



2020 CORPORATE GOVERNANCE STATEMENT

This corporate governance statement sets out Viking Mines Limited's (**Viking** or the **Company**) current compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (**ASX Principles and Recommendations**). The ASX Principles and Recommendations are not mandatory. However, this corporate governance statement discloses the extent to which the Company has followed the ASX Principles and Recommendations. This corporate governance statement is current as at 30 September 2020 and has been approved by the board of the Company (**Board**).

| ASX Principles and Recommendations | Comply (Yes/No) | Explanation |
|--|-----------------|---|
| 1. | | Lay solid foundations for management and oversight |
| 1.1. <i>A listed entity should disclose:</i> <i>(a) the respective roles and responsibilities of its board and management; and</i> <i>(b) those matters expressly reserved to the board and those delegated to management.</i> | Yes | The Company has established the functions reserved to the Board, and those delegated to senior executives and has set out these functions in its Board Charter. The Board Charter is available on Viking's website at: http://www.vikingmines.com/corporate-governance |
| 1.2. <i>A listed entity should:</i> <i>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election as a director; and</i> <i>(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.</i> | Yes | The Company undertakes background checks with regards to the person's character, experience, education, criminal record and bankruptcy history prior to nomination for election as a director. Any material adverse information revealed by these checks is released to security holders prior to the general meeting at which they can be elected. When an individual is nominated to be a director, their curriculum vitae with their relevant professional history and qualifications is circulated to the security holders of the Company. |
| 1.3. <i>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</i> | Yes | The Company has written agreements with all Directors and Senior Executives which sets out the terms of their appointment. |
| 1.4. <i>The company secretary of a listed entity should be accountable directly to the board, through the chair, on all</i> | Yes | The Company Secretary was appointed by and is responsible to the Board through the Chairman. The Chairman and the Company Secretary co-ordinate the Board agenda. |



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| <p><i>matters to do with the proper functioning of the board.</i></p> | | |
| <p>1.5. <i>A listed entity should:</i></p> <p>(a) <i>have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</i></p> <p>(b) <i>disclose that policy or a summary of it; and</i></p> <p>(c) <i>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:</i></p> <p>(1) <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</i></p> <p>(2) <i>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.</i></p> | No | <p>The Company has established a Diversity Policy, which includes requirements for the Board to establish measurable objectives for achieving gender diversity and for the Board to assess annually both the objectives and progress towards achieving them.</p> <p>The Diversity Policy is available on Viking's website at: http://www.vikingmines.com/corporate-governance</p> <p>The Company, at its current size and stage of development, has not found it necessary to annually report on measurable objectives with respect to gender diversity.</p> |
| <p>1.6. <i>A listed entity should:</i></p> <p>(a) <i>have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</i></p> <p>(b) <i>disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</i></p> | Yes | <p>The Chair is responsible for evaluating the performance of the Board and, when deemed appropriate, Board committees and individual Directors. Evaluations of the Board are undertaken by way of round-table discussions, and individual Directors by one on one interviews. The Board did not undertake such a review during the period. The Board expects such a review will be conducted during the 2020/2021 financial year.</p> |
| <p>1.7. <i>A listed entity should:</i></p> <p>(a) <i>have and disclose a process for periodically evaluating the performance of its senior executives; and</i></p> | Yes | <p>The Chairman is responsible for evaluating the performance of senior executives. The performance evaluation of senior executives is undertaken by meetings held with each senior executive and the Chairman on an informal basis at least</p> |



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| <p><i>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</i></p> | | <p>once a year. The Chairman, Raymond Whitten, is currently the only executive of the Company. A performance review of Mr Whitten did not occur during the year ended 30 June 2020. The Board considers it appropriate that a performance evaluation of Mr Whitten be conducted by the other Board members, and expects such a review will be conducted during the 2020/2021 financial year.</p> |
| <p>2. Structure the board to add value</p> | | |
| <p>2.1. The board of a listed entity should:</p> <p><i>(a) have a nomination committee which:</i></p> <p><i>(1) has at least three members, a majority of whom are independent directors; and</i></p> <p><i>(2) is chaired by an independent director,</i></p> <p><i>and disclose:</i></p> <p><i>(3) the charter of the committee;</i></p> <p><i>(4) the members of the committee; and</i></p> <p><i>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings;</i></p> <p><i>or</i></p> <p><i>(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.</i></p> | <p>No</p> | <p>The Board has not established a separate Nomination Committee. The Board believes that there would be no efficiencies gained by establishing a separate Nomination Committee. Accordingly, the Board performs the role of the Nomination Committee.</p> <p>The Company believes the Board has an appropriate balance of skills and experience to effectively discharge its duties.</p> |
| <p>2.2. 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>No</p> | <p>Although the Company does not have a separate board skills matrix, a profile of each Director setting out their skills, experience, expertise and period of office is set out in the Annual Report.</p> <p>The mix of skills and diversity for which the Board is looking to achieve in membership of the Board are: ability to provide guidance on the development of the Company's assets; independence; understanding of exploration; capital markets; geological; finance; and mining engineering experience.</p> |
| <p>2.3. A listed entity should disclose:</p> | <p>Yes</p> | |



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| <p>(a) <i>the names of the directors considered by the board to be independent directors;</i></p> <p>(b) <i>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</i></p> <p>(c) <i>the length of service of each director.</i></p> | | <p>The Board has reviewed the position and associations of each of the three current Directors in office and has determined that Mr Michael Cox is independent. In making this determination, the Board has had regard to the independence criteria in the ASX Principles and Recommendations, and other facts, information and circumstances that the Board considers relevant. The Board assesses the independence of new Directors upon appointment and reviews their independence, and the independence of the other directors as appropriate.</p> <p>Information with respect to potential issues of independence may be disclosed to the market but no formal policy exists to ensure such disclosure.</p> <p>The Company has disclosed the details of each Director (including their length of service) in the Company's 2020 Annual Report.</p> |
| <p>2.4. <i>A majority of the board of a listed entity should be independent directors.</i></p> | No | <p>Mr Michael Cox is the only Director considered independent. Raymond Whitten and Charles Thomas have a financial interest in the Company which better aligns their interests with shareholders. Given the size and scope of the Company's operations, the Board considers that this is acceptable.</p> |
| <p>2.5. <i>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.</i></p> | No | <p>The Chairman, Mr Raymond Whitten is not independent. Whilst the Company recognises the benefit of having an independent Director as Chair, the Board was of the view that Mr Whitten continues to be the most appropriate person for the position of Chair.</p> |
| <p>2.6. <i>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.</i></p> | No | <p>Given the size and scope of the Company's operations and its current working capital position, the Board considers that each director should undertake their own professional development activities.</p> |
| <p>3. Promote ethical and responsible decision-making</p> | | |
| <p>3.1. <i>A listed entity should:</i></p> <p>(a) <i>have a code of conduct for its directors, senior executives and employees; and</i></p> <p>(b) <i>disclose that code or a summary of it.</i></p> | Yes | <p>The Company has adopted a code of conduct which can be viewed at: http://www.vikingmines.com/corporate-governance</p> |
| <p>4. Safeguard integrity in financial reporting</p> | | |
| <p>4.1. <i>The board of a listed entity should:</i></p> <p>(a) <i>have an audit committee which:</i></p> <p>(1) <i>has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</i></p> | No | <p>The Board considers that no efficiencies or other benefits would be gained by establishing a separate Audit Committee and the full Board has acted in the role of Audit Committee.</p> |



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| <p>(2) <i>is chaired by an independent director, who is not the chair of the board, and disclose:</i></p> <p>(3) <i>the charter of the committee;</i></p> <p>(4) <i>the relevant qualifications and experience of the members of the committee; and</i></p> <p>(5) <i>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</i></p> <p>(b) <i>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.</i></p> | | <p>The Board considers the composition of the Board will be sufficient to enable it to properly discharge its duties normally undertaken by an Audit Committee.</p> <p>The Board has stated its audit and compliance responsibilities in an Audit Committee Charter which can be viewed at: http://www.vikingmines.com/corporate-governance</p> |
| <p>4.2. <i>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.</i></p> | Yes | <p>The Company has received a declaration from the Executive Chairman and the Company's outsourced CFO provider that, in their opinion, the financial records have been properly maintained and comply with the proper standards.</p> |
| <p>4.3. <i>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.</i></p> | Yes | <p>An external auditor will be available at the Company's annual general meeting to answer questions from security holders relevant to audit.</p> |
| <p>5. Make timely and balanced disclosure</p> | | |
| <p>5.1. <i>A listed entity should:</i></p> <p>(a) <i>have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</i></p> <p>(b) <i>disclose that policy or a summary of it.</i></p> | Yes | <p>The Company has adopted a continuous disclosure compliance policy which can be viewed at: http://www.vikingmines.com/corporate-governance</p> |



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| 6. Respect the rights of shareholders | | |
| 6.1. <i>A listed entity should provide information about itself and its governance to investors via its website.</i> | Yes | The Company maintains a website that contains information about it and its governance policies at: http://www.vikingmines.com/corporate-governance |
| 6.2. <i>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</i> | Yes | The Company encourages shareholders to choose email as their preferred method of communication. Shareholders can contact the Company using the email address listed in communications and on the Contact Us section of its website. |
| 6.3. <i>A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</i> | Yes | The Company has a formal shareholder communications policy in place whereby information will be communicated to shareholders through: <ul style="list-style-type: none"> (a) continuous disclosure of all relevant financial and other information to the ASX; (b) publishing information on the Company's website at www.vikingmines.com; (c) periodic disclosure through the Annual Report and the half year financial report; (d) notice of meetings and explanatory material; and (e) the AGM and other general meetings. |
| 6.4. <i>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</i> | Yes | The Company encourages investors to choose email as their preferred method of communication. The Company's share registry facilitates electronic communication so members can access details of their holding. Shareholders can contact the Company using the email address listed in communications and on the Contact Us section of its website. |
| 7. Recognise and manage risk | | |
| 7.1. <i>The Board of a listed entity should:</i> <i>(a) have a committee or committees to oversee risk, each of which:</i> <i>(1) has at least three members, a majority of whom are independent directors; and</i> <i>(2) is chaired by an independent director, and disclose:</i> <i>(3) the charter of the committee;</i> <i>(4) the members of the committee; and</i> | No | The Board has adopted a Risk Management Policy, which sets out the Company's risk profile. Under the policy, the full Board is responsible for approving the Company's policies on risk oversight and management and satisfying itself that management has developed and implemented a sound system of risk management and internal control. The Board considers the composition of the Board will be sufficient to enable it to properly discharge its duties normally undertaken by a risk committee. |



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| <p>(5) <i>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;</i> or (b) <i>if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</i></p> | | |
| <p>7.2. <i>The board or a committee of the board should:</i> (a) <i>review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</i> (b) <i>disclose in relation to each reporting period, whether such a review has taken place.</i></p> | No | <p>The Board annually reviews and approves the risk management policies of the Company. However, the Board does not consider that disclosure of when these reviews takes place is necessary.</p> <p>Although the Company's risks against the business operations and risk management processes were discussed at the Board meetings, the Company did not undertake a formal review of the Company's risk management framework during the reporting period.</p> |
| <p>7.3. <i>A listed entity should disclose:</i> (a) <i>if it has an internal audit function, how the function is structured and what role it performs; or</i> (b) <i>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.</i></p> | No | <p>The Company does not have an internal audit function and does not disclose the processes it uses to improve risk management. Nonetheless, it remains committed to effective management and the control of these factors.</p> |
| <p>7.4. <i>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.</i></p> | Yes | <p>All material risks to economic, environmental and social sustainability risks will be announced to the market, in accordance with the requirements of the ASX Listing Rules and otherwise.</p> |
| <p>8. Remunerate fairly and responsibly</p> | | |
| <p>8.1. <i>The Board of a listed entity should:</i> (a) <i>have a remuneration committee which:</i> (1) <i>has at least three members, a majority of whom are independent directors; and</i> (2) <i>is chaired by an independent director, and disclose:</i> (3) <i>the charter of the committee;</i></p> | Yes | <p>The Company does not have a remuneration committee and this role is carried out by the full Board. The Board considers that no efficiencies or other benefits would be gained by establishing a separate Remuneration Committee.</p> <p>The determination of a Director's remuneration is considered and determined by the Board (in the absence of</p> |



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| <p>(4) <i>the members of the committee; and</i></p> <p>(5) <i>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</i></p> <p>(b) <i>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.</i></p> | | <p>that Director) having regards to the inputs and value to the Company of the contribution by that Director.</p> <p>The Board may award additional remuneration to Directors called upon to perform extra services or make special exertions on behalf of the Company.</p> |
| <p>8.2. <i>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.</i></p> | Yes | <p>The Company's remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives are set out in the 2020 Annual Report.</p> |
| <p>8.3. <i>A listed entity which has an equity-based remuneration scheme should:</i></p> <p>(a) <i>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</i></p> <p>(b) <i>disclose that policy or a summary of it.</i></p> | Yes | <p>The Company has a Securities Dealing Policy that prohibits directors, officers and employees from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements under any equity based remuneration scheme.</p> <p>A copy of the Securities Dealing Policy is available on the Company's website at the following URL: http://www.vikingmines.com/corporate-governance</p> |