



# GETWELL HEALTH SYSTEMS, INC.

## PERFORMANCE ASSESSMENT OF MANAGEMENT TEAM POLICY

### I. Objective

This Performance Assessment of Management Team Policy (the “Policy”) establishes an executive performance review framework ensuring clarity of direction to the employees of Getwell Health Systems, Inc. (the “Corporation”) and a robust system of performance accountability, thereby strengthening the Corporation’s commitment to good corporate governance.

This Policy sets forth the principles of the Corporation’s executive performance review, the overall framework of setting performance expectations, monitoring and measuring performance against these expectations, and the recording and reporting of the results. This ensures that the Management, including the Chief Executive Officer, and personnel’s performance is at par with the standards set by the Board of Directors and the Management Team.

### II. Definitions

**Management Team** means the President and/or Chief Executive Officer and the senior officers who directly report to the President and/or Chief Executive Officer.

**Performance Review Framework** means the arrangement of procedures for the conduct of the performance review for the Management Team

### III. Policy and Review Process

#### A. *Basis for Performance Review*

The Corporation considers a responsive performance review to be an essential part of good corporate governance. Effective performance review is the continuous process of establishing clear performance expectations for the Management Team, followed by regular monitoring and measurement of performance against those expectations.

While performance review considers the achievements of the Management Team against pre-determined and agreed targets, it is also concerned with developing outstanding leaders through professional development and training.

A key part of performance review process is ensuring that there is open and honest communication between the Management Team and their respective reviewers about their performance against defined key performance indicators. The creation of a framework where objective feedback is openly

received and constructively given encourages an environment where high performance can thrive.

B. *Performance Review Process*

1. Annual Performance Agreement

At the commencement of each review period, the Management Team and their respective immediate superiors will enter into a performance agreement describing the agreed performance requirements for the year. These requirements will be documented in an agreed Performance Plan composed of three (3) parts:

- a. Executive Competencies. These are the performance expectations together with measures by which actual performance will be evaluated against those expectations. Ideally, feedback from peers, direct reports and other key stakeholders will be included.
- b. Priority Deliverables. These are the specific outcomes that will be delivered, in alignment with their respective duties and functions. This comprises effective execution of their core functional responsibilities as well as specific priority project targets and timeframes as well as measures by which actual performance will be evaluated against those expectations and targets.
- c. Professional Development. The training and development needs of each member of the Management Team will be documented within the Performance Plan, together with the timeframe for achievement of those programs.

2. Scheduled Review Periods

A progressive monitoring of performance shall be conducted. Each quarter, the member of the Management Team concerned will submit a short written report outlining the general progress against the agreed Performance Plan and identifying any issues likely to impact the achievement of the performance outcomes, targets or timeframes.

At the conclusion of the review period, an annual performance evaluation will be conducted by the immediate superior of the member of the Management Team concerned. The input of the direct superior, peers, direct reports and select stakeholders will be gathered and summarized. The final report will be discussed by the Management Team member concerned and his direct superior.

3. Renewal of Performance Agreement

At the conclusion of the annual review, a new Performance Plan will be agreed upon for the ensuing year, including the setting of new targets and any modifications or realignments for targets that were not met.

4. Training and Development

The Management Team is encouraged to undertake development activities to enhance their skills and experience, and to ensure that they maintain a level of professional and contemporary knowledge that supports the achievement of targets and objectives within their areas of responsibility.

5. Unsatisfactory Performance

The performance review process, while encouraging the achievement of high performance, may result in the identification of unsatisfactory performance. In such a case, unsatisfactory performance shall be treated in the same manner as poor performance for employees, unless otherwise provided in the contract of employment, prevailing laws, policies and regulations.

**IV. Implementation**

This Policy will be implemented by the Human Resources Department and the President and/or Chief Executive Officer.

**V. Review and Update of Policy**

This policy shall be reviewed and, if necessary, updated at least annually.