

Breakaway Resources Limited

Non-Executive Directors Remuneration Policy



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Non-Executive Directors 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 Remuneration Committee 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. Fees are calculated for each director as being inclusive of the statutory superannuation guarantee charge (i.e.: grossed up). For avoidance of doubt, where a director is to be paid a fee of \$40,000 per annum, statutory superannuation \$3,600 (current SG is (%)) is added to calculate the 'grossed up' fee.

Performance-Based Bonus

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

Equity-Based Remuneration

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

Other Benefits

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

Expenses

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

Superannuation

Superannuation is payable on directors fees. Where a director wishes to salary sacrifice his or her fee, then the 'grossed up' fee (ie: the base fee plus superannuation) is capable of being sacrificed, rather than simply the net fee.