

## 1. BOARD, BOARD COMMITTEES AND INDIVIDUAL DIRECTORS

The Chairperson is responsible for the evaluation of the Board and, when deemed appropriate, Board committees and individual directors.

The Chairperson (in conjunction with the Nomination and Remuneration Committee) reviews the performance of the Board as a whole. Any review is undertaken by way of round-table discussions with the whole Board relating to how the Board functions and operates effectively.

The Chairperson (in conjunction with the Board) reviews the performance of the Audit and Risk Committee and the Nomination and Remuneration Committee. Any review is undertaken by way of round-table discussions relating to how the committees functioned and how effectively they operated. The Chairperson will review the individual committees' performance having regard to the requirements of the relevant Charter.

The Chairperson will undertake one-on-one meetings with all directors on an as-required basis to discuss and assess their individual performance and contribution to the Board or its relevant committees. These review meetings will be held annually at a minimum and may be conducted on a formal or informal basis.

The Board, excluding the Chairperson, will meet at least annually to review the performance of the Chairperson on a formal or informal basis. Relevant feedback will be provided to the Chairperson by the Chair of the Nomination and Remuneration Committee or as agreed between the Directors.

## 2. CHIEF EXECUTIVE OFFICER (CEO) (OR EQUIVALENT)

The Chairperson, in consultation with the Nomination and Remuneration Committee, is responsible for formally evaluating the performance of the CEO on an annual basis.

The Chairperson evaluates the CEO by assessing their performance of the duties and responsibilities as outlined in the CEO's position description and the Company's Code of Conduct, which may be altered from time to time, and the CEO's executive agreement with the Company. A key discussion area will focus on the CEO's performance in continuing to promote and instil the Company's Statement of Purpose and Values within the Company to achieve cultural alignment and strategic objectives. The CEO's performance is also measured by the achievement of annual key performance indicators and longer-term performance hurdles.

The CEO's performance is also subject to continuous review through ongoing informal discussions with the Chairperson.

## 3. SENIOR EXECUTIVES

The CEO evaluates the performance of all other senior executives on an annual basis by conducting formal one-on-one reviews. The CEO documents the performance evaluations and reports the outcomes to the Board or the Nomination and Remuneration Committee as and when required.