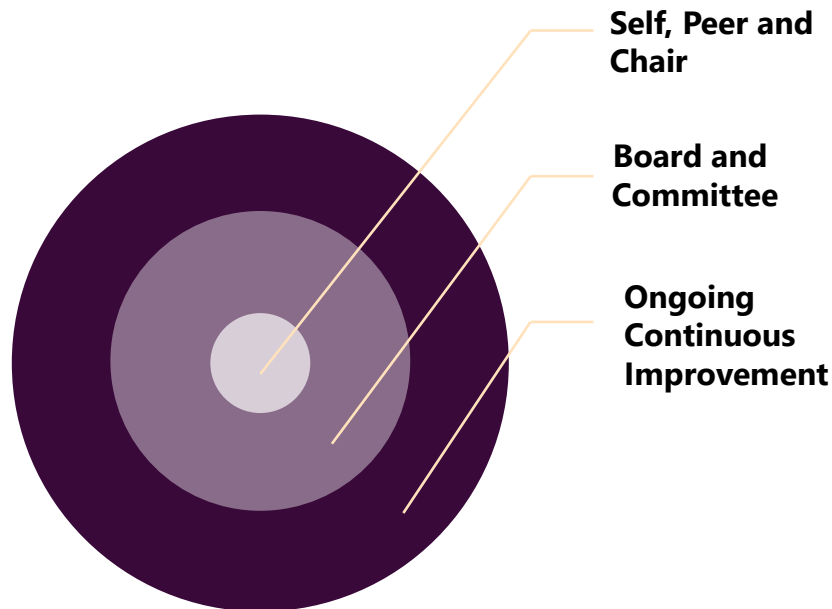


# Mine Super Board Performance Assessment Program



## Self, Peer and Chair

- + Self-assessment - annual.
- + 1:1 discussion between Director and Chair - annual.
- + Chair assessment - annual.
- + Director peer assessment – 2 yearly.
- + Committee - Chair, self and peer assessments – 2 yearly.

## Board and Committee

- + Board (collective) assessment - annual.
- + Committee (collective) assessment - annual.
- + External assessment – 3 yearly.

## Ongoing Continuous Improvement

- + Board is encouraged to consider ongoing continuous improvement opportunities for the Board and Management and to discuss these with the Chair and/or Secretary.
- + Material suggestions are taken to the Board for discussion and immaterial suggestions are implemented as soon as possible by the Chair and/or Secretary.
- + Highlights positive practices and identifies improvement opportunities.

## Highlights

- + 3-year program cycle including Board, Committee, Chair, Director, self, and peer assessments.
- + Facilitated by Secretary with externally facilitated assessment every 3 years.
- + Focuses on technical, functional, leadership and behavioural attributes, governance, operating efficiency and effectiveness.
- + Board and peer results reviewed on a collective basis with themes identified for consideration.
- + Individual results actioned with Directors where needed.

## Outcomes

- + Assessments reviewed by Remuneration and Nominations Committee and Board to draw out improvement opportunities.
- + Committee specific improvements referred to Committees for action.
- + Identified improvements implemented within agreed timeframes.