

## **1. 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.

## **2. Performance-Based Bonus**

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

## **3. Equity-Based Remuneration**

Non-Executive Directors do not have the opportunity to participate in equity schemes of Earths Energy.

## **4. Other Benefits**

Non-Executive Directors are entitled to statutory superannuation and have their indemnity insurance paid by Earths Energy.

## **5. Expenses**

All reasonable out of pocket expenses incurred in connection with the performance of a non- executive's duties on behalf of Earths Energy will be reimbursed.