

## QUICKSTEP HOLDINGS LIMITED

# BOARD PERFORMANCE EVALUATION POLICY

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## I. BOARD OF DIRECTORS

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This policy is to ensure individual directors (**Directors**) of Quickstep Holdings Limited (**Company**) and the board of Directors of the Company (**Board**) as a whole work efficiently and effectively in achieving their functions.

Each year the Board will undertake the following activities:

- a) the Board as a whole will discuss and analyse its own performance (and the performance of individual Directors) during the year including suggestions for change or improvement; and
- b) as part of the annual performance review, the Board will consider whether any or all of its members need or would benefit from any specific training or professional development to maintain the skills and knowledge needed to perform their role as directors effectively and will take steps to implement any such identified training or professional development.

## 2. BOARD COMMITTEES

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This policy is to ensure committees to which the Board has delegated responsibilities are performing efficiently and effectively in accordance with the duties and responsibilities set out in the Board Charter and the charter for the relevant committee.

Bi-annually the Board will undertake the following activities:

- a) review the necessity of establishing any committees and delegating certain of its responsibilities to the relevant committee;
- b) review the committees' achievements during the year based on their duties; and
- c) make any necessary changes to the committees (including amendments to the charters of the committees) arising from this review.

Sponsor: <b>Elisabeth Mannes</b>	Title: <b>Chair – Remuneration Nomination &amp; Diversity Committee</b>	Review Date: <b>February 2023</b>
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