

Corporate Governance Statement

ASX CG Principles	Compliance by the Company
<p>Principle 1 – Lay solid foundations for management and oversight <i>A listed entity should establish and disclose the respective roles and responsibilities of board and management and how their performance is monitored and evaluated.</i></p>	
<p>Recommendation 1.1 A listed entity should disclose the respective roles and responsibilities of its board and management, and those matters expressly reserved to the board and those delegated to management.</p>	<p>In accordance with the Board Charter, the Board has reserved to itself the following specific responsibilities:</p> <ul style="list-style-type: none"> • providing leadership and setting the strategic objectives of the company; and overseeing management's implementation of those strategic objectives and performance generally; • monitoring the performance of the Company against the financial objectives and operational goals set by the Board and reviewing the implementation of Board approved strategies; • assessing the appropriateness of the skill sets and the levels of experience of the members of the Board, individually and as a whole and selecting new members to join the Board when a vacancy exists; • appointing, removing and determining the terms of engagement of the Directors, Chief Executive Officer and Company Secretary; • approving operating budgets and major capital expenditure; • overseeing the integrity of SciGen's accounting and corporate reporting systems (including external audit); • overseeing SciGen's process for making timely and balanced disclosure; • ensuring SciGen has in place an appropriate risk management framework and setting the risk appetite within which the Board

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	<p>expects management to operate;</p> <ul style="list-style-type: none"> • approving SciGen's remuneration framework; and • monitoring the effectiveness of SciGen's governance practices. <p>The Board has the authority to manage the day to day affairs of SciGen and authority to control the affairs of SciGen in relation to all matters other than those responsibilities reserved to itself in the Board Charter.</p> <p>The Board has authority to sub-delegate to the senior management team.</p>
<p>Recommendation 1.2</p> <p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election as a director; and</p> <p>(b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>	<p>The Board is in charge of appointing new Board candidates, having regard to their skills, experience and expertise.</p> <p>In doing so, the Board intends for appropriate checks to be undertaken in relation to that potential Board candidate.</p> <p>The Board provides and will continue to provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>
<p>Recommendation 1.3</p> <p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	<p>All directors (and proposed directors) and senior executives have entered into written appointment agreements with SciGen.</p> <p>Specifically:</p> <ul style="list-style-type: none"> • the non-executive directors have each executed a letter of appointment setting out the terms and conditions of their appointment; and • the executive director and senior executives of the Company have entered into service contracts, setting out the terms and conditions of their employment.

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<p>Recommendation 1.4</p> <p>The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.</p>	<p>The Company Secretary is accountable directly to the Board, through the chairperson, on all matters to do with the proper functioning of the Board.</p> <p>Under the Board Charter, the Company Secretary is responsible for:</p> <ul style="list-style-type: none"> • advising the Board and its committees on governance matters; • monitoring the Board and committee policy and procedures are followed; • coordinating the timely completion and dispatch of Board and committee papers; • ensuring the business at Board and committee meetings is accurately captured in the minutes; and • helping to organise and facilitate the induction and professional development of Directors and the Company Secretary.
<p>Recommendation 1.5</p> <p>A listed entity should:</p> <p>(a) have a diversity policy which includes requirements for the board or a relevant committee of the board for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them, and either:</p> <p>(i) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(ii) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p>	<p>SciGen has established a Diversity Policy. The Company recognizes that a talented and diverse workforce at all levels of the Company is a key competitive advantage and that experienced, skilled and diversified employees are an important contributor to the Company's success.</p> <p>The Company promotes an inclusive workplace where employee differences like gender, age, culture, disability and lifestyle choice are valued. The unique skills, perspectives and experience that our employees possess promotes greater creativity and innovation that better reflects and serves the needs of our diverse customer base ultimately driving improved business performance.</p> <p>The Company recognises that encouraging workplace diversity is</p>

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	<p>not just the socially responsible course of action but is also a source of competitive advantage for the Group.</p> <p>The Group is committed to improving the gender diversity throughout the business with a particular focus on what can be achieved to improve the number of females in senior leadership roles.</p> <p>The Company's current objectives in relation to gender diversity are to monitor and maintain the percentage of females in senior leadership positions at a level of at least 40%.</p> <p>The Company will disclose the respective proportions of men and women on the board, in senior executive positions and across the whole organisation in its annual report.</p> <p>The Company utilizes a range of inputs to inform its strategy and also assess its performance in this area such as employee opinion surveys, targeted focus groups, monitoring a host of employee data as well as external benchmarking.</p>
<p>Recommendation 1.6</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>It is intended that the Board will undertake an annual self-assessment of its collective performance. The process may be facilitated by an independent third party. In addition, each Board Committee may undertake an annual self-assessment on the performance of the Committee and the achievement of Committee objectives.</p> <p>The Chairperson is responsible for evaluating the Board and individual directors' performance annually. In the year ending 31 December 2015, the Chairperson met privately with most directors and senior executives to discuss this assessment. Moving forward the Chairperson intends to meet</p>

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	privately with each director and senior executives to discuss this assessment. The Chairperson's performance may be reviewed by the Board.
<p>Recommendation 1.7</p> <p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>Under the Board Charter, senior executives' performances will be considered by the relevant supervisors in a meeting separate to the Board meetings. The Chairperson is responsible for ensuring that the meetings take place on an annual basis.</p>
<p>Principle 2 – Structure the board to add value</p> <p><i>A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.</i></p>	
<p>Recommendation 2.1</p> <p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(i) has at least three members, a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director; and disclose</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> <p>(v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p>SciGen does not have a formally constituted Nomination Committee given the complete nature of the Board composition currently. The Board is of the opinion that there would be efficiencies to be gained in establishing a separate Nomination Committee. SciGen recognises it is not in compliance with recommendation 2.1. However the function of reviewing the competencies of directors, appoint and re-appointment of directors, review of board succession and evaluation of the performances of the board and committees is undertaken by the full Board. Currently the board as the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively. At such time when the company is well established, a Nomination Committee will be formed and the Board restructured.</p>
<p>Recommendation 2.2</p> <p>A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.</p>	<p>The Board has not, at this time, adopted a board skills matrix. However, the Company will seek to have directors with an appropriate range of skills, experience and expertise and an understanding of</p>

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	<p>and competence to deal with current and emerging issues of the business. In addition, the Company's succession plans are designed to maintain an appropriate balance of skills, experience and expertise on the Board.</p>																
<p>Recommendation 2.3</p> <p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p>Out of the Board members, Kenneth Gross is the sole independent director.</p> <p>The Board will regularly assess the independence of each Director in light of the interests disclosed by them. That assessment will be made at least annually at, or around the time, that the Board considers candidates for election to the Board, and each independent Director is required to provide the Board with all relevant information for this purpose.</p> <p>If the Board determines that a Director's independent status has changed, that determination will be disclosed to the market in a timely fashion.</p> <p>Additionally, the Board has also resolved that the mere fact that a director has been in office for a period greater than ten (10) years does not change that director's status as an independent.</p> <p>As at June 2016, the length of service of each director is as follows:</p> <table data-bbox="1070 1541 1487 2020"> <thead> <tr> <th data-bbox="1070 1570 1182 1608"><u>Director</u></th> <th data-bbox="1385 1541 1461 1608"><u>No of Years</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="1070 1630 1262 1659">Dr. James Kim</td> <td data-bbox="1417 1630 1433 1659">0</td> </tr> <tr> <td data-bbox="1070 1688 1273 1718">Dr. Marek Dziki</td> <td data-bbox="1417 1688 1433 1718">0</td> </tr> <tr> <td data-bbox="1070 1747 1331 1776">Marcin Dukaczewski</td> <td data-bbox="1417 1747 1433 1776">8</td> </tr> <tr> <td data-bbox="1070 1805 1262 1834">Adam Polonek</td> <td data-bbox="1417 1805 1433 1834">8</td> </tr> <tr> <td data-bbox="1070 1863 1267 1892">Kenneth Gross</td> <td data-bbox="1406 1863 1444 1892">16</td> </tr> <tr> <td data-bbox="1070 1921 1289 1951">Mateusz Kosecki</td> <td data-bbox="1417 1921 1433 1951">7</td> </tr> <tr> <td data-bbox="1070 1980 1214 2009">Jenny Low</td> <td data-bbox="1417 1980 1433 2009">7</td> </tr> </tbody> </table>	<u>Director</u>	<u>No of Years</u>	Dr. James Kim	0	Dr. Marek Dziki	0	Marcin Dukaczewski	8	Adam Polonek	8	Kenneth Gross	16	Mateusz Kosecki	7	Jenny Low	7
<u>Director</u>	<u>No of Years</u>																
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<p>Recommendation 2.4</p> <p>A majority of the board of a listed entity should be independent directors.</p>	<p>The Board does not comprise of a majority of independent directors. The non-independent directors have the relevant expertise in the corporate finance, manufacture and world-wide sales and marketing of the product. Whilst this is a departure from the recommendation, the Board believes that the composition of the Board currently brings the right mix of complementary skills, experience and representation for the Company and its shareholders at this point in its life.</p>
<p>Recommendation 2.5</p> <p>The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.</p>	<p>Dr. Marek Dziki, Chairperson of the Board is not an independent director under the principles set out in the Guidelines. Whilst this is a departure from the recommendation the Board believes that given the current size of the Company and its history, the Board considers that the Chairpersons' functions are efficiently achieved by the Dr. Dziki.</p>
<p>Recommendation 2.6</p> <p>A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.</p>	<p>Under the Board Charter, the Directors are expected to participate in any induction or orientation programs on appointment, and any continuing education or training arranged for them.</p> <p>The Company Secretary will help to organise and facilitate the induction and professional development of Directors.</p>
<p>Principle 3 – Act ethically and responsibly <i>A listed entity should act ethically and responsibly.</i></p>	
<p>Recommendation 3.1</p> <p>A listed entity should:</p> <ul style="list-style-type: none"> (a) have a code of conduct for its directors, senior executives and employees; and (b) disclose that code or a summary of it. 	<p>The Board has developed a Code of Conduct which has been reviewed by the Board and will apply to all directors and employees. The Code will be reviewed regularly and updated as necessary to ensure it reflects the highest standards of behaviour and professionalism and the practices necessary to maintain confidence in the Group's integrity.</p> <p>In summary, the Code of Conduct requires that at all times, all</p>

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	<p>Company personnel act with the utmost integrity, objectivity and in compliance with the letter and the spirit of the law and company policies.</p> <p>The Company is in the process of reviewing the current policies of the Code of Conduct to include the reporting and investigation of unethical practices. Although the process is not included in the current Code of Conduct, to date, all reports of unethical practices received have been taken seriously by the Board and investigated and action take if required.</p> <p>The Code of Conduct is available on the Company's website.</p>
<p>Principle 4 – Safeguard integrity in corporate reporting <i>A listed entity should have formal and rigorous processes that independently verify and safeguard the integrity of its corporate reporting.</i></p>	
<p>Recommendation 4.1</p> <p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director, who is not the chair of the board,</p> <p>And disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the relevant qualifications and experience of the members of the committee; and</p> <p>(v) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p>The Board is committed to following Recommendation 4.1 and has established an Audit Committee. This Committee is responsible for, amongst other things, appointing the Company's external auditors and overseeing the integrity of the Company's financial reporting systems and financial statements.</p> <p>The Committee consists of:</p> <ul style="list-style-type: none"> • Mr Kenneth Gross (Chairperson Independent, non-executive director) • Dr. Marek Dziki (Non-independent, non-executive director) • Mr Adam Polonek (Non-independent, executive director) <p>The Committee does not consist entirely of non-executive directors and thus is not compliant with Recommendation 4.1. However, SciGen feels given the composition of the Board and the size of the company that this is the most appropriate composition for an effective Audit Committee.</p>

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	<p>The Company has also adopted an Audit Committee Charter which is available on the Company's website. The details of the meetings of the Audit Committee are disclosed in the Annual Report.</p>
<p>Recommendation 4.2</p> <p>The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	<p>The CEO and CFO have made the following certifications in writing to the Board:</p> <ul style="list-style-type: none"> • that the Company's financial reports are complete and present a true and fair view, in all material respects, of the financial condition and operational results of the Group and Company and are in accordance with relevant accounting standards, except for the matters qualified in the auditors' report; and • that the above statements are founded on a sound system of risk management and internal compliance and control which implement the policies adopted and the Company's risk management and internal compliance and control is operating efficiently and effectively in all material aspects.
<p>Recommendation 4.3</p> <p>A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.</p>	<p>In terms of an external audit, a formal invitation has been extended by the Board to the audit partner of Deloitte & Touche LLP to attend the AGM of the Company and through the Chairperson, will be available to answer questions relating to the conduct of the audit.</p>
<p><i>Principle 5 – make timely and balanced disclosure</i></p> <p><i>A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.</i></p>	
<p>Recommendation 5.1</p> <p>A listed entity should:</p> <ol style="list-style-type: none"> (a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and (b) disclose that policy or a summary of it. 	<p>Consistent with the Board's commitment to improving its disclosure policy, the Board has adopted a Disclosure and Communication Policy, which sets out SciGen's commitment to the objective of promoting investor confidence and the rights of shareholders by:</p>

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	<ul style="list-style-type: none"> • complying with the continuous disclosure obligations imposed by law; • ensuring that company announcements are presented in a factual, clear and balanced way; • ensuring that all shareholders have equal and timely access to material information concerning SciGen; and • communicating effectively with shareholders and making it easy for them to participate in general meetings. <p>The Disclosure and Communication Policy is available on the Company's website.</p>
<p>Principle 6 – Respect the rights of security holders <i>A listed entity should respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights effectively.</i></p>	
<p>Recommendation 6.1</p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	<p>The Company recognises the rights of its shareholders and other interested stakeholders to have easy access to balanced, understandable and timely information concerning the operations of the Group. The Chief Executive Officer and the Company Secretary will be primarily responsible for ensuring communications with shareholders are delivered in accordance with this strategy and with its current market disclosure policy.</p> <p>Information concerning the Company and its governance practices available on its website at http://scigenltd.com/corporate/.</p>
<p>Recommendation 6.2</p> <p>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p>	<p>As mentioned above under Recommendation 5.1, the Board has adopted a Disclosure and Communication Policy which supports its commitment to effective communication with its shareholders. In addition, the Company intends to communicate with its shareholders:</p> <ul style="list-style-type: none"> • by making timely market announcements;

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	<ul style="list-style-type: none"> • by posting relevant information on to its website; • by inviting shareholders to make direct inquiries to the Company; and • through the use of general meetings.
<p>Recommendation 6.3</p> <p>A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</p>	<p>The Board encourages participation of shareholders at the Annual General Meeting or any other shareholder meetings to ensure a high level of accountability and identification with the Company's strategy and goals. Shareholders are requested to vote on the appointment and aggregate remuneration of Directors, the granting of options and shares to Directors, issue of shares and changes to the constitution. Other than at AGMs or EGMs, SciGen does not hold any other meetings for shareholders.</p>
<p>Recommendation 6.4</p> <p>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p>	<p>Shareholders can e-mail the Company and receive updates or answers to specific questions where appropriate.</p>
<p>Principle 7 – Recognise and manage risk</p> <p><i>A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.</i></p>	
<p>Recommendation 7.1</p> <p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the</p>	<p>The Board does not have a specific Risk Committee and thus is not compliant with Recommendation 7.1. However the Company is committed to its management of risk to protect its employees, assets, earnings, markets, reputation and the environment.</p> <p>The Board has implemented risk management procedures throughout the Company that aim to identify the sources of risk and loss, quantify the impact of these sources and control and reduce the risk through practical and cost effective control measures. This will continue to be reviewed and enhanced.</p>

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<p>processes it employs for overseeing the entity's risk management framework.</p>	<p>In addition, the Company uses risk-financing techniques, including insurance, to reduce the financial impact of any uncontrollable or catastrophic losses.</p> <p>The Audit Committee of the Board currently accepts the role and responsibility of over-seeing the control of financial risk. The committee ensures that adequate internal controls and risk-financing measures (such as insurance) are in place. These measures provide some protection against financial events.</p> <p>In terms of more general risk management, managers in each country where the Company employs staff are responsible for conforming to local occupational health and safety requirements. Given the relatively small size of the Company and its geographic diversity it is not considered useful to constitute a formal Risk Management Committee at this point.</p> <p>Further risk policy development will be undertaken in consultation with the Audit Committee and the Board as appropriate.</p>
<p>Recommendation 7.2</p> <p>The board or a committee of the board should:</p> <ul style="list-style-type: none"> (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and (b) disclose, in relation to each reporting period, whether such a review has taken place. 	<p>The Board has implemented risk management procedures throughout the Company that aim to identify the sources of risk and loss, quantify the impact of these sources and control and reduce the risk through practical and cost effective control measures. This will continue to be reviewed and enhanced.</p>
<p>Recommendation 7.3</p> <p>A listed entity should disclose:</p> <ul style="list-style-type: none"> (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes. 	<p>SciGen does not have an internal audit function due to the present size of the Company.</p> <p>The Board is responsible for ensuring there are adequate policies in relation to risk oversight and management, and internal control systems. In summary, the</p>

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	Company's policies are designed to ensure strategic, operational, legal, reputation and financial risks are identified, assessed, addressed and monitored to enable achievement of the Group's business objectives.
<p>Recommendation 7.4</p> <p>A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	The Company does not have any material exposure to economic, environmental and social sustainability risks.
<p>Principle 8 – Remunerate fairly and responsibly</p> <p><i>A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives to align their interests with the creation of value for security holders.</i></p>	
<p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(i) has at least three members, a majority of whom are independent directors; and</p> <p>(ii) is chaired by an independent director, and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> <p>(v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p>The Remuneration Committee currently consists of the following directors:</p> <ul style="list-style-type: none"> • Mr. Marcin Dukaczewski (non-independent, non-executive); • Mr. Adam Tomasz Polonek (non-independent, executive). <p>The Remuneration Committee should comprise entirely of non-executive directors and be chaired by an independent director. Whilst this is a departure from the recommendation, the Board believes that the new Committee have the requisite knowledge and experience on remunerations in the biopharmaceutical industry.</p> <p>Until now, the Remuneration Committee was responsible mainly for the review and recommendation of the remuneration of the CEO.</p> <p>The Remuneration Committee advises the Board on remuneration policies and practices generally, and makes specific recommendations on remuneration packages and other terms of employment for executive and non-executive directors.</p>

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	<p>During the year, the Remuneration Committee did not meet.</p> <p>The Company has adopted a Remuneration Committee Charter which is on the Company's website.</p>
<p>Recommendation 8.2</p> <p>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors</p>	<p>Current remuneration packages of executive directors and senior executives include a balance between fixed and incentive pay. The incentives are payable upon achievement of certain short term and long term objectives. Non-executive directors, if paid, receive a fixed fee.</p> <p>The twelve months report of the Company contains detailed information of the remuneration of directors and senior executives. This information includes references to share option allocations, if any.</p> <p>The Remuneration Committee and the Board will review the term of any proposed scheme for the retirement benefits, other than the statutory superannuation, for non-executive directors.</p>
<p>Recommendation 8.3</p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	<p>The Company does not have an equity-based remuneration scheme and thus this recommendation does not apply to the Company.</p> <p>However, trading in the Company's securities is regulated by the Securities and Futures Act (Singapore) and the ASX Listing Rules. The Board makes all directors, officers and employees aware on the appointment that it is prohibited to trade in the Company's securities whilst that director, officer or employee is in the possession of price-sensitive information.</p> <p>Directors are required to report to the Company Secretary any movements in their holdings of Company securities, which are reported to the ASX in the required timeframe prescribed by the ASX</p>

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	Listing Rules. The Share Trading Policy can be found on the company website.