

Executive Chairman – Key Terms of Employment

MELBOURNE, AUSTRALIA (1 April 2021)

The Independent Directors of Melbana Energy Limited (ASX: MAY) (**Melbana**) advise that further to Mr Andrew Purcell being appointed Executive Chairman of the Company on 21 February 2020, a new Employment Agreement has been entered into with Mr Purcell with immediate effect.

The detail of Mr Purcell's contract terms are summarised below, some of which relate to equities that require shareholder approval and will be included as resolutions at the next Shareholder Meeting.

Key Terms of Appointment

The key terms of the Employment Agreement for Mr Purcell as Executive Chair of the Company are:

- Fixed remuneration of \$360,000 per annum (inclusive of statutory superannuation).
- Short term cash incentive (STI) of up to 50% per annum of fixed remuneration based on the achievement of annual key performance indicators aligned with shareholder interests.
- Long term incentive (LTI) equivalent to \$150,000 per year in the form of Performance Rights to be issued once every 3 years equating to \$450,000 value to vest against both service and share price performance conditions over 3 years.
- The Executive can terminate the agreement with 3 months' notice. The Company can terminate the agreement with 3 months' notice, or payment in lieu thereof.

This ASX release was authorised on behalf of the Board of Directors by Melanie Leydin, Company Secretary

Ms Melanie Leydin
Company Secretary
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