

PERFORMANCE EVALUATIONS POLICY



A BLUEPRINT
FOR RESPONSIBLE MINING

ROBEX RESOURCES INC. (ARBN: 682 762 723)

1 Introduction

Robex Resources Inc. (ARBN: 682 762 723) (**Robex**) 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 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 Robex'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 Robex'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 Chair of the Remuneration, Nomination and Governance Committee, 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 Robex's senior executives will be based on financial and non-financial metrics including the following specific criteria:

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

6 Policy review

Robex 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.

If you have any questions regarding this or another governance document, please write to spark@parkadvisory.com.au specifying the policy or charter you wish to discuss and detailing your request. Please mark communications "attention Company Secretary". We will respond to let you know who will be handling your matter and when you can expect a further response.

Version Number	Revision Date	Document Owner	Document Approver
1.1	12 th June 2025	Company Secretary	Board of Directors