



V Y S A R N

Process for performance evaluations

1 Board, committees and individual directors

The Chairman will evaluate the performance of the Board, any committees and individual directors by way of questionnaires to be completed by each director. The Chairman, in consultation with the Company Secretary, will then review the questionnaires and hold a round table discussion with the Board to discuss the questionnaires. The Chairman will hold discussions with individual directors, if required.

2 Chairman

The Chairman's performance will be evaluated by the other members of the Board via the questionnaire process used for evaluating the performance of the Board, its committees and individual directors. The Board will address any issues that may arise with the Chairman, if required.

3 Chief Executive Officer

The Chief Executive Officer's performance will be evaluated by the Chairman. The Chairman will conduct the evaluation by way of formal discussion during which his/her performance will be assessed against key performance indicators set the previous year. In addition, key performance indicators will be agreed for the following year.

4 Senior executives

The Chief Executive Officer (or equivalent) will review the performance of the Company's senior executives. The evaluations will be performed by conducting interviews with the senior executives during which performance will be assessed against key performance indicators set the previous year. In addition, key performance indicators are agreed for the following year.