

Performance Evaluation Policy

CuFe Limited
ACN 112 731 638

Introduction

The Performance Evaluation Policy (**Policy**) applies to CuFe Ltd and any of its subsidiaries (collectively defined in this Policy as the **Company**).

The Board of the Company has established formal processes to annually review its own performance and the performance of individual Directors.

The following reviews are conducted by the Board on an annual basis:

- Board performance against the respective Charter;
- Director performance;
- Chairman performance; and
- Executive and senior management performance.

As part of the review of the performance of the Board, the appropriate size, composition and terms and conditions of appointment to and retirement from the Board are considered. The Board also reviews the appropriate criteria for Board membership.

Board

Board performance evaluation process is conducted by way of annual questionnaire. The questionnaires are completed by each Director and submitted to the Company Secretary.

The annual review includes consideration of the performance of the Board against the requirements of its Charter.

Directors

The Chairman will annually review the performance of the Directors having due regard to the responsibilities of the Board as outlined in the Board Charter.

Chairman

The Board will annually review the performance of the Chairman having due regard to the responsibilities of the Chairman as outlined in the Board Charter.

Executive and Senior Management

The Chairman is responsible for assessing the performance of executives and senior management. This is to be performed through a process involving a self-evaluation, Chairman evaluation and a meeting with each executive and senior manager.

Review of Policy

The Board shall review this Policy annually.

This Policy has been approved by the Board of the Company and reviewed on 2 September 2026.