MARLIN GLOBAL LIMITED

DIRECTOR REMUNERATION POLICY

April 2026

PURPOSE

The purpose of this policy is to outline the structure of the remuneration to directors, the review process and reporting requirements.

DIRECTORS' REMUNERATION

Directors receive an annual fee for their time and expertise given to the board and board committees. The fees payable to directors are determined by the Board within the aggregate amount approved by shareholders. The current directors' fee pool limit is $185,500 (excluding GST).

The fees payable are reviewed each year by the Remuneration & Nominations Committee. Directors' fees are benchmarked against the market every two years.

All fees payable to directors are disclosed in the company's annual report.

SHARE PURCHASE PLAN

A Share Purchase Plan was introduced by the Board on 29 February 2012 which states that directors shall apply 10% of their annual directors' fee (gross, pre-tax) to purchase shares in the company on market. Once an individual shareholding reaches 50,000 shares, the director can elect whether to continue with the plan. The intention of the Share Purchase Plan is to further align the interests of directors with those of shareholders.

REVIEW OF POLICY

This policy will be reviewed annually.