
NON-EXECUTIVES REMUNERATION POLICY

Macmahon is committed to remunerating its Non-executive Directors in accordance with the following principles:

FEES

Non-executive Directors will be paid fees out of the maximum aggregate amount approved by shareholders for the remuneration of Non-executive Directors. The sum each Non-executive Director should be paid will be determined by the Remuneration & Nomination 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, will be kept within the total amount approved by shareholders.

OTHER BENEFITS

Non-executive Directors will receive any statutory superannuation, have their Directors & Officers insurance premiums paid and will be indemnified by Macmahon as permitted by law.

EXPENSES

All reasonable out of pocket expenses incurred in connection with a Director's duties on behalf of Macmahon will be reimbursed.

NO ENTITLEMENT TO PERFORMANCE BASED REMUNERATION

Non-executive Directors are not entitled to participate in equity schemes of the Company, and are not entitled to receive performance-based bonuses.