Corporate Governance Statement

Updated 28 September 2026

Introduction

The Anteo Group (**Group**) comprises AnteoTech Limited (**ADO** or **Company**) and its subsidiaries as listed in the Annual Report.

The shares of the Company are listed on the Australian Securities Exchange (ASX). The ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (Principles) provide a framework for good corporate governance. The recommendations are not prescriptive, however listed entities are required to disclose the extent of their compliance and, if any Principles have not been followed, must give reasons for not following them.

ADO is committed to meeting Shareholders' expectations of sound corporate governance, while delivering sustainable value to Shareholders. ADO recognises the importance of good governance in achieving corporate objectives in a cost-effective manner, in discharging its responsibilities to all stakeholders and in addressing the broader role of being a good corporate citizen.

ADO's governance framework is designed to ensure that the Group is effectively managed, statutory obligations are met, and ADO's culture of corporate integrity is reinforced.

ADO has provided details of the corporate governance practices, systems and processes in place within ADO in this statement and in the corporate governance policies on its website. The statement and policies which were followed throughout the year are approved by the Board and are updated periodically.

The Company adopted a revised Corporate Governance Charter in November 2020 based on ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition.

The ASX has released a consultation draft of a 5th edition of the Principles and Recommendations. As the 5th edition has not been finalised or taken effect, this statement is prepared against the 4th edition. The Board is monitoring its development.

In accordance with ASX Listing Rule 4.10.3 the corporate governance statement and key policy information will be available only on the Company website through the link provided below and not published in annual reports.
Corporate Governance - AnteoTech

1. Principle 1 – Lay solid foundations for management and oversight

1.1 Roles and responsibilities of the Board and management

The Board is responsible to shareholders for the performance of ADO and for overseeing the implementation of appropriate corporate governance with respect to the Group's affairs.

The Board has adopted a formal Corporate Governance Charter that details the Board's role, authority, responsibilities, membership and operations, and is available on our website at: Corporate Governance - AnteoTech

The Charter sets out the matters specifically reserved for the Board and the powers delegated to its Committees and to the Managing Director and Chief Executive Officer (MD and CEO).

The Board delegates responsibility for the day-to-day management of the Company to the MD and CEO, but retains responsibility for the overall strategy, governance and performance of the Group. The MD and CEO then delegates authority to the appropriate senior executives for specific activities and transactions. To ensure accountability, these are governed by formal 'delegations of authority' documents and position descriptions including roles and responsibilities. Monitoring of performance is undertaken daily, weekly, fortnightly, monthly, half yearly and annually under the formal and structured processes in place within the group.

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1.2 Company Secretary

The Company Secretary reports directly to the Board through the Chairman.

1.3 Diversity

The Board has adopted a Diversity Policy which is publicly available on the Company's website at:

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The Company respects and values the competitive advantage of diversity (which includes but is not limited to gender, age, disability, ethnicity, marital or family status, religious beliefs, socio-economic background, perspective, experience, cultural background, sexual orientation and gender identity), and the benefit of its integration throughout the Company to enrich the Company's perspective, improve corporate performance, increase shareholder value and maximise the probability of achievement of the Company's goals. The Company acknowledges that diversity is important to the Company's ability to attract, retain and motivate employees from the widest possible pool of available talent and the Company is committed to diversity at all levels.

The Company is committed to seeking out and retaining the best human talent for specific roles (i.e. skills, knowledge and experience required) to ensure optimal business growth and performance, and to employing the best people to do the best job possible at all levels within the Company.

Gender Diversity	Male No.	Female No.	Male %	Female %
Senior Staff *	3	1	75%	25%
Other Staff	8	8	50%	50%
Total Full-Time staff (Senior + Other)	**11**	**9**	**55%**	**45%**
Directors (Board) *	1	2	33%	67%

* Note: The MD/CEO is included in both the Directors and Senior Staff.

With respect to gender diversity, management will, when it is appropriate to do so (given the size and nature of the Company's operations), develop, for approval by the Board (or the Nomination and Remuneration Committee), measurable objectives for achieving gender diversity including strategies, initiatives, and programs.

1.4 Evaluation of the Board

The Board is committed to formally evaluating its performance and the performance of its committees as well as the governance processes supporting the Board. The Board does this through a periodic assessment process.

During the year the Board undertook a review of its performance focusing on the Board's responsibilities, operations, structure, effectiveness and culture. Results of the review have been discussed by the Board and improvement actions will be noted coming from the review and are being actioned.

1.5 Evaluation of Senior Executives

The Company's MD and CEO is appointed by the Board, and its senior executives are appointed by the MD and CEO. Their key performance indicators contain specific financial and other objectives. These KPIs are reviewed annually by the Board in respect of the MD and CEO's KPI's with Senior Executive and overall employee KPIs also reviewed and signed off. The MD and CEO manages the Senior Executive's KPI's execution or delivery over the year with the team. The performance of the MD and CEO and senior executives against these objectives is evaluated annually, as is overall workforce KPI delivery.

This year's performance-based remuneration is described in more detail in the Remuneration Report in our Annual Report.

The Board conducted a performance evaluation of the MD and CEO, in conjunction with senior executive and overall workforce performance evaluations, reviews, working with the MD and CEO, in June and July 2026.

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2. Principle 2 – Structure the Board to add value

2.1 Nomination and Remuneration Committee

All Directors serve on the Nomination and Remuneration Committee, and it is chaired by an independent Non-Executive Director. The Committee's role is to review and recommend to the Board the remuneration of Executives and Non-Executive Directors, and the composition and performance of the Board.

The Committee has adopted a formal, Board-approved Charter that details its role, authority, responsibilities, membership and operations. The Committee Charters are reviewed regularly and are available in the Corporate Governance Charter on the Company's website at:

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The Committee reports to the Board on matters relevant to the Committee's role and responsibilities and the minutes of each Committee meeting are made available to each Director unless that Director is otherwise precluded due to a potential conflict.

The Company complies with Recommendation 2.1 as the majority of the Committee members are considered to be independent at the reporting date. The Company during the period undertook a review of the strategy of the Company and the skills required of the Board to deliver on its strategy.

2.2 Directors' skills and experience

The group's objective is to have an appropriate mix of expertise and experience on the Board and all Committees so that the Board can effectively discharge its corporate governance and oversight responsibilities. This mix is described in the Board skills matrix below.

Industry Experience and Knowledge	Technical Skills and Experience	Governance Competencies
Intellectual Property (IP) Management	Accounting	Strategy and strategic planning
Global Sales and Marketing and Communications	Finance	Financial Literacy
Chemical Engineering/Chemistry	Law	CEO Selection, Monitoring and Evaluation
ASX-listed Company Experience	Information Technology	Monitoring
Business Development (Global)	Risk Management	Compliance
Health Care diagnostic testing	Human Resource Management	Risk Management and compliance oversight
Material Engineering & Advanced Materials Development	Strategy Development and Implementation	Policy Frameworks and development

Industry Experience and Knowledge	Technical Skills and Experience	Governance Competencies
Advanced Battery Technology Experience – Lithium Ion in particular, plus other chemistries	CEO/Senior Management Experience in Substantial Organisations	Networking
	Contemporary Corporate Governance	Stakeholder Communication
	Commercial/Business Experience Acumen	Decision Making
	Commercialisation of new technology	Effective Governance

2.3 Directors' Independence

The Board assesses the independence of Non-executive Directors upon appointment and re-appointment. When appointing an Independent Director or reviewing the independence of its Directors, the Board will have regard to the definition of independent director and the factors set out in Box 2.3 of the ASX Corporate Governance Principles and Recommendations. The Board's assessment of the independence of each current Director is set out below.

Name	Status	Board Appointment Date	Length of Service (years)
Ms Glenda McLoughlin	Independent Non-Executive Director (Chair from 1 April 2025)	1 September 2021	5
Dr Geoffrey Cumming	Independent Non-Executive Director	2 April 2009	17.5
Ms Merrill Gray	Executive Director (MD and CEO); appointed Interim MD and CEO on 16 April 2025; appointed MD and CEO on 19 August 2025	31 January 2025	1.67

Note: Dr Cumming was appointed as CEO in January 2009 and then as Executive Director on 2 April 2009 and has served as a Director for 17.5 years. Dr Cumming resigned as CEO in March 2016 and stayed on as Non-Executive Director since that date. The Board has specifically considered his tenure as part of its FY2026 independence review and has concluded that his independence has not been compromised. In reaching that conclusion the Board relied on the following factors:

- Dr Cumming continues to exercise independent judgement in Board and Committee deliberations, and constructively challenges management, and has done so throughout the significant governance changes undertaken during and immediately preceding the reporting period, including the transition of the Chair on 1 April 2025 and the appointment of the current MD and CEO on 19 August 2025;
- The Board has been substantially renewed over the last two years. Of the three current directors, only Dr Cumming has served for more than five years, so his continuity is balanced against the fresh and new perspective of the more recently appointed Chair and MD / CEO;
- He has no material business relationship with the Group, is not (and is not associated with) any substantial shareholder of the Company whilst Dr Cumming has held a Non-Executive role.
- The Board considers Dr Cumming's institutional knowledge of the Group's history, technology, intellectual property and pathway to commercialisation for both the Advanced Battery Technologies and Life Sciences divisions to be of particular value at the Company's current stage of development and does not consider this knowledge to have translated into alignment with management.

The Board will formally review the independence of each Non-Executive Director at least annually and will continue to have specific regard to the length of Dr Cumming's service at each such review.

2.4 Directors' meeting attendance

The following table sets out the number of meetings of the Board and its Committees held during the year and each Director's attendance.

Director	Board (12 held)	Audit & Risk (2 held)	Rem. & Nom. (1 held)
Ms Glenda McLoughlin	12/12	2/2	1/1
Dr Geoffrey Cumming	12/12	2/2	1/1
Ms Merrill Gray	12/12	2/2	1/1

An independent Director is a Non-Executive Director who is not a member of management and who is free of any business or other relationship that could interfere, or might be seen to interfere, with a Director's capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of ADO shareholders generally. In its assessment of independence, the Board will take account of the factors set out in relation to Recommendation 2.3 of the *ASX Corporate Governance Principles & Recommendations (4th Edition)* and any other factors it considers relevant.

Dr Geoffrey Cumming is considered to be independent (refer 2.3 above). He has no material business relationship with the Group currently, and has no close affiliations with substantial shareholders, or with management of the Company.
Ms Merrill Gray, as MD and CEO, is an executive Director and is not considered to be independent.

Profiles of each Director, including details of their skills, expertise, qualifications, and experience can be found in the Directors' report. Directors' interests in securities are detailed in the Remuneration Report contained in the Directors' Report (within the Annual Report). The Board does not consider that any shares held by a Director constitutes a material shareholding and would impact on their independence. The Company does comply with Recommendation 2.4 as the majority of the Board is currently considered to be independent at the reporting date.

2.5 The Chair

Ms Glenda McLoughlin was appointed as a Director on 1 September 2021 and became Chair of the Board on 1 April 2025. She is considered independent.

The Chair provides leadership to the Board in relation to all Board matters and is responsible for ensuring that the Board meets its responsibilities under the Corporate Governance Charter. Her role is set out in more detail in the Corporate Governance Charter. Details regarding the Chair, including her experience and qualifications, are set out in the Directors' Report in the Annual Report.

2.6 Appointment, induction, retirement, and re-election

The Nomination and Remuneration Committee assists the Board with the selection and appointment of Directors. Before the Board appoints a new Director or puts forward a candidate for election, the Nomination and Remuneration Committee will ensure that appropriate background checks are undertaken.

Shareholders are provided with information that is relevant to their decision on whether or not to elect or re-elect a Director including via the Company's Notice of Meeting, and Director résumés and other information contained in the Annual Report. Upon appointment, each Director (and senior executive) receives a letter of appointment which sets out the formal terms of their appointment, along with a deed of indemnity, insurance, and access.

Directors also attend induction sessions where they are briefed on the Company's vision and values, strategy, financials, and governance and risk management frameworks. Directors are encouraged to participate in ongoing professional development and training programs to enable them to develop and maintain their skills and knowledge.

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3. Principle 3 – Act ethically and responsibly

3.1 Values and Principles

The Company has adopted the following values which are constantly reviewed and improved as the business evolves:

- **Innovation** – we apply our technical and commercial skills to develop innovative and novel solutions for customers. We challenge assumptions, are curious and continuously seek improvement.
- **Collaboration** – we recognise that working together as a team makes us stronger, more effective and allows us to achieve greater results than we could on our own.
- **Passion to succeed** – we focus on commercial opportunities and commercial success, prioritizing development of solutions that directly address and solve our customers' business challenges.
- **Integrity and Respect** - we do not tolerate unethical or dishonest behaviour. We challenge such behaviour as a matter of personal responsibility, regardless of our position in the organisation. We welcome diversity and recognise the value it brings to our organisation. We create an encouraging and nurturing environment that recognises and supports all individuals equally. Our workforce is remunerated based on performance (KPI's) that are transparently communicated, and built into individual performance management systems in the Company.

The Company has adopted the following principles:

- **Principle 1** Lay solid foundations for management and oversight
- **Principle 2** Structure the board to add value
- **Principle 3** Act ethically and responsibly
- **Principle 4** Safeguard integrity in corporate reporting
- **Principle 5** Make timely and balanced disclosure
- **Principle 6** Respect the rights of shareholders
- **Principle 7** Recognise and manage risk
- **Principle 8** Remunerate fairly and responsibly

3.2 Code of Conduct

The Board has adopted a corporate code of conduct to ensure that each of its members and all employees are aware of the requirement to adhere to best principles of ethical standards which encompass:

- The management of conflicts of interest to ensure that Directors and executives act in the best interests of all stakeholders in the business.
- Compliance with all laws and regulatory requirements.
- Adoption of acceptable standards of custodianship and use of Company assets.
- Ensuring that all Company information remains confidential except where disclosure is either authorised by the Board or legally mandated.
- Enforcement of accountabilities and the fostering of an environment in which all officers and employees can identify and bring to the attention of Directors any unlawful or unethical behaviour.

A copy of the Company's Code of Conduct is publicly available on the Company's website at:
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3.3 Whistle blowing

ADO is committed to promoting a culture of corporate compliance and ethical behaviour. The best way to fulfil this commitment is to create an environment in which employees who have genuine suspicions about improper conduct feel safe to report it without fear of reprisal.

The Whistle Blowing Policy provides employees with an internal reporting system where there is genuine suspicion of improper conduct. Any report made in good faith will be listened to, investigated, and treated in confidence. ADO will take all reasonable steps to protect people who report concerns from any detrimental action in reprisal for making the disclosure. ADO will also afford natural justice to the person who is the subject of the disclosure.

This Policy is very important to ADO, as it helps ADO identify and rectify problems and reflects the Group's commitment to ensure its compliance with legal and ethical obligations.

A copy of the Company's Whistle Blowing Policy is publicly available on the Company's website at:
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3.4 Anti-bribery and Corruption Policy

The objective of the Anti-bribery and Corruption policy is to establish controls to ensure compliance with all applicable anti-corruption laws and regulations, and to ensure that the Company conducts business in a socially responsible manner.

The Company and the Board take a zero-tolerance approach to Corruption and are committed to acting professionally, ethically and with integrity in all of the Company's business dealings and relationships. This extends to implementing and enforcing effective systems to counter Corruption.

A copy of the Company's Anti-bribery & Corruption Policy is available on the Company's website at:
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3.5 Securities trading

The objective of the Securities Trading Policy is to ensure that Directors and employees adhere to high ethical and legal standards in relation to their personal investment in the ADO Group's securities. The Policy also ensures that personal investments of Directors and employees do not conflict with the interests of the ADO Group and other shareholders in relation to the ADO Group's securities.

The policy is not designed to prohibit Directors and employees from investing in ADO's securities but does recognise that there may be times when Directors or employees cannot or should not invest or trade in the ADO Group's securities. The policy provides guidance to Directors and employees as to the times that Directors and employees may invest in the ADO Group's securities. As part of onboarding and annual Policy awareness across the workforce is refreshed.

A copy of the Company's Securities Trading Policy is available on the Company's website at:
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4. Principle 4 – Safeguard integrity in corporate reporting

4.1 Audit and Risk Committee

The Board has established an audit committee that operates under the Audit and Risk Committee Charter. All Board members are members of the Audit and Risk Committee. The role of the Committee is to monitor the overall risk management framework, the financial reporting processes, the compliance processes, the performance of auditors and overseeing the audit program. The Audit and Risk Committee is chaired by an independent Non-Executive Director.

The Committee has adopted a formal, Board-approved Charter that details its role, authority, responsibilities, membership, and operations. The Committee Charters are part of the Corporate Governance Charter and they are reviewed regularly and are available on our website at:

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The Committee reports to the Board on matters relevant to the Committee's role and responsibilities and the minutes of each Committee meeting are made available to each Director unless that Director is otherwise precluded due to a potential conflict. Further information regarding our Directors, including their experience and qualifications, is set out in the Directors' résumés section in the Company's Annual Report.

As at 30 June 2026 the Board comprised three Directors — two independent non-executive Directors and one executive Director (the MD and CEO) — all of whom serve on the Committee. The Company therefore does not fully comply with Recommendation 4.1, in that the Committee includes an executive Director and does not have at least three non-executive members. Given the size of the Board, the Company considers it appropriate for all Directors to participate in the Committee's oversight of financial reporting and risk. The departure is mitigated by the Committee being chaired by an independent non-executive Director who is not the Chair of the Board, the external auditor having direct access to and meeting with the non-executive Directors without management present, and the MD and CEO not participating in any matter in which they have a material personal interest. The Board will revisit the Committee's composition if the size of the Board increases.

4.2 MD and CEO's and CFO's declaration

The Board receives a declaration signed by the MD and CEO (or equivalent) and CFO as required by section 295A of the Corporations Act and Recommendation 4.2 confirming that, in their opinion, the financial records of ADO have been properly maintained, that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of ADO, and that their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively. A declaration was made for each reporting period this financial year.

4.3 External auditors

The Audit and Risk Committee is responsible for making recommendations to the Board regarding the appointment, re-appointment, replacement, remuneration and monitoring of the effectiveness and independence of the external auditors.

In line with requirements of the Corporations Act 2001 and professional standards, ADO requires the audit partners and review partners of its external auditor to rotate every 5 years. The External Auditor must manage its audit team members to ensure adequate rotation of staff. The members of the Audit and Risk Committee meet with the external auditor when required without management present.

The Board asks the external auditor to attend the Annual General Meeting each year to answer questions about the conduct of the audit and the preparation and content of the Audit Report.

4.4 Corporate reporting

The Company has an internal verification and approval process to support the integrity of the information being disclosed in periodic corporate reports that are released to the market and which are not required to be audited or reviewed by our external auditor. The specific process for each periodic corporate report will vary depending on the particular release but may generally involve:

- the individuals with responsibility for the information:
- validating key information back to the source;
- confirming to the best of their knowledge and belief that the information is accurate and not misleading;
- the review of the report or document by relevant internal subject matter experts (and in some cases

our external advisers); and

- the review by and confirmation from the individual responsible for the corporate report that it is appropriate for release.
- All ASX releases (non-procedural) are reviewed and approved by the Board prior to release (as stated at release end).

Periodic corporate reports released to the market may also, depending on the report, be required to be approved by the Board or the Audit and Risk Committee in accordance with ASX Listing Rules.

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5. Principle 5 – Make timely and balanced disclosure

The Company's shares are traded on the ASX, and the Company is subject to the ASX Listing Rules. The responsibility for ensuring that the continuous disclosure requirements of ASX Listing Rule 3.1 are complied with is vested in the Board and the Company Secretary.

All meetings of the Board incorporate a standing agenda item advising the Directors of any disclosure that is required prior to the next scheduled meeting. Confirmation is provided of the release of any items since the previous meeting. In addition, the Directors are asked to consider whether they have become aware of information concerning the Company that could reasonably be expected to have an impact on the price or value of the Company's securities. This includes new information that has arisen or, if necessary, amendments to information previously disclosed to the market.

The responsibility for deciding what information is disclosed to the market rests with the Board, with delegations, where appropriate, to the Managing Director and Chief Executive Officer and the Company Secretary. All Directors and executives have been made aware of their obligations to ensure that the Company complies at all times with the ASX Listing Rules.

A copy of the Company's continuous disclosure policy is made publicly available on the Company's website at: Corporate Governance - AnteoTech

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6. Principle 6 – Respect the rights of shareholders

6.1 Investor communications

The Board has adopted a shareholder Communications Policy which is designed to ensure that ADO shareholders are kept informed of all major developments affecting the state of affairs of ADO and are able to obtain information about ADO through direct communications or on the ADO website at:

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Shareholders can receive or send communications electronically or in hard copy.

The Company's communication policy is focused on providing quarterly reports, interim and full-year results, and other price sensitive announcements on the ASX's Market Announcement Platform as prescribed by the regulatory requirements.

Shareholders can directly raise matters of concern by contacting ADO or its security register provider, MUFG Corporate Markets MPMS MUFG | MUFG Corporate Markets.

6.2 Annual General Meetings

ADO holds an Annual General Meeting (AGM) each year. ADO encourages security holder participation in the AGM. Notices and proxy forms are sent to shareholders in advance of the meeting, and it is the Company's practice to conduct voting on all resolutions put to the AGM by poll. A copy of the notice is posted to ADO's website.

7. Principle 7 – Recognise and manage risk

7.1 Audit and Risk Committee

The Board has adopted policies relating to risk management as part of the Audit and Risk Committee (Committee) Charter. The Committee is responsible for reviewing risk management policies developed and implemented by management, gaining an understanding of the current areas of greatest compliance risk, receiving updates from management, legal counsel, auditors and others regarding risk management and compliance matters and reviewing any significant legal matters.

The composition and operation of the Committee is summarised in Principle 4 of this Corporate Governance Statement.

The Company does comply with Recommendation 7.1, as the majority of the Committee members are considered to be independent, and the Chairman of the committee is considered independent as at the reporting date

7.2 Risk management

The Anteo Group Risk Framework is based on International Standard ISO 31000:2018 Risk management – Guidelines and forms the basis for the Group's risk management activities. The Board has adopted a formal risk management policy.

The identification and management of risk inherent to the operation of the Company is managed by the Managing Director and CEO on a day-to-day basis. The Top Enterprise Risks are routinely reported at Board meetings. The Board collectively reviews, evaluates, and deals with any matters arising in a manner that serves the best interests of the Company and its shareholders accordingly. This is in addition to the role of the Audit & Risk Committee which ensures the Company maintains effective enterprise-risk management and internal control systems. The identification and effective management of risks is critical in achieving the Company's corporate goals.

The Company focuses on effective management of the following material risks:

- market and business risks.
- operating risks including product and technology quality management.
- economic and financial risks.
- organisational risks.
- environmental and sustainability risks.
- corporate risks including regulatory.
- workplace health and safety risks (WHS).

The Company believes that risk should be managed on a continuous basis and optimises its ability to achieve strategic and business objectives including all KPI's for the business by maintaining a system that assists appropriate management and provides early warning of risks.

The Company identifies, assesses, monitors and manages risk throughout the organisation in accordance with the Company's Statement of Corporate Governance which is made publicly available on the Company's website at: Corporate Governance - AnteoTech

The Board requires management to design and implement a risk management and internal control system to comprehensively manage the entity's material business risk and continually kept informed by the executive team as to the effectiveness of the Company's management of its material business risks.

Risk assessment and management is covered under the Company's Quality Management System (CQMS). The Company is ISO9001 compliant.

7.3 Internal audit function

The day-to-day operation of risk management systems and internal and external controls is delegated by the Board to the MD and CEO, with oversight by the Audit and Risk Committee. ADO does not have an internal audit function due to the size, nature, and scale of its operations.

7.4 Economic, environmental and social sustainability risks

The Board has assessed the Company's exposure to climate-related and other environmental and social sustainability risks and, given the Company's size and the nature of its operations, has determined that it does not currently have a material exposure of the kind described in the Principles.

The Principles define 'material exposure' as a 'real possibility that the risk in question could substantively impact the listed entity's ability to create or preserve value for shareholders over the short, medium or long term'.

The Board has determined that it does not have a material exposure to economic, environmental, or social sustainability risks. Further information regarding economic, environmental, and social sustainable risk can be found in the Directors' Report (contained within the Annual Report).

The Company is not presently within the scope of the mandatory climate-related financial disclosure regime under the Australian Sustainability Reporting Standards (ASRS / AASB S2). Group 3 reporting commences for financial years beginning on or after 1 July 2027 and the Company does not currently meet the applicable size thresholds. The Board monitors developments in this area and will reassess as the Company grows.

The Board will continue to monitor its exposure through management's regular review of the risk environment and, if necessary, develop plans to address any identified or emerging risks.

8. Principle 8 – Remunerate fairly and responsibly

8.1 Remuneration function

The Board has adopted policies relating to remuneration as part of the Nomination and Remuneration Committee Charter.

Responsibilities under this Charter include:

a) regularly reviewing and making recommendations as to the structure of remuneration packages of senior Executives, Non-executive Directors and Executive Directors;

b) equity-based incentive plans; and

c) other employee benefit programs

The composition and operation of the Committee is summarised in Principle 2 of this Corporate Governance Statement.

The committee does comply with Recommendation 8.1, in that the majority of the Committee members are considered to be independent and it is chaired by an independent Director.

8.2 Remuneration of Directors and equity-based remuneration.

Information regarding the remuneration framework for Directors and senior executives of the Company is set out in the Remuneration Report in our Annual Report. The Remuneration Report includes a summary of the Company's policies and practices for performance-based remuneration for senior executives as well as all Staff, and the Company's policies on hedging of equity-based remuneration.

9. Corporate Governance Summary

Corporate Governance Council principle		Complied	Note
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 Charter is available on ADO's website in the Corporate Governance Charter. Delegations to management are authorised by the Board.
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.	✓	ADO conducts appropriate checks for candidates. ADO provides material information in its possession to security holders relevant to a decision whether or not to elect or re-elect a Director.
1.3	A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.	✓	ADO enters into formal written agreements with each Director and senior executive.
1.4	The Company secretary of a listed entity should be accountable directly to the board, through the Chair, on all matters to do with the proper functioning of the board.	✓	The Company Secretary, Scott Waddell, is appointed by the Board and accountable directly to the Board through the Chairman.
1.5	A listed entity should: (a) have and disclose a diversity policy;	✓	The Diversity Policy is available on ADO's website.
	(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	✗	The Company will, when it is appropriate to do so (given the size and nature of the Company's operations), develop, for approval by the Board, measurable objectives for achieving gender diversity
	(c) disclose in relation to each reporting period: 1) the measurable objectives set for that period to achieve gender diversity;	✗	
	2) the entity's progress towards achieving those objectives; and	✓	The Diversity Policy is available on ADO's website.
	3) either: a. the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the	✓	The proportions of men and women within ADO are disclosed in the Corporate Governance Statement.

	entity has defined “senior executive” for these purposes); or 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.		
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 (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in accordance with that process during or in respect of that period.	✓	An informal and internal board performance evaluation process is in place. This was completed in Q2 FY 2026.
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (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.	✓	This was completed in July 2026.
Principle 2 – Structure the Board to add value			
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; and 2) is chaired by an independent Director, and disclose: 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 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.	✓	The charter for the Committee can be found on the ADO website. MD/CEO is not independent, which is appropriate for the size of the Company. The members of the Committee are detailed in the Corporate Governance statement. The Committee does have a majority of Directors that are independent. The number of times the committee met throughout the period is disclosed in the Remuneration Report contained in the Directors’ Report (contained within the Annual Report).

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.	✓	The skills and experience of the Directors are disclosed in the Corporate Governance Statement.
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 of 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.	✓	Refer the Corporate Governance Statement for the classification of each Director and period of service. Refer to Section 2.3 on page 4 for additional disclosure on the independence of Dr Geoff Cummins, who has been a Director for over 17 years.
2.4	A majority of the Board of a listed entity should be independent Directors.	✓	As at 30 June 2026, two of the three Directors were independent (a majority).
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 MD and CEO of the entity.	✓	The Chair, Ms McLoughlin, was an independent non-executive Director at the reporting date and is not the MD and CEO.
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.	✓	ADO provides new Directors with an induction when they are appointed and appropriate development opportunities on an ongoing basis.
Principle 3 – Act ethically and responsibly			
3.1	A listed entity should articulate and disclose its values.	✓	The Company's values are set out in the Corporate Ethics Policy, which is available on ADO's website.
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.	✓	The Code of Conduct for Directors and Senior Executives and Code of Conduct for Employees is available on ADO's website. The Board is informed of any material breaches of the code.

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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.	✓	The Whistleblower Policy is available on ADO's website. The Board is informed of any material breaches under that policy.
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.	✓	The Anti-bribery and Corruption Policy is available on ADO's website. The Board is informed of any material breaches under that policy.
Principle 4 – Safeguard integrity in financial reporting			
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.	Partial – see note	Not fully complied. As at 30 June 2026 the Board had two non-executive Directors and one executive director (the MD and CEO), all of whom serve on the Committee. The Committee therefore includes an executive Director and does not have at least three non-executive members. Given the Board's size, all Directors participate; the departure is mitigated by an independent non-executive Director (who is not the Board Chair) chairing the Committee, the external auditor's direct access to the non-executive Directors without management present, and the MD and CEO not participating where conflicted. Refer to Principle 4.

4.2	The Board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its MD / 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.	✓	The Board has received a declaration from the MD / CEO and CFO in accordance with this recommendation for this reporting period.
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.	✓	The Company conducts internal review and verification processes to ensure that the information contained in any documents released to the market are accurate, balanced and provide investors with appropriate information.
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 3.1.	✓	The Continuous Disclosure Policy is available on ADO's website.
5.2	A listed entity should ensure that its Board receives copies of all material market announcements promptly after they have been made.	✓	All Board members receive, review and approve market announcements prior to them being released on the ASX Platform.
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.	✓	The Continuous Disclosure Policy is available on ADO's website.
Principle 6 – Respect the rights of shareholders			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	✓	ADO maintains a website www.anteotech.com
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	✓	Refer to the Continuous Disclosure & Market Communications Policy, which is available on ADO's website.
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	✓	Refer to the Continuous Disclosure & Market Communications Policy, which is available on ADO's website.

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.	✓	All substantive resolutions at meetings of security holders are decided by poll.
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.	✓	Shareholders can receive or send communications electronically or in hard copy.
Principle 7 – Recognise and manage risk			
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 disclose: 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 through 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.	✓	The Board has adopted policies relating to risk management as part of the Audit and Risk Committee Charter, which is available on ADO's website. The members of the Committee are detailed in the Corporate Governance statement. The Committee has a majority of Directors that are independent and the Chairman of the committee is considered independent.
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 that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	✓	ADO has a risk management process which is detailed in the Audit and Risk Committee Charter. The Board reviews the risk management policy and ISO9001 compliant risk framework and processes at least annually and a review was undertaken during the reporting period.
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 improving the effectiveness of its governance, risk management and internal control processes.	✓	The day to day operation of risk management systems and internal and external controls is delegated by the Board to the MD and CEO, with oversight by the Audit and Risk Committee. ADO does not have an internal audit function due to the size, nature and scale of its operations.

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.	✓	ADO does not have any material exposure to environmental or social risks.
Principle 8 – Remunerate fairly and responsibly			
8.1	The Board of a listed entity should: (a) have a remuneration committee which: 1) has at least three members, a majority whom are independent Directors; and 2) is chaired by an independent Director, and disclose: 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 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.	✓	The charter for the Committee can be found on the ADO website. The members of the Committee are detailed in the Corporate Governance statement. The Committee has a majority of Directors that are independent and the Chairman of the Committee is considered independent and is the Chair of the Company.
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.	✓	This information is disclosed in the Remuneration Report contained in the Directors' Report (contained within the Annual Report) and the Corporate Governance Statement.
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.	✓	ADO's Securities Trading Policy addresses this Recommendation.

Further Information
If you have any questions regarding this Statement you should contact:

Contact: Company Secretary - AnteoTech Limited
Telephone: 07 3219 0085
Email: investors@anteotech.com

Appendix 4G

Key to Disclosures
Corporate Governance Council Principles and Recommendations

Name of entity

ANTEOTECH LIMITED

ABN/ARBN	Financial year ended:
75 070 028 625	30 JUNE 2026

Our corporate governance statement[1] for the period above can be found at:[2]

- ☐ These pages of our annual report:
- ☒ This URL on our website: https://anteotech.com/about/corporate-governance

The Corporate Governance Statement is accurate and up to date as at 28 September 2026 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.[3]

Date:	28 September 2026
Name of authorised officer authorising lodgement:	Ms Merrill Gray

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[1] "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.

[2] 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.

[3] 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.

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
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.	☒ on page 1 under 'Roles and responsibilities of the Board and management' and we have disclosed a copy of our Corporate Governance and board charter at: https://anteotech.com/about/corporate-governance	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒ on page 5 under 'Appointment, induction, retirement, and re-election'	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒ on page 5 under 'Appointment, induction, retirement, and re-election'	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒ on page 2 under 'Company Secretary'	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

[4] 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.anteotech.com.au/about/corporate governance").

[5] 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.

<table>
<tr><th colspan="2">Corporate Governance Council recommendation</th><th>Where a box below is ticked,[4] 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:</th><th>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:[5]</th></tr>
<tr><td>1.5</td><td>A listed entity should:
(a) have and disclose a diversity policy;
(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
(c) disclose in relation to each reporting period:
(1) the measurable objectives set for that period to achieve gender diversity;
(2) the entity’s progress towards achieving those objectives; and
(3) either:
(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
(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.
If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</td><td>☐
and we have disclosed a copy of our diversity policy at:
……………………………………………………………………………..
[insert location]
and we have disclosed the information referred to in paragraph (c) at:
……………………………………………………………………………..
[insert location]
and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.</td><td>☒ set out in our Corporate Governance Statement <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
<tr><td>1.6</td><td>A listed entity should:
(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and
(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.</td><td>☒
and we have disclosed the evaluation process referred to in paragraph (a) at:
in our 2026 Corporate Governance Statement on page 2 under ‘Evaluation of the Board’
and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:
in our 2026 Corporate Governance Statement on page 2 under ‘Evaluation of the Board’</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
</table>

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (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.	☒ and we have disclosed the evaluation process referred to in paragraph (a) at: in our 2026 Corporate Governance Statement on page 2 under "Evaluation of Senior Executives" and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: in our 2026 Corporate Governance Statement on page 2 under "Evaluation of Senior Executives"	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
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; and (2) is chaired by an independent director, and disclose: (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 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.	☒ and we have disclosed a copy of the charter of the committee at: https://anteotech.com/about/corporate-governance and the information referred to in paragraphs (4) and (5) at: in the Directors Report of our 2026 Annual Report available at https://anteotech.com/investors/annual-reports/	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
2.2	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.	☒ and we have disclosed our board skills matrix at: on page 3 under 'Directors' skills & experience'	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
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, 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 (c) the length of service of each director.	☒ and we have disclosed the names of the directors considered by the board to be independent directors at: on page 4 under 'Directors' independence' and, where applicable, the information referred to in paragraph (b) at: on pages 4 under 'Directors' independence' and the length of service of each director at on page 4 under 'Directors' independence' and: in the Directors Report of our 2026 Annual Report available at https://anteotech.com/investors/annual-reports/	☐ set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	☒ on page 4 under 'Directors' independence'	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒ on page 5 under 'The Chair'	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒ on page 5 under 'Appointment, induction, retirement, and re-election'	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	☒ and we have disclosed our values at: on page 5 under 'Values and Principles'	☐ 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.	☒ and we have disclosed our code of conduct at: on page 6 under 'Code of Conduct' and we have disclosed our code of conduct at https://anteotech.com/wp-content/uploads/2026/08/CORPOL007-Code-of-Conduct-Signed-Website.pdf	☐ 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.	☒ on page 6 under 'Whistle blowing' and we have disclosed our whistleblower policy at: https://anteotech.com/wp-content/uploads/2026/08/CORPOL010-Whistleblower-Policy-Signed-Website.pdf	☐ set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	☒ On page 6 under 'Anti-bribery and Corruption Policy' and we have disclosed our anti-bribery and corruption policy at: https://anteotech.com/wp-content/uploads/2026/08/CORPOL008-Anti-Bribery-Corruption-Policy-Signed-Website.pdf	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
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 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.	☐ on page 7 under 'Audit and Risk Committee' and we have disclosed a copy of the charter of the committee at: pages 12 to 15 inclusive of our Corporate Governance Charter https://anteotech.com/wp-content/uploads/2026/08/CORPOL006_Corporate_Governance_Charter_Signed_Website_compressed.pdf_ and the information referred to in paragraphs (4) and (5) at: in the Directors Report of our 2026 Annual Report available at https://anteotech.com/investors/annual-reports/	☒ We did not follow Recommendation 4.1 for having at least three members, all of whom are non-executive directors. As at 30 June 2026 the Board comprised three directors: two independent non-executive directors and one executive director (the MD and CEO), all of whom serve on the Audit and Risk Committee. The Committee therefore did not consist of at least three non-executive directors. Given the size of the Board, the Company considers it appropriate for all directors to participate in the Committee's oversight of financial reporting and risk. The reasons for the departure and the alternative practices adopted (the Committee being chaired by an independent non-executive director who is not the Chair of the Board; the external auditor having direct access to and meeting with the non-executive directors without management present; and the MD and CEO not participating in any matter in which they have a material personal interest) are set out in our Corporate Governance Statement under Principle 4.
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.	☒ on page 7 under 'CEO's and CFO's declaration'	☐ 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.	☒ on page 8 under under 'Corporate reporting'	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
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 3.1.	☒ on pages 8 under 'Make timely and balanced disclosure' and we have disclosed our continuous disclosure compliance policy at: https://anteotech.com/wp-content/uploads/2026/08/CORPOL009-Continuous-Disclosure-Market-Communications-Policy-Signed-Website.pdf	☐ 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.	☒on page 8 under 'Make timely and balanced disclosure'	☐ 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.	☒on page 9 under 'Investor communication' and we have disclosed our continuous disclosure compliance policy at: https://anteotech.com/wp-content/uploads/2026/08/CORPOL009-Continuous-Disclosure-Market-Communications-Policy-Signed-Website.pdf	☐ set out in our Corporate Governance Statement
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.	☒ On page 1 and we have disclosed information about us and our governance on our website at: https://anteotech.com/about/corporate-governance	☐ 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.	☒on page 9 under 'Investor communications'	☐ 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.	☒ and we have disclosed how we facilitate and encourage participation at meetings of security holders at: on page 9 under 'Annual General Meetings'	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
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.	☒on page 9 under 'Annual General Meetings'	☐ 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.	☒on page 9 under 'Investor communications'	☐ set out in our Corporate Governance Statement
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
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 disclose: (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.	☒ detailed on page 7 under 'Audit and Risk Committee' and page 9 'Audit and Risk Committee' and page 10, '7.2 Risk management' and we have disclosed a copy of the charter of the committee at: pages 12 to 15 inclusive of our Corporate Governance Charter https://anteotech.com/wp-content/uploads/2026/08/CORPOL006_Corporate_Governance_Charter_Signed_Website_compressed.pdf and the information referred to in paragraphs (4) and (5) at: in the Directors Report of our 2026 Annual Report available at https://anteotech.com/investors/annual-reports/	☐ set out in our Corporate Governance Statement
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 that the entity is operating with due regard to the risk appetite set by the board; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	☒ and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at: on page 9 under 'Risk management'	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
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.	☒ set out in our Corporate Governance Statement on page 10 under 'Internal audit function'	☐ 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.	☒ on page 10 under 'Economic, environmental and social sustainability risks' and we have disclosed whether we have any material exposure to environmental and social risks at: in our 2026 Corporate Governance Statement on page 10 https://anteotech.com/about/corporate-governance and, if we do, how we manage or intend to manage those risks at: not applicable.	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
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 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 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.	☒ and we have disclosed a copy of the charter of the committee at: https://anteotech.com/wp-content/uploads/2026/08/CORPOL006_Corporate_Governance_Charter_Signed_Website_compressed.pdf and the information referred to in paragraphs (4) and (5) at: in the Directors Report of our 2026 Annual Report available at https://anteotech.com/investors/annual-reports/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ 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: in our 2026 Corporate Governance Statement on page 11 under 'Remunerate fairly and responsibly' and in our Remuneration Report section of our 2026 Annual Report available at: https://anteotech.com/investors/annual-reports/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒on page 11 under 'Remunerate fairly and responsibly' and we have disclosed our policy on this issue or a summary of it at: pages 16 to 21 inclusive of our Corporate Governance Charter https://anteotech.com/about/corporate-governance	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
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.	☒ N/A	☐ set out in our Corporate Governance Statement **OR** ☐ we do not have a director in this position and this recommendation is therefore not applicable **OR** ☐ 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.	☒N/A	☐ set out in our Corporate Governance Statement **OR** ☐ we are established in Australia and this recommendation is therefore not applicable **OR** ☐ 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.	☒N/A	☐ set out in our Corporate Governance Statement **OR** ☐ we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable ☐ we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	*Alternative to Recommendation 1.1 for externally managed listed entities:* The responsible entity of an externally managed listed entity should disclose: (a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	☒ N/A	☐ set out in our Corporate Governance Statement
-	*Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:* An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	☒ N/A	☐ set out in our Corporate Governance Statement