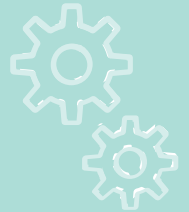
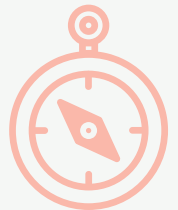
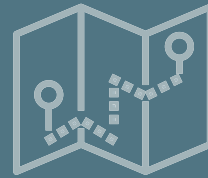


CAPABILITY STATEMENT



CEO PERFORMANCE EVALUATION ADVISORY SERVICES

Peakstone Global and Westlake Governance are part of the Global Governance Advisory group.

OUR UNIQUE VALUE PROPOSITION

OVERVIEW

Peakstone Global (Australia) and Westlake Governance (New Zealand) provide a specialised advisory service supporting boards to conduct effective, rigorous and future focused CEO performance evaluations. Drawing on proprietary intellectual property developed by Westlake Governance, this service offering brings structure, independence, and best practice governance expertise to one of the most critical responsibilities of any board.

Our joint offering is built on the decades of real world board and chair experience held by our advisors, combined with mature, evidence based frameworks that have been refined across hundreds of performance evaluation engagements.

This service is tailored for:

- Corporate boards
- Government bodies and statutory authorities
- For-purpose / not-for-profit organisations
- High growth private companies and mission driven enterprises
- City and Regional Councils
- Aboriginal and Torres Strait Islander, Māori and Pasifika organisations
- Educational entities – schools and tertiary

200+

Years of combined experience as non-executive directors and board advisors

10,000+

Directors taught via AICD and IoD NZ

600+

Board benchmarking reviews



**Global perspectives
through Global
Governance Advisory and
Westlake Governance**



Simon Rumore

B.COM, FAICD
Managing Director and Co-founder

Simon's board experience includes roles as a Deputy Chair of Open Minds Australia and Amnesty International Australia. He has chaired committees responsible for governance, nominations, remuneration, strategy and membership engagement. He is currently a member of the International Corporate Governance Network's Global Policy Committee.

'We understand that boards and directors face unique challenges that deserve special attention. We are not a small arm of a much larger business – Peakstone Global exists solely to serve boards and directors.'

WHY INDEPENDENT SUPPORT MATTERS

CEO performance evaluations are essential to organisational success. However, boards frequently face challenges such as unclear expectations, inconsistent evaluation cycles, inadequate or unverifiable performance metrics, and inexperience in handling sensitive strategic conversations.

Our independent support helps boards:

- Establish shared expectations and role clarity
- Conduct robust, evidence based performance evaluations
- Strengthen accountability and transparency
- Improve the board-CEO relationship
- Align performance objectives with strategy and cultural priorities
- Benchmark CEO performance against sector norms
- Navigate complex or sensitive issues with confidence
- Provide transparency on CEO remuneration reviews to align with market expectations

By partnering with Peakstone Global and Westlake Governance, boards can enhance fairness, objectivity, and governance maturity while ensuring the CEO receives meaningful, consistent future orientated feedback.

Our Experience

Advisors across both firms bring:

- Decades of experience advising boards on CEO and executive performance frameworks
- Extensive professional board careers, including as Chairs and Non Executive Directors (NEDs)
- Expertise across sectors and industries; including health, infrastructure, finance, Indigenous organisations, primary industries, co-operatives, charitable and for-purpose entities and government corporations
- A deep understanding of the legal, cultural and strategic responsibilities of board governance in both Australia and New Zealand
- Many years of direct experience in the dynamics, pressures and expectations that shape CEO-board relationships.

Our advisors combine technical governance proficiency with a practical, empathetic and strategic understanding of boardroom realities, and our approach is 'for governance practitioners, by practitioners.'



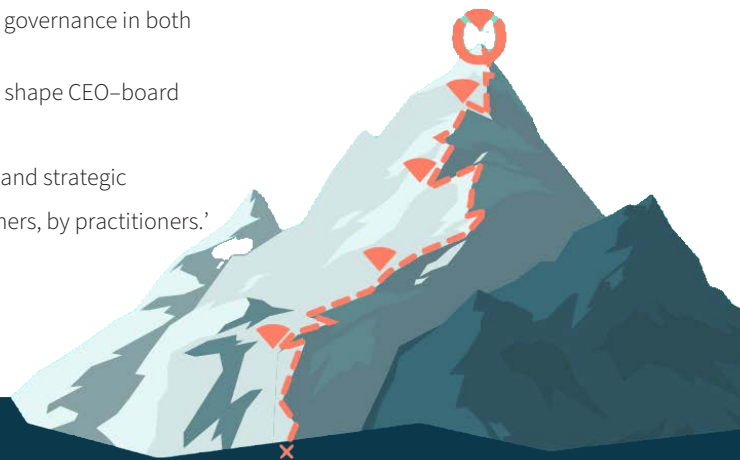
Rachel Baird

LLB, BA, LLM, MLEAD, PHD, GAICD, FGIA
Practice Director

Rachel's board experience includes roles as Committee chair of the Tasmanian Legal Profession AI Working Group, Outward Bound Australia, Melbourne University Alumni Association, and a Commonwealth Fisheries Management Advisory Committee. She is the interim chair of the Tasmanian University Student Association, and Centre for Legal Studies. She has been involved or chaired director and management selection panels and led performance evaluations.

'We understand the importance of the board and management dynamic which sets the tone for the whole organisation.'

'We support boards to work with management and provide personalised guidance.'



We help boards deliver CEO performance evaluations that are:

- Fair
- Constructive
- Strategically aligned
- Culturally aware
- Legally sound
- Future-focused

OUR SERVICE OFFERING

CEO Performance Evaluation Advisory Services

1. Framework Design & Alignment

We work with the board and chair to design a clear, fit for purpose performance framework, including:

- Role and responsibility clarity
- Key performance indicators (KPIs) aligned to strategy
- Leadership, culture, and stakeholder expectations
- Risk, compliance, and operational accountability
- Wellbeing, succession and development considerations
- Timeframes and annual review cycles

This framework is based on Westlake Governance's proven IP, customised for the organisation's context.

3. Independent Evaluation & Board Facilitation

We guide the board through the evaluation process, ensuring:

- Structured deliberation
- Alignment between directors
- Clear articulation of achievements and development areas
- A constructive, future-focused discussion
- Documentation that supports transparency and accountability

As independent facilitators, we help the board separate facts from assumptions and maintain a consistent, fair approach.

5. Annual Assessment Cycle Support

One of the key elements of an effective performance framework is consistency over time. We can provide ongoing assistance including:

- Mid-cycle check ins
- Assessment of CEO KPIs against evolving strategy
- Advice on remuneration considerations
- Succession planning support
- Board education on CEO evaluation practice
- Multi-year engagements, to evaluate performance and behaviours over time, measuring progress against agreed actions from previous evaluations.

2. Evidence Collection & Stakeholder Insights

Our advisors facilitate:

- CEO self assessment
- Board interviews and/or surveys
- External stakeholder feedback where appropriate
- Assessment of organisational data and documents
- Compilation of insights into an integrated assessment report

This ensures the board receives balanced, objective input beyond its internal perspectives.

4. Chair and CEO Support

Our service includes confidential support for both parties:

- Preparing the chair for the CEO feedback conversation
- Providing language, structure and guidance for sensitive topics
- Coaching the CEO on performance expectations and development pathways
- Supporting goal setting for the upcoming performance cycle

Why Choose Us

Independent. Experienced. Evidence Based.

- Proprietary, proven methodologies from Westlake Governance
- Local delivery via two respected governance organisations
- Peakstone Global - servicing Australia
- Westlake Governance - servicing New Zealand
- Advisors who have been NEDs and Chairs themselves
- Independent judgement delivered with cultural intelligence, discretion and integrity
- A consistent, high quality approach across both markets.

Our goal is to strengthen governance performance, enhance leadership accountability, and enable CEOs to succeed and thrive.



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peakstoneglobal.com

