

Cabcharge Australia Limited

PERFORMANCE
EVALUATION
POLICY

1. BOARD CHAIRMAN AND NON-EXECUTIVE DIRECTORS

1.1 Purpose

To ensure individual directors and the Board as a whole work efficiently and effectively whilst carrying out the functions set out in the Board Charter.

1.2 Procedure

Each year the Board undertakes the following activities:

- i. the Chairman conducts interviews with each non-executive director separately to discuss individual performance and ideas for improvement; and
- ii. the Board as a whole discusses and analyses its own performance during the year including suggestions for change or improvement.

In relation to the Chairman, the Board as a whole (excluding Executive Directors) undertakes a performance review in the absence of the Chairman, led by the Chairman of the Audit Committee.

2. BOARD COMMITTEES

2.1 Purpose

To ensure the Committees to which the Board has delegated responsibilities to are performing effectively in accordance with the duties and responsibilities set out in their Charter.

2.2 Procedure

The Chairman of each committee discusses committee performance with the members of the committee. The Committee Chairman outlines the results in a Board Meeting together with the Committee's achievements for the year. The Board discusses the results and considers any suggested changes or improvements. The Board periodically reviews the Charters of each committee to ensure that they remain relevant and up to date.

3. MANAGING DIRECTOR AND KEY EXECUTIVES

3.1 Purpose

To ensure the Managing Director and key executives execute the Company's strategy through the efficient and effective implementation of the business objectives.

3.2 Procedure

Each year the Board reviews Cabcharge's strategy. Following such a review the Board sets the organisation performance objectives based on both qualitative and quantitative measures. These objectives are reviewed periodically to ensure they remain consistent with the company's priorities and the changing nature of Cabcharge's business. These objectives are the

performance targets for the Managing Director. Performance against these objectives is reviewed annually by the Corporate Governance Committee.

The Managing Director conducts the performance assessment for each senior executive on an annual basis, having regard to the operational and financial responsibilities of the executive and the contribution by the executive to the management and leadership of Cabcharge. Issues that emerge from the review of performance of senior executives and are not resolved must be referred to the Corporate Governance Committee.