REMUNERATION POLICY

Purpose

Endura Mining (**Company**) is committed to ensuring that all employees are appropriately remunerated, are aware of the terms and conditions under which they are employed, and that all employment agreements comply with the regulatory and employment frameworks applicable to the jurisdictions that we operate in.

Definitions

"**Employee**" shall mean all Directors, Executives, employees, and officers who are on the payroll of the Company or any of its subsidiaries.

"**Executive**" shall mean any senior manager classified in Level 6 and above.

Scope

This policy applies to all Employees.

Policy Statement

The Company will:

- pay Employees accurately and in a timely manner;
- comply with all applicable legislation and obligations in the jurisdictions in which it operates;
- ensure Employees are fairly and equitably remunerated for their work, having consideration for external, market-based factors;
- ensure consistency in remuneration-related decisions;
- provide transparency and open communication when setting remuneration arrangements and during annual performance reviews;
- ensure that remuneration arrangements are structured to meet the needs and strategic objectives of the business;
- encourage, recognise and reward high-performance and the contributions of its Employees;
- manage leave entitlements in a way that benefits both the Employees and the Company; and
- manage Executive remuneration through the Board Remuneration Committee.

Oversight & Enforcement

The Head of People and Culture will monitor the day-to-day compliance with this policy, provide guidance to the Executive Chair, and if required, escalate to the Board.

The Board is responsible for the setting of Executive remuneration arrangements and annual performance reviews.

This policy will be subject to regular periodic review which as a minimum will be conducted annually.

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