Performance Evaluation Policy

1. Annual review of the Board and Individual Directors

1.1 The Board of Group 6 Metals Limited commits to undertake an evaluation of the effectiveness of the Board, the Company's corporate governance practices and its individual Directors on an annual basis. The Board may periodically engage with an independent advisor to facilitate the review.

1.2 The annual review will assess whether the Board is constituted in a manner that promotes an effective decision-making body and has been providing effective leadership for the management team and the Company over the past 12 months.

1.3 The review will include:

a. assessing the effectiveness of the Board's policies and processes, as set out in the Board Charter;

b. examining of the Board's relationship and interactions with management;

c. reviewing the nature and effectiveness of the information provided to the Board by management;

d. reviewing the Board's performance in achieving the Company's objectives and strategies; and

e. any such other criteria that will assist with improving the performance of the Board.

2. Annual review of Directors

2.1 Alongside the review of the effectiveness of the Board as a collective, the Board will carry out an annual review for each individual Director with the aim of providing feedback on their contributions during the year, individual strengths and their relationships with management and their fellow directors. Other factors that may be considered for the review of Directors include:

a. currency of a director's knowledge and skills; and

b. if a director's performance has been impacted by other commitments.

2.2 The Chair will provide each Director with confidential feedback on his or her performance and discuss any areas of improvement that could be addressed. Directors will be provided with support and assistance from the Company Secretary in respect of any formal training and development that will be beneficial for an individual director.

2.3 An appropriate Non-Executive Director who is not the Chair of the Remuneration and Nomination Committee, will be responsible for the performance evaluation of the Chair, after having discussed the views of the Board.

3. Annual Review of Executives

3.1 The Board will undertake a performance evaluation of the Executive Chairman on an annual basis. This evaluation is based on specific criteria, including the business performance of the Company and its subsidiaries, whether strategic objectives are being achieved and the development of management and personnel.

The Executive Chairman will assess the performance of senior executives on an annual basis and provide a report to the Board on the outcomes and actions that arise from the reviews.

4. Public disclosure

4.1 The Company will disclose whether a performance evaluation was undertaken in each reporting period in accordance with the process outlined above.