

2025 Corporate Governance Statement



Tetratherix (ASX: TTX) 2025 Corporate Governance Statement

The Tetratherix Limited (Tetratherix or the Company) Board of Directors (Board) is pleased to present Tetratherix's Corporate Governance Statement.

The Board is committed to achieving and demonstrating standards of corporate governance, appropriate to the size and operations of Tetratherix and its subsidiaries (Tetratherix Group). We continuously refine and improve Tetratherix's governance framework and practices to ensure the interests of shareholders and other key stakeholders are met.

The Company has adopted comprehensive systems of control and accountability as the basis for the administration of corporate governance. The Board is committed to administering the Company's policies and procedures with openness and integrity, pursuing the true spirit of corporate governance commensurate with the Company's needs.

Our Corporate Governance section on our website [Tetratherix – Investors](#) captures our corporate governance policies referred to in this document. All Key Management Personnel (KMPs) are trained on these policies on an annual basis, and the onboarding of new employees includes induction and training on our Corporate Governance policies.

To the extent applicable, the Company has adopted the 4th edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (**Recommendations**).

In light of the Company's size and nature, the Board considers that the current Board has the skills and experience required to direct and manage the Company. As the Company's activities develop in size, nature and scope, the size of the Board and the implementation of additional corporate governance policies and structures will be reviewed.

The Board believes that strong corporate governance principles:

- are integral to Tetratherix's culture and business practices.
- will enhance Tetratherix performance to create shareholder value whilst considering the interests of other stakeholders.
- forms a component of Tetratherix's Risk Management Framework

This Corporate Governance Statement sets out the corporate governance framework currently in place for Tetratherix, including key policies and practices. The Board considers that Tetratherix's corporate governance practices have been consistent with the ASX Recommendations except where noted.

This statement is current as at 28 August 2025 and has been approved by the Board.

2025 Corporate Governance Highlights

In recognition of Tetratherix's increased responsibilities as a public company and its intention to apply for admission to the Official List of the Australian Securities Exchange, in early 2025, Tetratherix refreshed its Board of Directors, expanded its executive team and enhanced its governance framework.

Diversity and Board Composition

During the year, a skills assessment was completed and the Board composition expanded with the appointment of four new non-executive directors (Emma Cleary (Chair), Gillian Shea (Chair of Audit and Risk Committee (ARC)), Atlanta Daniel (Chair of Nomination and Remuneration Committee (NRC)) and John Kelly.

In terms of diversity, 43% of Directors identify as female. The Board is committed to maintaining an appropriate mix of diversity and skills in its membership. This includes relevant industry experience, finance and risk, compliance and people management and international business and mergers and acquisition experience.

Charters and Policies

In preparation for our ASX listing, we enhanced our corporate governance framework, updated our Board and Committee charters and key corporate governance policies in line with the ASX Recommendations. In addition, independent due diligence assessments took place in tax, legal and accounting workstreams and provided assurances around the company's compliance and internal control frameworks. All employees and the directors were required to complete a training session for all corporate governance policies.

Risk Management Framework

In preparation for our ASX listing, the Audit and Risk Committee and Executive team updated the group's risk management framework. The approach is structured so that we consistently identify, evaluate and manage risks arising from our activities and decisions and operate within our agreed risk appetite.

Our corporate governance framework provides a structure for effective, objective and responsible decisions. The Board with assistance from the Audit and Risk and the Nomination and Remuneration Committees:

- Approves Tetratherix's strategic objectives, budgets, statutory reporting.
- Monitors operational and financial performance and people and culture strategy.
- Defines the risk appetite for Tetratherix's executive team to operate and oversees the risk management framework, internal controls environment and compliance systems.
- Oversees Tetratherix's management, performance and corporate governance frameworks; ensuring mechanisms are in place for timely and balanced disclosures to shareholders and the market.

PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

Recommendation 1.1 – Role of the Board and Management

The Board is responsible for the overall operation and stewardship of Tetratherix.

The Board has adopted a written Board Charter which sets out those matters expressly reserved to the Board, and those delegated to management. The Board Charter is available on Tetratherix's website.

The Board's objectives are to advance Tetratherix's strategic direction in all of its day-to-day activities to:

- provide clear accountability.
- protect the rights and interests of shareholders and other stakeholders.
- provide for proper management of Tetratherix's assets.
- support the achievement of Tetratherix's fiduciary, environmental, health, safety, social and other obligations.

- preserve and enhance Tetratherix’s reputation and standing in the community; and
- support the achievement of shareholder value within a framework of appropriate risk assessment and management.

In general, the Board is responsible for, and has the authority to determine, all matters relating to Tetratherix’s planning, policies and practices. The Board is responsible for Tetratherix’s overall corporate governance and successful operation. It establishes goals for management and ensures that Tetratherix is managed in a manner consistent with the agreed objectives. A copy of the Board Charter is available on our website at <https://tetratherix.com/investors/>.

Delegation

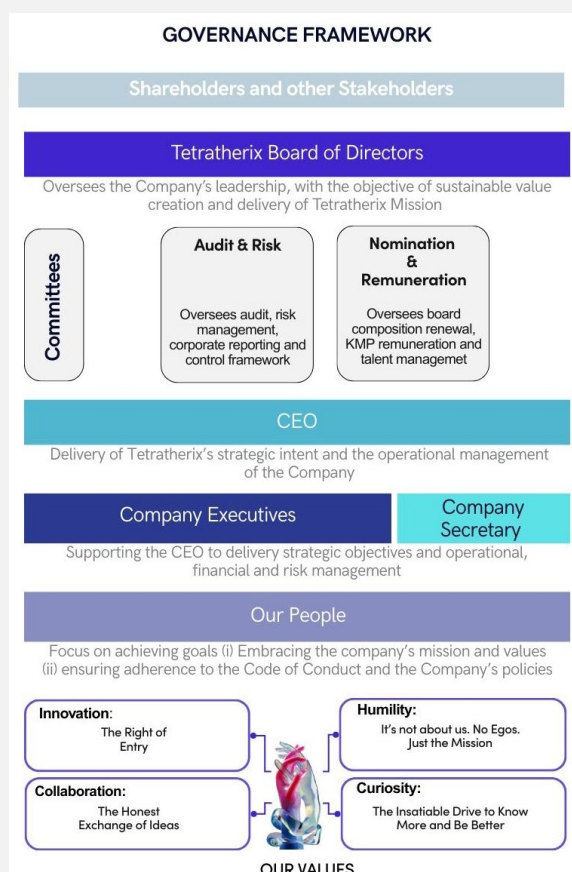
The CEO is appointed by the Board and is responsible for the ongoing management of Tetratherix in accordance with the strategy, policies and programs approved by the Board. The Board may replace the CEO where necessary.

The Board formally delegates to the CEO or the power to authorise all expenditure provided for in the budget previously approved by the Board, except:

- I. CEO remuneration outside of normal monthly remuneration, which must be authorised by the Board.
- II. business related expenses paid to the CEO, which must be authorised or ratified by the Board; and
- III. the terms and conditions under which individuals are appointed to specific management roles by the CEO, which must be approved by the Board.

The following diagram depicts the interaction between the Board and management and related touchpoints to shareholders, employees and other stakeholders to achieve the company’s purpose and mission. It provides an overview of roles and responsibilities to support a strong governance framework.

The Board has delegated authorities to two Board committees, which assist the Board in overseeing various items and making certain recommendations to the Board. See section 2 for more details on each committee.



Recommendation 1.2 Appointment of Directors

As part of Tetratherix's application for admission to the Official List of ASX, each Director provided to Tetratherix a national criminal history check obtained from the Australian Federal Police and a search of the Australian National Personal Insolvency Index. In addition, each Director who had in the past 10 years been a resident of a country other than Australia, provided an equivalent national criminal history check and an equivalent national bankruptcy check for each country in which the Director resided.

Each Director of Tetratherix also made, and provided to Tetratherix and ASX, a statutory declaration which included confirmation that the Director had not been the subject of any criminal or civil penalty proceedings or other enforcement action by any government agency in which they were found to have engaged in behaviour involving fraud, dishonesty, misrepresentation, concealment of material facts or breach of duty.

Tetratherix's Prospectus disclosed all material information in Tetratherix's possession relating to each Director. In Tetratherix's Board Charter, the Board commits to undertaking appropriate checks including character, experience, education, criminal record and bankruptcy history to determine whether or not to recommend a Director to shareholders for election or re-election or to appoint a Director to fill a casual vacancy. The Charter also confirms the Board's commitment to providing shareholders with all material information in Tetratherix's possession relevant to a decision on whether or not to elect or re-elect a Director.

Under its Charter, the Board's Nomination and Remuneration Committee (see Recommendation 2.1 below), has responsibility for ensuring that appropriate checks are undertaken before nominating an individual as a candidate for appointment to the Board.

Tetratherix will ensure that prior to appointing a senior executive, appropriate checks are undertaken.

Recommendation 1.3 Appointment Terms

Tetratherix has a written agreement with each Director and Executive Key Management Personnel (KMP) setting out the terms of their appointment.

Each Executive Director and senior executive of Tetratherix has entered into a written employment contract with Tetratherix or one of its group companies setting out the terms of their employment.

The Board's Nomination and Remuneration Committee is responsible for overseeing the process of appointment and remuneration of Non-Executive Directors, the CEO, the CFO (or equivalent), and other senior executives of Tetratherix.

Details of executive contracts in place are detailed in the Company's Annual Remuneration Report in the 2025 Annual Report on page 46.

Recommendation 1.4 Company Secretary

Tetratherix's Board Charter provides that the Board has reserved to itself the appointment, and removal, of the Company Secretary and the determination of their remuneration and conditions of service, including any financial incentives.

The Board Charter also provides that the Company Secretary is responsible for developing and maintaining the information systems and processes required such that the Board can fulfil its role and is directly accountable to the Board, through the Chair, on all matters relating to the proper functioning of the Board.

The Board's Nomination and Remuneration Committee is responsible for overseeing the process of appointment and remuneration of the Company Secretary. Further details regarding the Company Secretary can be found within the Governance and Risk Section of the 2025 Annual Report on page 41.

Recommendation 1.5 Diversity Policy

Tetratherix considers diversity and inclusion broadly, including gender, gender identity, age, race, family status, cultural background, sexual orientation or preference and any other criteria protected by applicable law or company policy. A copy of the Diversity Policy is available on our website at <https://tetratherix.com/investors/>.

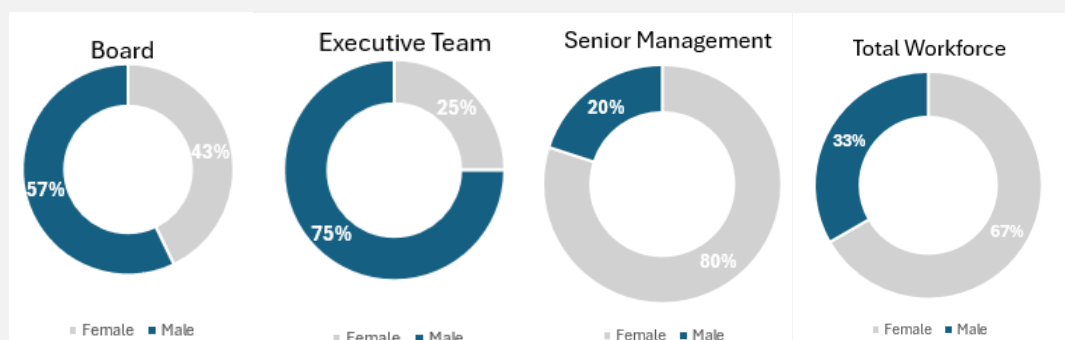
Ensuring a diverse workforce and inclusive culture will support Tetratherix to:

- I. Attract, retain and develop talent to drive value creation.
- II. Foster a psychologically safe environment that drives innovation and collaboration.
- III. Provide diverse perspectives and experiences to optimise decision making.

Tetratherix's Board Charter provides that the composition of the Board must demonstrate an appropriate mix of skills, experience, diversity and knowledge to discharge its responsibilities and objectives.

Tetratherix has adopted a Diversity Policy which sets out Tetratherix's commitment to diversity, encouraging inclusive workplace practices and behaviours and fostering a work environment that values the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity.

The Board and Senior Executives are proud of the Company's organic achievement in respect to diversity measures and remain committed to advancing women in the workplace, with 67% of the total workforce identifying as females. Gender representation on the Board is at 47% of the membership identifying as females. In addition, 47% of the Board are born outside Australia.



The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy and to ensure that the Policy aligns with Tetratherix's values including measurable objectives (such as numerical targets) for achieving gender diversity in the composition of the Board, Senior Executives and the workforce generally (Measurable Objectives). It is also responsible for reviewing annually both the Measurable Objectives and Tetratherix's progress in achieving the Measurable Objectives, through the monitoring, evaluation and reporting mechanisms listed below.

Tetratherix will conduct an annual review of the proportion of women and men employed by Tetratherix on the Board, in senior management positions and across the workforce generally, with results reported to the Board.

Tetratherix will report each year on the Measurable Objectives set by Tetratherix and progress towards achieving them and on the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation. Achievement against Measurable Objectives will be reported initially in the 2026 Annual Report.

Recommendation 1.6 Board, Committees and Individual Directors Performance Assessment

Tetratherix's Board Charter provides that the Board will undertake an assessment and review of the performance of the Board, its committees and individual Directors at least annually.

Tetratherix's Nomination and Remuneration Committee (NRC) is responsible for reviewing and making recommendations to the Board in respect of the development and implementation of a process for evaluating the performance of the Board, Committees and individual Directors.

As Tetratherix's Board was expanded as part of the recent ASX listing process, no performance evaluation has been undertaken of the current Board during the reporting period. In accordance with Recommendation 1.6, the NRC intends to evaluate the performance of the Board, Committees and individual Directors annually, and will disclose the process adopted for the evaluation in the Annual Report.

The Charter of Tetratherix's Nomination and Remuneration Committee provides that the Committee will make recommendations to the Board on the criteria for the evaluation of the performance of the CEO and any other executive director.

Recommendation 1.7 Senior Executive Performance Assessment

The Charter of Tetratherix's Nomination and Remuneration Committee provides that the Committee will make recommendations to the Board on the criteria for the evaluation of the performance of the CEO and any other Executive Director.

Tetratherix is committed to aligning its performance evaluation processes in respect of all senior executives with this recommendation.

In accordance with Recommendation 1.7, Tetratherix discloses that no formal performance evaluation of senior executives was undertaken during the current reporting period. This is due to the company's initial public offering (IPO) occurring in June 2025, during which the focus was on successfully transitioning to a listed entity. Performance evaluation processes will be established and conducted in FY26 as part of the company's ongoing governance practices.

PRINCIPLE 2 – BOARD STRUCTURE

Recommendation 2.1 Nomination Committee

The Board has established a Nomination and Remuneration Committee (NRC) which comprises three non-executive directors two of whom are considered by the Board to be independent – Emma Cleary and John Kelly. Atlanta Daniel (Chair) is not independent. A copy of the Nomination and Remuneration Committee Charter is available on our website at <https://tetratherix.com/investors/>.

In relation to Tetratherix's committee composition, the NRC Chair is not considered independent however the committee comprises a majority of independent directors. The Board will continuously review the composition in alignment with the growth objectives of the Company and will determine if this remains appropriate.

Noting as the company was listed on 30th June 2025, the inaugural Nomination and Remuneration Committee will take place in H1 FY26.

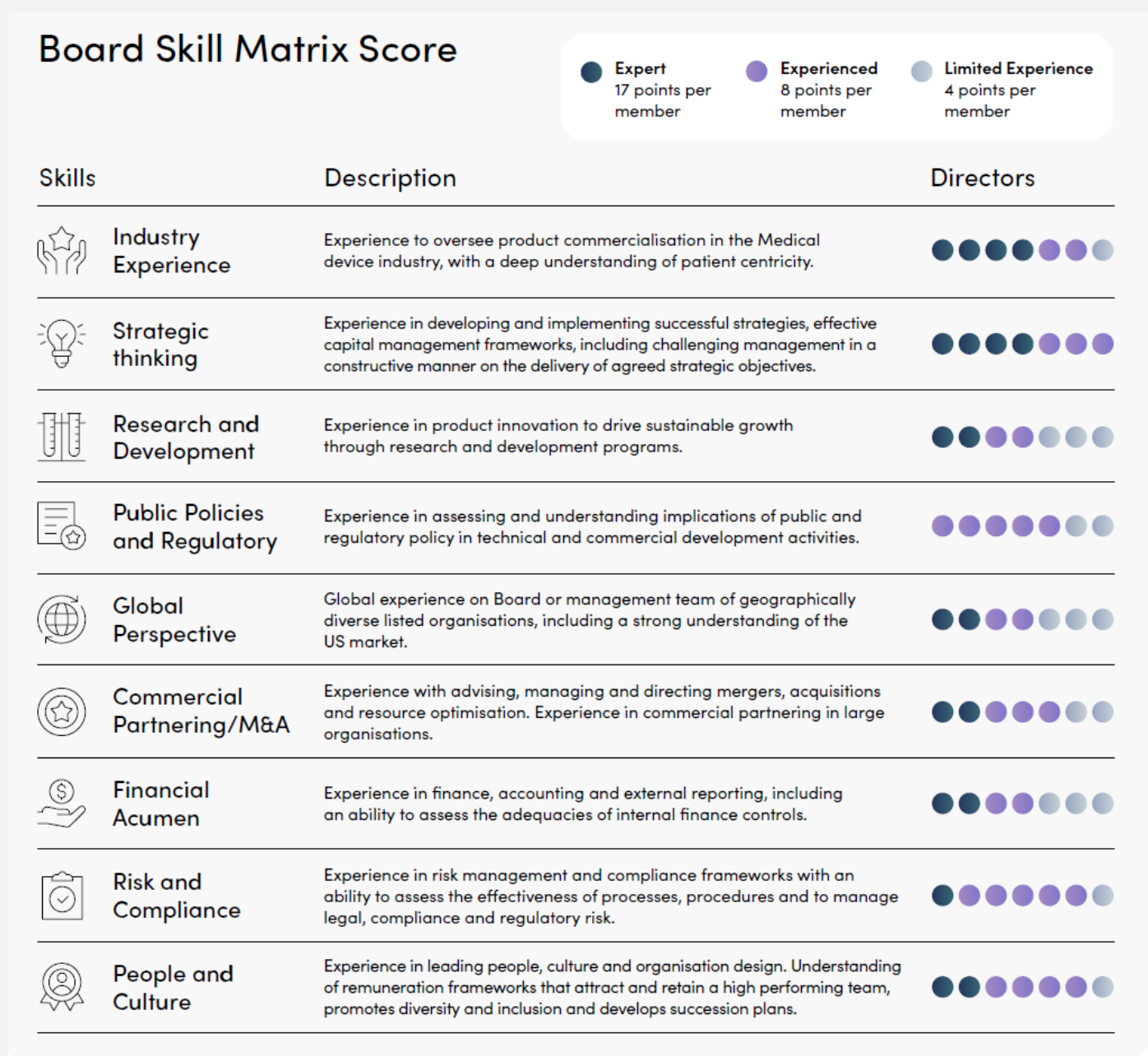
Further details of the Nomination and Remuneration Committee are included in the table below:

Committee	Nomination and Remuneration Committee
Chair	Atlanta Daniel – Non-Executive Director
Independent Chair	No
Other Members	Emma Cleary – Non-Executive Director John Kelly – Non-Executive Director
Majority Independent	Yes
All Non-Executive Directors	Yes

Recommendation 2.2 Board Skills Matrix

The Board with the assistance of the Nomination and Remuneration Committee is focused on maintaining an appropriate mix of skills, experience and diversity of its membership. The current Board composition comprises a range of skills, relevant industry experience and proficiency in corporate governance, financial, risk and compliance.

The Board skills matrix as at the date of this statement is captured below and describes the capabilities and experience that the Board needs for the company to achieve its corporate strategy. The Board will review the composition and skill set on an ongoing basis based on business requirements. Details of each director's experience and qualifications can be found in the Governance and Risk section of the 2025 Annual Report on page 40.



Recommendation 2.3 Independent Directors

As at 30 June 2025, there were seven directors on the Board, with details outlined in the table below.

Director	2025 Tenure	Length of Service	Independence Status
Emma Cleary	Appointed March 2025	< 12 months	Independent
William Knox	Full year	3+ years	Non-Independent
Ali Fathi	Full year	3+ years	Non-Independent
David Bottomley	Full year	3+ years	Non-Independent
Gillian Shea	Appointed March 2025	< 12 months	Independent
Atlanta Daniel	Appointed April 2025	< 12 months	Non-Independent
John Kelly	Appointed May 2025	< 12 months	Independent

Tetratherix's Board Charter provides that as a general principle, independent Directors are those who are free of any interest, position or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement on issues before the Board and to act in the best interests of Tetratherix as a whole rather than the interests of an individual shareholder or third party.

The Charter provides that the approach and attitude of a non-executive Director is a critical factor in determining his or her independence and the factors relevant to assessing the independence of a non-executive Director include if the Director:

- is not or does not represent a substantial shareholder of the Company or has not, within the last three years, been an Officer of an employee of, or professional advisor to a substantial shareholder of the Company (as defined in section 9 of the Corporations Act).
- has not, within the last three years, been employed in an executive capacity by the Company or another Group member or been a director after ceasing to hold any such employment.
- receives performance-based remuneration (including options or performance rights) or participates in an employee incentive scheme of the Company.
- is not, or has not within the last three years been, a material supplier, professional adviser, consultant or customer of the Company or other Group member, or an Officer of or otherwise associated, directly or indirectly, with a material supplier, professional adviser, consultant, or customer.
- has close personal ties with any person who falls within the categories described above.
- has not served on the Board for a period in the past which could, or could reasonably be perceived to, compromise the Director's independence or materially interfere with the Director's ability to act in the current best interests of the Company; and
- is free from any interest and any business, familial, friendship, social other relationship which could, or could reasonably be perceived to, materially interfere with the Director's ability to act in the best interests of the Company.

Tetratherix's Nomination and Remuneration Committee is responsible for assessing at least annually, or more frequently if a Director's material interests or affiliations have changed, the independence of individual Directors and making recommendations to the Board as to whether or not a Director's status as an independent Director has changed.

Tetratherix's Board Charter provides that each Non-Executive Director must provide to the Board all information relevant to the assessment of his or her independence and must disclose to the Board any actual, perceived or potential conflicts of interest or duty, or matter that may bear on their independence and might reasonably be thought to exist as soon as the situation arises.

If a Director's independent status changes, this will be immediately disclosed and explained in an announcement to ASX.

Recommendation 2.4 Majority Independence

As set out under Recommendation 2.3, three of the seven directors of Tetratherix's Board are independent Directors. The Company will continue to assess the independent status of directors and will consider this recommendation with each Board appointment.

Recommendation 2.5 Board Chair

As set out under Recommendation 2.3 above, the Chair of Tetratherix's Board is Emma Cleary who is an independent Director.

Recommendation 2.6 Induction, Education & Training

Tetratherix's induction program for the current directors included operational site visits, meetings with members of the executive management team and provision of corporate and financial management information regarding the Company and governance related material. Tetratherix will have an induction program for new directors to assist them in becoming familiar with the Company, its executives, its business and its regulatory environment.

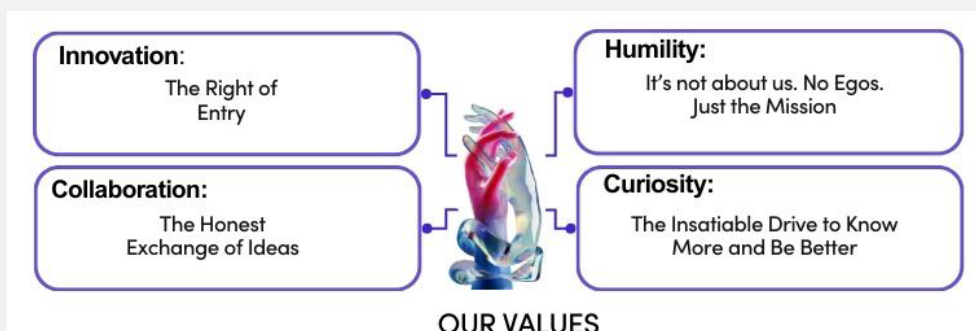
Tetratherix's Nomination and Remuneration Committee is responsible for developing and implementing induction programs for Directors and making recommendations to the Board in respect of an effective induction program for new Directors and a professional development program for Directors.

PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY

Recommendation 3.1 Statement of Values

Tetratherix values serve as the foundation for our decision making. We believe that achieving our corporate strategy requires more than just technological advancements - it demands a culture of excellence, a commitment to people, and an unwavering focus on compounding innovation over an extended period of time. Our strategy is built around empowering our teams, fostering a dynamic and collaborative environment, and ensuring that both our employees and customers thrive.

By fostering an environment that values creativity, critical thinking, and shared success, we create a workforce that is not only highly skilled but also deeply motivated to make a lasting impact on the world. Our values are captured below:



Innovation: We are committed to pushing the boundaries of biomaterial science, developing breakthrough products that transform patient outcomes. Our approach to innovation is not just about new ideas but also about implementation - turning scientific concepts into real-world solutions. We encourage our teams to think boldly, challenge conventions, and continuously refine our technologies to address unmet medical needs.

Humility: While we strive for excellence & value diverse perspectives. We recognise that true progress is built on a foundation of humility and intellectual honesty. We understand that no single individual has all the answers, and the best ideas often come from collaboration and open-minded discussions. We are not here to be right; we are here to solve problems that others cannot.

Collaboration We believe that breakthroughs occur at the intersection of disciplines, perspectives, and experiences. Our teams work seamlessly across functions, integrating expertise from research, engineering, clinical applications, and commercial strategy. Additionally, we extend this collaborative mindset beyond our organization, forging strong partnerships with our community, healthcare providers, suppliers, research institutions, and customers to co-create solutions that drive meaningful impact.

Curiosity drives our relentless pursuit of knowledge and improvement. We encourage our teams to ask questions, explore new possibilities, and continuously seek better ways to serve our patients and customers. Whether in the lab, in the field, or within strategic discussions, curiosity propels us forward, ensuring that we never settle for the status quo. This mindset allows us to anticipate challenges, uncover hidden opportunities, and stay ahead of industry trends.

Recommendation 3.2 Code of Conduct

Tetratherix is committed to making positive economic, social and environmental contributions to each of the communities in which it operates, while complying with all applicable laws and regulations and acting in a manner that is consistent with its foundational principles of honesty, integrity, fairness and respect.

Tetratherix has adopted a Code of Conduct whose purpose is to provide a framework for decisions and actions in relation to conduct in respect of employment. It underpins Tetratherix's commitment to provide professional services and its duty of care to all employees, stakeholders and clients receiving those services. It should be read in conjunction with Tetratherix's Diversity Policy.

Staff members are expected to act consistently with the fundamental principles set out in the Code at all times. Similarly, the Code informs consultants, contractors and partners working with or for Tetratherix of these principles, the Company's expectations and their obligation to act in accordance with them.

The Code of Conduct is available on the Company's website at <https://tetratherix.com/investors/>.

Recommendation 3.3 Whistleblower Policy

In recognition of the important role whistleblowing can play in the early detection of misconduct and the fact that individuals who are considering disclosing misconduct may fear retribution or other detriment and require an assurance of protection, Tetratherix has adopted a Whistleblower Policy.

Tetratherix's Whistleblower Policy encourages employees to report suspected or known instances of illegal or unethical conduct. The Whistleblower Policy establishes the mechanisms and procedures for employees to report illegal or unethical conduct in a manner which protects the whistleblower and identifies the necessary information for the Tetratherix to investigate such reports and act appropriately.

A copy of the Whistleblower Policy is available on the Company's website at <https://tetratherix.com/investors/>.

Recommendation 3.4 Anti-bribery and Corruption Policy

Tetratherix has an Anti-Bribery and Corruption Policy for Directors, employees, contractors, volunteers, agents and directors of Tetratherix. It provides a summary of the law on bribery and corruption, outlines the

circumstances in which it is unacceptable to receive gifts, entertainment and hospitality and provides a reporting mechanism for allegations of bribery and corruption.

The Policy prohibits facilitation payments, kickbacks and donations to political parties or which are intended to obtain an improper advantage for Tetratherix.

A copy of the Anti-bribery and Corruption Policy is available on the Company's website at <https://tetratherix.com/investors/>.

PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING

Recommendation 4.1 Audit Committee

The Board has established an Audit and Risk Committee (ARC). There are three members of the ARC, a majority of whom are considered by the Board to be independent Directors.

Tetratherix has disclosed, in its Annual Report for each reporting period, the relevant qualifications and experience of the members of the ARC, the number of ARC meetings held during the period, and the individual attendance of each member at those meetings. Details of the ARC members, including their qualifications and experience, are provided on page 39 of the 2025 Annual Report. The ARC Charter is available on the Tetratherix website at <https://tetratherix.com/investors/>.

Further details of the Audit and Risk Committee are included in the table below:

Committee	Audit and Risk Committee
Chair	Gillian Shea – Non-Executive Director
Independent Chair	Yes
Other Members	Emma Cleary – Non-Executive Director Ali Fathi – Executive Director
Majority Independent	Yes
All Non-Executive Directors	No

Recommendation 4.2 Assurances

The Board is responsible for the integrity and quality of financial reporting, risk management, compliance and internal controls.

Prior to giving the directors' declaration in the annual report in respect of the half year and annual financial statements, the Board requires a declaration from the CEO and CFO 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.

The written declaration was received by the Board prior to its approval of the annual financial statements for the financial year ended 30 June 2025.

Recommendation 4.3: Verification of Integrity of periodic corporate reports

The Audit and Risk Committee Charter provides that the Committee will assist the Board in the implementation of the Company's processes to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.

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

Tetratherix has adopted a Continuous Disclosure Policy which sets out the procedures that apply to the central collection, control, assessment and if required, release to the ASX, of information which may affect the price or value of Tetratherix securities or influence decisions taken by investors to buy or sell Tetratherix securities. A copy of the Continuous Disclosure and Shareholder Communications Policy is available on the Company's website at <https://tetratherix.com/investors/>.

As a standing agenda item at each Board meeting, Tetratherix's Directors will consider whether there is any information (including any matters reported to or discussed at the Board meeting) that may potentially need to be disclosed to the market pursuant to Tetratherix's continuous disclosure obligations.

The Board has designated the Company Secretary as the person responsible for coordinating disclosure of information to the ASX as well as communicating with the ASX.

In accordance with the ASX Listing Rules, the Company will notify the ASX immediately of information:

- (a) concerning the Company that a reasonable person would expect to have a material effect on the price or value of the Company's securities; and
- (b) that would, or would be likely to, influence persons who commonly invest in securities in deciding whether to acquire or dispose of the Company's securities.

All information disclosed to the ASX can be found on the Company website at <https://tetratherix.com/investors/>.

Recommendation 5.2 Provide Board with companies of all material market announcements

The Company Secretary ensures that its Board receives copies of all material market announcements prior to release to the market followed by immediate notification including announcement following each release to the market.

Recommendation 5.3 Investor Presentation

In accordance with the recommendation, the Company ensures that all substantive presentations are released to the market to enable security holders the opportunity to participate in the presentation.

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

PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS

Recommendation 6.1 Information and Governance

Tetratherix's website provides ready access to information about the Company, the Board, the senior management team, Tetratherix's governance practices and Tetratherix's products.

Tetratherix has an investor section of its website providing information about Tetratherix's share price performance and ready access to ASX announcements including financial reports and investor presentations. The Investor section is available at <https://tetratherix.com/investors/>.

Shareholders and other interested parties will be able to subscribe, via the Investor page on Tetratherix's website, to receive email alerts regarding the release of Tetratherix ASX announcements.

Recommendation 6.2 Investor Relations

Tetratherix has a Continuous Disclosure and Shareholder Communication Policy setting out the Company's shareholder communication processes. The Policy is available on Tetratherix's website at <https://tetratherix.com/investors/>.

Investors are able to contact Tetratherix or submit questions or comments to Tetratherix via the 'Contact us' page on Tetratherix's website, and where appropriate, a response is provided.

Recommendation 6.3 Shareholder Meeting Participation

Tetratherix will facilitate and encourage participation at meetings of security holders by offering shareholders the following:

- (a) attendance at shareholder meetings in person;
- (b) lodgement of votes online via Automic's Investor Centre; and
- (c) the opportunity to appoint a proxy to attend the meeting and vote on their behalf.

Recommendation 6.4 All substantive resolutions at a security holder meeting are declared 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 communications with shareholders

Security holders will have the option to receive communications from, and send communications to Tetratherix and its Share Registry, Automic, electronically.

Tetratherix will actively encourage shareholders to receive communications electronically, by including an electronic communications preference form in its new shareholder welcome pack and in mailing packs for shareholder meetings.

Tetratherix's share registry, Automic, also receives and sends electronic communications to shareholders. Shareholders may indicate their communications preference to the Share Registry electronically through the communication means available on <https://www.automicgroup.com.au/>.

PRINCIPLE 7 – RECOGNISE AND MANAGE RISK

Recommendation 7.1 Risk Committee

The Audit and Risk Committee (ARC) assists the Board in overseeing and reviewing the integrity of financial and corporate reporting, risk appetite and the effectiveness of the risk management framework, compliance and

internal controls. The ARC also assesses propriety and materiality of related party transactions and has direct engagement with the external audit function. The Audit and Risk Committee Charter is available on the Company's website at <https://tetratherix.com/investors/>.

Membership of the Committee as is set out under Recommendation 4.1

Recommendation 7.2 Risk Management Framework

Tetratherix is committed to proactively identifying and managing risks associated with the pursuit of their strategy and operations. It adopts the relevant industry standards, acts in accordance with legislative and regulatory obligations and reviews all activities against their risk appetite guardrails. This approach supports Tetratherix in efficiently, ethically and sustainably operating to achieve its strategic objectives.

The risk management process adopted by Tetratherix is compliant with ISO 31000:2018. It has five key elements:

1. Set the context for the risk review.
2. Assess the risk by identifying risks, analysing risks and evaluating risks.
3. Treat the risks.
4. Ensure ongoing communication and consultation.
5. Monitoring and review risks as an iterative process

The Board is responsible for considering, approving and monitoring the Group's systems of risk management, accountability, compliance and control.

The Board has delegated to the ARC responsibility for:

- a) overseeing the establishment and maintenance by management of processes to ensure that there is an adequate and effective system to identify and manage material business risks; and
- b) monitoring and evaluating the adequacy of the Company's risk management procedures by receiving reports from management and the external auditor.

The Board, with the assistance of the ARC, will review the Company's risk management framework at least annually to satisfy itself that it continues to be sound. The Board will set the risk appetite under which management is expected to operate and consider the company's risk profile on a regular basis and for critical business decisions.

Recommendation 7.3 Internal Audit

Given its size, the Company does not currently have a separate internal audit function.

The Board has delegated to the ARC responsibility for monitoring and evaluating the adequacy of the Company's risk management procedures by receiving reports from management and the external auditor.

Remuneration 7.4 Economic, Environmental and Social Sustainability Risk

Tetratherix actively manages a range of risks and uncertainties that have the potential to have a material impact on the group and its stakeholders. Key risks including environmental and social risks. Tetratherix's risk mitigation plans relating to these risks are contained in the groups risk management framework.

Tetratherix has detailed the key risks to which it is exposed in Section 3 of the Prospectus as lodged with the ASX on 27th June 2025 and available on the Company's website at <https://tetratherix.com/prospectus>.

The Board believes that the Company has adequate systems in place for the management of its exposure to economic, environmental and social sustainability risks.



PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

Recommendation 8.1: Remuneration Committee

The Board has established a Nomination and Remuneration Committee. The overriding objective of the Committee is to provide an independent and objective perspective on the value and structure of remuneration for Tetratherix’s Non-executive Directors, CEO, CFO (or equivalent), and other senior executives and employees, so as to maximise the benefit derived from their skills and experience and facilitate Tetratherix’s long-term growth and success.

The Charter of the Nomination and Remuneration Committee is available on Tetratherix’s website at <https://tetratherix.com/investors/>. Noting as the company was listed on 30th June 2025, the inaugural Nomination and Remuneration Committee will take place in H1 FY26. Further details in relation to the Nomination and Remuneration Committee can be found under Recommendation 2.1.

Recommendation 8.2: Remuneration Policies and Practices

The Nomination and Remuneration Committee are responsible for determining and reviewing policies and practices regarding the remuneration of Non-Executive Directors and the remuneration of the CEO and other senior executives.

Tetratherix will disclose as at the end of each reporting period, in its Annual Report, its policies and practices regarding the remuneration of Non-Executive Directors and the remuneration of the CEO and other senior executives. This information can be found within the Remuneration Report on page 43 of the 2025 Annual Report.

Recommendation 8.3: Equity Based Remuneration Scheme

Tetratherix’s Securities Trading Policy prohibits Directors and executives who participate in an equity-based executive incentive plan from entering into any transaction which would have the effect of hedging or otherwise transferring to any other person the risk of any fluctuation in the value of any unvested entitlements granted under the plan. A copy of Tetratherix’s Securities Trading Policy will be disclosed on the ASX Market Announcements Platform and is available on Tetratherix’s website at <https://tetratherix.com/investors/>.

Company Directory

Directors

Emma Cleary (Chair)

William Knox (CEO)

Ali Fathi (CTO)

David Bottomley

Gillian Shea

Atlanta Daniel

John Kelly

Joint Company Secretary

Jane Miller

Sally Greenwood

Registered Office

Unit 29

34-36 Ralph Street

Alexandria, NSW, 2015

Australia

www.tetratherix.com

hello@tetratherix.com

Australian Business Number

72 607 771 077

Australian Securities Exchange

ASX Code: TTX

Auditor

Nexia Sydney Audit Pty Ltd s (ACN 606 785 399)

Level 22/2 Market St, Sydney, NSW 2000, Australia

Share Registry

Automic Pty Ltd (ACN 152 260 814)

Level 5/126 Phillip St, Sydney, NSW, 2000 Australia