

Corporate Governance

The Board of Strike Energy Limited (the Company) is responsible for the corporate governance of the Company.

The Board has adopted the corporate governance policies summarised below and the Company's corporate governance statement disclosing the extent to which the Company has followed the recommendations set by the ASX Corporate Governance Council during the last financial year is available here, as well as the Company Constitution.

Corporate Governance Statement
3 MB, PDF

Constitution
658 KB, PDF

Our Values

- **Resourcefulness** – Delivering low cost and innovative solutions
- **Agility** – We are nimble, and we respond faster than the competition
- **Collaboration** – Strike works in partnership with all of its stakeholders
- **Openness** – We are transparent and receptive to alternative views
- **Long-term focus** – Our focus is on the horizon to create multi-generational value
- **Competence** – Our actions are backed by qualified people who are experts in their fields

Board Responsibility

The Board is responsible for setting the strategic direction of the company, selecting and appointing the Chief Executive Officer and overseeing Strike's business activities and strategies.

The responsibility for implementing the objectives and day to day management of the company is delegated to management, through the Chief Executive Officer, subject to limits set under approved delegation of authority, budgets and strategies.

Composition of the Board

The composition of the Board is set by the following principles:

- A majority of independent non-executive directors
- Chief Executive Officer should be a full-time employee of the company
- A non-executive director as Chairman
- Role of the Chairman and Chief Executive Officer should not be filled by the same person
- Board members possess a broad range of qualifications, experience and expertise considered of benefit to the company
- Subject to re-election every three years (except for Chief Executive Officer)

The Board operates under a Charter which sets out additional information on powers and responsibilities of the Board.

Board Charter
1 MB, PDF

Board Committees

The Board has established the following Board Committees to assist with specific corporate governance duties:

Audit and Risk Committee
1 MB, PDF

Nomination & Remuneration Committee
1 MB, PDF

Environmental Social & Sustainability Committee
935 KB, PDF

Code of Conduct

A code of conduct has been adopted by all directors and employees. It requires all business affairs to be conducted legally, ethically and with integrity. The code provided for reporting of breach of the code by others.

Code of Conduct
939 KB, PDF

Share Trading Policy

The Board has adopted a policy and procedure on dealing in the company's securities which prohibits dealing in the company's securities when individuals are in possession of inside information. Key Management Personnel (directors and senior management personnel) may only trade Strike's securities if they have requested and received approval from the Chairman or other members of the Board (as specified) and employees, consultants and contractors of Strike only upon receipt of approval from the Managing Director or Company Secretary. The Policy places clear restrictions on the timing of when transactions may occur.

Share Trading Policy
548 KB, PDF

Policy & Procedures for Compliance with Continuous Disclosure Requirements

Strike has implemented mechanisms designed to ensure compliance with ASX Listing Rule requirements so that all investors will have equal and timely access to material information concerning Strike, including its financial situation, performance, ownership and governance. These processes also ensure that public announcements are factual and presented in a clear and balanced way, disclosing both positive and negative information.

Continuous Disclosure Policy
972 KB, PDF

Shareholder Communication Policy
924 KB, PDF

Other Governance Policies and Procedures

Separately the group has policies relating to:

- Data breach response plan
- Code of business conduct and ethics
- Shareholder communication
- Identification, monitoring and management of risk

Anti-Bribery and Corruption Policy
926 KB, PDF

Diversity Policy

Strike recognises that diversity in the workforce results in greater organisational strength and innovation, deeper problem solving ability and the generation of a wider range of new business opportunities. Strike is committed to attracting and retaining a diverse range of individuals to work in all levels of its business and has put in place a policy to achieve this.

Diversity Policy
528 KB, PDF

Privacy Policy

Strike acknowledges its obligation to ensure that data provided to the Company is appropriately managed and stored.

Privacy Policy
962 KB, PDF

Purchase Order Information

Strike Energy Purchase Order Standard Terms & Conditions

Purchase Order [Terms and Conditions] (as at August 2023)
250 KB, PDF

Whistleblower Policy

Strike Energy encourages honesty and integrity, and compliance with all applicable laws and regulations, in fulfilment of duties and responsibilities.

Whistleblower Policy
339 KB, PDF

