

Performance Evaluation Policy

1. Introduction and Purpose of this Policy

This policy applies to SHAPE Australia Corporation Limited and its related bodies corporate, pursuant to the Corporations Act 2001 (Cth) (“**SHAPE**”).

SHAPE recognises that performance evaluation of the Board and management are integral to a Board’s success.

The purpose of this Policy is to specify the process for periodically evaluating the performance of the Board of Directors (**Board**), Committees, individual directors and Senior Leadership Team (**SLT**) of SHAPE.

2. Performance Evaluation Policy

SHAPE’s Nomination, People and Culture Committee (**Committee**) will arrange a performance evaluation of the Board, its committees, individual directors and SLT on an annual basis. To assist in this process an independent advisor may be used.

The Committee will conduct an annual review of the role of the Board, assess the performance of the Board over the previous 12 months and examine ways of assisting the Board in performing its duties more effectively. The review will include:

- (a) Comparing the performance of the Board with the requirements of its Charter
- (b) Examination of the Board’s interaction with management
- (c) Evaluating the nature of information provided to the Board by management
- (d) Evaluation of management’s performance in assisting the Board to meet its objectives; and
- (e) An analysis of whether there is a need for existing directors to undertake professional development

A similar review may be conducted for each committee by the Board with the aim of assessing the performance of each committee and identifying areas where improvements can be made.

The Committee will oversee the evaluation of the remuneration of SHAPE’s SLT. This evaluation must be based on specific criteria, including the business performance of SHAPE and its subsidiaries, whether strategic objectives are being achieved and the development of management and personnel.

SHAPE must disclose, in relation to each financial year, whether or not the relevant annual performance evaluations have been conducted in accordance with the above processes.

3. Review of this Policy

The Board will review this Policy every two years. This Policy may be amended by resolution of the Board.

SHAPE Australia Corporation Limited ACN 654 729352	
Document number:	IS-7062-PO {1}
Date approved:	30 April 2024
Approved by:	The Board