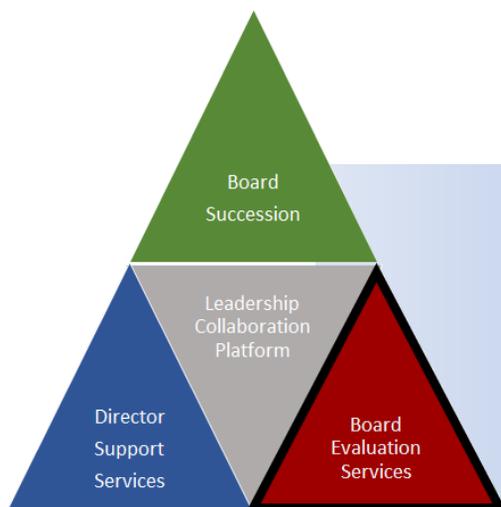




Enlightened Corporate Governance[®]

Board Evaluation Services



XCEO Advantages

- We provide maximum security and privacy, and protect all the information you classify as privileged and confidential.
- We do not see the results of any exercise unless you choose to share them with us.
- With over 30 comprehensive assessments, you can ensure that every aspect of your Board, directors, and management team's performance is evaluated.
- Exercise results are compared to XCEO's qualitatively defined norms of Standard, Traditional and Enlightened.
- We provide consulting, technical, and support services at your preferred level of engagement.
- Industry data compiled anonymously from other Boards is provided for each XCEO question.
- Each of assessment is delivered via the secure and cutting-edge portal, *BoardPortal PLUS®.
- The application is easy to use, and can be accessed via the web or Surface, Android, and iOS software tablets.
- Our experienced team understands your needs, and provides unparalleled support.

XCEO Board collaboration platform services are provided by BoardPortal PLUS® LLC

About Us

We partner with boards and directors to fulfill a variety of governance needs, including individual director development, board succession and recruiting, boarding services, comprehensive performance assessments and a secure board portal. Founded in 2003, XCEO serves clients ranging from Silicon Valley start-ups, to Fortune 500 companies.



Dr. Crawford currently serves on the Board of Directors of The Chemours Company (CC, NYSE). In 2020, he retired from the Xylem Inc. (XYL, NYSE) and ON Semiconductor (ON, NASDAQ) Boards.

Dr. Crawford brings more than 30 years of experience as Chairman of the Board, and Chairman of the Corporate Governance and Nominating Committee. He has been an effective contributor within many industries, public and private companies, navigating a wide-range of board challenges and successes. A former CEO and experienced executive, Dr. Crawford is a noted expert in the field of Corporate Governance.

In 2011, Dr. Crawford was awarded the B. Kenneth West Lifetime Achievement Award from the National Association of Corporate Directors (NACD), for his contribution to Corporate Governance, and for his meaningful impact in the boardroom.

Enlightened Corporate Governance®

At a time when the scrutiny of directors and Boards is at an all-time high, Enlightened Corporate Governance®, and improved Board leadership are key to maximizing shareowner value. The current climate provides a substantial opportunity for directors to employ rich individual and collective board evaluations, in order to improve board leadership.

The XCEO Enlightened Corporate Governance® Board Evaluation Program brings a whole new approach to evaluating the performance of the Board and its directors. While providing a thoughtful and creative evaluation process, and complete anonymity, our exercises protect the privacy of each director, as well as the entire Board.

Individual directors are in full control of their personal exercises, and each Board will determine how to manage the storage, distribution and retention of its data. Finally, the security of your Board's information and data is paramount.

Engineered by Leadership,
Powered by **SCIENCE**

Features

At XCEO, we believe Enlightened Corporate Governance® is fundamental to the long-term financial strength of the global economy.

This volatile environment is unlike one we have ever seen, and each of our offerings helps the Board address the critical elements of risk oversight, and Corporate Governance.

Performance

- Choose different offerings, from an introductory offering largely controlled by the Board, to full-service consulting and support options.
- Select from committee, Board, personal, external partner, and management evaluations.
- All communication is automated, including reminders and completion notices.
- Determine when an exercise is initiated, and how long directors have to complete the exercise.
- Select comprehensive XCEO questions, add your own questions, or use a combination of both for every exercise.
- Add comments and suggestions after each question.
- Incorporate your historical data, in order to have multi-year comparisons with the click of a button.
- Immediately review and share three unique assessment reports.

Why Partner with XCEO?

- The easy-to-use, automated, consistent interface, allows for **maximum convenience**. The exercises provide the utmost flexibility, and are comprehensive yet uncomplicated.
- Information and results are **secure, privacy is rigorously defended**, and all information may be stored or kept indefinitely, depending on your wishes.
- The **three unique and tailored results reports** with industry data and benchmarking, are reflective, encouraging discussion. They provide a baseline to enhance performance.
- The powerful **Directors and Officers (D&O) IQ Review** allows the Board and senior leadership team to easily, and securely satisfy its independence requirement.
- The IDP Peer-to-Peer exercise whereby directors on the board **evaluate their peers** is a leading edge offering, that is desired by many Boards.
- **Risk oversight modules** for both the Board and individual director provide insight into the responsibilities and key issues that should be considered.
- CEO evaluations provide the opportunity to **evaluate the CEO** by the Board and management team, offer constructive feedback, and view aggregate assessments to help determine strategy.