

The Board of LongReach Group Limited (“LongReach”) has established a Performance Evaluation Policy

## **1 POLICY UPDATES**

- 1.1 The Board may approve updates and amendments to this Policy from time to time.

## **2 DEFINITIONS**

- 2.1 Unless the contrary intention is expressed in this Policy, the following words (when used in this Policy) have the meaning set out below:
- 2.1.1 Board means the Board of Directors of the Company from time to time.
- 2.1.2 Company means LongReach Group Limited ABN 57 010 597 672 having its registered office at 31 Market Street, South Melbourne, Victoria, Australia 3205.

## **3 RESPONSIBILITY**

- 3.1 The Chairman of the Company, with the assistance of the Nomination & Remuneration Committees is responsible for the evaluation of the Board and individual directors.

## **4 BOARD PERFORMANCE**

- 4.1 Board performance will be evaluated annually. This will be undertaken by the completion of a questionnaire on board governance and performance issues. Individual directors may meet with the Chairman of the Company to discuss their responses. The questionnaire will be completed by the directors and the Managing Director.

## **5 INDIVIDUAL DIRECTOR PERFORMANCE**

- 5.1 Individual director performance will be evaluated annually. This will be undertaken by each director completing an evaluation questionnaire.
- 5.2 The analysis of the combined responses will give the Board a view on which areas (if any) require strengthening in order for it to operate effectively in carrying out its duties.

## PERFORMANCE EVALUATION POLICY

### **6 PROCESS**

6.1 The process will be as follows:

- The Chairman, with input from Remuneration and Nomination Committee members, will prepare the relevant questionnaire;
- The directors and the Managing Director will be required to complete questionnaires and return them to the Chairman of the Company;
- Responses will be collated by the Chairman who will communicate any improvement recommendations to the Board;
- The Chairman may decide to use an external consultant at any stage of this process.

6.2 The individual directors self and board performance assessments will be treated confidentially by the Chairman.

### **7 ACCESS TO THIS PERFORMANCE EVALUATION POLICY**

7.1 This Performance Evaluation Policy will be available for viewing by any person on the Company's website or a copy will be sent upon request.