

Performance Evaluation of the Board and Senior Executives

Board and Individual Directors

- The Chair of Gateway Mining Limited (the **Company**) is responsible for evaluation of the Board and individual directors.
- The Board has established a number of committees including an Audit and Risk Committee, Nomination Committee and a Remuneration Committee.
- The Chair evaluates the performance of the Board and individual directors by way of ongoing review with reference to the composition of the Board and its suitability to carry out the Company's objectives. The Chair reports back to the Board as to its performance at least annually.
- The Remuneration Committee evaluates and determines the remuneration of the Board.

Managing Director and Executive Directors

- Given the current size and structure of the Company, the performance of the Managing Director and Executive Directors will be evaluated informally through open and regular communication with the Board during which feedback, guidance and support will be provided.
- Annually, the Managing Director and Executive Directors' performance may be more formally assessed in conjunction with a remuneration review by the Remuneration Committee.

Senior Executives

- The Managing Director in consultation with the Board reviews the performance of the Senior Executives.
- The current size and structure of the Company allows the Managing Director to conduct informal evaluation of the Company's Senior Executives regularly. Open and regular communication with Senior Executives allows the Managing Director to ensure that Senior Executives meet their responsibilities as outlined in their contracts with the Company, and to provide feedback and guidance, particularly where any performance issues are evident.
- Annually, the Senior Executives performance may be more formally assessed in conjunction with a remuneration review by the Managing Director and approved by the Remuneration Committee.

Department	Corporate	Next Review Date	September 2025
Reviewed by	Solicitor		
Approved by	Managing Director		

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Page No:	1 of 1