22 September 2026

CORPORATE GOVERNANCE STATEMENT 2026

INTRODUCTION

The Board of directors of Strike Energy Limited (the **Board**) is responsible for the corporate governance of Strike Energy Limited (the **Company**). Details of the main corporate governance policies that form the basis of the Company's corporate governance framework are available here.

In accordance with ASX Listing Rule 4.10.3, this corporate governance statement discloses the extent to which the Company has followed the current recommendations set by the ASX Corporate Governance Council (Recommendations) during the financial year ended 30 June 2026 (Reporting Period), by reference to the eight ASX Corporate Governance Council principles.

Unless otherwise indicated in this statement, the Company has complied with each of the Recommendations.

This corporate governance statement has been approved by the Board and is current as at 22 September 2026.

In this Statement, a reference to "Reporting Period" is a reference to the financial year ended 30 June 2026.

1 LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

1.1 Roles of The Board and Management

(Recommendations 1.1, 1.3, and 1.4)

The Board is a strong advocate of good corporate governance committed to providing a satisfactory return to its shareholders and fulfilling its corporate governance obligations and responsibilities in the best interests of the Company and its stakeholders.

The Board has adopted a formal charter, which is available here. The Board Charter details the functions reserved for the Board and those delegated to management.

The Company Secretary is accountable directly to the Board, through the Chairman, on all matters to do with the proper functioning of the Board.

The Company has appropriate written agreements in place with each director and senior executive, setting out the terms of their appointment.

1.2 Appointment and Election of Directors

(Recommendation 1.2)

Where it is necessary to appoint a new director to fill a vacancy or complement the existing Board, a broad range of potential candidates is considered, with external consultants engaged where appropriate. The Nomination and Remuneration Committee and the Board assess candidates against relevant criteria, including their background, experience, professional skills, personal qualities, ability to complement the existing Board and capacity to commit to the Board's activities.

Appropriate background checks are undertaken before appointing a director or senior executive or putting a person forward for election as a director. Where an appointment or nomination occurs before those checks are completed, the person is required to provide an unequivocal undertaking to resign should the results be unsatisfactory.

The objectives and responsibilities of the Nomination and Remuneration Committee are set out in its Charter, which is available here.

A director appointed to fill a casual vacancy must retire at the next annual general meeting and is eligible for election by security holders. The Company provides security holders with all material information in its possession relevant to a decision whether to elect or re-elect a director.

1.3 Diversity

(Recommendation 1.5)

The Company 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. The Company is committed to attracting and retaining a diverse range of talented individuals to work in all levels of the organisation.

The Company has a diversity policy, which is available here.

The table below outlines the measurable objectives for achieving gender diversity set by the Board in accordance with the Company's diversity policy and the Company's progress towards achieving them.

OBJECTIVES	PROGRESS ACHIEVED DURING THE REPORTING PERIOD
Set and review development plans with female employees to set goals relevant to their career objectives and monitor achievement toward goals.	Strike established a formal objective-setting and performance review process during the last year to further strengthen career development opportunities for all employees. This process provides female employees with a structured framework to identify both short-term objectives within their current role and longer-term career aspirations beyond their existing position. Regular performance and development conversations enable employees and managers to monitor progress against goals, identify development opportunities, and ensure appropriate support, training, and resources are provided to help achieve their career objectives.
Annually review flexible working arrangements to ensure individuals are able to maintain career development.	Strike continues to offer flexible working arrangements, including access to Strike's paid parental leave benefit, to all staff, regardless of gender, whenever requested and wherever practicable, having regard to the Company's size and the Company and employee requirements.
Continue to achieve gender diversity in the composition of the board of not less than 30% of directors of each gender in 2025/2026.	Following an external Board review, the Board was reduced to five Directors, of whom 40% are female. Accordingly, the Company achieved its gender diversity objective of maintaining at least 30% representation of each gender on the Board at the end of FY2026.

The table below outlines the respective proportions of male and female employees in the whole organisation, in senior executive positions and on the Board, as at the end of the Reporting Period. For these purposes, the Company has defined "senior executives" to mean those executives who report directly to the Chief Executive Officer and the Company Secretary.

ROLE	FEMALE	FEMALE %	MALE	MALE %
Whole company	19	43%	25	57%
Senior executives	2	67%	1	33%
Board	2	40%	3	60%

1.4 Evaluation of Performance

(Recommendations 1.6 and 1.7)

The Company's process for periodically evaluating the performance of the Board, its committees and individual directors is that the Company's Nomination and Remuneration Committee:

- evaluates and reviews performance against both measurable and qualitative indicators that are established by the Committee from time to time; and
- reviews and makes recommendations to the Board on the size and structure of the Board.

The Committee may obtain independent professional advice when necessary at the expense of the Company.

An evaluation of the performance of the Board, its committees and individual directors was carried out during the Reporting Period. The evaluation was completed in April 2026 and was facilitated by an independent external firm, resulting in material changes to the current Board structure.

The Company's process for annually evaluating the performance of the Company's senior executives is for the MD/CEO to initially review the performance of these individuals. The MD/CEO then reports the results of this review to and consults with both the Board and the Nomination and Remuneration Committee.

An evaluation of the performance of the Company's senior executives was carried out in accordance with this process during the Reporting Period.

2 STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE

2.1 Nomination Committee

(Recommendation 2.1)

The Board has a Nomination and Remuneration Committee. During the Reporting Period the Committee consisted of non-executive directors Mr John Poynton (until his retirement on 30 June 2026), Ms Jill Hoffmann, Mr Andrew Seaton (until his resignation on 4 August 2025) and Mr Will Barker (from 4 August 2025), a majority of whom were independent. As at the date of this statement, the Committee comprises Mr Will Barker (Chair), Ms Jill Hoffmann and Mr Stephen Bizzell, with Ms Hoffmann and Mr Bizzell considered independent non-executive directors.

The Nomination and Remuneration Committee is responsible for assisting the Board with its responsibilities relating to nomination, appointment and remuneration of directors and senior executives including the administration of the Company's employee share incentive plan.

During the Reporting Period, the Nomination and Remuneration Committee was chaired by Mr Poynton, a non-executive, independent director of the Company. Following Mr Poynton's retirement on 30 June 2026, the Committee is chaired by Mr Barker, a non-executive director.

The charter of the Nomination and Remuneration Committee is available here.

The number of meetings of the Nomination and Remuneration Committee during the Reporting Period and the number of attendances of the Committee members at those meetings are set out in the Directors' Report in the Company's Annual Report for the Reporting Period, which can be viewed here.

2.2 Board Skills

(Recommendation 2.2)

The Board, with the assistance of the Nomination and Remuneration Committee, is collectively responsible for ensuring that the Board has the appropriate range and mix of expertise and experience to properly fulfil its responsibilities, including expertise in finance, business, the energy industry, legal and executive management skills. The mix of skills and diversity relevant to the Company is regularly assessed by the Board, with the assistance of the Nomination and Remuneration Committee, and the skills and experience currently considered necessary and represented at the Board is set out in the following Board skills matrix.

EXPERTISE	EXPERIENCE	
• Corporate governance • Legal and regulatory • Government relations • Commercial acumen • Health and safety	Industry • Oil & gas • Power generation • Sub-surface technical • Production • Risk management • Renewable energy projects	Market • Exploration and appraisal • M&A and capital markets • Commercial and contracting • Finance and audit • Gas & power marketing

2.3 Director Independence

(Recommendations 2.3, 2.4 and 2.5)

Details of the directors in office at the date of this statement, and those who held office during the Reporting Period, are set out in the Directors' Report in the Company's Annual Report for the Reporting Period, available here. This information includes each director's length of service.

The Board assesses the independence of new directors prior to appointment and periodically reviews the independence of all directors.

In determining whether a director is independent, the Board has regard to the independence criteria set out in the Corporate Governance Principles and Recommendations published by the ASX Corporate Governance Council, together with any other facts, information and circumstances the Board considers relevant.

The directors considered by the Board to be independent during the Reporting Period were Mr John Poynton, Mr Stephen Bizzell, Ms Mary Hackett, Mr Neville Power, Ms Jill Hoffmann and Mr Andrew Seaton (until his resignation on 4 August 2025). During the Reporting Period, Mr Peter Stokes served as Managing Director & Chief Executive Officer until his resignation on 8 May 2026, and Ms Shelley Robertson was appointed Managing Director & Chief Executive Officer with effect from 1 June 2026. Mr John Poynton and Ms Mary Hackett retired as directors on 30 June 2026, and Mr Neville Power was appointed Chair of the Board with effect from 1 July 2026. Mr Will Barker is not considered independent due to his role as a nominee director of a substantial shareholder.

As at the date of this statement, the Board comprises four non-executive directors, three of whom are considered independent: Mr Neville Power (Chair, appointed 25 September 2019), Mr Stephen Bizzell (appointed 31 December 2018) and Ms Jill Hoffmann (appointed 1 May 2023).

The Board considers that independent directors are appropriately represented in all areas of Board activity where independence is critical, including the Chair role and membership of the Board committees.

2.4 Director Induction and Professional Development

(Recommendation 2.6)

The Company has a program for inducting new directors in accordance with the charter of the Nomination and Remuneration Committee, which is available here.

To assist directors to maintain an appropriate level of knowledge, skill, and experience in the operations of the Company, directors are provided an opportunity to undertake site visits to familiarise themselves with the Company's operations. The Nomination and Remuneration Committee regularly assesses whether the Directors (as a group) have the skills, knowledge, and experience to deal with new and emerging business and governance issues. Directors are also encouraged to undertake continuing education relevant to the discharge of their legal duties and responsibilities under key legislation and ASX listing rules. Subject to prior approval by the Chairman, the reasonable cost of such education is met by the Company.

3 INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY

3.1 Company values

(Recommendation 3.1)

The Company's values are available here.

3.2 Code of Conduct

(Recommendation 3.2)

The Company has a code of business conduct and ethics for its directors, officers, senior executives, employees, consultants, contractors and associates, which is available here.

The code of business conduct and ethics addresses matters such as honesty and integrity, compliance with the law, conflicts of interest, confidentiality, protection of Company assets, responsibility for international operations, employment practices, record keeping and community relations. The purpose of this code is to ensure that directors, officers, senior executives, employees, consultants, contractors, and associates act honestly, responsibly, legally, ethically and in the best interests of the Company.

The Board has appointed the Company Secretary in the case of employees, and the Chair of the Audit and Risk Committee in the case of directors and officers, as the person responsible for receiving reports of breaches of the code. The Board is informed of material breaches of the code.

3.3 Whistleblower policy and anti-bribery and corruption policy

(Recommendations 3.3 and 3.4)

The Company has adopted a whistleblower policy and an anti-bribery and corruption policy, each of which sets out the procedure to follow in the event of a reported violation of the relevant policy. The policies can be found here. Material incidents under the whistleblower policy, and material breaches of the anti-bribery and corruption policy, are to be reported to the Board.

4 SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS

4.1 Audit and Risk Committee

(Recommendation 4.1)

The Board has an Audit and Risk Committee which, during the Reporting Period, consisted of Mr Stephen Bizzell, Mr Nevill Power, Ms Mary Hackett (until her retirement on 30 June 2026) and Mr Andrew Seaton (until his resignation on 4 August 2025), who are independent non-executive directors. As at the date of this statement, the Committee comprises Mr Stephen Bizzell (Chair), Mr Neville Power and Mr Will Barker.

During the Reporting Period, the committee was chaired by Mr Seaton until his resignation on 4 August 2025 and thereafter by Mr Bizzell, each a non-executive, independent director who is not the chair of the Board. The relevant qualifications and experience of the members of the Audit and Risk Committee are set out in the Directors' Report contained within the Company's Annual Report for the Reporting Period, which can be viewed here.

The Audit and Risk Committee is responsible for ensuring the Company complies with appropriate and effective accounting, auditing, internal control, business and risk management, compliance, and reporting practices. The charter of the Audit and Risk Committee is available here.

The number of meetings of the Audit and Risk Committee during the Reporting Period and the number of attendances of the Committee members at those meetings are set out in the Directors' Report contained within the Company's Annual Report for the Reporting Period, which can be viewed here.

4.2 Declarations of Chief Executive Officer and Chief Financial Officer

(Recommendation 4.2)

Before it approves the Company's financial statements for a financial period, the Board receives from the Chief Executive Officer and Chief Financial Officer a declaration that, in their opinion, the

financial records of the Company have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the Company, and that their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.

4.3 Integrity of periodic reports which are not audited

(Recommendation 4.3)

The Company has procedures in place to ensure that the report(s) it releases to the market are materially accurate, balanced and provide investors with appropriate information to make informed investment decisions.

The Company verifies unaudited periodic corporate reports by ensuring the reports are:

- Prepared by subject matter experts.
- Material statements are reviewed for accuracy and ASX Listing Rules compliance; and
- Company strategy, financial projections and statements, and changes to policy are approved by the Board.

5 MAKE TIMELY AND BALANCED DISCLOSURE

(Recommendations 5.1, 5.2 and 5.3)

The Company is committed to ensuring that security holders and the market are provided with full and timely information and that all stakeholders have equal and timely access to material information concerning the Company.

The Company acknowledges that timely disclosure of price sensitive information is central to the efficient operation of the Australian Securities Exchange, and has adopted a Continuous Disclosure Policy which is available here. This policy reflects the commitment of the directors and senior management to promoting consistent disclosure practices aimed at accurate, timely and broadly disseminated disclosure of material information to the market and ensuring the Company complies with its continuous disclosure obligations under the ASX Listing Rules and the *Corporations Act 2001* (Cth).

The policy requires that directors be provided, and directors are provided, with Company ASX announcements (other than administrative announcements) promptly after the announcement is made.

The policy also requires that, and the Company ensures that, new and substantive presentations are disclosed to ASX before the presentation is given.

6 RESPECT THE RIGHTS OF SECURITY HOLDERS

6.1 Communicating with security holders

(Recommendations 6.1, 6.2, and 6.5)

The Company places a high priority on communications with and accountability to security holders. The Board recognises that security holders, as the ultimate owners of the Company, are entitled to receive timely and relevant high-quality information about their investment. Similarly, prospective investors should be able to make an informed decision when considering the purchase of shares in the Company.

To safeguard the effective dissemination of information and to facilitate effective two-way communication with investors, in addition to its Continuous Disclosure Policy, the Board has implemented and adopted a Shareholder Communications Policy which is available here.

The Company provides information about itself and its governance to investors via its website and gives security holders the option to receive communications from, and send communications to, the Company and its security registry electronically.

Information is communicated to security holders and prospective investors on a timely basis by:

- Ensuring that published financial and other statutory reports are prepared in accordance with applicable laws and industry best practice.
- Ensuring the disclosure of full and timely information about the Company's activities in accordance with the continuous disclosure principles in the ASX Listing Rules and the *Corporations Act 2001* (Cth);
- Responding to queries raised by security holders and prospective investors in a timely and appropriate manner;
- Providing detailed reports from the Chairman and the Chief Executive Officer at the annual general meeting and as part of the Company's periodic reporting obligations; and
- Ensuring all material information released to the market is available on the Company's website as soon as practical following its release.

In addition, on the Company's website, interested parties can subscribe to receive public releases and other relevant material concerning the Company electronically.

6.2 Meetings of security holders

(Recommendation 6.3)

The participation of security holders at general meetings is facilitated and encouraged by the Board. At each general meeting, the chair ensures that security holders are given the opportunity to comment and ask questions of the Board and of the Company's auditors. In the event that security holders are unable to attend meetings, they are encouraged to lodge proxies signifying their approval or otherwise of the business to be considered and the Company gives them the opportunity to provide questions or comments ahead of the meeting.

In addition to actively engaging with security holders at general meetings, the Company meets up with security holders on request and responds to their queries from time to time, in a professional, respectful, and timely manner.

6.3 Substantive resolutions decided by poll

(Recommendation 6.4)

All resolutions are decided by poll at Annual General Meetings and General Meetings of Shareholders.

7 RECOGNISE AND MANAGE RISK

7.1 Managing Risks

(Recommendations 7.1, 7.2, 7.3)

The Board has a committee which has responsibility for identifying, assessing, and managing risks, namely the Audit and Risk Committee.

Details of the members and meetings of the Audit and Risk Committee are set out in the section of this statement entitled 'Audit and Risk Committee'.

Given its size, the Company does not have a formal internal audit function. The Company's management periodically undertakes an internal review of the effectiveness of the Company's risk management and internal control processes. The Audit and Risk Committee also monitors and reviews the effectiveness of the Company's implementation of its risk management system and internal controls as set out in the charter of the Audit and Risk Committee, which is available here.

The Audit and Risk Committee reviews the Company's risk management framework at least annually to satisfy itself that it continues to be sound and that the Company is operating with due regard to the risk profile set by the board. In May 2026, the Audit and Risk Committee reviewed the Company's risk management framework, risk processes and risk appetite statement in accordance with this process.

7.2 Environmental and social risks

(Recommendation 7.4)

The Company has material exposure to environmental and social risks.

By the very nature of the Company's business, as an oil and gas exploration and development business, the Company has a material exposure to environmental risks connected with its in-field business activities and operations.

Key climate-related risks and opportunities relevant to our business include:

- The transition to a low carbon economy, such as the increased uncertainty, time and cost associated with regulatory bodies granting approvals/licences, the ongoing decarbonisation of energy markets, decreased demand for fossil fuels in some markets, reduced life of assets, changing government regulation and climate change policies at State and Federal levels, inability to attract and retain top talent, and changing community sentiment towards fossil fuel intensive projects. We believe this transition into a lower carbon economy also gives rise to opportunities for our gas focused portfolio. Natural gas is viewed as a key element to supporting society's sustainable energy transition.
- The physical impacts of climate change, including the increased frequency and severity of extreme weather events and chronic changes to weather patterns, which have the potential to impact demand for energy and the resilience of our assets and supporting infrastructure.

To manage its exposure to environmental risk, the Company promotes and requires an excellent standard of environmental performance across its business and has an associated policy. Further, the Company has developed and implemented environmental management systems to identify, assess and manage environmental risks, to ensure its employees and contractors are aware of their environmental responsibilities, to consult with the government and community in relation to the Company's operations and proposed projects, and to undertake regular audits and reviews on environmental performance. The Company has established an Environment, Social and Stakeholder Committee, which during the Reporting Period was chaired by Ms Mary Hackett and included Mr Nev Power and Ms Jill Hoffmann as members. As at the date of this statement, the Committee is chaired by Ms Jill Hoffmann with Mr Nev Power as a member.

The Company is subject to the mandatory climate-related financial disclosure regime introduced under the *Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Act 2024* (Cth) and AASB S2 *Climate-related Disclosures*. As a Group 2 reporting entity, the Company is required to report under the regime for the financial year commencing 1 July 2026.

During the Reporting Period, the Company continued its preparations for mandatory climate reporting, including developing its climate-related disclosures and building on its existing processes for identifying and assessing climate-related risks and opportunities and measuring greenhouse gas emissions. The Company will continue to develop its governance, reporting processes, metrics and disclosures to support compliance with AASB S2 for the FY27 reporting period.

Key social risks relevant to the Company's business include damaging relationships or adversely affecting the local community, landholders, joint venture partners and/or traditional landowners.

The Company manages its social risks by maintaining good relationships with its joint venture partners and investors and maintaining an indigenous relations policy and a health and safety policy. The Company also has a code of business conduct and ethics for its directors, officers, employees, consultants, contractors and associates which is available here. The code of business conduct and ethics addresses, among other things, equal opportunity, and community relations. The Company also has an Anti-Bribery and Corruption Policy here which prohibits bribery, secret commissions, facilitation payments and money laundering, and a Whistleblower Policy here to encourage honesty and integrity and compliance with all applicable laws and regulations. The Company also negotiates land access agreements fairly and develops Health, Safety and Environment Management Plans for particular projects from time to time.

8 REMUNERATE FAIRLY AND RESPONSIBLY

8.1 Remuneration Committee

(Recommendation 8.1)

The Board has a remuneration committee, namely the Nomination and Remuneration Committee. Details of the members, meetings and charter of the Nomination and Remuneration Committee are set out in the section of this statement entitled 'Nomination Committee'.

During the Reporting Period, the committee was chaired by Mr Poynton, a non-executive, independent director. As at the date of this statement, the committee is chaired by Mr Barker, a non-executive director.

8.2 Remuneration

(Recommendations 8.2 and 8.3)

The Company's policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives are set out separately in the charter of the Nomination and Remuneration Committee, which is available here and in the Remuneration Report included as a component of the Directors' Report within the Company's Annual Report for the Reporting Period, which is available here.

The Company's Securities Trading Policy, which is available here, prohibits persons who have received equity-based remuneration in the form of share options under the Company's Employee Share Incentive Plan from hedging those options prior to vesting of those options.

The Company confirms that Recommendations 9.1, 9.2 and 9.3 do not apply to it.