

Corporate Governance Statement 2025



25 CELEBRATING
25 YEARS

Acknowledgement of Country

IGO's head office in Mindeerup (South Perth) lies on the banks of the Derbarl Yerrigan Swan River) on Whadjuk Boodjar, the lands of the Whadjuk Noongar People. IGO would like to acknowledge and pay respects to Whadjuk Noongar People and other Traditional Owner groups whose lands we are privileged to work on and acknowledge their strong and longstanding cultural connections to their ancestral lands. IGO would also like to acknowledge all Aboriginal and Torres Strait Islander peoples who work for us, with whom we work and upon whose lands we operate, and our respects are paid to Elders, past and present.

Who we are

At IGO, we are driven by a bold purpose: to make a difference by discovering, developing, and delivering the metals critical to a clean energy future. As an ASX-listed company, we are proud of our role in the clean energy transition. In 2025, we refreshed our strategy to sharpen our focus on sustainable growth, operational excellence, and long-term value creation. By leveraging our outstanding capability in mineral exploration, development, operations and technical development, we intend to build a diversified portfolio of assets across battery metals.

Our Nova Nickel Operation and our non-operated lithium interests at the Greenbushes Lithium Operation continue to underpin our performance.

We are actively investing in exploration and innovation to discover and develop the next generation of clean energy metals. We are more than a mining company. We believe that how we do business is just as important as what we do.

We are committed to responsible stewardship, community partnerships, and creating positive social impact.

We are optimistic for the future. Grounded by our values, enabled by our team and driven by our purpose, IGO is uniquely positioned to deliver strong returns to our stakeholders and play an important part in the clean energy transition.

Overview of the 2025 annual reporting suite

Available to view and download from our website www.igo.com.au



Annual Report 2025



Sustainability Report 2025



Sustainability Databook 2025



Corporate Governance Statement 2025



Tax Transparency Report 2025



Modern Slavery Statement 2025¹

1. IGO's Modern Slavery Statement will be released in December 2025



About this statement

This Statement is accurate and up to date as at 27 August 2025 and has been approved by the Board of IGO Limited (IGO).

This Corporate Governance Statement (Statement) outlines the key corporate governance policies and practices adopted by the Board, by reference to and benchmarked against the Corporate Governance Principles and Recommendations (4th Edition) of the ASX Corporate Governance Council (ASX Recommendations).

Our Board regards that our corporate governance practices are, and were for the entirety of FY25, compliant with the ASX Recommendations. Further details are provided in our Appendix 4G which can be found with this Statement in the Governance section on IGO's website.

Good governance promotes effective and responsible decision-making which is essential in creating value for all our stakeholders and ensuring that IGO is an ethical, lawful and sustainable company. We are committed to doing business in accordance with the highest standards of corporate governance, and our governance framework, supported by a culture of compliance, enables IGO to effectively manage risk, assure compliance and deliver its strategy.

Whilst the Board is responsible for establishing IGO's corporate governance framework, governance is the collective responsibility of all our people and is inherent in our social licence to operate and fundamental for the long-term sustainability of our business. Integral to our governance framework is our Code of Conduct, which is underpinned by our values and supports the best outcomes for all our stakeholders.

The Board regularly reviews its governance practices and policies to reflect best practice and current and emerging legislation.

Further information about governance at IGO, as well as copies of our Code of Conduct, Charters, Standards and Policies, can be found in the Governance section on our website.

1. Reference to our website is to [igo.com.au](https://www.igo.com.au)

Lay solid foundations for management and oversight



Roles and responsibilities of the Board and management

The Board is the governing body of the Company, and its role is to promote and protect the interests of all its stakeholders by overseeing and appraising the Company's values, strategy and performance. In fulfilling these duties, subject to the statutory provisions of the *Corporations Act 2001 (Cth)* and the Company's Constitution, the Board has the authority to perform its duties in the best interests of the Company as a whole.

Our Board, Managing Director & CEO and Executive Leadership Team (ELT) are responsible for encouraging a culture of care across the organisation through genuine and transparent leadership in delivering the Company's purpose and its strategy.

Company Secretary

On 12 July 2024 Rebecca Gordon replaced Joanne McDonald as IGO's Company Secretary. On 20 February 2025, Cameron Wilson was appointed as an additional Company Secretary of the Company. Ms Gordon is the primary Company Secretary and person responsible for communications with the ASX in relation to ASX Listing Rule matters.

IGO's Company Secretary is accountable to the Board, through the Chair, on all governance matters and supports the proper functioning of the Board. Directors communicate directly with the Company Secretary to gain advice and support. The appointment or removal of the Company Secretary requires Board approval.

The qualifications and experience of the Company Secretaries are set out in the 2025 Annual Report.

Succession and recruitment

Before a new Director or senior executive is proposed for appointment, appropriate background checks are conducted which include checks on that person's character, experience and education. Directors and senior executives receive a formal written agreement which sets out the key terms, conditions and expectations of their engagement.

A profile of each director is included in the Annual Report. When candidates are presented to shareholders for election or re-election, all material information relevant to making an informed voting decision is included in the Notice of Meeting.



Evaluating performance

IGO engages the services of a specialist third party to assist with the annual Board evaluation process which includes the completion of a comprehensive survey. During this year's evaluation, a range of feedback on the performance of the Board and its Committees was received.

The process for evaluating the performance of senior executives is carried out within the framework of the Company's Remuneration and Reward Standard and delegations set out in the People, Performance & Culture Committee Charter which can be found in the Governance section of our website. Evaluations are conducted annually. The evaluation of the Managing Director & CEO was conducted by the Board. The evaluations of other senior executives are conducted by the Managing Director & CEO, through a structured interview process, and

presented to the People, Performance & Culture Committee. The most recent evaluations were carried out, in accordance with the process disclosed, during the period June to July 2025 to assess FY25 performance.

Diversity and equal employment opportunity

IGO is committed to the recruitment, engagement, development and retention of a diverse workforce across all levels of the organisation and has a range of initiatives and programs to achieve this commitment.

We do this because it is good for our business and the right thing to do for our people and communities. We recognise that our ability to appreciate and utilise the skills, characteristics and experiences that our employees bring to the organisation makes us stronger and will be a fundamental element to our continued success.

IGO's Diversity and Equal Employment Opportunity Standard includes targets and practices that promote diversity. A copy of this Standard, as well as a full copy of the most recent IGO Workplace Gender Equality Agency Report can be found in the Governance section on IGO's website.

At IGO, diversity, inclusion and equal opportunity is not just about gender diversity. IGO has a number of measurable objectives and supporting programs of work that focus on fostering inclusivity and improving a diverse representation of people across the business.

For more information about the Company's commitment to greater diversity and equal opportunity across the organisation, and the progress that we have made in FY25, please see the Our People section in the 2025 Sustainability Report which can be found on our website.

Structure the Board to be effective and add value

As at 27 August 2025, the period in office of each of the Non-executive Directors was as follows:

Director	Title	Tenure	Qualifications
Michael Nossal	Non-executive Chair	4 years	BSc, MBA, FAusIMM
Trace Arlaud	Non-executive Director	3 years	BSc (Geology and Geophysics) (Hons), Grad Dip Mining, M.Eng Mining
Debra Bakker	Non-executive Director	8 years	MAppFin., BBus. (FinAcc), Grad Dip FINISIA, GAICD
Marcelo Bastos	Non-executive Director	1 year	BEng, MBA
Samantha Hogg	Non-executive Director	2 years	BCom (Commerce)
Justin Osborne¹	Non-executive Director	2 years	BSc (Geology) Hons, MAICD, FAusIMM, FSEG
Keith Spence	Non-executive Director	10 years	BSc (Geophysics) (Hons)
Ivan Vella	Managing Director and CEO	1 year	BBus, MBus, MBA
Xiaoping Yang	Non-executive Director	4 years	PhD ChemE, MBA

In making assessments of independence, the Board followed the evaluation criteria of the Board's guidelines on director independence which is set out in the Company's Board Charter. These guidelines conform with the guidelines of the ASX Corporate Governance Council. The skills, experience, expertise and independence status of each Director, including current and former directorships and length of service, are set out in more detail in the Board Profile section in the 2025 Annual Report as well as on the Leadership page on our website.

1. Mr Osborne resigned from his role as Non-executive director effective 15 August 2025.

Board profile

Board composition

The IGO Board consists of eight Directors. Ivan Vella is the Managing Director & CEO. All other Directors (including the Chair) are considered to be independent and Non-executive.



Ivan Vella

**Managing Director and
Chief Executive Officer**
Age 49 | BBus, MBus, MBA



Michael Nossal

Non-executive Chair
Age 67 | BSc, MBA, FAusIMM



Trace Arlaud

Non-executive Director
Age 56 | BSc (Geology and Geophysics) (Hons),
Grad Dip Mining, M.Eng Mining



Debra Bakker

Non-executive Director
Age 59 | MAppFin., BBus. (Accounting and Finance),
Grad Dip FINSIA, GAICD



Marcelo Bastos

Non-executive Director
Age 62 | BEng, MBA



Samantha Hogg

Non-executive Director
Age 58 | BCom (Commerce), MAICD



Justin Osborne¹

Non-executive Director
Age 58 | BSc (Geology) Hons, MAICD,
FAusIMM, FSEG



Keith Spence

Non-executive Director
Age 71 | BSc (Geophysics) (Hons)



Xiaoping Yang

Non-executive Director
Age 66 | PhD ChemE, MBA

1. Mr Osborne resigned from his role as Non-executive director effective 15 August 2025.

Board Committees

From 1 September 2024, the Board reduced to three Committees, as detailed below, that are structured in accordance with the ASX Recommendations and support the Board to effectively perform its responsibilities. The Committees focus on relevant responsibilities and provide informed feedback and make recommendations to the Board. In line with IGO's policy and commitment to best practice corporate governance, the Board reviews the membership of the Committees on an annual basis.

Each Committee has a Charter that outlines the roles and responsibilities of the Committee and its members. During the year, all Charters were reviewed and updated as necessary. The Charters can be found in the Governance section on our website.

Directors are welcome to attend any Committee meeting, and the number of times each Committee met during FY25 and the individual attendance of the members at those meetings can be found in the Directors' Report in IGO's 2025 Annual Report on our website.

Following the FY25 Board review process, the Board determined to make certain changes to the membership of its committees, as reflected below. The Board also decided to deal with nomination and governance matters as a full Board and therefore disbanded the Nomination and Governance Committee as of 1 September 2024.

Membership	Tenure	Role of the Committee
Audit & Risk Committee		
Samantha Hogg (Chair)	Chair: 1 February 2023 - Present Member: 1 February 2023 - Present	To assist the Board in fulfilling its oversight responsibilities in relation to the Company’s Risk Management System and to monitor the effectiveness of the control environment of IGO in the areas of balance sheet risk, relevant legal and regulatory compliance, financial reporting and External Audit and Internal Audit.
Debra Bakker	29 January 2018 - Present	
Xiaoping Yang	26 January 2021 - Present	
Marcelo Bastos	1 September 2024 - Present	
Trace Arlaud	1 September 2024 - Present	
Keith Spence	1 January 2021 – 31 August 2024	
People, Performance & Culture Committee		
Debra Bakker (Chair)	Chair: 1 January 2021 – Present Member: 23 January 2017 - Present	To assist the Board on organizational development and culture including IGO’s workplace diversity and inclusion, and establishing IGO’s remuneration framework and relevant policies and practices to attract, retain, reward and motivate a diverse workforce.
Justin Osborne	6 December 2022 - 15 August 2025	
Samantha Hogg	1 September 2024 - Present	
Xiaoping Yang	1 September 2024 - Present	
Michael Nossal	26 January 2021 – 31 August 2024	
Sustainability Committee		
Marcelo Bastos (Chair)	Chair: 1 September 2024 - Present Member: 1 September 2024 - Present	To assist the Board in fulfilling its oversight responsibilities in relation to the Company’s sustainability policies and practices in safety and wellbeing, environment, climate change and decarbonisation, human rights, Traditional Owners and communities, heritage and land access.
Keith Spence	Chair: 1 January 2021 – 31 August 2024 Member: 23 January 2015 – Present	
Trace Arlaud	6 December 2022 - Present	
Justin Osborne	1 September 2024 - 15 August 2025	
Michael Nossal	26 January 2021 – 31 August 2024	
Xiaoping Yang	26 January 2021 – 31 August 2024	
Nomination & Governance (disbanded 1 September 2024)		
Justin Osborne (Chair)	Chair: 17 November 2022 – 1 September 2024 Member: 17 November 2022 – 1 September 2024	To assist the Board to review Board composition (including identifying candidates for the Board), director independence, succession, performance and relevant policies and practices.
Keith Spence	26 January 2021– 1 September 2024	
Trace Arlaud	6 December 2022 – 1 September 2024	

1. Tenure refers to time as a member unless otherwise detailed.



Board appointments

The Board regularly evaluates its membership to ensure it has the suitable combination of skills, qualities, knowledge, experience and capabilities to fulfil the current and future needs of the Company. In accordance with the Company's Diversity, Inclusion and Equal Employment Opportunity Standard, the Board seeks members with demonstrable skills, qualities, capability, and experience with the ability to challenge existing practices and processes to ensure their relevancy and function as a cohesive team. The Board recognises the importance of diversity of thought, skills, and experience, and when the search for a new director is required, external advisors are engaged to ensure a diverse and wide range of candidates are considered.

IGO has a director induction program for any new directors joining the Board. This includes interactions with the ELT and other employees to gain an understanding of the Company. IGO also funds and encourages any new Directors to complete the Australian Institute of Company Directors (AICD) Company Directors Course if they have not already done so.

During the year, the Board continued to focus on its succession process to ensure the Board has the right balance of skills, experience and diversity to effectively govern IGO. This process resulted in the decision to commence a measured renewal and succession process.¹

As a part of this process, Justin Osborne resigned from the Board effective 15 August 2025. Xiaoping Yang and Keith Spence have also indicated their intention to retire prior to the Company's Annual General Meeting in November 2025.

1. Refer to ASX announcement, Board Renewal and Succession, 27 June 2025.

Board skills matrix

The Board actively seeks to make sure that its' Directors have the right balance of skills and experience to effectively perform its duties and govern the Company in accordance with best practices and highest standards of corporate governance.

This year the Board used a specialist third party to conduct a comprehensive review of the current skills and experience of the Board. The combination of skills and experience required by Board members were chosen to align with IGO's strategy, as well as current and emerging risks, challenges and opportunities related to the Company and the mining industry. This year, we included climate skills as part of our annual Board evaluation process, in readiness for the upcoming Australian Accounting Standards Board (AASB) S2 Climate-related Disclosures.

The Board Skills Matrix illustrates that the Board has a diverse set of knowledge and experience. Gaps in skills or experience will be addressed through succession planning, the expertise of the ELT and external advisors, and targeted education sessions during FY26. The FY25 Board skills matrix is published in the 2025 Annual Report.

Skill/Experience	Michael Nossal	Ivan Vella	Trace Arlaud	Debra Bakker	Samantha Hogg	Justin Osborne	Keith Spence	Xiaoping Yang	Marcelo Bastos
Critical skills									
Leadership experience	●	●	●	●	●	●	●	●	●
Strategy oversight	●	●	●	●	●	●	●	●	●
Mining sector experience	●	●	●	●	●	●	●	●	●
Major mining projects oversight	●	●	●	●	●	●	●	●	●
Mergers, acquisitions and divestments oversight	●	●	●	●	●	●	●	●	●
Downstream processing experience	●	●	●	●	●	●	●	●	●
Innovation and disruption oversight	●	●	●	●	●	●	●	●	●
Battery metal products experience	●	●	●	●	●	●	●	●	●
General skills									
Safety oversight	●	●	●	●	●	●	●	●	●
Risk management oversight	●	●	●	●	●	●	●	●	●
Financing / funding oversight	●	●	●	●	●	●	●	●	●
Corporate governance experience	●	●	●	●	●	●	●	●	●
Talent, diversity and remuneration oversight	●	●	●	●	●	●	●	●	●
Culture oversight	●	●	●	●	●	●	●	●	●
Sustainability oversight (including Climate Change)	●	●	●	●	●	●	●	●	●
Major change and transformation oversight	●	●	●	●	●	●	●	●	●
Accounting and financial reporting oversight	●	●	●	●	●	●	●	●	●
Government engagement oversight	●	●	●	●	●	●	●	●	●
Communications and external affairs oversight	●	●	●	●	●	●	●	●	●
Environmental impact oversight	●	●	●	●	●	●	●	●	●
Regulatory engagement and legal oversight	●	●	●	●	●	●	●	●	●
Technology, data and digital oversight	●	●	●	●	●	●	●	●	●

● **Expert** – This skill assessment implies Directors are reasonably recognised by board peers as an expert in these areas on the basis of extensive practical experience/senior oversight relevant to IGO.
 ● **Advanced** – This skill assessment implies Directors have strong understanding of the concepts, issues and common oversights within these areas, built on repeated practical experience relevant to IGO.
 ● **General** – This skill assessment implies Directors have good general awareness and understanding of these areas as relevant to IGO.
 ● **Limited** – This skill assessment implies Directors are new to the area and have an early-stage understanding of these areas as relevant to IGO.



Ongoing professional development

IGO promotes continuing the professional development of its Directors to ensure that they maintain an appropriate understanding of the Company's operations and stay at the forefront of expertise in director-related matters.

Our program of continuing education includes:

- internal and external presentations on key topics related to our operations and the industry within which IGO operates;
- workshops on cultural heritage and awareness;
- risk and compliance, and corporate governance updates;
- site visits to IGO operated and/or Joint Venture operations;
- opportunities to engage with key members of management; and
- support to pursue individual personal development opportunities and participate in external courses and conferences.



**Instill a culture of
acting lawfully,
ethically and
responsibly**

Our values

IGO's values reflect our unique culture and guide our people to embody the IGO difference.

Be better together

We act safely and with care, to the strengths of our people. We empower, support and respect each other.

Ignite the spark

We seek, question, innovate and create. We know that without a burning curiosity and bright thinking, we risk missing the really big opportunities.

See beyond

We know that our actions today will impact the world of tomorrow. We believe our people, community and the environment really matter.

Run through the sprinklers

We find the fun in what we do. When our workplaces are healthier and happier, we are better.

Never stand still

We are bold, adventurous and excited for the future. We imagine new opportunities and seek new horizons.



Code of Conduct

At IGO, behaving honestly, transparently and with accountability is the responsibility of everyone. This ensures that interactions with employees, business partners, investors, regulators and the community are aligned with our values and purpose.

IGO actively promotes ethical and responsible decision-making by clearly stating our values and purpose in our Code of Conduct. Our purpose and values guide not only what we do, but how we do it. Our Code of Conduct is supported by a system of internal controls, our risk management process and our corporate governance framework, and a healthy corporate culture, which have been put in place to drive continuous improvement and promote responsible conduct. The Code of Conduct applies equally to our Board, our employees, our suppliers and our contractors.

Anti-Bribery and Corruption Standard

IGO has a strict policy of zero tolerance for bribery and corruption. Our Business Integrity Policy and Anti-Bribery and Corruption Standard prohibit fraud, bribery and corruption in any form, and any conduct that is not in line with the Company's values or that does not promote the highest standards of ethical and lawful behaviour.

Speak up Standard

IGO promotes a safe and inclusive work environment which encourages our people to speak up when our values and required standard of conduct are not being followed.

Our Whistleblower Policy encourages the raising of concerns about actual or suspected unethical or inappropriate behaviour without fear of reprisal or detrimental treatment.

Our Speak Up Standard details various means for anyone to report a concern. Reports can be made directly to the Company via our Speak Up Protection Officers or anonymously through our 24/7 whistleblower helpline.

Dealing in Securities Standard

Our Dealing in Securities Standard provides guidance on inside information, insider trading and dealing in IGO securities. The Standard sets out the rules to assist in preventing breaches of the insider trading provisions under the *Corporations Act 2001* and provides best practice for dealing in IGO securities including the misuse of undisclosed information which could materially affect the value of the Company's securities. The Standard further details blackout periods, during which our Directors, ELT and other select employees are restricted from trading and also the requirement for this group of restricted employees to apply for authority to trade at all times.

The Standard also contains a restriction on any employee or Director securing Company's shares by way of margin loans and other derivative trading methods. Directors and employees are prohibited from entering into transactions or arrangements which limit the risk of participating in unvested employee entitlements (i.e. hedging arrangements). The Dealing in Securities Standard can be found in the Governance section of our website.

Human Rights Policy and Modern Slavery

IGO is committed to safeguarding the fundamental human rights of our people, the communities in which we operate and those within our supply chains. In doing this, our response to modern slavery is embedded in our sustainability framework, and appropriate measures are in place to ensure modern slavery risks are identified, managed and addressed in both our operations and our suppliers' operations.

During the year, IGO complied with its mandatory reporting requirements under the *Modern Slavery Act 2018* and published its fifth Modern Slavery Statement.

Further details on IGO's response to Modern Slavery can be found in IGO's fifth Modern Slavery Statement along with our Human Rights Policy in the Governance section on our website

Training and reporting

To ensure our people are kept informed of their responsibilities and standards of behaviour, training is provided on IGO's corporate governance standards, including the Code of Conduct, Anti-Bribery and Corruption Standard, Speak Up Standard and Dealing in Securities Standard. This training is also provided to new employees as part of the induction process.

Management report to the Board any material breaches under the Code of Conduct, Anti-Bribery and Corruption Standard, Speak Up Standard and Fraud controls.



Safeguard the integrity of corporate reports

The Board has an Audit & Risk Committee (ARC), structured in accordance with the ASX Recommendations, and the Committee's Charter can be found in the Governance section of our website. Since February 2023, the Chair of the ARC has been Samantha Hogg. The other current members of the ARC are detailed under Structure the Board to be Effective and Add Value and in our 2025 Annual Report. All the members of the ARC are independent, Non-executive Directors.

The Managing Director & CEO and Chief Financial Officer provided a declaration in accordance with Section 295A of the Corporations Act 2001 (Cth) that, in their opinion, the financial records of the entity have been properly maintained and that the FY24 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.

A similar declaration is also provided in relation to the half-year accounts. The ARC reviews and makes recommendations to the Board regarding approval of all financial reports. Where a periodic corporate report is not required to be audited by an external auditor, management conducts a similar internal verification processes as followed for an external audited report, but does not engage in an external audit process. This process includes layers of peer review, subject matter experts, and Board approval where appropriate, to ensure the report is materially accurate, balanced and provides investors with appropriate information to make informed investment decisions.



Make timely and balanced disclosure

We are committed to keeping our shareholders and the investment market informed in a timely manner and to comply with IGO's continuous disclosure obligations. To enable this, the Company has a Continuous Disclosure and Information Standard, which outlines the processes and practices and to whom they apply, to safeguard against breaches of the insider trading provisions of the Corporations Act 2001 and ensure compliance with IGO's continuous disclosure obligations of the ASX Listing Rules.

The Company Secretary is responsible for ensuring the Company complies with ASX Listing Rules and is responsible for communicating with the ASX. When the Company gives a material investor presentation, a copy of the presentation is disclosed to the market prior to the presentation taking place. To ensure our Board is kept informed of all information being disclosed to the market, all market announcements are circulated to the Board immediately after they have been made.

Our Continuous Disclosure and Information Standard can be found in the Governance section of our website.



Respect the rights of shareholders

IGO values the rights of shareholders and recognises that all stakeholders are entitled to be informed in a timely, fair and unbiased and accessible manner on all major developments affecting the Company. IGO understands that existing and potential investors may occasionally seek information about the Company to gain a greater understanding of our governance practices, business activities and performance and IGO facilitate this through the following means.

Analyst briefings and presentations for each quarterly report during FY25 were webcast live. Details to the webcasts are released to the ASX to allow shareholders to either listen live or at a later date.

Webcasts are available on our website for a substantial period of time after the live webcast.

Website

Our website is an essential communication tool and is located at www.igo.com.au. Shareholders can access information about our Board and ELT, our purpose and values, strategy, operations, development opportunities, exploration programs, corporate governance and sustainability practices and investor information. Our stakeholders can contact us through our website and the relevant contact details are available under our Company Directory on our website. Shareholders can also contact our share registry, Computershare, by phone or email, and elect to receive communications electronically.

Annual General Meeting (AGM)

Our AGM provides our shareholders the opportunity to receive an update from our Board and ELT on the Company's performance and ask questions. Our ELT and external auditor also attend and are available to answer any relevant questions. Our 2024 AGM took the form of a hybrid meeting which allowed those shareholders unable to attend in person the opportunity to follow the meeting, ask questions and vote in real time during the meeting.

All resolutions at the AGM are decided by a poll.

A recording of the AGM will be made available on our website, enabling people who cannot attend to view proceedings. Copies of the Chair and Managing Director & CEO's presentations are lodged with the ASX immediately prior to any shareholder meeting and placed on our website.

Engaging with our Shareholders

We recognise that effective two-way communication is important to our shareholders and wider investment community. Our investor engagement program supports the flow of information and feedback and includes, but is not limited to:

- analyst and investor briefings;
- interactive quarterly analyst and investor presentations;
- site tours and strategy days for analyst and institutional investors;
- annual proxy advisor and investor ESG roadshow; and
- regular engagement with the Australian Shareholders' Association.



Recognise and manage risk

For IGO, effective management of risk is imperative in order to live our purpose and deliver on our strategy. We believe good risk management enables us to safeguard our people, assets, reputation and the environment, and serves the long-term interests of all of our stakeholders.

Risk management at IGO is overseen by the Board through the Audit and Risk Committee (ARC). The ARC operates in accordance with an approved ARC Charter and assists the Board in overseeing and monitoring the enterprise risk management (ERM) framework.

Our risk management methodology is aligned to the principles of the International Standard for Risk Management ISO:31000 and is structured in accordance with the ASX Corporate Governance Principles and Recommendations.

IGO's ERM framework is designed to provide the ARC and the Board with sufficient oversight to satisfy itself that management:

- does not exceed the Board's agreed risk appetite unless approved by the Board;
- has an effective system to understand and mitigate risks to the business; and
- regularly ensures that our critical controls, established to minimise the likelihood of a material risk occurring or to mitigate its impact should it occur, are operating effectively.

Our risk management framework is based on the three lines model, fostering a collaborative approach in the identification and management of risk, and implementation and assessment of controls, providing

necessary assurances to the Board that we continue to manage our material risks appropriately.

In carrying out its risk management oversight responsibilities, the Audit and Risk Committee received and considered a number of updates on IGO's risk management framework during the reporting period. The ARC is satisfied that the framework supports a sound system of risk management, with due regard to the risk appetite set by the Board.

Internal Audit

Internal audit is overseen by the ARC, in accordance with the Internal Audit Charter. The purpose of Internal Audit is to provide independent, objective assurance and consulting services designed to evaluate and improve the effectiveness of risk management, internal controls and governance processes.

A three-year internal audit plan is formulated based on a review of IGO's material risks and other considerations, and a defined set of risk management processes are selected for audit. This plan is reviewed on an annual basis. IGO's internal audit services are coordinated by an independent internal auditor. It is noted that, given the specialist nature of the various processes subject to review, IGO engages subject matter experts to assist the internal auditor as required. Key findings from internal audit reviews are reported to both IGO's ELT and the ARC. The Internal Auditor reports to the ARC on a quarterly basis and they have direct access to each other and seek information and explanations as required.

Material exposure to economic, environmental and social sustainability risks

The Company has material exposure to a range of economic, environmental and social sustainability risks, including exposure to commodity and foreign exchange market fluctuations and changes in environmental, social and governance legislation. To assist with the management of its exposure to commodity and foreign exchange market fluctuations, the Company has established IGO Group Financial Control Standard 3 – Financial Risk Management which is overseen by the ARC. The ARC makes recommendations to the Board on hedging policies and considers relevant financial risk management strategies.

A robust process has also been established to identify, assess, and monitor material exposure to environmental and social risks. Through comprehensive risk assessments, we evaluate potential impacts on the environment, local communities, and other stakeholders.

This allows us to understand the extent of these risks and their significance to our operations.

Our Board continue to oversee the alignment of our remuneration policies and practices with our purpose, strategy and values and has clearly defined remuneration structures for Directors and senior executives.

The full details of these remuneration structures and actual remuneration of these persons during the year ended 30 June 2025 is set out in the Remuneration Report, which can be found within the 2025 Annual Report.





Remunerate fairly and responsibly

Our Board continue to oversee the alignment of our remuneration policies and practices with our purpose, strategy and values and has clearly defined remuneration structures for Directors and senior executives.

The full details of these remuneration structures and actual remuneration of these persons during the year ended 30 June 2025 is set out in the Remuneration Report, which can be found within the 2025 Annual Report.

Company information



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Contact details

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South Perth WA 6151
PO Box 496 South Perth WA 6951

Stock exchange listing

IGO Limited is listed on Australian Securities Exchange (ASX: IGO).
The Company has been listed since 17 January 2002, having traded as
Independence Gold NL from 17 January 2002 to 19 December 2003,
Independence Group NL from 19 December 2003 until
17 January 2020 and IGO Limited since 17 January 2020.

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

IGO Limited

ABN/ARBN

46 092 786 304

Financial year ended:

30 June 2025

Our corporate governance statement¹ for the period above can be found at:²

- ☐ These pages of our annual report:
- ☒ This URL on our website: www.igo.com.au/site/our-business/governance

The Corporate Governance Statement is accurate and up to date as at 28 August 2025 and has been approved by the board.

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

Date: 28 August 2025

Name of authorised officer
authorising lodgement:

Rebecca Gordon – Company Secretary

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.	<input checked="" type="checkbox"/> Under the heading Roles and Responsibilities of the Board and Management and we have disclosed a copy of our board charter at: www.igo.com.au/site/our-business/governance	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	<input checked="" type="checkbox"/> Under the heading Succession and Recruitment.	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/> Under the heading Succession and Recruitment.	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	<input checked="" type="checkbox"/> Under the heading Company Secretary.	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> 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.entityname.com.au/corporate governance/charters/”).

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.

Key to Disclosures Corporate Governance Council Principles and Recommendations

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
<p>1.5 A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of our diversity policy at: www.igo.com.au/site/our-business/governance</p> <p>and we have disclosed the information referred to in paragraph (c) within the Our People section of our Sustainability Report and the Sustainability Databook</p> <p>and as IGO 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.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) under the heading Evaluating Performance and whether a performance evaluation was undertaken for the reporting period in accordance with that process under the heading Evaluating Performance.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) under the heading Evaluating Performance and whether a performance evaluation was undertaken for the reporting period in accordance with that process under the heading Evaluating Performance.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <u>OR</u></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively under the heading Board Committees.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
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.	<p><input checked="" type="checkbox"/> and we have disclosed our board skills matrix under the heading Board Skills Matrix.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors under the heading Board Composition and the length of service of each director under the heading Structure the Board to be Effective and Add Value.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/> under the heading Board Composition.	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	<input checked="" type="checkbox"/> under the heading Board Composition.	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/> under the heading Board Appointments.	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values under the heading Our Values.	<input type="checkbox"/> set out in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at www.igo.com.au/site/our-business/governance	<input type="checkbox"/> set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at www.igo.com.au/site/our-business/governance	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy within our Business Integrity Policy at www.igo.com.au/site/our-business/governance	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of the charter of the committee at: www.igo.com.au/site/our-business/governance and the information referred to in paragraphs (4) and (5) under the heading Structure the Board to be Effective and Add Value and Meetings of Directors in the 2025 Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.2	<p>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.</p>	<p><input checked="" type="checkbox"/> under the heading Safeguard the Integrity of Corporate Reports.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.3	<p>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.</p>	<p><input checked="" type="checkbox"/> under the heading Safeguard the Integrity of Corporate Reports.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at www.igo.com.au/site/our-business/governance	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/> under the heading Make Timely and Balanced Disclosure.	<input type="checkbox"/> set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/> under the heading Make Timely and Balanced Disclosure.	<input type="checkbox"/> 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.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at www.igo.com.au/site/our-business/governance	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/> under the heading Respect the Rights of Shareholders.	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders under the heading Respect the Rights of Shareholders.	<input type="checkbox"/> set out in our Corporate Governance Statement
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	<input checked="" type="checkbox"/> under the heading Respect the Rights of Shareholders.	<input type="checkbox"/> set out in our Corporate Governance Statement
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	<input checked="" type="checkbox"/> under the heading Respect the Rights of Shareholders.	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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 7 – RECOGNISE AND MANAGE RISK			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of the charter of the committee at www.igo.com.au/site/our-business/governance and the information referred to in paragraphs (4) and (5) under the heading Board Committees and Meetings of Directors in the 2025 Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/> and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period under the heading Recognise and Manage Risk.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/> and we have disclosed how our internal audit function is structured and what role it performs under the heading Internal Audit.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks under the heading Material Exposure to Economic, Environmental and Social Sustainability Risks and, if we do, how we manage or intend to manage those risks under the heading Material Exposure to Economic, Environmental and Social Sustainability Risks.	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, 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 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of the charter of the committee at www.igo.com.au/site/our-business/governance and the information referred to in paragraphs (4) and (5) under the heading Board Committees and Meetings of Directors in the 2025 Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
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.	<p><input checked="" type="checkbox"/> 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 within the Remuneration Report section of the 2025 Annual Report.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>	<p><input checked="" type="checkbox"/> and we have disclosed our policy on this issue or a summary of it in our Dealing in Securities Standard at www.igo.com.au/site/our-business/governance</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>