

# Senior Executives Remuneration Policy

Macmahon Holdings Limited (“Macmahon”) is committed to remunerating its senior executives in a manner that is market competitive, consistent with best practice and supports the interests of shareholders. Macmahon aims to align the interests of senior executives with those of shareholders by remunerating senior executives through performance and long-term incentive plans in addition to their fixed remuneration.

Consequently, senior executives’ remuneration consists of the following elements:

- fixed salary;
- a short-term incentive opportunity;
- a long-term incentive opportunity; and
- other benefits including superannuation.

## **Fixed Salary**

The salary of senior executives is determined based on the following:

- the scope of the individual’s role;
- the individual’s level of skill and experience;
- Macmahon’s legal and industrial obligations;
- labour market conditions and Macmahon’s financial position; and
- the size and complexity of Macmahon’s business.

## **Short-term Incentive**

The purpose of the short-term incentive is to provide a meaningful incentive for employees to contribute to superior company performance each year. The short term incentive is dependent on the achievement of performance criteria, and therefore represents an opportunity to each an additional payment, rather than a fixed entitlement.

## **Long-Term Incentive**

The long term incentive is also intended to incentivise superior company performance, but over longer time periods (generally over three year periods rather than annual periods). Long term incentives may be provided in the form of opportunities to receive equity in Macmahon if pre-set performance criteria are met.

## **Other Benefits**

Senior executives are entitled to statutory superannuation and other allowances as approved and agreed as part of their employment contract or by the Remuneration & Nomination Committee.

## **Expenses**

All reasonable out of pocket expenses incurred in connection with the performance of duties on behalf of Macmahon will be reimbursed.