

# Hexima Limited

## Corporate Governance Statement

The Board of Hexima Limited (**Hexima**) is committed to maximising performance, generating appropriate levels of shareholder value and sustaining the growth and success of Hexima. With these objectives in mind, the Board is concerned in ensuring that Hexima is properly managed to protect and enhance shareholder interests and that Hexima, its directors, officers and employees, operate in an appropriate environment of corporate governance. Accordingly, the Board has created a framework for managing Hexima including adopting corporate governance policies and practices which it believes are appropriate for Hexima's business and which are designed to promote the responsible management and conduct of Hexima.

The ASX Corporate Governance Council has developed and released corporate governance recommendations for Australian listed entities (the **Recommendations**) in order to promote investor confidence and assist companies in meeting shareholder expectations. The Recommendations are set out in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations (4<sup>th</sup> Edition)*. Under the ASX Listing Rules, Hexima is required to provide a statement in its annual report disclosing the extent to which it has followed the Recommendations in the relevant reporting period. Where Hexima does not follow a Recommendation, it must identify the Recommendation that has not been followed and give reasons for not doing so.

This statement describes Hexima's position in relation to each of the Recommendations as at 26 August 2021.

## ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

ASX Recommendation (4th edition)	Compliance (Yes/No)	Explanation
<p><b>Principle 1 – Lay solid foundations for management and oversight</b></p> <p>A listed entity should clearly delineate the respective roles and responsibilities of its board and management and regularly review their performance.</p>		
<p>1.1</p>	<p>A listed entity should disclose:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p>	<p>Yes</p> <p><b><u>The Board</u></b></p> <p>Hexima’s constitution (“<b>Constitution</b>”) provides that the business of Hexima will be managed by the Board. The Board operates under a board charter (“<b>Board Charter</b>”), a copy of which is available on Hexima’s website <a href="http://www.hexima.com.au">www.hexima.com.au</a>. The key roles and responsibilities of the Board are set out in the Board Charter.</p> <p><b><u>Senior management</u></b></p> <p>The Board Charter also sets out the key roles and responsibilities of senior management, including those specifically delegated to the Chief Executive Officer and the Company Secretary. To assist in the execution of the Board’s responsibilities, the Board has established the following two committees of the Board (each a “<b>Board Committee</b>”): the Audit and Risk Management Committee and the Remuneration and Nomination Committee. The key responsibilities of each Board Committee are set out in their respective charters (which are also available on the Company’s website). The Board Committees do not take action or make decisions on behalf of the Board unless specifically mandated by prior Board authority to do so.</p>
<p>1.2</p>	<p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</p> <p>(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.</p>	<p>Yes</p> <p>The Constitution sets out the process of appointment, retirement and rotation of directors.</p> <p>In accordance with the Board Charter, before a person is appointed as a director or is put forward to shareholders as a candidate for election as a director, Hexima will ensure that appropriate checks are undertaken, including checks as to the person’s character, experience, education, criminal record and bankruptcy history.</p> <p>The Remuneration and Nomination Committee is responsible for reviewing potential candidates for directorship and making a recommendation to the Board. In addition, each candidate for directorship is required to be interviewed by the Chief Executive Officer and the Chair.</p> <p>The Board will provide shareholders with all material information in the possession of Hexima relevant to a decision on whether or not to elect or re-elect a person as a director.</p>

ASX Recommendation (4th edition)	Compliance (Yes/No)	Explanation
1.3 A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	In accordance with the Board Charter, the appointment of any new director of Hexima and each senior executive will be made by, and in accordance with, a formal letter of appointment or written agreement setting out the key terms and conditions relative to that appointment. Each of Hexima's executive directors and senior executives have entered into employment agreements with Hexima, and each of Hexima's non- executive directors have signed appointment letters with Hexima.
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.	Yes	In accordance with the Board Charter, the decision to appoint or remove the company secretary must be made or approved by the Board. The company secretary of Hexima is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board. The key roles and responsibilities of the company secretary are set out in the Board Charter.
1.5 A listed entity should:  (a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;  (b) disclose that policy or a summary of it; and  (c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:  (1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or  (2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the	No	Hexima has adopted a Diversity Policy, a copy of which is available on Hexima's website. Hexima values the competitive advantage that diversity (which includes but is not limited to gender, age, ethnicity and cultural background) brings. Hexima understands that promoting diversity can enrich its perspective, improve corporate performance, increase shareholder value and maximise the probability of achievement of Hexima's goals.  The Company is committed to providing an environment in which all employees are treated with fairness and respect, and have equal access to opportunities available in the workplace.  As at 26 August 2021 the Group had seventeen (17) employees or contractors, of which nine (9) were female. The senior leadership team consists of four (4) executives who are employees that report directly to the Chief Executive Officer. Three (3) members of this senior leadership team are female. There are currently six (6) Directors on the Board, two (2) of which are female.  It is not considered practical to set measurable targets with regard to diversity at this point in time. The Company is nonetheless committed to recruiting employees from a diverse pool of qualified candidates.  All executives, managers and employees are responsible for promoting workplace diversity.

ASX Recommendation (4th edition)		Compliance (Yes/No)	Explanation
	entity's most recent "Gender Equality Indicators", as defined in and published under that Act.		
1.6	<p>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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	Yes	<p>Hexima has adopted a Process for Evaluation of Performance, which is available on Hexima's website. The Process for Evaluation of Performance sets out how the performance of the Board, the Board Committees and individual directors will be assessed.</p> <p>An evaluation of Board performance was conducted during FY2021.</p>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	Yes	<p>Hexima's Process for Evaluation of Performance discloses a process for evaluating its senior executives.</p>
<p><b>Principle 2 - Structure the board to add value</b></p> <p>The board of a listed entity should be of an appropriate size and collectively have the skills, commitment and knowledge of the entity and the industry in which it operates, to enable it to discharge its duties effectively and to add value.</p>			
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>	Yes	<p>The Board has established a Remuneration and Nomination Committee governed by the Remuneration and Nomination Committee Charter adopted by the Board, a copy of which is available on Hexima's website. The Remuneration and Nomination Committee Charter sets out the roles, responsibilities, composition, structure and membership requirements of the Committee.</p> <p>The Committee is comprised of at least three members, a majority of whom are independent directors: Scott Robertson (non-executive director, independent), Justin Yap (non-executive director) and Jonathan West (non-executive director and Chairman, independent).</p>

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	<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>The Board is required to disclose the number of times the Remuneration and Nomination Committee met throughout the relevant reporting period, and the individual attendances of the members at those meetings. Details of the meetings will be provided in the Company's annual reports.</p>
2.2	<p>A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.</p>	No	<p>The Remuneration and Nomination Committee is responsible for preparing (and updating as and when required) a Board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.</p> <p>The Company has not disclosed the Board skills matrix. Instead, in the Director's Report included in the Annual Report of the Company, the skills, experience and expertise of each Director is disclosed.</p>

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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, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	Yes	<p>The Board comprises 6 members, two of whom Hexima considers to be independent: Scott Robertson (non-executive director) and Jonathan West (non-executive director and Chairman). Hexima's remaining non-executive director, Justin Yap, is not considered to be independent given a related party of Mr Yap is a substantial shareholder in Hexima.</p> <p>The remaining three seats on Hexima's Board are filled by three executive directors: Michael Aldridge (CEO), Nicole van der Weerden (COO) and Marilyn Anderson (Chief Science Officer).</p> <p>The Board Charter sets out guidelines for the purpose of determining independence of Hexima directors in accordance with the Recommendations and has adopted a definition of independence that is based on that set out in the Recommendations.</p> <p>The Remuneration and Nomination Committee will regularly assess the independence of each non-executive director, which will take place at least annually at or around the time that the Remuneration and Nomination Committee considers candidates for election to the Board. In the case of a change in a non-executive director's interests, positions or relationships, the assessment should be made as soon as practicable after the Remuneration and Nomination Committee becomes aware of the change.</p> <p>As disclosed in Hexima's prospectus dated 14 October 2020, all executive and non-executive directors have received options in Hexima, and Nicole van der Weerden, Marilyn Anderson Jonathan West and Steven Skala (alternate director) also hold shares in Hexima. The directors have received their options in lieu of remuneration and the Board does not consider that the granting of these options to non-executive directors has compromised their status as independent.</p> <p>Length of service of each director is detailed within the Annual Report of the Company.</p>
2.4	A majority of the board of a listed entity should be independent directors.	No	<p>Two of Hexima's directors are independent (Jonathan West and Scott Robertson) and the remaining four directors are not independent (Justin Yap, Nicole van der Weerden, Michael Aldridge and Marilyn Anderson).</p> <p>Accordingly, the Board consists of an equal number of independent and non-independent directors. The Board considers that each director adds significant value given their considerable skills and experience and brings objective and independent judgement to the Board.</p>

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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.	Yes	The Chairman, Jonathan West, is an independent director.  The Board supports the separation of the role of the Chair from that of the CEO. Hexima's CEO is Michael Aldridge.
2.6	A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	Yes	In accordance with the Remuneration and Nomination Committee Charter, the Committee is responsible for the implementing induction and continuing professional development programs for directors to develop and maintain the skills and knowledge needed to perform their role effectively.
<b>Principle 3 – Instil a culture of acting lawfully, ethically and responsibly</b>			
A listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly.			
3.1	A listed entity should articulate and disclose its values.	Yes	Hexima has adopted a Code of Conduct, available on its website. As stated in the Code of Conduct, all employees and representatives of Hexima are expected at all times to act consistently with the fundamental principles of Hexima, including ethical behaviour, honesty, integrity and respect. These principles are described in the Code of Conduct and are categorised as follows:  (a) Honesty, integrity and fairness. (b) Responsibilities to shareholders and financial markets. (c) Compliance with laws, policies and procedures. (d) Confidential information, privacy and maintenance of business records. (e) Conflicts of interest. (f) Engaging external personnel. (g) Employment practices. (h) Use of Group resources and information systems. (i) Sustainability.
3.2	A listed entity should:	Yes	Hexima has adopted a Code of Conduct, available on its website. The Code of Conduct applies to anyone who is employed by or works for Hexima or its subsidiaries as well as all contractors, consultants, agents and other intermediaries.

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	(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		Any material reports of unacceptable behaviour will be reviewed by the company secretary and reported to the Board.
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.	Yes	Hexima has adopted a whistleblower policy, a copy of which is available on Hexima's website. The policy includes that the Board will be informed of any material incidents reported under the policy as appropriate.
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or a committee of the board is informed of any material breaches of that policy.	Yes	Hexima's Anti-Bribery Policy is available on its website. Any breaches of the policy must be reported to the Board.
<b>Principle 4 – Safeguard integrity in corporate reporting</b>			
A listed entity should have appropriate processes to verify the integrity of its corporate reports.			
4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose:	Yes	The Board has established an Audit and Risk Management Committee, governed by the Audit and Risk Management Committee Charter. The Committee is comprised of at least three members, all of whom are non-executive directors and a majority of whom are independent directors: Scott Robertson (non-executive director) and Jonathan West (non-executive director and Chairman). The third member of this Committee, Justin Yap, is not an independent director. Jonathan West is the chairman of this Committee. The Board is satisfied that the composition of the Committee reflects an appropriate balance of independence, skills and experience for Hexima.  The Audit and Risk Management Committee Charter sets out the roles, responsibilities, composition, structure and membership requirements of the Audit and Risk Management Committee. The Board is required to disclose the number of times the Board and/or the



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	<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>Audit and Risk Committee met throughout the relevant reporting period, and the individual attendances of the members at those meetings. Details of the meetings will be provided in the Company's annual reports.</p> <p>The skills, experience and expertise of each of members of the Audit and Risk Management Committee is disclosed within the Annual Report of the Company.</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>	Yes	<p>Before the Board approves Hexima's financial statements for a financial period, it must receive from Hexima's CEO and Chief Financial Officer a declaration that, in their opinion, Hexima's financial records have been properly maintained, and that the financial statements comply with the appropriate accounting standards and give a true and fair view of Hexima's financial position and performance and that opinion has been formed on the basis of a sound system of risk management and internal control which is operating. Hexima does not have a CFO, but has appointed Helen Molloy as its Financial Controller. Helen will perform a role similar to a CFO and, alongside Hexima's CEO Michael Aldridge, will be responsible for providing the declaration.</p> <p>Hexima confirms that this process was followed in respect of its FY2021 Financial Statements.</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>	No	<p>In addition to its half-year and annual reports, the Company releases quarterly reports to the market in compliance with the ASX Listing Rules relating to quarterly reports, namely the Appendix 4C and quarterly market activity reports. These reports are not audited nor are they necessarily reviewed by an external auditor. In preparing such reports, the</p>

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			Financial Controller prepares the financial reports in accordance with accounting standards and the CEO and COO prepare the market activity reports. These documents then undergo a rigorous internal verification process.
4.4	A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	Yes	The lead partner of Hexima's external auditor is available to answer questions at the Hexima AGM
<b>Principle 5 – Make timely and balanced disclosure</b>			
A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.			
5.1	A listed entity should have and disclosed a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	Yes	<p>Hexima has adopted a Continuous Disclosure Policy for complying with its continuous disclosure obligations under the ASX Listing Rules (including Listing Rule 3.1) and the <i>Corporations Act 2001</i> (Cth) . A copy of the policy is available on Hexima's website.</p> <p>Hexima will disclose to ASX any information concerning Hexima which a reasonable person would expect to have a material effect on the price or value of Hexima' securities.</p> <p>Hexima's Continuous Disclosure Policy sets out the test for determining whether information is "price sensitive" and establishes –procedures to ensure that Hexima's directors, executive officers and employees are aware of, and fulfil their obligations in relation to, providing full disclosure of material information to Hexima' stakeholders and comply with Hexima's disclosure obligations under the Corporations Act and the ASX Listing Rules.</p> <p>Hexima is committed to observing its disclosure obligations under the ASX Listing Rules and the Act.</p> <p>Hexima must not disclose the information in any way until disclosure has been made to the ASX and Hexima has received acknowledgement from the ASX that the information has been released to the market.</p>
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made	Yes	Hexima's Continuous Disclosure Policy provides that Hexima must provide the Board with copies of all material market announcements promptly after they have been made.

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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.	Yes	Hexima's Continuous Disclosure Policy provides that any new and substantive investor or analyst presentation will be released on the ASX market announcements platform ahead of the presentation.
<b>Principle 6 – Respect the rights of security holders</b>			
A listed entity should provide its security holders with appropriate information and facilities to allow them to exercise their rights as security holders effectively.			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	Yes	Hexima has adopted a Shareholder Communication Policy. Under this policy, the "Corporate Governance" section on Hexima's website will contain information about the Company and its governance, copies of media releases, ASX announcements, annual reports, financial statements, notices of meeting of shareholders, copies of documents tabled at meetings of shareholders and any materials distributed at investor or analyst presentations.
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	Yes	<p>Consistent with its Shareholder Communication Policy, Hexima communicates information in a number of ways, including:</p> <ul style="list-style-type: none"> <li>(a) annual, half-yearly reports and, while applicable, quarterly reports;</li> <li>(b) ASX market disclosures in accordance with Hexima's Continuous Disclosure Policy;</li> <li>(c) updates on operations and developments;</li> <li>(d) announcements on Hexima's website;</li> <li>(e) market briefings; and</li> <li>(f) presentations at general meetings.</li> </ul> <p>Shareholders are encouraged to attend and participate at general meetings. To facilitate this, meetings will be held during normal business hours, at a place, or in a manner, convenient for the greatest possible number of shareholders to attend either in person or electronically. Hexima may use technology to facilitate participation at shareholder meetings, consistent with its Constitution.</p>
6.3	A listed entity should disclose the policies and processes it has in place to facilitate and	Yes	Hexima's Shareholder Communication Policy (a copy of which is available on Hexima's website) provides that shareholders are encouraged to attend and participate at general meetings. To facilitate this, meetings will be held during normal business hours, at a place,

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	encourage participation at meetings of security holders.		or in a manner, convenient for the greatest possible number of shareholders to attend either in person or electronically. Moreover, Hexima's Constitution allows shareholder meetings to be held electronically and provides each shareholder with the right to appoint a proxy, attorney or representative to vote on their behalf.
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.	Yes	Hexima's Shareholder Communication Policy provides that all substantive resolutions at a shareholder meeting will be decided by a poll rather than a show of hands.
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.	Yes	The "Corporate Governance" section on Hexima's website contains a link enabling shareholders to register to receive communications and shareholder materials from Hexima and its security registry electronically. Shareholders are also given the option to "subscribe" to investor updates, which they will receive via email.
<b>Principle 7 – Recognise and manage risk</b>			
A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.			
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</p>	Yes	<p>The Board has established an Audit and Risk Management Committee, governed by the Audit and Risk Management Committee Charter. The Committee is comprised of at least three members, a majority of whom are non-executive directors and independent directors: Scott Robertson (non-executive director) and Jonathan West (non-executive director and Chairman). The third member of the Committee, Justin Yap, is not considered to be independent. Jonathan West is the chairman of this Committee. The Board is satisfied that the composition of the Committee reflects an appropriate balance of independence, skills and experience for Hexima.</p> <p>The Audit and Risk Management Committee Charter sets out the roles, responsibilities, composition, structure and membership requirements of the Audit and Risk Management Committee.</p> <p>The Board is required to disclose the number of times the Board and/or the Audit and Risk Committee met throughout the relevant reporting period, and the individual attendances of the members at those meetings. Details of the meetings will be provided in the Company's annual reports.</p>

ASX Recommendation (4th edition)		Compliance (Yes/No)	Explanation
	overseeing the entity's risk management framework.		
7.2	The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	Yes	The Board, through the Audit and Risk Management Committee ensures, amongst other things, that Hexima has an effective risk management system in place and to manage key risk areas. The Audit and Risk Management Committee Charter requires the Committee to meet on a yearly basis to review Hexima's Risk Management Policy (a copy of which is available on the Hexima's website) and general risk management framework to satisfy itself that it continues to be sound, and disclose, in relation to each reporting period, whether such review has taken place.  The Audit and Risk Committee reviewed and considered the Risk Management Policy on 26 August 2021.
7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.	Yes	Hexima does not currently have an internal audit function, however it has adopted processes for evaluating and continually improving the effectiveness of its risk management and internal control processes as set out in the Audit and Risk Management Committee Charter. For example, the Audit and Risk Management Committee can engage external auditors to review and evaluate the effectiveness of Hexima's risk management framework.
7.4	A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.	Yes	Hexima is subject to risk factors that are both specific to its business activities and that are of a more general nature. Specific risks disclosure is included in its prospectus dated 14 October 2020 July 2020, and is available on Hexima's website.
<b>Principle 8 – Remunerate fairly and responsibly</b>			
A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders and with the entity's values and risk appetite.			
8.1	The board of a listed entity should: (a) have a remuneration committee which:	Yes	The Remuneration and Nomination Committee is governed by the Remuneration and Nomination Committee Charter adopted by the Board, a copy of which is available on Hexima's website. The Charter sets out the roles, responsibilities, composition, structure and membership requirements of the Remuneration and Nomination Committee.

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	<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>The Committee is comprised of at least three members, a majority of whom are independent directors: Scott Robertson (non-executive director, independent), Justin Yap (non-executive director) and Jonathan West (non-executive director and Chairman, independent). Scott Robertson is the chair of this Committee. The Board is satisfied that the composition of the Committee reflects an appropriate balance of independence, skills and experience for Hexima.</p> <p>The Board is required to disclose the number of times the Remuneration and Nomination Committee met throughout the relevant reporting period, and the individual attendances of the members at those meetings. Details of the meetings will be provided in the Company's annual reports.</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.	Yes	Information on Hexima's remuneration of non-executive directors and the remuneration of executive directors and other senior executives is detailed in its annual reports.
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>	Yes	The Board has adopted a Security Trading Policy, a copy of which is available on Hexima's website. This policy has been established to ensure that Key Management Personnel (as that term is defined in the ASX Listing Rules) and their associates are aware of the legal restrictions that exist on dealing in Hexima's securities while such a person is in possession of price sensitive information concerning Hexima.

