

31 December 2025

(ASX:PGY)

## CORPORATE GOVERNANCE STATEMENT & APPENDIX 4G 2025

This Corporate Governance Statement sets out the extent to which Pilot Energy Limited (**Pilot** or the **Company**) has followed the recommendations of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) for the financial year ended 30 September 2025.

The Company's Corporate Governance documents can be located at the following website link:

<https://www.pilotenergy.com.au/corporate-governance>



**Pilot Energy Limited**  
ABN: 86 115 229 984

## **2025 CORPORATE GOVERNANCE STATEMENT**

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The Board is responsible for the overall corporate governance of Pilot Energy Limited (**Company**) including adopting appropriate policies and procedures designed to ensure that the Company is properly managed to protect and enhance shareholder interests.

This Corporate Governance Statement (**Statement**):

- reports against the 4th edition of the Corporate Governance Principles and Recommendations issued by the ASX Corporate Governance Council (**Governance Principles**) and the practices detailed in this Statement are current as at 12 December 2025; and
- has been approved by the Board and is available on the Company's website under Corporate Governance at [Corporate Governance](#)

Consistent with the Company's commitment to transparency in its dealings with stakeholders, this Statement has been prepared by reference to each recommendation contained in the Governance Principles.

### **PRINCIPLE 1. – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT**

#### ***Recommendation 1.1***

*A listed entity should disclose:*

- (a) the respective roles and responsibilities of its board and management; and*
- (b) those matters expressly reserved to the board and those delegated to management.*

Complies

The Company has a Board Charter which is available on the Company's website at [Board Charter](#)

which formally sets out the functions and responsibilities of the Board and those tasks delegated to management.

#### ***Recommendation 1.2***

*A listed entity should:*

- (a) undertake appropriate checks before appointing a person, or putting forward to securityholders a candidate for election, as a director; and*
- (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.*

Complies

The Company has committed to undertake appropriate checks before appointing a person or nominating a candidate to shareholders for election as a Director. See the Company's Guidelines relating to the nomination of directors on the Company website at:

[Guidelines for Appointment of Directors](#)

All material information relevant to a decision whether or not to elect or re-elect a Director of the Company will be made available to shareholders.

### **Recommendation 1.3**

*A listed entity should have a written agreement with each director and senior executive setting out the terms of their employment.*

Complies

The Company has entered into agreements with each Director and senior manager, which outlines the terms of their appointment. Each of the Company's Directors has a signed letter of appointment and each of the Company's senior managers is engaged under an employment or contractor agreement.

### **Recommendation 1.4**

*The Company Secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.*

Complies

The Company Secretary has a direct reporting line to the Chairman and all Directors have direct access to the Company Secretary, who is appointed by, and accountable to, the Board on all governance matters and the proper functioning of the Board.

### **Recommendation 1.5**

*A listed entity should:*

- (a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;*
- (b) disclose that policy or a summary of it; and*

*(c) disclose, as at the end of each reporting period, the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them, and either:*

- (1) the respective proportions of men and women on the board, in senior executive positions and across the whole organization (including how the entity has defined "senior executive" for these purposes); or*
- (2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators" as defined in and published under that Act.*

Complies

The Company has established a Diversity Policy (which is available on the Company website) which states that diversity not only refers to gender but extends to age, ethnicity, religious or cultural background, language, marital or family status and disability.

The Diversity Policy does set out a requirement to set measurable objectives and to assess annually both the objectives and the entity's progress in achieving them. However, during the reporting period the Company has not formally set measurable objectives for achieving gender diversity in accordance with the Diversity Policy, primarily due to the size and stage of maturity of the Company. The team with which the Company operates is small and it is not practical to limit the Company to specific targets for gender diversity, particularly given the competitive labour market in which the Company operates. All candidates for positions which the Company is seeking to fill have an equal opportunity of appointment regardless of gender, age, ethnicity or cultural background.

The Company is not a relevant employer under the Workplace Gender Equality Act.

The Company defines "senior executive" as a person that has overall responsibility for one or more business functions.

As at 30 September 2025, the proportion of women and men across the levels of Board, senior management and total employees were as follows:

- The proportion of female directors: 25%
- The proportion of female employees/contractors who are senior managers / executives: 22%
- The proportion of female employees/contractors in the whole organisation: 29%.

Given the current size and stage of development of the Company, the Board has not considered it necessary to formally set measurable objectives for achieving gender diversity. However, the Company is committed to an inclusive workplace that embraces and promotes diversity as part of its corporate culture.

The Company does not believe this departure from Recommendation 1.5 to be detrimental to

shareholders.

### **Recommendation 1.6**

*A listed entity should:*

- (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and*

*disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with the process.*

Partially Complies

The Board proposes to develop a formal process for evaluating and assessing the Board's performance on an annual basis. The Company undertakes performance evaluations every other year. The last evaluation was undertaken at the end of 2023. Since then, during the course of 2024 through to the beginning of 2025, the Board (other than Brad Lingo) has been fully replaced and has not yet had a full year in governance. The Company intends to undertake a performance evaluation of the new Board in the next reporting period.

### **Recommendation 1.7**

*A listed entity should:*

- (a) have and disclose a process for periodically evaluating the performance of its senior executives; and*

- (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.*

Partially Complies

The Company has a process for evaluating the performance of senior executives. The Company sets annual reviews with senior executives and performance is measured against various performance metrics. For the reasons specified in relation to Recommendation 1.6 above, no evaluation was undertaken during this reporting period.

## **PRINCIPLE 2 – STRUCTURE THE BOARD TO ADD VALUE**

### **Recommendation 2.1**

*The board of a listed entity should:*

- (a) have a nomination committee which:*

- (1) has at least three members, a majority of whom are independent directors;*

- (2) is chaired by an independent director, and*

- (3) disclose:*

- (4) the charter of the committee;*

*(5) the members of the committee; and*

*(6) 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*

*(7) if it does not have a nomination committee, disclose that fact and the process 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.*

Complies

Due to the size and nature of the existing Board, the Company currently has no Remuneration or Nomination Committee, and the full Board currently carries out the duties that would ordinarily be assigned to the Remuneration and Nomination Committee. The full Board applies the guidelines it has adopted for the appointment of directors which can be found on the Company's website at:

[Guidelines For Appointment of Directors](#)

## **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.*

Complies

The Board aims to ensure that it is comprised of Directors with different skills and experience appropriate for the Company. The Board has developed a formal Board skills matrix to document this process and through which the Company can identify any gaps in the skills, expertise and experience of the Board. As and when the Company expands its business into other areas, the Board will reconsider the types of additional skills, experience and knowledge that may be required for the Board and will make any changes to the skills matrix that it considers necessary and appropriate at that time. The current skills matrix is published on the Company's website.

## **Recommendation 2.3**

*A listed entity should disclose:*

*(a) the names of the directors considered by the board to be independent directors;*

*(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and*

*(c) the length of service of each director.*

Partially Complies

**Mr. Brad Lingo**

Managing Director of the Company appointed 12 May 2020. Brad Lingo is not considered to be an Independent Director.

**Mr. Greg Columbus**

Non – executive Director and Chair of the Board, appointed 31 March 2025.

Mr. Columbus is not considered to be an independent Director. This decision is based on the relationship between Mr. Columbus and Discovery Investments Pty Ltd (lead of the investor group holding several Pilot convertible notes). Other than for this relationship with the convertible note holders, Mr. Columbus would be considered independent. The Board anticipates that as the Discovery convertible notes mature and are converted or redeemed over time, the independence of Mr. Columbus will change.

**Ms. Natalie Wallace**

Non – executive Director of the Board, appointed 31 March 2025.

Ms. Wallace is considered to be an independent Director.

**Mr. Alexander Sundich**

Non-Executive Director of the Board appointed 4 February 2025.

Mr. Sundich is not considered to be an independent Director.

***Recommendation 2.4***

*A majority of the board of a listed entity should be Independent Directors.*

Does not comply. The Company notes that the Pilot Board is a small Board of 4 directors only, of whom 50% are considered independent in this reporting period.

***Recommendation 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.*

Partially Complies

The Chair of the Board, Mr. Greg Columbus is not an independent director but is non-executive. The Managing Director of the Company is Brad Lingo.

***Recommendation 2.6***

*A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and*

*knowledge needed to perform their role as directors effectively.*

Complies

In order to ensure compliance with, and consistency of the application of the Board Charter, new directors are supplied with copies of all of the Company's corporate governance policies in force at the time of their appointment and the Company Secretary ensures that all directors are informed of any changes in the Company's governance obligations.

### **PRINCIPAL 3: ACT ETHICALLY AND RESPONSIBLY**

#### ***Recommendation 3.1***

*A listed entity should articulate and disclose its values.*

Complies.

In its Code of Conduct (which can be found on the Company website), the Company discloses that it is committed to a high-level integrity in its corporate conduct, grounded by a culture of honest, ethical and responsible behaviour. The Company operates on ethical values, has a strong sense of corporate responsibility and recognises diversity – welcoming all to its workplace.

The Company is committed to providing a workplace that respects the rights of all employees. In business, the Company aims to be respected by its business associates and to have a reputation of honesty, integrity and fairness, as well as being efficient and skilled operators. The Company respects the environment and is working to minimise the impact of its operations on surrounding communities – indeed the Company's business model is concerned with decarbonization.

#### ***Recommendation 3.2***

*A listed entity should:*

*(a) have a code of conduct for its directors, senior executives and employees and disclose that code or a summary of it; and*

*(b) ensure that the board or a committee is informed of any material breaches of that code.*

Complies

The Company has a Code of Conduct for its Directors, senior executives, employees and consultants. A copy of the Code of which is available on the Company's website at:

[Code of Conduct](#)

Material breaches of the Code of Conduct will be reviewed by the Board.

#### ***Recommendation 3.3***

*A listed entity should:*

*a) have and disclose a whistleblower policy; and*

*b) ensure that the board or a committee of the board is informed of any material incidents*\_\_\_\_\_



*reported under that policy.*

Complies

The Company has a Whistleblower Policy which is available on the Company's website via this link:

[Whistleblower Policy](#)

Material breaches of the Whistleblower Policy will be referred to the Board for consideration.

#### **Recommendation 3.4**

*A listed entity should:*

- a) have and disclose an anti-bribery and corruption policy; and*
- b) ensure that the board or a committee of the board is informed of any material breaches of that policy.*

Complies

The Company has an Anti-Bribery and Corruption Policy, a copy of which is available on the Company's website:

[Anti Bribery & Corruption Policy](#)

The policy applies to Company employees, directors, consultants, contractors, third parties and associated persons in connection with Pilot's business and operations. It is the responsibility of each employee, director, contractor and consultant to be aware of and compliant with this Policy.

Breaches of this policy will be referred to the Board for consideration.

### **PRINCIPAL 4: SAFEGUARD INTEGRITY IN CORPORATE REPORTING**

#### **Recommendation 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 attendances of the members at those meetings; or*

*(b) if it does not have an audit committee, disclose that fact and the processes it employs that*

*independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.*

Partly complies

The Company has established an Audit and Risk Committee, the Charter of which is available on the Company's website. The Committee currently has two non-executive members, Mr. Alex Sundich and Ms. Natalie Wallace and is chaired by Mr. Sundich. The remaining two directors of the Company are, Executive Director (Brad Lingo) and the Chair of the Board (Mr. Columbus), neither of whom meet the requirements set out above. Additionally, the Board is of the view that, given its small size (4 members), to satisfy the recommendation of a minimum of 3 directors, will effectively result in the Audit and Risk Committee comprising the same members of the Board. The number of times the Committee has met, the members' qualifications and the individual attendances of those members are disclosed in the Company's 2025 Annual Report.

#### **Recommendation 4.2**

*The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.*

Complies

The Company's procedure is to receive a signed declaration from the Managing Director and the Company's external accountants that 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.

#### **Recommendation 4.3**

*A 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.*

Complies

The Company invites its external auditor to attend its Annual General Meeting.

### **PRINCIPAL 5: MAKE TIMELY AND BALANCED DISCLOSURES**

#### **Recommendation 5.1**

*A listed entity should:*

*(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and*

*(b) disclose that policy or a summary of it.*

Complies

The Board recognises the importance of its continuous disclosure obligations. The Company has a Continuous Disclosure Policy and a Securities Trading Policy, copies of which are available here on its website:

[Continuous Disclosure Policy](#)

[Securities Trading Policy](#)

### **Recommendation 5.2**

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

Complies

The Board is informed of all material market announcements promptly after they have been made.

### **Recommendation 5.3**

*A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.*

Complies

The Company releases copies all substantive investor or analyst presentations on the ASX Announcements Platform ahead of the presentation.

## **PRINCIPAL 6: RESPECT THE RIGHTS OF SECURITY HOLDERS**

### **Recommendation 6.1**

*A listed entity should provide information about itself and its governance to investors via its website.*

Complies

The Company provides information on its website about itself, and copies of the key governance charters and policies referred to in this Statement. The Company's Annual Report also discloses the Company's activities and is available on the website.

### **Recommendation 6.2**

*A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.*

Complies

The Company has an active shareholder relations program.

**Recommendation 6.3**

*A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.*

Complies

The Board encourages full participation of security holders. The Company has adopted a shareholder communication policy which is available here on the Company's website:

[Shareholder Communications Policy](#)

The policy encourages security holders to submit questions directly to the Company.

**Recommendation 6.4**

*A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.*

Complies

The Company ensures poll voting occurs as required.

**Recommendation 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.*

Complies

The Company encourages the use of electronic communication and offers security holders the option to receive and send electronic communications to the Company and its share registry where possible.

**PRINCIPAL 7: RECOGNISE AND MANAGE RISK**

**Recommendation 7.1**

*The board of a listed entity should:*

*(a) have a committee or committees to oversee risk, each of which:*

*(1) has at least three members, a majority of whom are independent directors; and*

*(2) is chaired by an independent director, and discloses;*

*(3) the charter of the committee;*

*(4) the members of the committee; and*

- (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*
- (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.*

Partly complies

The Company has established an Audit and Risk Committee, the Charter of which is published on the Company's website. Due to the small size and composition of the Board the Committee currently has two members - Mr. Alex Sundich and Ms. Natalie Wallace. One of the Committee members is considered independent (Ms. Wallace) and both are non-executive. The number of times the Committee has met, the members' qualifications and the individual attendances of those members are disclosed in the Company's Annual Report.

### **Recommendation 7.2**

*The board or a committee of the board should:*

- (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and*
- (b) disclose, in relation to each reporting period, whether such a review has taken place*

Complies

The Company has a Risk Management Policy, a copy of which is available here on the Company's website:

#### [Risk Management Policy](#)

This Policy is designed to assist the Company to identify, evaluate and mitigate risks affecting the Company. Under this policy the Board will be responsible for overseeing and managing the risk management program. The Board has delegated responsibility to the Audit and Risk Committee to implement, oversee and maintain the risk management program, in light of the day-to-day needs of the Company as it grows and matures.

### **Recommendation 7.3**

*A listed entity should disclose:*

- (a) if it has an internal audit function, how the function is structured and what role it performs; or*
- (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.*

Complies

The Company does not have an internal audit function. The Audit and Risk Committee has responsibility for evaluating and improving the effectiveness of risk management and internal control processes. The Board is confident these measures are appropriate at present.

#### **Recommendation 7.4**

*A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.*

Complies

The Company has an Environmental and Social Sustainability policy, a copy of which is available here on the Company's website:

#### **[Environmental & Social Sustainability Policy](#)**

Under this policy, the Audit and Risk Committee is charged with assisting management in determining and managing its exposure to economic, environmental and social sustainability risks.

### **PRINCIPAL 8: REMUNERATE FAIRLY AND RESPONSIBLY**

#### **Recommendation 8.1**

*The board of a listed entity should:*

*(a) have a remuneration committee which:*

*(1) has at least three members, a majority of whom are independent directors; and*

*(2) is chaired by an independent director, and disclose:*

*(3) the charter of that committee;*

*(4) the members of that committee; and*

*(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*

*(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration for directors and senior executives is appropriate and not excessive.*

Complies

*(c) Due to the size of the existing Board and the maturity of the Company, the Company currently has no Remuneration or Nomination Committee, and the full Board currently carries out the duties that would ordinarily be assigned to those committees. The Company has adopted a set of guidelines for the appointment of directors and a Board charter (which*

can be found on the website under the Corporate Governance tab) which it employs for setting the level and composition of remuneration for directors and ensuring that such remuneration for directors is appropriate and not excessive. The Board also benchmarks salaries for directors and senior executives against similar roles in organisations of a similar size and maturity in similar industries.

**Recommendation 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.*

Complies

The Company's policies and practices regarding the remuneration of executive and non-executive Directors and the remuneration of other senior executives are disclosed in the Company's Annual Report.

**Recommendation 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.*

Complies

The Company has a Securities Trading Policy, which is available on the Company's website.

The policy prohibits the participants in the Company's equity-based remuneration scheme from entering any transactions which limit the economic risk associated with participating in the scheme.

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

Pilot Energy Limited

ABN/ARN

115 229 984

Financial year ended:

30 September 2025

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

- ☐ These pages of our annual report:
- This URL on our website:
- ☒ <https://www.pilotenergy.com.au/wp-content/uploads/PGY-Corporate-Governance-Statement-2024.pdf>

The Corporate Governance Statement is accurate and up to date as at 12 December 2025 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.<sup>3</sup>

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

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

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

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

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

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

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

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



Date: 31 December 2025

Name of authorised officer  
authorising lodgement:

Cate Friedlander, Company  
Secretary

**ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES**

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Charter-2021.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Charter-2021.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

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

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

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<p>1.5 A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&amp;P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of our diversity policy at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Diversity-Policy-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Diversity-Policy-2024.pdf</a></p> <p>and we have disclosed the information referred to in paragraph (c) at Recommendation 1.5 of our Corporate Governance Statement 2025.</p> <p>Pilot was not included in the S&amp;P / ASX 300 Index at the commencement of the reporting period.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) and whether a performance evaluation was undertaken for the reporting period in accordance with that process at Recommendation 1.6 of our Corporate Governance Statement 2025</p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
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>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <u>OR</u></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input checked="" type="checkbox"/> Pilot complies with paragraph (b) <i>and</i> we have disclosed the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively at Recommendation 2.1 of our Corporate Governance Statement 2025 and in the Board skills and diversity matrix for the Company found on the website at : <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Skills-and-Diversity-Matrix-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Skills-and-Diversity-Matrix-2024.pdf</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.2	<p>A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.</p>	<p><input checked="" type="checkbox"/> and we have disclosed our board skills matrix at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Skills-and-Diversity-Matrix-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Skills-and-Diversity-Matrix-2024.pdf</a> on the Company website.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
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, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
2.4	A majority of the board of a listed entity should be independent directors.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Code-of-Conduct-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Code-of-Conduct-2024.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Code-of-Conduct-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Code-of-Conduct-2024.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Whistleblower-policy-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Whistleblower-policy-2024.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
3.4	<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><input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at:</p> <p><a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Anti-Bribery-and-Corruption-Policy-October-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Anti-Bribery-and-Corruption-Policy-October-2024.pdf</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement



## Key to Disclosures Corporate Governance Council Principles and Recommendations

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

## Key to Disclosures Corporate Governance Council Principles and Recommendations

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<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input checked="" type="checkbox"/> Pilot complies with paragraph (b) and we have disclosed a copy of the charter of the committee at:</p> <p><a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Audit-and-Risk-Charter-2021.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Audit-and-Risk-Charter-2021.pdf</a></p> <p>and the information referred to in paragraphs (4) and (5) are set out at Recommendation 7.1 of our Corporate Governance Statement 2025.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</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 that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/> and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at Recommendation 7.2 of our Corporate Governance Statement 2025. See also the Company's Risk Management Policy at:</p> <p><a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Risk-Management-Policy-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Risk-Management-Policy-2024.pdf</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (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.	<input checked="" type="checkbox"/> Pilot does not currently have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes are described in the Company's Risk Management Policy and the Audit & Risk Charter which can be found on the Company's website at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Audit-and-Risk-Charter-2021.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Audit-and-Risk-Charter-2021.pdf</a> <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Risk-Management-Policy-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Risk-Management-Policy-2024.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
7.4	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.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks at Recommendation 7.4 of our Corporate Governance Statement 2025 and, if we do, how we manage or intend to manage those risks in the Company's Environmental and Social Sustainability Policy which can be found on the Company's website at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Environmental-Sustainability-Statement-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Environmental-Sustainability-Statement-2024.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p><input checked="" type="checkbox"/></p> <p>The Company complies with paragraph (b).</p> <p>The processes the Company employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive can be found at:</p> <p><a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Charter-2021.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Charter-2021.pdf</a></p> <p><a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Guidelines-for-Appointment-of-Directors-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Guidelines-for-Appointment-of-Directors-2024.pdf</a></p> <p>and in the Remuneration Report included in the Company's Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	<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><input checked="" type="checkbox"/></p> <p>and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at section 10 of the Company's Board Charter which can be found on the Company's website at:</p> <p><a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Charter-2021.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Board-Charter-2021.pdf</a></p> <p>and the Remuneration Report contained in the Company's Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
8.3	A listed entity which has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	<input checked="" type="checkbox"/> and we have disclosed our policy on this issue or a summary of it at: <a href="https://www.pilotenergy.com.au/wp-content/uploads/PGY-Securities-Trading-Policy-2024.pdf">https://www.pilotenergy.com.au/wp-content/uploads/PGY-Securities-Trading-Policy-2024.pdf</a>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES</b>			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at: ..... [insert location]	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable

## Key to Disclosures Corporate Governance Council Principles and Recommendations

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ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	<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>	<input type="checkbox"/> and we have disclosed the information referred to in paragraphs (a) and (b) at: ..... <i>[insert location]</i>	<input type="checkbox"/> set out in our Corporate Governance Statement
-	<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>	<input type="checkbox"/> and we have disclosed the terms governing our remuneration as manager of the entity at: ..... <i>[insert location]</i>	<input type="checkbox"/> set out in our Corporate Governance Statement