

---

# PERFORMANCE EVALUATION POLICY

The Remuneration and Nomination Committee (excluding the subject of evaluation where they are a member of the Remuneration and Nomination Committee) will arrange an annual performance evaluation of senior executives of the Company. To assist in this process an independent adviser may be used.

This evaluation will be based on specific criteria, including the business performance of the Company and its subsidiaries, whether strategic objectives are being achieved and the development of management and personnel.

Each senior executive's performance will be assessed against his or her designated roles and responsibilities.