

## 2024 Corporate Governance Statement

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The Board of Rimfire Pacific Mining Limited (the “**Company**”) is responsible for the overall corporate governance of the Group. The Board believes that good corporate governance helps ensure the future success of the Company, adds value to stakeholders and enhances investor confidence.

The Board has created a framework for managing the Company including adopting relevant internal controls, risk management processes and corporate governance policies and practices which it believes are appropriate for the Company’s business and which are designed to promote the responsible management and conduct of the Company. In establishing its corporate governance framework, the Board has referred to the 4th edition of the ASX Corporate Governance Councils’ Corporate Governance Principles and Recommendations (**ASX Recommendations**).

The ASX Listing Rules require listed companies to prepare a statement disclosing the extent to which they have complied with the Recommendations during the reporting period. The Recommendations are not prescriptive, such that if a company considers a recommendation to be inappropriate having regard to its own circumstances, it has the flexibility not to follow it. Where a company has not followed all the Recommendations, it must identify which Recommendations have not been followed and provide reasons for not following them.

The Corporate Governance Statement (**Statement**) discloses the extent to which Rimfire Pacific Mining Limited has followed the Recommendations, or where appropriate, indicates a departure from the Recommendations with an explanation. This Statement should be read in conjunction with the material on our website [www.rimfire.com.au](http://www.rimfire.com.au), including the 2024 Annual Report.

This statement is current as of 30 September 2024 and has been approved by the Board of Directors of the Rimfire Pacific Mining Limited.

### **PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT**

#### **Recommendation 1.1 - Role of the Board and Management**

The role of the Board is to approve the strategic direction of the Company, guide and monitor the management of the Company and its businesses and oversee the implementation of appropriate corporate governance with respect to the Group’s affairs. The Board aims to protect and enhance the interests of its shareholders, while considering the interests of other stakeholders, including employees, suppliers, and the wider community.

The Board has a formal Board Charter which is available on our website at [www.rimfire.com.au](http://www.rimfire.com.au).

The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board’s composition, the roles and responsibilities of the Chairman and Company Secretary, the establishment, operation and management of Board Committees, Directors’ access to Company records and information, details of the Board’s relationship with management, details of the Board’s performance review and details of the Board’s disclosure policy.

The Board delegates responsibility for the day-to-day management of the Company and its business to the Managing Director (MD) and Chief Executive Officer (CEO). The MD is supported by the senior executive team and delegates authority to appropriate senior executives for specific activities. The Board maintains ultimate responsibility for strategy, control and risk profile of the Group.

### **Recommendation 1.2: Appointment of Directors**

The Company has guidelines for the appointment and selection of the Board which require the Remuneration and Nomination Committee and the Board to undertake appropriate checks before appointing a person or putting forward to security holders a candidate for election, as a Director.

We provide our shareholders with all material information relevant to a decision on whether or not to elect or re-elect a Director through a number of channels, including via the Notice of Meeting and other information contained in the 2024 Annual Report.

### **Recommendation 1.3: Appointment Terms**

Each Director and Senior Executive is required to enter into a written agreement with the Company which sets out the terms of that Director's or Senior Executive's appointment, including the remuneration entitlement and performance requirements. Directors also receive a deed of indemnity, insurance and access. Details of Executive contracts in place are included in the Company's Remuneration Report in the 2024 Annual Report.

### **Recommendation 1.4: Company Secretary**

The Board is supported by the Company Secretary, whose role includes supporting the Board on governance matters, assisting the Board with meetings and directors' duties, and acting as an interface between the Board and senior executives across the Group. The Board and individual Directors have access to the Company Secretary.

Under the Company's governance framework, the Company Secretary is accountable to the Board, through the Chair, on all matters regarding the proper functioning of the Board. The Board is responsible for the appointment of the Company Secretary.

Details regarding our Company Secretary, including experience and qualifications, is set out in the Directors' Report in our 2024 Annual Report.

### **Recommendation 1.5: Diversity Policy**

The workforce of the Company comprises individuals with diverse skills, backgrounds, perspectives and experiences and this diversity is valued and respected. To demonstrate the Company's commitment to developing measurable objectives to achieve diversity and inclusion in its workplace, the Company has implemented a Diversity Policy which can be viewed on our website at [www.rimfire.com.au](http://www.rimfire.com.au).

The Diversity Policy provides a framework for the Company to achieve a diverse and skilled workforce, with the aim of leading to continuous improvement and achievement of corporate goals, a workplace culture characterised by inclusive practices and behaviours, equal employment and career development opportunities for all staff and a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives.

The Company adopts a common-sense approach that a person of the right experience, skills and aptitude for a particular vocational need will be chosen for a vacancy within the Company. This has resulted in diversity in the workplace as a natural outcome, rather than a formulated approach.

The proportion of women on the Board, in senior executive positions and women across the entire organisation

as at 30 June 2024 was as follows:

- Women on the Board – 0%
- Women in senior executive positions – 0%
- Women across the entire organisation – 14.3%

Senior Executives are defined as roles supporting the Managing Director with running the business and delivering on strategic objectives.

The Board has set the following diversity objectives:

- To cultivate an inclusive workplace of fairness and equality which fosters the unique skills and talents of a diverse range of people; and
- To encourage diversity in skill set, experience, qualifications and age of our workforce. With a diverse mix of professionals, we will continue to encourage diversity in the hiring of candidates.

The Company is committed to ensuring that the appropriate mix of skills, expertise, and diversity are considered when employing staff at all levels of the organisation and when making new senior executive and Board appointments and is satisfied that the composition of employees, senior executives and members of the Board is appropriate.

The Company is not considered a “relevant employer” under the Workplace General Equality Act 2012, as it is not a non-public sector employer with 100 or more employees in Australia for any six months or more for the reporting period.

#### **Recommendation 1.6: Board, Committees and Individual Directors Performance Assessment**

The Board is committed to formally evaluating its performance, the performance of its committees and individual Directors, as well as the governance processes supporting the Board. The Board does this through an annual assessment process.

The review process involves:

- completion of a questionnaire/survey by each director, facilitated by the Company Secretary;
- the preparation and provision of a report to each director with feedback on the performance of the Board and Committee’s based on the survey results; and
- The Board meeting to discuss any areas and actions for improvement.

Individual Directors’ performance is also assessed through open and frank discussions between the Chair of the Nomination and Remuneration Committee and each Board member. Similarly, the Chair of the Nomination and Remuneration Committee’s performance is assessed by the Chair of the Board.

The Board is currently in the process of completing its annual performance assessment for FY24. An analysis of the data will be collated with results discussed at the next suitable Committee/Board meeting.

#### **Recommendation 1.7: Senior Executive Performance Assessment**

Senior Executives are appointed by the Managing Director and their Key Performance Indicators (KPI’s) contain specific financial and non-financial objectives.

These KPI’s are reviewed annually by the Managing Director/Remuneration and Nomination Committee (where applicable). The performance of each Senior Executive against these objectives is evaluated annually.

In the case of the Managing Director, this review is conducted by the Remuneration and Nomination Committee and the results reported to the Board.

Performance evaluations of the Managing Director and Senior Executives are currently in the process of being completed for FY24. An analysis of the data will be collated with results discussed at the next suitable Committee/Board meeting.

## **PRINCIPLE 2 – BOARD STRUCTURE**

### **Recommendation 2.1: Nomination Committee**

The Board has established a Remuneration and Nomination Committee to assist the Board in ensuring it is equipped to discharge its responsibilities. The Committee has guidelines for the nomination and selection of directors and for the operation of the Board. As a result of the removal of a Director from the Board during the prior financial year, the composition of the Committee has not been in compliance with Recommendation 2.1 for the whole of the reporting period.

At the date of this statement, the Committee comprised two members, with an independent Chair, as follows:

- Ian McCubbing – Independent Chair
- Andrew Knox – Independent Member

Details of each Member's qualifications and experience as well as information regarding meetings held by the Committee during the year and including attendances are set out in the 2024 Directors' Report, contained within the 2024 Annual Report.

The Remuneration and Nomination Committee Charter is available on the Company's website at [www.rimfire.com.au](http://www.rimfire.com.au).

In accordance with the Company's Nomination and Remuneration Committee Charter, the Committee has delegated responsibilities in relation to nomination matters which includes assisting the Board by carrying out the following:

- review director competence standards;
- review Board succession plans;
- evaluate the Board's performance;
- make recommendations for the appointment and removal of directors to the Board; and
- make recommendations to the Board on recruitment, retention, and termination policies for senior management.

### **Recommendation 2.2: Board Skills Matrix**

Our objective is to have an appropriate mix of expertise and experience on our Board so that the Company can effectively discharge its corporate governance and oversight responsibilities. It is the Board's view that the current directors possess an appropriate mix of relevant skills, experience, and expertise to enable the Board to discharge its responsibilities and deliver the Company's strategic objectives. This mix is subject to review on a regular basis.

The Company has a Board skill matrix setting out the mix of skills and diversity that the Board currently has in its membership.

The skills and experience represented in the Board and relevant to the Company's business are set out in the matrix below:

### Skills and experience

- Risk & Compliance
- Financial & Audit
- ASX Governance
- Strategy
- Business Operations
- Policy Development
- Capital Markets
- Technology
- People and Performance
- Critical Thinker
- Previous Board Experience
- Corporate History
- Executive Management
- Exploration and Development of Mineral Resources
- Safety, Social and Environmental Responsibility
- Stakeholder Engagement
- Industry Relations
- Leadership
- Ethics and Integrity
- Contribution
- Negotiation
- Crisis Management
- Experienced Managing Director

To the extent that any skills are not directly represented on the Board, they are augmented through management and external advisors.

The Board Charter requires the disclosure of each Board member’s qualifications and expertise.

Full details of each Directors’ relevant skills and experience are set out in the 2024 Directors’ Report, contained within the 2024 Annual Report.

### Recommendation 2.3: Independent Directors

An independent director is a Non-Executive Director who is not a member of management and free from any business or other relationship that could materially interfere with, or could reasonably be perceived to materially interfere with, the independent exercise of judgement.

The Board regularly assesses the independence of each Non-Executive Director in light of the information which each Director is required to disclose in relation to any material contract or other relationship with the Company in accordance with the director’s terms of appointment, the Corporations Act 2001, and the Board Charter.

When appointing an independent director or reviewing the independence of its Directors, the Board will have regard to the definition of independent director and the factors set out in the Recommendations, in particular the factors relevant to assessing the independence of a director set out in Recommendation 2.3.

The Board’s assessment of each current Director is set out below:

| Name          | Position               | Appointment date | Status          |
|---------------|------------------------|------------------|-----------------|
| David Hutton  | Managing Director      | 15 June 2022     | Non-Independent |
| Ian McCubbing | Non-Executive Chairman | 25 July 2016     | Independent     |
| Andrew Knox   | Non-Executive Director | 18 March 2020    | Independent     |

The Board currently has two independent directors, Mr Ian McCubbing (Chairman) and Mr Andrew Knox (Non-Executive Director).

Mr David Hutton is not considered independent on the basis that he is engaged in an executive management role with the Company.

The Board considers the independent Non-Executive Directors to be independent having regard to the indicia in Box 2.3 in the ASX Recommendations. The Board has considered the holdings of securities in the Company by

these Non-Executive directors and is of the opinion that their respective interests in securities would not materially interfere with, or could be reasonably perceived to interfere with, the independent exercise of their judgement in their position as a Director. The Board also considers that they are otherwise free from any business or other relationship that could materially interfere with, or reasonably be perceived to interfere with, the independent exercise of their judgement, and that each of these Directors is able to fulfil the role of independent Director for the purposes of the ASX Recommendations.

#### **Recommendation 2.4: Majority Independence**

As at the date of this Statement, two of our three Directors are deemed independent, and the Company does have a majority of independent directors.

The current Board composition reflects an appropriate balance of skills, expertise, and experience to fulfil its obligations to act in the best interests of the Company and all stakeholders. The Board also considers that there are appropriate safeguards in place including policies and protocols to ensure independent thought and decision making.

It is noted that the composition of the Board is regularly assessed and subject to changes in the Group's size and growth will be adjusted as deemed appropriate.

Further information regarding our Directors, including their experience and qualifications, is set out in the Directors' Report of our 2024 Annual Report.

#### **Recommendation 2.5: Board Chair**

The Chair, Ian McCubbing was appointed to the position on 25 July 2016 and is considered an independent Director. The Chair provides leadership to the Board in relation to all Board matters and is responsible for ensuring that the Board meets its responsibilities under the Board Charter. His role is set out in more detail in the Board Charter.

The roles of Chair and Managing Director are exercised by different individuals, being Ian McCubbing and David Hutton respectively.

#### **Recommendation 2.6: Induction, Education and Training**

In accordance with the Company's Remuneration and Nomination Committee Charter, the Remuneration and Nomination Committee is responsible for establishing and reviewing induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities.

Directors are also encouraged to personally undertake appropriate training and refresher courses as appropriate to maintain the skills required to discharge their obligations to the Company.

### **PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY**

#### **Recommendation 3.1: Statement of Values**

The Company's values are the guiding principles and norms that define what type of organisation it aspires to be and what it requires from its directors.

In order to reinforce the Company's values which underpin how the Company undertakes its business, it has adopted a Statement of Values. The Company's core values and behaviours expected of Directors, Senior Executives, employees and those who the Company seeks to work with are:

- a) Integrity, honesty and inclusivity across all aspects of the Company's operations;
- b) To ensure a safe work environment for all employees;
- c) Promote, develop and foster an enjoyable and motivated work environment for all employees built upon a culture of technical excellence, teamwork and respect;
- d) Deliver results through intelligent, efficient, and agile exploration; and
- e) To demonstrate corporate, social, and environmental responsibility across all aspects of the business, with a particular focus on enhancing the communities in which the Company operates.

The Company's Board is responsible for instilling these values across the organisation.

Any material breach of the Company's policies, including a breach of the Code of Conduct, is raised, and reviewed at each Board meeting.

### **Recommendation 3.2: Code of Conduct**

The Board recognises the need to observe the highest standards of corporate practice and business conduct. Accordingly, the Board has adopted a Code of Conduct designed to:

- provide a framework for decisions and actions in relation to ethical conduct in employment;
- support the Company's business reputation and corporate image; and
- make Directors' and employees aware of the consequences if they breach the Corporate Code of Conduct.

The Code of Conduct can be found on our website at [www.rimfire.com.au](http://www.rimfire.com.au).

The key aspects of this code are to:

- act fairly with honesty and integrity in the best interests of the Company and in the reasonable expectations of shareholders;
- act in accordance with all applicable laws, regulations, and the Company policies and procedures; and
- act in an appropriate business-like manner when representing the Company in public forums.

The Code of Conduct sets out the Company's policies on various matters including ethical conduct, business conduct, compliance, privacy and security of information.

### **Recommendation 3.3: Whistleblower Policy**

The Whistleblower Policy demonstrates that the Company is committed to the highest standards of conduct and ethical behaviour in all of its business activities. The Company supports a culture of honest and ethical behaviour in ensuring good corporate compliance and governance. The policy sets out, amongst other things, instances of suspected misconduct which can be reported to the internal and external parties and summarises the protections offered to whistleblowers.

Any material breach of the Company's policies, including any breach of the Whistleblower Policy, is raised at each Board Meeting or earlier if required.

The Whistleblower Policy can be found on our website at [www.rimfire.com.au](http://www.rimfire.com.au) in the Corporate Governance section.

### **Recommendation 3.4: Anti-bribery and Corruption Policy**

The Anti-Bribery and Corruption Policy demonstrates that the Company is committed to maintain high standards of integrity and accountability in conducting its business. The Company has adopted an Anti-bribery and Corruption Policy. This Policy is aimed at establishing controls to ensure compliance with all applicable anti-bribery and corruption regulations and to ensure that the Company's business is conducted in a socially responsible manner. The Policy provides information and guidance to employees on how to recognise and deal with bribery and corruption issues.

Any material breach of the Company's policies, including any breach of the Anti-bribery and Corruption Policy, is raised at each Board Meeting or earlier if required.

The Anti-bribery and Corruption policy can be found on our website at [www.rimfire.com.au](http://www.rimfire.com.au) in the Corporate Governance section.

## **PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING**

### **Recommendation 4.1: Audit Committee**

It is the Board's responsibility to ensure that an effective internal control framework exists within the entity. This includes internal controls to deal with both the effectiveness and efficiency of significant business processes, the safeguarding of assets, the maintenance of proper accounting records, and the reliability of financial information as well as non-financial considerations such as the benchmarking of operational key performance indicators.

The Board has established an Audit Committee, which operates under a formal charter approved by the Board, to which it has delegated the responsibility to establish and maintain the framework of internal control and ethical standards for the management of the company. The Committee also provides the Board with additional assurance regarding the reliability of financial information for inclusion in the financial reports.

As a result of the removal of a Director from the Board during the prior financial year, the composition of the Committee has not been in compliance with Recommendation 4.1 for the whole of the reporting period.

At the date of this statement, the Committee comprised two members, with an independent Chair who is not the Chair of the Board, as follows:

- Andrew Knox – Independent Chair
- Ian McCubbing – Independent Member

Details of each Member's qualifications and experience as well as information regarding meetings held by the Committee during the year and including attendances are set out in the 2024 Directors' Report, contained within the 2024 Annual Report.

The Audit Committee Charter is available on the Company's website at [www.rimefire.com.au](http://www.rimefire.com.au).

In accordance with the Company's Audit Committee Charter the primary function of the Committee is to assist the Board to carry out the following:

- review and monitor the integrity of the Company's financial reports and statements;
- monitor the performance and independence of the external auditor; and
- reviewing the consolidated accounts of the company.



#### **Recommendation 4.2: Assurances**

Prior to approval of the Company's financial statements the Board receives from the Managing Director and Chief Financial Officer (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.

#### **Recommendation 4.3: Verification of integrity of periodic corporate reports**

Our external auditor, RSM Australia Partners (RSM) will attend our 2024 AGM and a representative will be available to answer shareholder questions about the conduct of the audit and the preparation and content of the auditor's report.

RSM's independence declaration is contained in the Directors' Report in our 2024 Annual Report.

The effectiveness, performance and independence of the external auditor is reviewed annually by the Audit Committee and Board.

Any periodic corporate report the Company releases to the market that is not audited or reviewed by an external auditor is reviewed and approved by the Board so that it is satisfied the report in question is materially correct, balanced and provides investors with appropriate information to make an informed investment decision. Following review by the Board of Directors the report is formally approved prior to release.

### **PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE**

#### **Recommendation 5.1: Continuous Disclosure Policy**

We are committed to providing information to shareholders and to the market in a manner that is consistent with the meaning and intention of the ASX Listing Rules and the Corporations Act.

To comply with these obligations, the Board has adopted a Continuous Disclosure Policy (Policy), which is available on our website at [www.rimfire.com.au](http://www.rimfire.com.au).

The Board has overarching responsibility for compliance with continuous disclosure obligations.

The Board is committed to the promotion of investor confidence by ensuring that trading in the Company's securities takes place in an efficient, competitive and informed market and in compliance with our Securities Trading Policy (as applicable). In accordance with continuous disclosure obligations under the ASX Listing Rules, the Company has procedures in place to ensure that all price sensitive information is identified, reviewed by management and disclosed to the ASX in a timely manner. The Company website includes a link to all information disclosed to the ASX.

#### **Recommendation 5.2: Provide Board with copies of all material market announcements**

The Company has set up External Notifications so that all board members receive a notification from ASX as soon as an announcement has been released. The Company also circulates all price sensitive announcements to the Board ahead of the release being made.

### **Recommendation 5.3: Investor Presentations**

In accordance with the recommendation, the Company ensures that all new and substantive presentations are released to the market ahead of the presentation to enable security holders the opportunity to participate in the presentation. The Company discloses these processes in the Company's Continuous Disclosure Policy available on the Company's website.

## **PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS**

### **Recommendation 6.1: Information and Governance**

Information about the Company, including its Annual Reports, half-year reports, quarterly reports, and its corporate governance policies are available on our website at [www.rimfire.com.au](http://www.rimfire.com.au).

The Company also maintains a separate investor page on our website to provide shareholders with links to annual and interim reports, ASX announcements, presentations, and other key information.

### **Recommendation 6.2: Investor Relations**

We endeavour to communicate with shareholders and other stakeholders in an open, regular and timely manner so that the market has sufficient information to make informed investment decisions.

Through its shareholder communications, we aim to provide information that will allow existing shareholders, potential shareholders, and financial analysts to make informed decisions about the Company's intrinsic value and meet its obligations under the ASX's continuous disclosure regime.

Our investor relations program includes:

- issuing regular written shareholder communications such as quarterly financial reporting and an Annual Report to address the Company's strategy and performance;
- sending and receiving shareholder communications electronically;
- maintaining the Board and corporate governance and investor sections on our website including posting all announcements after they have been disclosed to the market;
- promoting two-way interaction with shareholders, by supporting shareholder participation at general meetings including encouraging shareholders to send their questions to the Company prior to the annual general meeting and responding to their questions and feedback;
- Shareholders are encouraged to contact the Company directly with their questions via telephone or email. The Company's 'Contact us' section of its website includes address, telephone and email details; and
- ensuring that continuous disclosure obligations are understood and complied with throughout the Group.

### **Recommendation 6.3: Shareholder Meeting Participation**

Shareholders are forwarded the Company's Annual Report if requested (it is otherwise made available on the Company's website), and documents relating to each general meeting, being the notice of meeting, any explanatory memorandum and a proxy form, and shareholders are invited to attend these meetings.

The Board regards each general meeting as an important opportunity to communicate with shareholders and it provides a key forum for shareholders to ask questions about the Company, its strategy and performance. At

shareholder meetings, the Company will provide an opportunity for shareholders and other stakeholders to hear from and put questions to the Board, management and if applicable our external auditor.

**Recommendation 6.4: All substantive resolutions at a security holder meeting are decided by poll**

In order to ascertain the true will of the Company's security holders attending and voting at its security holder meetings, whether attendance is in person, electronically or by proxy or other representative, in most situations where this can be achieved the company will conduct the voting procedure by a poll.

**Recommendation 6.5: Electronic Communication with Shareholders**

Shareholders are encouraged to receive communication from the Company and its share registry, Computershare, electronically. The share registry also provides for electronic lodgement of proxy forms in relation to voting at Annual General Meetings.

Shareholders queries should be referred to the Company's head office via telephone or email at first instance.

**PRINCIPLE 7 – RECOGNISE AND MANAGE RISK**

**Recommendation 7.1: Risk Committee**

Due to the size of the Company and its Board, the Board carries out the duties that would ordinarily be carried out by the Risk Committee including the Board devoting time at all Board meetings to fulfilling the roles and responsibilities associated with overseeing risk and maintaining the entity's risk management framework and associated internal compliance and control procedures.

The Board did not establish a dedicated Risk Committee for the past financial year and as such did not comply with Recommendation 7.1 in its entirety as the Board did not consider the Company would benefit from its establishment at the current time.

An Audit Committee has been established with responsibility for certain risks matters relating to financial, internal control, legal and regulatory risk.

**Recommendation 7.2: Risk Management Framework**

The Board is responsible for approving and reviewing the Company's risk management strategy. Management is responsible for monitoring that appropriate processes and controls are in place to effectively and efficiently manage risk.

The Company regularly undertake reviews of its risk management framework to establish an effective and efficient system for:

- (i) identifying, assessing, monitoring, and managing risk; and
- (ii) disclosing any material change to the Company's risk profile.

An assessment of the Company's risk management framework is undertaken and reviewed by the Board, covering all aspects of the business from operational level through to strategic level risks. The Managing Director and Chief Executive Officer has been delegated the task of implementing internal controls to identify and manage risks for which the Board provides oversight. The Company annually undertakes a systematic review of its risks, controls and procedures to ensure they are effective and maintain contemporary practice. The Company undertakes ongoing review of key risks to the company as part of its normal operations.

The Company has always had a strong focus on risk in field activities, including workplace health and safety, business risk arising through equipment, community, and environmental factors. The Company maintains a risk register and has built a safety and environmental culture into its operations, and monitors compliance with policy and legal requirements which is supported with the newly implemented Risk Management System and has implemented regular audits of its site safety system by an external safety consultant.

### **Recommendation 7.3: Internal Audit**

The Audit Committee Charter provides for the Committee to monitor the need for an internal audit function.

The Company did not have an internal audit function for the past financial year. Due to the size of the Company the Board does not consider it necessary to have an internal audit function.

The Company will employ the following process for evaluating and continually improving the effectiveness of its risk management and internal control processes:

- (i) the Audit Committee will monitor the need for an internal audit function having regard to the size, location, and complexity of the Company's operations; and
- (ii) the Audit Committee will periodically undertake an internal review of financial systems and processes where systems are considered to require improvement these systems are developed.

### **Recommendation 7.4: Environmental and Social Sustainability Risk**

The Company has always had a strong focus on risk in field activities, including workplace health and safety, business risk arising through equipment use, community and environmental factors. The Company maintains a risk register and has built a safety and environmental culture into its operations, and monitors compliance with policy and legal requirements.

The Company meets environmental responsibilities as required by the holding of its exploration licences and applicable permits to conduct discovery work on its exploration licences. The Company has a strong emphasis in supporting the local communities it operates in and active management and liaison with local landowners that the Company's tenements and exploration activity may affect. Rimfire respects and recognises the diversity of communities, in which it seeks to accommodate different cultures and heritages.

The Company details the associated risks in its Director's Report in the Company's 2024 Annual Report.

The Company is subject to a range of general economic risks, including macro-economic risks, government policy, general business conditions, changes in technology and many other factors.

## **PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBILITY**

### **Recommendation 8.1: Remuneration Committee**

The Board has established a Remuneration and Nomination Committee to assist the Board in ensuring it is equipped to discharge its responsibilities. The Committee has guidelines for the nomination and selection of directors and for the operation of the Board.

As a result of the removal of a Director from the Board during the prior financial year, the composition of the Committee has not been in compliance with Recommendation 8.1 for the whole of the reporting period.

At the date of this statement, the Committee comprised two members, with an independent Chair, as follows:

- Ian McCubbing – Independent Chair
- Andrew Knox – Independent Member

Details of each Member's qualifications and experience as well as information regarding meetings held by the Committee during the year and including attendances are set out in the 2024 Directors' Report, contained within the 2024 Annual Report.

The Remuneration and Nomination Committee Charter is available on the Company's website at [www.rimfire.com.au](http://www.rimfire.com.au).

In accordance with the Company's Remuneration and Nomination Committee Charter, the Committee has delegated responsibilities in relation to remuneration matters which includes assisting the Board by recommending:

- executive remuneration and incentive policies;
- the remuneration packages of senior management;
- incentive schemes;
- superannuation arrangements; and
- the remuneration framework for directors.

#### **Recommendation 8.2: Remuneration Policies and Practices**

Details of the Company's remuneration practices for its directors and senior executives are disclosed in the Remuneration Report of the Directors' Report, contained within the Annual Report.

Separate disclosure regarding the remuneration of the Company's directors (executive and non-executive) is disclosed in the Company's Annual report, as lodged with the ASX, and issued to shareholders.

#### **Recommendation 8.3: Equity Based Remuneration Scheme**

The Company had an equity-based remuneration scheme during the past financial year. The Company's Securities Trading Policy prohibits Key Management Personnel entering into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme.

Executives are prohibited from entering into transactions or arrangements which limit the economic risk of participating in equity-based remuneration or in unvested entitlements.