, officers, employees, consultants and contractors of Winsome ( <b>Personnel</b> ) and all agents, third parties and other representatives engaged by Winsome to represent its interests or perform services for Winsome ( <b>Representatives</b> ).  The Anti-Bribery Policy is available on the Company's website.  The Board is informed of any material breach of the Anti-Bribery Policy.

**Principle 4: Safeguard the Integrity of Corporate Reports**

4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendance of the members at those meetings; or (b) if it does not have an audit committee, disclose this fact and the processes it employs to independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and	√	The Company does not currently have a separate Audit Committee. Given the current size and composition of the Board, the Board believes there would be no efficiencies gained by establishing a separate Audit Committee. Accordingly, the Board performs the role of the Audit Committee. When the Board convenes as the Audit Committee it carries out those functions which are delegated to it in the Company's Audit Committee Charter. The Board deals with any conflicts of interest which may occur when convening in the capacity of the Audit Committee by ensuring the director with conflicting interests is not party to the relevant discussions.  The full Board carries out the role of the Audit Committee. The full Board did not officially convene as an Audit Committee during the Reporting Period, however Audit-related discussions occurred from time to time during the year as required.  The Company has established procedures for the selection,
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	removal of the external auditor and the rotation of the audit engagement partner.		appointment and rotation of its external auditor. The Board is responsible for the initial appointment of the external auditor and the appointment of a new external auditor when any vacancy arises, as recommended by the Audit Committee (or its equivalent). Candidates for the position of external auditor must demonstrate complete independence from the Company through the engagement period. The Board may otherwise select an external auditor based on criteria relevant to the Company's business and circumstances. The performance of the external auditor is reviewed on an annual basis by the Audit Committee (or its equivalent) and any recommendations are made to the Board.
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and 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 the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	√	The CEO and the CFO make a statement to the Board prior to approval of the annual, half-yearly and quarterly accounts that, in their opinion, the financial records of the entity have been properly maintained and 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 the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market not being audited or reviewed by an external auditor.	√	Under the Company's Continuous Disclosure Policy and Shareholder Communications Policy, the Board has appointed specific persons as 'authorised persons' to ensure Company announcements (including the annual directors' report) are accurate, balanced and understandable and provide investors with appropriate information to make informed investment decisions. The authorised persons coordinate the form of disclosure and verify the accuracy of the information



			contained in announcements. Where necessary and possible, the authorised persons consult on announcements with the Board and Directors available at the time.
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**Principle 5: Make Timely and Balanced Disclosure**

5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under Listing Rule 31.	√	The Company has adopted a Continuous Disclosure Policy which is available on the Company's website.
5.2	A listed entity should ensure its board received copies of all material market announcements promptly after they are made.	√	The Company Secretary distributes to the Board copies of all material market announcements promptly after they have been made.
5.3	A listed entity giving 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.	√	The Company Secretary releases a copy of any new and substantive investor or analyst presentation on the ASX Market Announcements Platform ahead of the presentation.

**Principle 6: Respect the Rights of Security Holders**

6.1	A listed entity should provide information about itself and its governance to investors via its website	√	As detailed in the Company's Shareholder Communication Policy, the Company's website provides a corporate governance landing page where all relevant corporate governance information can be accessed. The website also has access to copies of all releases and reports made to ASX and general information about the Company and its activities.
6.2	A listed entity should have an investor relations program facilitating two-way communication with investors.	√	The Company has adopted a Shareholder Communication Policy which is available on the Company's website.
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	√	As detailed in the Company's Shareholder Communication Policy, the Company endeavours to actively engage with shareholders at its general meetings and encourages attendance and participation at its meetings. The Company provides information in the notice of meeting sent to shareholders that is presented in a clear, concise and effective manner.
6.4	A listed entity should ensure all substantive resolutions at a meeting of security holders are	√	All resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.



	decided by a poll rather than a show of hands.		
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 Shareholder Communications Policy makes provision for security holders to register with the Company to receive information updates. Links are made available to the Company's website on which all information provided to the ASX is immediately posted.</p> <p>Shareholders can email the Company at <a href="mailto:administration@winsomeresources.com.au">administration@winsomeresources.com.au</a>.</p> <p>The Company's Share registrar is equipped for electronic enquiries and shareholders can make changes to their details online.</p> <p>The Company has also elected to inform its shareholders of their right to elect to receive General Meeting documents electronically or physically under the Corporations Amendment (Meetings and Documents) Act 2022 (Amendment Act) through a link on the company website</p> <p><a href="https://winsomeresources.com.au/shareholder-communications/">https://winsomeresources.com.au/shareholder-communications/</a></p>

**Principle 7: Recognise and Manage Risk**

7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p>	√	<p>The Company has no specific Risk Committee. The Company has a Risk Management Policy which is posted on the Company website.</p> <p>The Board is responsible for approving the Company's policies on risk oversight and management and satisfying itself management has developed and implemented a sound system of risk management and internal control.</p> <p>The Managing Director and other members of senior management have responsibility for identifying, assessing, monitoring and managing risks. The Managing Director and other members of senior management are also responsible for identifying any material changes to the Company's risk profile and ensuring, with approval of the Board, the risk profile is updated to reflect any material change.</p>
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	(b) if it does not have a risk committee or committees satisfying (a) above, disclose the fact and the processes it employs for overseeing the entity's risk management framework.		<p>The Managing Director and other members of senior management are required to report on the progress of, and on all matters associated with, risk management on a regular basis.</p> <p>The Managing Director provides a summary of the Company's management of its material business risks and reports to the Board on the effectiveness of whether those risks are being managed effectively at least annually.</p>
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself it continues to be sound and 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>(a) The Risk Management Policy requires the Board should, at least annually, satisfy itself the Company's risk management framework continues to be sound.</p> <p>(b) The Board has completed a review of the Company's risk management framework and results are detailed in the 2025 Annual Report. During the period the Company used an independent consultant to articulate a Risk Management Framework and a Risk and Control Matrix, governed by this framework.</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, the fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</p>	√	<p>The Company does not have an internal audit function. The Board works closely with the Management Team to identify and manage operational, financial and compliance risks which could prevent the Company from achieving its objectives. The Audit Committee (or its equivalent) actively encourages the External Auditor to raise internal control issues and oversees management's timely remediation thereof.</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>The Company has adopted an Environmental Policy and a Human Rights Policy to be adhered to by all directors, officers, employees, consultants and contractors of Winsome (<b>Personnel</b>) and all agents, third parties and other representatives engaged by Winsome to</p>



		<p>represent its interests or perform services for Winsome (<b>Representatives</b>).</p> <p>The Environmental Policy and the Human Rights Policy are available on the Company's website.</p> <p>During the period, Winsome conducted a corporate risk assessment and updated the Company's corporate risk register. Climate-related risks were explicitly considered, with both physical and transition climate risks identified in what was a first-pass climate risk identification process.</p> <p>During the period, the Company engaged an external consultant, Atomic ESG, and undertook the following activities collaboratively in relation to climate and emissions:</p> <ul style="list-style-type: none"><li>• Established emissions boundary</li><li>• Collected activity data for scope 1 &amp; 2 greenhouse gas (GHG) emissions sources</li><li>• Calculated baseline Scope 1 &amp; 2 emissions</li><li>• Reviewed material scope 3 emissions sources</li><li>• Identified material climate-related financial risks and opportunities</li></ul> <p>The Board has implemented suitable risk management processes to be incorporated into all aspects of business planning, operations management and employee relations.</p> <p>Environmental: The Company is subject to, and responsible for, ensuring compliance with various regulations, licenses, approvals and standards so that its activities do not cause unauthorised environmental harm. Through its ongoing management of environmental activities, the Company expects to operate in an environmentally sustainable and responsible manner.</p>
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		<p>Social: The Company recognises that a failure to manage stakeholder expectations may lead to disruption to the Company's operations. The Company is involved in and supportive of community groups, organisations and charities in the region in which it operates.</p> <p>There is full disclosure of the material business risks the Company considers could impede the achievement of its future operational and financial success in the 2025 Annual Report.</p>
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**Principle 8: Remuneration Fairly and Responsibly**

8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose the fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring such remuneration is appropriate and not excessive.</p>	<p>√</p> <p>The Company does not have a separate Remuneration Committee. Given the current size and composition of the Board, the Board believes there would be no efficiencies gained by establishing a separate Remuneration Committee. Accordingly, the Board performs the role of the Remuneration Committee.</p> <p>When the Board convenes as the Remuneration Committee it carries out those functions which are delegated to it in the Company's Remuneration Committee Charter. The Board deals with any conflicts of interest which may occur when convening in the capacity of the Remuneration Committee by ensuring the director with conflicting interests is not party to the relevant discussions.</p> <p>The full Board carries out the role of the Remuneration Committee. The full Board did not officially convene as a Remuneration Committee during the Reporting Period, however Remuneration-related discussions occurred from time to time during the year as required.</p> <p>The Remuneration Committee charter is available on the Company's website.</p>
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8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	√	The Company complies with the guidelines for executive and non- executive director remuneration, details of which are included in the Remuneration Report contained within the Annual Report.
8.3	A listed entity which has an equity-based remuneration scheme should:  (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and  (b) disclose the policy or a summary of it	√	The Company's Remuneration Committee Charter contains a policy restricting participants of the Employee Share Option Plan from entering into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme.  The Remuneration Committee Charter is available on the Company's website.

The Company's corporate governance practices were in place for the financial year ended 30 June 2025 and to the date of signing the Directors' Report.

Various corporate governance practices are discussed within this statement. For further information on corporate governance policies adopted by the Company, refer to our website [www.winsomerresources.com](http://www.winsomerresources.com).

This Corporate Governance Statement has been approved by the Board and is dated 30 September 2025.