

PERFORMANCE EVALUATIONS POLICY



FINDER ENERGY HOLDINGS LIMITED (ACN 656 811 719)

1 Introduction

Finder Energy Holdings Limited (ACN 656 811 719) (**Finder**) has adopted this Policy to set its processes for evaluating the performance of the Board, its Committees, individual Directors and senior executives.

2 Performance evaluations – overview

The performance of the Board, its Committees, individual Directors and senior executives will be evaluated at least once a year.

These evaluations may be conducted on a formal or informal basis, and the Board may use an external consultant to facilitate them.

3 Board, its Committees and individual Directors

The Chair of the Board (or, if the Chair is not independent, the Independent Lead Director) evaluates the performance of the Board, the Committees and individual Directors (excluding the Chair). Where a Director also performs an executive role, the review also addresses the Director's executive role.

Board and its Committees

Evaluation of the performance of the Board and its Committees will include consideration of the following measures:

- comparison of the performance of the Board and Committees against the requirements of their respective charters;
- assessment of the performance of the Board and Committees having regard to Finder's strategic objectives, values and annual budget;
- review of the Board's and Committees' interactions with management;
- identification of any particular goals and objectives for the Board and Committees for the next year;
- review of the type and timing of information provided to the Directors and Committee members; and
- identification of any areas for improvement.

The method and scope of the performance evaluations will be set by the Board and may include a Board self-assessment checklist to be completed by each Director. Any issues arising are addressed by the Chair with the Board.

Individual Directors

Evaluation of the performance of individual Directors will have particular regard to:

- contribution to Board discussion;
- degree of independence, including relevance of any conflicts of interest;
- availability for and attendance at Board meetings and other relevant events;
- contribution to Finder's strategy;
- membership of and contribution to any Board Committees; and

- suitability to Board structure and composition.

The Chair of the Board will discuss individual performance feedback directly with each Director.

4 Chair

The performance of the Chair will be evaluated by the rest of the Board in their absence.

The Lead Independent Director (if there is one) will oversee the evaluation of the Chair's performance and may include obtaining questionnaires completed by the rest of the Board.

The Chair's performance feedback will be shared with the Board for discussion.

5 Senior executives

The CEO is responsible for evaluating the performance of senior executives.

Performance evaluations of Finder's senior executives will be based on financial and non-financial metrics including the following specific criteria:

- the financial performance of Finder;
- individual performance;
- whether strategic objectives are being achieved;
- adherence to Finder's culture and standards of behaviour; and
- the development of management and personnel.

6 Policy review

Finder will periodically review this Policy to check that it is operating effectively.

The Company Secretary is authorised to make administrative and non-material amendments to this Policy.

Version Number	Revision Date	Document Owner	Document Approver
v.2	1 August 2024	Company Secretary	Board of Directors