



Non-Executive Director Remuneration Policy

Fees

Non-executive Directors are paid their fees out of the maximum aggregate amount approved by shareholders for the remuneration of non-executive Directors. The sum each non-executive Director is paid is determined by the Board from time to time. Additional fees may be paid for participation on Board Committees; however, the total fees paid to non-executive Directors, including fees paid for participation on Board Committees, are kept within the total amount approved by shareholders.

Performance Based Bonus

Non-executive Directors do not receive performance-based bonuses.

Equity Based Remuneration

Non-executive Directors may choose to receive shares in the Company as part of their remuneration instead of receiving cash. However, non-executive Directors may not participate in equity schemes of the Company, such as option schemes, that are designed to encourage enhanced performance of the participant.

Other Benefits

Non-executive Directors are entitled to statutory superannuation.