

## Process for performance evaluations

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### 1 **Board, committees and individual directors**

The Chairman evaluates the performance of the Board of Directors of Birimian Limited ABN 11 113 931 105 (**Company**), any committees and individual directors on an annual basis.

The evaluation may be undertaken:

- (a) by each director completing a questionnaire which is reviewed by the Chairman, followed by interviews with the Chairman and each individual director, or a roundtable Board discussion; or
- (b) by an external consultant.

The process for the evaluation is established by the Chairman on an annual basis, and may change from year to year. The process will be disclosed in the Company's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3.

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### 2 **Chairman**

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

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### 3 **Managing Director or Chief Executive Officer**

The Managing Director or Chief Executive Officer (**CEO's**) performance is evaluated by the Chairman. The procedure for the evaluation of the CEO is determined annually, and will be disclosed in the Company's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3.

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### 4 **Senior executives**

The CEO reviews the performance of the senior executives. The evaluations are performed by conducting interviews with the senior executives, as required.

Date adopted	19/06/2017
Last amendment	
Last review	