

CORPORATE GOVERNANCE STATEMENT 2023

INTRODUCTION

Apollo Minerals Limited (**Apollo Minerals** or **Company**) and the entities it controls believe corporate governance is important for the Company in conducting its business activities.

The Board has adopted a suite of charters and key corporate governance documents which articulate the policies and procedures followed by Apollo Minerals.

These documents are available in the Corporate Governance section of the Company's website, https://apollominerals.com/about-us/corporate-governance/. These documents are reviewed at least annually to address any changes in governance practices and the law.

This Corporate Governance Statement (**Statement**), which is current as at 30 June 2023 and has been approved by the Company's Board, explains how Apollo Minerals complies with the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations – 4th Edition' published in February 2019 (**ASX Principles and Recommendations**), in relation to the year ended 30 June 2023.

In addition to the ASX Principles and Recommendations, the Board has taken into account a number of important factors in determining its corporate governance policies and procedures, including the:

- relatively simple operations of the Company, which currently only undertakes mineral exploration and development activities;
- cost verses benefit of additional corporate governance requirements or processes;
- size of the Board;
- Board's experience in the resources sector;
- organisational reporting structure and number of reporting functions, operational divisions and employees;
- relatively simple financial affairs with limited complexity and quantum;
- relatively small market capitalisation and economic value of the entity; and
- direct shareholder feedback.



Principle 1: Lay solid foundations for management and oversight

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
1.1 Role of Board and management	The Board has established a clear distinction between the functions and responsibilities reserved for the Board and those delegated to management, which are set out in the Company's Board Charter.	Yes
	A copy of the Board Charter is available in the Corporate Governance section of the Company's website, www.apollominerals.com .	
1.2 Information regarding election and reelection of	Apollo Minerals carefully considers the character, experience, education and skillset of potential candidates for appointment to the Board and conducts appropriate background checks to verify the suitability of the candidate, prior to their election.	No
director candidates	Based on the Company's level of knowledge of the potential candidate, these may include checks as to the person's character, experience, education, and bankruptcy history, but may not include criminal record checks for potential candidates that are well known to the Board.	
	The Company has appropriate procedures in place to ensure that material information relevant to a decision to elect or re-elect a director, is disclosed in the relevant notice of meeting provided to shareholders. Director profiles are also included in the Director's Report of the Company's Annual Report.	
1.3 Written contracts of appointment	In addition to being set out in the Board Charter, the roles and responsibilities of Directors are also formalised in the letter of appointment which each Director receives and commits to on their appointment.	Yes
	The letters of appointment specify the term of appointment, time commitment envisaged, expectations in relation to committee work or any other special duties attaching to the position, reporting lines, remuneration arrangements, disclosure obligations in relation to personal interests, confidentiality obligations, insurance and indemnity entitlements and details of the Company's key governance policies.	
	Each Key Management Personnel (KMP) enters into a service contract which sets out the material terms of employment, including a description of position and duties, reporting lines, remuneration arrangement and termination rights and entitlements. Contract details of KMP are summarised in the Remuneration Report of the Company's Annual Report.	
1.4 Company Secretary	The Company Secretary reports directly to the Board through the Chairman on Board matters and all Directors have access to the Company Secretary.	Yes
	In accordance with the Company's Constitution, the appointment or removal of the Company Secretary is a matter for the Board as a whole. Details of the Company Secretary's experience and qualifications are set out in the Directors' Report of the Company's Annual Report.	
1.5 Diversity	The Company has not adopted a Diversity Policy, nor has it established measurable objectives for achieving gender diversity for the 2023 year.	No
	The Company recognises that a diverse and talented workforce is a competitive advantage and encourages a culture that embraces diversity. However, the Board considers that the Company is not currently of a size to warrant the time and cost of adopting a Diversity Policy and setting measurable objectives for achieving gender diversity. The Board will review its position and may adopt a Diversity Policy and develop measurable objectives when the Company's operations increase.	
	At the date of this Statement, the Company has no female directors or senior executives.	



RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
1.6 Board reviews	The Board has not conducted a formal performance evaluation. The Company is a junior resources company and the Board believes that a formal performance evaluation is not required at this point in time and that that no efficiencies or other benefits would be gained from a formal performance evaluation.	No
	The Chairman is responsible for evaluating the Board and informal discussions are undertaken during the course of the year. As the Company grows and develops, it will continue to consider the efficiencies and merits of a more formal performance evaluation of the Board, its committees and individual Directors.	
1.7 Management reviews	Each year the Board evaluates the performance of its KMP against Key Performance Indicators (KPl's) as set by the Board. Details of the process followed are set out in the Remuneration Report of the Company's Annual Report. For the 2023 year, the Board undertook a performance evaluation of its KMP in accordance with that process.	Yes

Principle 2: Structure the Board to add value

RECOMMENDATION	APOLLO MINERALS	COMPLI	ANCE WI	TH RECO	MMENDA'	TIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
2.1 Nominations committee	The Board has decided not to form a separate Nomination Committee. The Board believes that no efficiencies or other benefits would be gained by establishing a separate Nomination Committee.					Yes	
	The Board has adopted a Remuneration and Nomination Committee Charter; however, the Board as a whole performs the function of the Remuneration and Nomination Committee. The Remuneration and Nomination Committee Charter sets out the processes the Board employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.						
	The Board regularly reviews whether it has the appropriate balance of skills, knowledge, and experience suitable for a Company in the junior resources sector.						
	The Remuneration a annually and is availa Company's website, w	able in the	e Corpora	te Govern			
2.2 Board skills matrix	The Board seeks a mix of skills suitable for a junior resources company. A summary of the key board skills matrix is set out below. Further details regarding the skills and experience of each Director are included in the Directors' Report of the Company's Annual Report.				Yes		
	Director/ Skills	Capital	Resources	Mining /	Finance/	Listed	
	John Welborn	Markets √	Industry √	Geology	Accounting	Company	
	Neil Inwood	,	<i>√</i>	√	,	√	
	Ian Middlemas	✓	✓		✓	√	
	Hugo Schumann	✓	✓		✓	√	
	Robert Behets	✓	✓	✓		✓	
	Ajay Kejriwal	✓	✓		✓	✓	
	_ Ajay кејпwаі	V	V		, v	v	



RECOMMENDATION	APOLLO MINERAL	.S' COMPLIANCE WIT	H RECOMMENI	DATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
2.3 Disclose independence and	The Board has asse 30 June 2023 and h	Yes			
length of service	Name	Position	Independent?	Length of Service	
	John Welborn	Chairman	Yes	2.33 years	
	Neil Inwood	Managing Director	No	2.33 years	
	Ian Middlemas	Non-Executive Director	Yes	7.2 years	
	Hugo Schumann	Non-Executive Director	Yes	5.2 years	
	Robert Behets	Non-Executive Director	Yes	6.9 years	
	Ajay Kejriwal	Non-Executive Director	Yes	6.2 years	
	Further details regar of the Company's A	rding the Directors are s nnual Report.	et out in the Dire	ectors' Report	
2.4 Majority of directors independent	against Recommend	ors of the Company ar dation 2.3, Messrs Well are considered indepe	oorn, Middlemas		Yes
	its affairs of such co	s that the Company is r mplexity to justify the e non-executive Directors	xpense of the ap		
2.5 Chair independent	Director. The role of another Director, Mr	John Welborn, is an of the Managing Direct Neil Inwood. Further d rectors' Report of the Co	or is currently pletails regarding	performed by the Directors	Yes
2.6 Induction and professional		t have a formal prograr priate professional deve			No
development	enable it to effective Director has been a industry experience business and level cand their own experience.	n structured such that rely discharge its resp ppointed because they and specific expertise of operations and given ience do not require the development opportunity.	onsibilities and already possesse relevant to the the activities of the Company, give	duties. Each s the relevant e Company's the Company	
	appointment which	w Director receives a includes details of the tinuing professional de	Company's key	policies and	
	expense of the Cor	ntitled to seek independ mpany (subject to appr em to carry out their du	oval) as may b	e reasonably	

Principle 3: Act ethically and responsibly

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
3.1 Value	The Board has established a Code of Conduct for its Directors, executives and employees, a copy of which is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	Yes
3.2 Code of conduct	The Board has established a Code of Conduct for its Directors, executives and employees, a copy of which is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	Yes
3.3 Whistleblower Policy	The Company has adopted a Whistleblower Policy intended to support and protect persons who speak up about any unlawful, unethical or	Yes



RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
	irresponsible behaviour within the organisation, a copy of which is available in the Corporate Governance section of the Company's website, www.apollominerals.com .	
	The Board are informed of material incidents reported under the Company's Whistleblower Policy.	
3.4 Anti-Bribery & Corruption Policy	The Company has adopted an Anti-Bribery and Corruption (ABC) Policy which links to the Code of Conduct by which the Company expects its operations and business dealings to be managed, a copy of which is available in the Corporate Governance section of the Company's website, www.apollominerals.com .	Yes
	The ABC Policy prohibits the giving of bribers or other improper payments and specifies the controls around the giving of donations and the acceptance of gifts or hospitality by officers of the Company. The Board is informed of any material breaches of the ABC Policy.	

Principle 4: Safeguard integrity in corporate reporting

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
4.1 Audit committee	The Board has decided not to form a separate Audit Committee. The Board believes that no efficiencies or other benefits would be gained by establishing a separate Audit Committee. The Board has adopted an Audit Committee Charter, however the Board as a whole performs the function of the Audit Committee.	Yes
	The Company: (a) has relatively simple operations and currently only undertakes mineral exploration and development activities; (b) has relatively simple financial affairs with limited complexity and quantum; and (c) has a relatively small market capitalisation and economic value. As a result, the Board as a whole considers that it is more efficient and effective for the corporate reporting process to not have an Audit Committee at this stage. The Board monitors this position as the Company's circumstances change.	
	The Board as whole determines when to seek the appointment or removal of the external auditor, and subject to any statutory requirements, the Board will also seek rotation of the audit partner on an as required basis.	
	The Board has adopted an Audit Committee Charter, however and the Board as a whole now performs the function of the Audit Committee.	
	Further details on the integrity measures implemented for the corporate reporting function are provided in the Audit Committee Charter which is available in the Corporate Governance section of the Company's website, www.apollominerals.com .	
4.2 CEO and CFO certification of financial statements	In respect to full year and half year financial reports, the Board has obtained a written declaration from the CEO (or equivalent) and CFO (or equivalent) that, in their opinion, the financial records of the Company have been properly maintained and 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 is formed on the basis of a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting and material business risks.	No
	However, the Board does not receive declarations from the CEO (or equivalent) and CFO (or equivalent) in respect to the quarterly cash	



RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
	 flow reports prepared and lodged in compliance with Appendix 5B of the Listing Rules, as these quarterly cash flow reports are considered by the Board: not to be a financial report or interim financial report as defined under Australian accounting standards; and/or not to be capable, as a standalone report, of giving a true and fair view of the financial position and performance of the Company, only its cash flows for the relevant reporting period. 	
4.3 Verifying the Integrity of Periodic Corporate Reports	The Company has an effective system of internal control and multiple review and approval stages which it applies to public documents that are not reviewed or audited by its external auditor.	Yes

Principle 5: Make timely and balanced disclosure

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
5.1 Disclosure and Communications Policy	The Company has adopted a Continuous Disclosure Policy which sets out the processes and practices that ensure its compliance with the continuous disclosure requirements under applicable Listing Rules and applicable corporation law (including the Corporations Act). A copy of the Continuous Disclosure Policy is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	Yes
5.2 Material Market Announcements	The Company ensures that Directors are provided with a copy of all material market releases either before, or promptly after lodgement.	Yes
5.3 Investor or Analyst Presentations	The Company ensures that any new substantive investor or analyst presentation is released on the Company's announcements platforms ahead of the presentation.	Yes

Principle 6: Respect the rights of security holders

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
6.1 Information on website	The Company keeps investors informed of its corporate governance, financial performance and prospects via its website.	Yes
	Investors can access copies of all announcements to the ASX, notices of meetings, annual reports and financial statements, investor presentations via the 'Investors' tab and can access general information regarding the Company and the structure of its business under the 'Projects' tab on the Company's website, www.apollominerals.com.	
	Investors can access information about the Company's corporate governance practices via the 'Corporate Governance' tab on the Company's website, www.apollominerals.com , where all relevant corporate governance information can be accessed.	
6.2 Investor relations programs	The Company has an investor relations program that is commensurate with the size of the Company and its level of operations. This program involves actively engaging with interested brokers and investors and meeting with interested brokers and investors upon request.	Yes
	The Company always responds to enquiries received from brokers and investors from time to time.	



RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
	In addition, access to Directors and KMP is provided at the Company's Annual General Meeting of Shareholders, and Shareholders are always given the opportunity to ask questions of Directors and management, either during or after meetings.	
	Any presentations prepared by the Company are posted on the Company's website, www.apollominerals.com , which also provides the opportunity for interested parties to join the mailing list to receive regular updates from the Company.	
6.3 Facilitate participation at meetings of security holders	The Board encourages participation of Shareholders at its meetings of shareholders and Shareholders are provided with all notices of meeting prior to meetings, which are set at times and places to promote maximum attendance by Shareholders. Shareholders are always given the opportunity to ask questions of Directors and management, either during or after meetings. In addition, the Company's auditor is also made available for questions at the Company's Annual General Meeting of Shareholders ("AGM").	Yes
6.4 Voting by poll	The Company has adopted the process required by ASX Guidance Note 35 which stipulates that all Listing Rule resolutions be decided by poll. The Company has extended the conduct of a poll to all resolutions proposed at shareholder meetings.	Yes
6.5 Facilitate electronic communications	The Company welcomes electronic communication from its Shareholders via its publicised email address info@apollominerals.com and the Company's website www.apollominerals.com provides the opportunity for interested parties to join the mailing list to receive regular electronic updates from the Company.	Yes
	The Company's share registry also engages with Shareholders electronically and makes available a range of relevant forms on its website. Shareholders can register with the share registry to access their personal information and shareholdings via the internet.	

Principle 7: Recognise and manage risk

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
7.1 Risk committee	The Board has decided not to form a separate Risk Committee. Due to the size and development phase of the Company, the Board believes that no efficiencies or other benefits would be gained by establishing a separate Risk Committee.	Yes
	The Board as a whole is ultimately responsible for identifying the principal risks of the Company's business and ensuring the implementation of appropriate systems to manage those risks.	
	For further details of the responsibilities of the Board, the Chief Executive Officer, the Chief Risk Officer, and other management in the evaluation and continual improvement of the Company's risk management and internal control processes, refer to the Company's Risk Management Policy, which is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	
7.2 Annual risk review	On at least an annual basis, the Board reviews its material business risks and how its material business risks are being managed. For the 2023 year, management provided to the Board the Company's Risk Register summarising the significance of each risk as well as actions taken by management to mitigate the risks. Management also	Yes



RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
	provided to the Board a report on the effectiveness of the Company's management of its material business risks throughout the 2023 year.	
7.3 Internal audit	The Board has not established an internal audit function at this time. The Board as a whole oversees the effectiveness of risk management and internal control processes.	Yes
	Refer to the Company's Risk Management Policy for responsibilities of the Board, the Chief Executive Officer, the Chief Risk Officer, and other management in the evaluation and continual improvement of the Company's risk management and internal control processes.	
	A copy of the Risk Management Policy is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	
7.4 Sustainability risks	As discussed above, the Company identifies and manages material exposures to economic, environmental and social sustainability risks in a manner consistent with its Risk Management Policy, which is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	Yes
	Further details of how the Company manages or intends to manage risks are set out in the Directors' Report of the Company's Annual Report.	

Principle 8: Remunerate fairly and responsibly

RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
8.1 Remuneration committee	The Board has decided not to form a separate Remuneration Committee. The Board believes that no efficiencies or other benefits would be gained by establishing a separate Remuneration Committee.	Yes
	The Board has adopted a Remuneration and Nomination Committee Charter; however, the Board as a whole performs the function of the Remuneration and Nomination Committee. The Remuneration and Nomination Committee Charter sets out the processes the Board employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	
	The Remuneration and Nomination Committee Charter is reviewed annually and is available in the Corporate Governance section of the Company's website, www.apollominerals.com .	
8.2 Disclosure of Executive and Non- Executive Director remuneration policy	The Company seeks to attract and retain high performance Directors and Executives with appropriate skills, qualifications and experience to add value to the Company and fulfil the roles and responsibilities required. It reviews requirements of additional capabilities at least annually.	Yes
	Executive remuneration is to reflect performance and, accordingly, remuneration is structured with a fixed component and performance-based remuneration component. Non-Executive Directors are paid fixed fees for their services in accordance with the Company's Constitution. Fees paid are composite fee (covering all Board and Committee responsibilities) and any contributions by the Company to a fund for the purposes of superannuation benefits for a Director. No other retirement benefits schemes are in place in respect to Non-Executive Directors.	



RECOMMENDATION	APOLLO MINERALS' COMPLIANCE WITH RECOMMENDATIONS	RECOMMENDATION FOLLOWED IN FULL FOR WHOLE OF 2023 YEAR?
	Further details regarding the remuneration of the Executive and Non-Executive Directors are set in the Remuneration Report within the Annual Report.	
8.3 Policy on hedging equity incentive schemes	The Company's Directors and Executives must not enter into any hedge arrangement in relation to any performance rights they may be granted or otherwise entitled to under an incentive scheme or plan, prior to exercising those rights or, once exercised, while the securities are subject to a transfer restriction.	Yes
	Further details regarding the Company's hedging policy are set out in the Company's Securities Trading Policy which is available in the Corporate Governance section of the Company's website, www.apollominerals.com.	