PERFORMANCE EVALUATION POLICY

1 Overview

The Nomination Committee will conduct an annual review of the role of the Board and its Committees, assess the performance of the Board and its Committees over the previous year, and examine ways of assisting the Board and its Committees in performing its duties more effectively.

The review will include:

(a) comparing the performance of the Board and its Committees with the requirements of its Charter;

(b) examination of the Board's and its Committees' interaction with management;

(c) whether a director or the Board's performance has been impacted by other commitments;

(d) currency of each director's, and the Board's and its Committees' collective, knowledge and skills and where there is a need for Directors to undertake professional development;

(e) induction and continuing professional development programs for directors; and

(f) board succession planning generally.

The Nomination Committee will oversee the performance evaluation of the executive team. This evaluation is based on specific criteria, including the business performance of the Company, whether strategic objectives are being achieved and the development of management and personnel.

Other factors that will be considered include:

(a) currency of the executive members' knowledge and skills;

(b) the nature of information provided to the Board by management;

(c) management's performance in assisting the Board to meet its objectives; and

(d) ensuring there are plans in place to manage succession of the Managing Director/CEO and others on the executive team.

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

The Company has a Remuneration Committee. As part of any performance evaluation, the Remuneration Committee will review the entity's remuneration framework for directors (including the directors' aggregate fee pool) and the executive team, in particular the equity-based remuneration plans for senior executives and other employees.

2 Document Control

Version Number	Revision Date	Document Owner	Document Approver
Version 2.1	20 March 2024	Company Secretary	Board of Directors
Version 2.2	08 May 2025	Company Secretary	Board of Directors
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