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## Process for performance evaluations

### **Board, Board committees and individual directors**

The Chair is responsible for evaluating the performance of the Board and, when deemed appropriate, Board committees and individual directors. Evaluations of the Board and its committees are undertaken by way of round-table discussions, and individual directors by one on one interviews.

### **Chief Executive Officer**

The Nomination Committee is responsible for evaluating the Chief Executive Officer's performance against key performance indicators, and during the review key performance indicators for the forthcoming year are set.

### **Senior executives**

The Chair and Chief Executive Officer, in consultation with other Board members, are responsible for evaluating the performance of senior executives. The performance evaluation of senior executives is undertaken by meetings held with each senior executive and the Chair or Chief Executive Officer on an informal basis at least once a year.