

NOTICE OF MEETINGS

The Annual General Meetings of securityholders of Abacus Group Holdings Limited and Abacus Group Projects Limited (the **Companies**) will be held in conjunction with Meetings of securityholders of Abacus Trust and Abacus Income Trust (the **Trusts**)

Date: Thursday, 20 November 2025

Time: 11:30am (AEDT)

Venue: Level 13, 77 Castlereagh Street, Sydney, NSW 2000

ABACUS GROUP NOTICE OF MEETINGS

Notice of 2025 Annual General Meetings of securityholders of Abacus Group Holdings Limited and Abacus Group Projects Limited (the **Companies**) to be held in conjunction with Meetings of securityholders of Abacus Trust and Abacus Income Trust (the **Trusts**)

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NOTICE OF ANNUAL GENERAL MEETINGS

Notice is hereby given that Annual General Meetings of Securityholders of Abacus Group will be held at 11.30am AEDT on 20 November 2025 at Level 13, 77 Castlereagh Street, Sydney, NSW 2000 (**Meeting**).

The Explanatory Statement to this Notice of Meetings provides additional information on matters to be considered at the Annual General Meetings. The Explanatory Statement and the Proxy Form forms part of this Notice of Meetings.

The Directors have determined pursuant to Regulation 7.11.37 of the *Corporations Regulations 2001* (Cth) that the persons eligible to vote at the Annual General Meetings are those who are registered Securityholders at 7:00pm AEDT on 18 November 2025.

Terms and abbreviations used in this Notice of Meetings and Explanatory Statement are defined in the Glossary.

Important Information for Securityholders about the Group's 2025 AGM

This Notice is given based on circumstances as at the date of this letter. Should circumstances change, the Group will make an announcement on the ASX market announcements platform and on the Group's website at <https://abacusgroup.com.au/>. Securityholders are urged to monitor the ASX announcements platform and the Group's website.

AGENDA

ITEM 1: DIRECTORS REPORT, AUDITOR'S REPORT AND FINANCIAL STATEMENTS

“To receive and to consider the Annual Financial Report of Abacus Group and its controlled entities for the financial year ended 30 June 2025 together with the declaration of the Directors, the Directors’ Report, the Remuneration Report and the Auditor’s Report for that financial year.”

Note: This item of ordinary business is for discussion only and is not a resolution.

Pursuant to the Corporations Act, Securityholders will be given a reasonable opportunity at the Meetings to ask questions about, or make comments in relation to, each of the aforementioned reports during consideration of these items.

ITEM 2: RESOLUTIONS

Resolution 1 – Adoption of Remuneration Report

To consider and, if thought fit, to pass the following resolution as an **Ordinary Resolution** of each Company:

“That, for the purpose of Section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Annual Financial Report for the financial year ended 30 June 2025.”

Note: The vote on this Resolution is advisory only and does not bind the Directors or the Companies.

Voting Prohibition Statement: In accordance with the Corporations Act, a vote must not be cast (in any capacity) on Resolution 1 by or on behalf of a member of the Group’s key management personnel (including the Directors) (**KMP**), whose remuneration details are included in the Remuneration Report, or any of that person’s Closely Related Parties (such as close family members and any controlled companies of those persons) (collectively referred to as **Restricted Voter**). However, such a person described above may cast a vote on Resolution 1 if:

- it is cast by a person as a proxy appointed in writing that specifies how the proxy is to vote on Resolution 1; and
- it is not cast on behalf of a Restricted Voter.

If you appoint the person chairing the Meetings (**Chair**) as a proxy and the Proxy Form does not specify the way the proxy is to vote on the resolution and you are not a Restricted Voter, by submitting the Proxy Form you authorise the Chair to exercise the proxy even though Resolution 1 is connected directly or indirectly with the remuneration of a KMP, and you will be taken to have directed the Chair to vote in accordance with his or her stated intention to vote in favour of Resolution 1. If you do not want your vote exercised in favour of Resolution 1, you should direct the person chairing the Meetings to vote “against”, or to abstain from voting on, this Resolution.

In addition, under the Corporations Act, a vote must not be cast on Resolution 1 by a member of the Group’s KMP, or a Closely Related Party of a KMP, acting as proxy, if their appointment does not specify the way the proxy is to vote on the resolution. However, this voting exclusion does not apply if the KMP is the Chair of the Meeting acting as proxy and their appointment expressly authorises the Chair of the Meeting to exercise the proxy even though the resolution is connected directly or indirectly with the remuneration of a member of the KMP.

Resolution 2 – Re-election of Jingmin Qian as Director

To consider and, if thought fit, to pass the following resolution as an **Ordinary Resolution** of each Company:

“That Jingmin Qian, who retires in accordance with the Constitutions and Listing Rules and, being eligible, offers herself for re-election as a director of Abacus Group Holdings Limited and Abacus Group Projects Limited.”

Resolution 3 – Re-election of Trent Alston as Director

To consider and, if thought fit, to pass the following resolution as an **Ordinary Resolution** of each Company:

“That Trent Alston, who retires in accordance with the Constitutions and Listing Rules and, being eligible, offers himself for re-election as a director of Abacus Group Holdings Limited and Abacus Group Projects Limited.”

Resolution 4– Grant of FY26 Performance Rights to Steven Sewell, Managing Director

To consider and, if thought fit, to pass the following resolution as an **Ordinary Resolution** of each Company and Trust:

“That approval be given for all purposes (including under the Corporations Act and Listing Rule 10.14) for the grant of 1,280,555 Performance Rights under the Equity Incentive Plan to the Managing Director, Steven Sewell (and/or his nominee), on the terms set out in the Explanatory Statement.”

Voting Exclusion Statement: The Group will disregard any votes cast in favour of Resolution 4 by or on behalf of:

- (a) a person referred to in rule 10.14.1, 10.14.2 or 10.14.3 who is eligible to participate in the Equity Incentive Plan; or
- (b) an Associate of that person or those persons.

However, this does not apply to a vote cast in favour of Resolution 4 by:

- (i) a person as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with directions given to the proxy or attorney to vote on the Resolution in that way; or
- (ii) the Chair of the Meeting as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Chair to vote on the Resolution as the Chair decides; or
- (iii) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
 - the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the Resolution; and
 - the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Voting Prohibition Statement: In accordance with section 250BD of the Corporations Act, a person appointed as a proxy must not vote on the basis of that appointment, on Resolution 4 if:

- (a) the proxy is either:
 - (i) a member of the Group’s Key Management Personnel; or
 - (ii) a closely related party of a member of the Group’s Key Management Personnel; and

(b) the appointment does not specify the way the proxy is to vote on the resolution.

However, the above prohibition does not apply if:

- (a) the proxy is the Chair of the Meetings; and
- (b) the appointment expressly authorises the Chair to exercise the proxy even if the Resolution is connected directly or indirectly with remuneration of a member of the Group's Key Management Personnel.

BY ORDER OF THE BOARD

Lucy Spenceley
Company Secretary

IMPORTANT VOTING INFORMATION

Your vote is important

The business of the Annual General Meetings affects your security holding and your vote is important.

Voting in person

To vote in person, attend the Annual General Meetings on the date and at the place set out above.

Voting by proxy

If you are unable to attend the Meeting, you are encouraged to appoint a proxy to attend and vote on your behalf.

A Securityholder entitled to attend and vote at the Meeting is entitled to appoint a proxy. A Securityholder entitled to cast two or more votes may appoint two proxies and may specify the proportion or the number of votes each proxy is appointed to exercise. A proxy need not be a Securityholder of the Abacus Group. A Proxy Form is provided with this Notice of Meetings.

You can direct your proxy how to vote by following the instructions on the Proxy Form. Securityholders are encouraged to direct their proxy how to vote on each item of business.

Any directed proxies that are not voted on a poll at the Meeting by a Securityholder's appointed proxy will automatically default to the Chair, who is required to vote proxies as directed on a poll.

If you intend to appoint the Chair as your proxy (or if the Chair becomes your proxy by default), you can direct the Chair how to vote by marking one of the voting boxes for the relevant resolution on the Proxy Form (for example to vote 'for', 'against' or 'abstain' from voting). Alternatively, if the Chair is or becomes your proxy and you do not mark any of the boxes opposite a resolution, the Chair may vote as she sees fit. Please note that by submitting the Proxy Form without voting instructions, you will be giving the Chair your express authority to vote your proxy as he/she decides on remuneration related resolutions (being Resolutions 1 and 4), even though the resolution is connected directly or indirectly with the remuneration of a member of the KMP of Abacus Group.

The Chair of the Meetings intends to vote all undirected proxies held by the Chair in favour of each Resolution.

Completion of a Proxy Form will not prevent individual Securityholders from attending the Meetings in person if they wish. Where a Securityholder completes and lodges a valid Proxy Form and then the Securityholder attends the Meeting in person, if the member votes on a resolution, their proxy is not entitled to vote, and must not vote, on that resolution.

If a Securityholder appoints a body corporate as a proxy, that body corporate will need to ensure that it:

- appoints an individual as its corporate representative to exercise its powers at the meeting, in accordance with section 250D of the Corporations Act; or
- provides satisfactory evidence of the appointment of its corporate representative prior to commencement of the Meeting unless this has previously been provided to the Share Registry.

Corporate Securityholders should comply with the execution requirements set out on the Proxy form or otherwise comply with the provisions of section 127 of the Corporations Act.

Your proxy instruction must be received not later than 48 hours before the commencement of the Meeting (that is, before 11:30am AEDT on 18 November 2025):

BY SUBMITTING ONLINE: <https://www.votingonline.com.au/abgagm2025>

BY MAIL: Registry – Boardroom Limited, Level 8, 210 George Street, Sydney, NSW 2000

BY FAX: + 61 2 9290 9655

BY HAND: Level 8, 210 George Street, Sydney NSW 2000 Australia

Proxy Forms received later than this time will be invalid.

Power of Attorney

If the proxy form is signed under a power of attorney on behalf of a Securityholder, then the attorney must make sure that either the original power of attorney or a certified copy is sent with the Proxy Form, unless the power of attorney has already provided it to the Share Registry.

EXPLANATORY STATEMENT

This Explanatory Statement has been prepared for the information of the Securityholders in connection with the business to be conducted at the Annual General Meetings to be held at 11:30am AEDT on 20 November 2025 at Level 13, 77 Castlereagh Street, Sydney, NSW 2000.

The purpose of this Explanatory Statement is to provide information which the Directors believe to be material to Securityholders in deciding whether or not to pass the Resolutions in the Notice of Meetings.

If you are in any doubt about what to do in relation to the Resolutions contemplated in the Notice of Meetings and this Explanatory Statement, it is recommended that you seek advice from an accountant, solicitor, or other professional advisor.

Full details of the business to be considered at the Annual General Meetings are set out below.

ITEM 1: DIRECTORS' REPORT, AUDITOR'S REPORT AND FINANCIAL STATEMENTS

In accordance with the Constitutions and the Corporations Act, the business of the Annual General Meetings will include receipt and consideration of the Annual Financial Report of Abacus Group and its controlled entities for the financial year ended 30 June 2025 together with the declaration of the Directors, the Directors' Report, the Remuneration Report and the Auditor's Report.

In accordance with the amendments to the Corporations Act, companies are no longer required to provide a hard copy of the Annual Financial Report to Securityholders unless a Securityholder has specifically elected to receive a printed copy.

Whilst the Group will not provide a hard copy of the Annual Financial Report unless specifically requested to do so, Securityholders may view the Annual Financial Report on the Group's website at <https://abacusgroup.com.au/>

No resolution is required for this item, but Securityholders will be given the opportunity to ask questions and to make comments on the management and performance of the Group.

The Group's Auditor will be present at the Meetings. During the discussion of this item, the Auditor will be available to answer questions on the:

- Conduct of the audit;
- Preparation and content of the Auditor's Report;
- Accounting policies adopted by the Group in relation to the preparation of the financial statements; and
- Independence of the Auditor in relation to the conduct of the audit.

Written questions of the Auditor

If you would like to submit a written question about the content of the Auditor's Report or the conduct of the audit of the Annual Financial Report of the Group's Auditor, please send your question to Investor Relations at Investorrelations@abacusgroup.com.au. A list of qualifying questions will be made available at the Meetings.

Please note that all written questions must be received at least five business days before the Meetings, which is by 13 November 2025.

ITEM 2: RESOLUTIONS

Resolution 1 – Adoption of Remuneration Report

In accordance with section 250R(2) of the Corporations Act, the Group is required to present to its Securityholders the Remuneration Report as disclosed in the 2025 Annual Financial Report.

The vote on the Resolution is advisory only and does not bind the Directors or the Companies. The Remuneration Report is set out in the Annual Financial Report and is also available on the Group's website at <https://abacusgroup.com.au/>.

However, if at least 25% of the votes cast are against the adoption of the Remuneration Report at the Meetings (subject of this Notice of Meetings), and then again at the 2026 Annual General Meetings (2026 AGM), the Group will be required to put to the vote a resolution (Spill Resolution) at the 2026 AGM to approve the calling of a further meeting (Spill Meeting). If more than 50% of Securityholders vote in favour of the Spill Resolution, the Group must convene the Spill Meeting within 90 days of the 2026 AGM. All of the Directors who were in office when the 2026 Directors' Report was approved, other than the Managing Director, will (if seeking re-election) need to stand for re-election at the Spill Meeting.

The Remuneration Report explains the Board's policies in relation to the nature and level of remuneration paid to KMPs (including Directors) and sets out remuneration details, service agreements and the details of any security-based compensation.

Voting

Note that a voting exclusion applies to Resolution 1 on the terms set out in the Notice of Meetings.

Directors' recommendation

Noting that each Director has a personal interest in their own remuneration from the Group, as described in the Remuneration Report, the Directors unanimously recommend that Securityholders vote **FOR** this Resolution.

The Chair of the Meetings intends to vote all undirected proxies held by the Chair **IN FAVOUR** of this Resolution.

Resolution 2 – Re-election of Jingmin Qian as Director

The Constitutions of the Companies and the ASX Listing Rules provide for the rotational retirement and re-election of Directors. In accordance with these requirements, Jingmin Qian is retiring at the end of the AGM and will be offering herself for re-election.

Jingmin Qian was appointed a Director of the Companies in 2017 and was last re-elected as a Director at the 2022 AGM.

Under this Resolution, Jingmin Qian retires by rotation, and being eligible, seeks re-election as a Director of the Companies at this AGM.

Jingmin is a Non-Executive Director and has significant expertise in the property, infrastructure and investment sectors as well as rich experience in Asia. Jingmin previously worked at L.E.K. Consulting, Boral Limited and Leighton Holdings, with a broad range of commercial responsibilities covering strategy, planning, investment review, mergers and acquisitions, operational improvement and Asia expansion. Jingmin has served as a member of the business liaison program of the Reserve Bank of Australia. Jingmin is a non-executive director of listed entity IPH Limited since April 2019, a trustee of HMC Capital Partner Fund, a member of Macquarie University Council, a director of the CFA Society Australia, Jing Meridian and the National Vice President of the Australia China Business Council. Jingmin is a member of Chief Executive Women.

Jingmin is Chair of the Abacus Group Sustainability and WHS Committee and a member of the Abacus Group Audit and Risk and People Performance and Nomination Committees.

The Board considers that Jingmin Qian is an Independent Director.

Directors' recommendation

The Directors (excluding Jingmin Qian) recommend that Securityholders vote **FOR** this Resolution.

The Chair of the Meetings intends to vote all undirected proxies held by the Chair **IN FAVOUR** of this Resolution.

Resolution 3 – Re-election of Trent Alston as Director

The Constitutions of the Companies and the ASX Listing Rules provide for the rotational retirement and re-election of Directors. In accordance with these requirements, Trent Alston is retiring at the end of the AGM and will be offering himself for re-election.

Trent Alston was appointed a Director of the Companies in 2019 and was last re-elected as a Director at the 2022 AGM.

Under this Resolution, Trent Alston retires by rotation, and being eligible, seeks re-election as a Director of the Companies at this AGM.

Trent is a Non-Executive Director and has over 30 years of experience in the real estate and funds management industry, with the last 13 years as Head of Real Estate for Challenger Limited. His experience includes direct and wholesale property roles at Colonial First State Property and Lendlease. Trent is also a Non-Executive Director of Landcom.

Trent is Chair of the Abacus Group People Performance and Nomination Committee and a member of the Abacus Group Audit and Risk, and Sustainability & WHS Committees.

The Board considers that Trent Alston is an Independent Director.

Directors' recommendation

The Directors (excluding Trent Alston) recommend that Securityholders vote **FOR** this Resolution.

The Chair of the Meetings intends to vote all undirected proxies held by the Chair **IN FAVOUR** of this Resolution.

Resolution 4 – Grant of FY26 Performance Rights to Steven Sewell, Managing Director

Background

Abacus Group proposes to grant a maximum of 1,280,555 Performance Rights to the Managing Director (MD) Mr Steven Sewell and/or his nominee under the Abacus Group Equity Incentive Plan (Plan) as his FY26 Long-Term Incentive (LTI) award. The Performance Rights will entitle the MD to receive ABG Securities, or a cash equivalent payment as determined by the Board, subject to achieving performance conditions set out below.

Mr Steven Sewell's FY26 grant of Performance Rights under the Plan is subject to Abacus Group and Abacus Storage King meeting performance conditions that have been determined by the Board and are designed to align Mr Sewell's interests with those of relevant Securityholders.

Mr Sewell's FY25 total remuneration opportunity is capped at \$4,810,000 and comprises:

- Fixed remuneration (FR) consisting of annual base salary and superannuation of \$1,300,000.
- Short-term incentive (STI) of up to \$1,950,000, being 150% of FR.
 - 75% of STI achieved within the performance period is paid in cash.
 - 25% is deferred remuneration and delivered in security rights which vest after one year.
- Long term incentive (LTI) award to the value of up to \$1,560,000, being 120% of FR, which is comprised of the following:
 - 83.34% of the maximum award (or 100% of FR) will be tested against Abacus Group performance.
 - 16.66% of the maximum award (or 20% of FR) will be tested against Abacus Storage King performance.

Why is Securityholder approval being sought?

ASX Listing Rule 10.14 requires that Securityholders approve grants of equity securities (which include Performance Rights) issued to directors under an employee incentive plan which will (or may) be satisfied with the issue of new securities. ASX Listing Rule 10.14 does not apply to the grant of Performance Rights to directors under an employee incentive plan where the securities to be acquired in the satisfaction of the Performance Rights are required by the terms of the scheme to be purchased on market.

While it is currently intended that securities will be purchased on market as opposed to issuing new securities to satisfy any Performance Rights that vest, the Board consider it good governance to seek approval from Securityholders for grants made to the MD.

If Resolution 4 is approved, the Company will have the ability, if the Board determines it is appropriate, to issue new equity securities to the MD in satisfaction of any Performance Rights that vest (in accordance with the terms of the employee incentive plan and the Listing Rules).

If Resolution 4 is not approved, the Company will not be able to issue new equity securities to the MD to satisfy any vested Performance Rights. In that event, and consistent with the Board's current intention (as set out above), any vested Performance Rights would instead be satisfied by the acquisition of securities on market.

Details of any Performance Rights issued under the scheme will be published in the Annual Financial Report, along with a statement that approval for the issue was obtained under ASX Listing Rule 10.14.

Any additional persons covered by ASX Listing Rule 10.14 who become entitled to participate in an issue of Performance Rights under the Plan after this resolution is approved and who were not named in this Notice of Meetings will not participate until approval is obtained under that rule.

Key features and material terms of the FY26 Grant under the Equity Incentive Plan

The proposed grant to Mr Sewell is 1,280,555 Performance Rights. This is the maximum number of Performance Rights that will be granted to Mr Sewell and/or his nominee and represents the LTI component of his total remuneration opportunity.

Abacus Group uses equity awards such as Performance Rights to align participant interests with those of Securityholders and to link incentive awards with Abacus Group's strategic goals and performance.

Abacus Group recognises its important role in managing Abacus Storage King. Accordingly, Abacus Group considers that it is imperative to incentivise Abacus Group KMP to drive the growth and performance of Abacus Storage King in the medium to long term. Specifically, this would include working with the Abacus Storage King Board to develop the strategic options regarding the future state of the Self Storage business. Having regard to these considerations, part of the MD's LTI award (or 20% of FR) will be tested against Abacus Storage King performance. Further details of these arrangements are set out below.

Details of the proposed grant are set out below.

a) Amount of grant:

In accordance with Mr Sewell's service agreement and the remuneration package approved by the Board for the FY26 financial year, Mr Sewell is entitled to the grant of Performance Rights under the Plan equal to 120% (being \$1,560,000) of his FR (LTI Entitlement).

No consideration will be payable by Mr Sewell for the grant of Performance Rights.

b) Number of Performance Rights:

The number of Performance Rights to be issued will be determined by dividing the value of the LTI to be awarded in the form of performance rights by the face value of an ABG Security. The face value is based on the ten-day VWAP for ABG Securities starting from the second Trading Day after the full year results announcement on 25 August 2025 for the year ended 30 June 2025. Dividing the total LTI Entitlement (i.e. \$1,560,000) by the value of an individual Performance Right (i.e. \$1.218, being the amount Abacus Group attributes to each Performance Right based on the face value calculated using the methodology set out above) will result in Mr Sewell receiving 1,280,555 Performance Rights.

4,643,778 Performance Rights in ABG have previously been issued to Mr Sewell under the Equity Incentive Plan. No consideration was payable by Mr Sewell for the grant of these Performance Rights.

c) Timing of issue of Performance Rights:

Performance Rights will be granted to Mr Sewell as soon as practicable after the AGM, but in any event within 12 months of the AGM.

d) Vesting performance hurdles:

The Performance Rights will be tested against the relevant Performance Conditions following release of audited financial results for the final year of the relevant Performance Period.

For Mr Steven Sewell, half of the Performance Rights are tested on the third anniversary and half on the fourth anniversary of their grant.

e) What are the Performance Conditions?

The Performance Rights are subject to three independent performance conditions (with a percentage of total Performance Rights granted to be separately tested against each performance condition) that will be tested separately at the end of each of the applicable performance periods:

1. Abacus Group EBIT Growth Outcome – Compound Annual Growth rate (**CAGR**) of Underlying Earnings Before Interest and Tax (**EBIT**) per security:
The EBIT growth outcome will be based on the performance of Abacus Group configured on a per security basis.
2. Abacus Group Relative Total Securityholder Return (**Relative TSR**):
Measured by taking into account the change in the ABG Security price over the relevant performance period as well as the distributions received (and assumed to be reinvested into ABG Securities on the ex-dividend date). Tax and any franking credits (or equivalent) will be ignored. This outcome will then be tested against a comparator group.
3. Abacus Storage King Relative Total Securityholder Return (**Relative TSR**):
Measured by taking into account the change in the ASK Security price over the relevant performance period as well as the distributions received (and assumed to be reinvested into ASK Securities on the ex-dividend date). Tax and any franking credits (or equivalent) will be ignored. This outcome will then be tested against a comparator group.

The comparator group for both the Abacus Group and Abacus Storage King Relative TSR conditions is outlined below.

f) Vesting Conditions:

- 41.67% of total Performance Rights tested against Abacus Group EBIT Growth Outcome
Abacus Group EBIT per security CAGR of 2 – 6% results in LTI of 50% to 100% vesting on a sliding straight line scale.

In order for the LTI Performance Rights subject to the EBIT per security growth hurdle to vest, the EBIT per security growth outcome must exceed 2% CAGR for the relevant performance period.

Vesting will range between 50% on achieving the minimum performance hurdle of 2% CAGR over the performance period and 100% on achieving a performance hurdle of 6% CAGR. Vesting attainment will be on a straight line basis from 50% (at 2% growth) to 100% (at 6% CAGR).

- 41.67% of total Performance Rights tested against Abacus Group Relative Total Securityholder Return (Relative TSR)

In order for the LTI Performance Rights subject to this Relative TSR hurdle to vest, the Abacus Group TSR growth outcome must exceed a minimum of the 50th percentile of the comparator peer group of ASX listed entities over the relevant performance period.

Vesting will range between 50% (at 50th percentile achievement) to 100% (at 75th percentile or higher achievement) with straight line vesting between 50th percentile achievement and 75th percentile achievement.

- 16.66% of total Performance Rights tested against Abacus Storage King Relative Total Securityholder Return (Relative TSR)

In order for the LTI Performance Rights subject to this Relative TSR hurdle (ASK Related Rights) to vest, the Abacus Storage King TSR growth outcome must exceed a minimum of the 50th percentile of the comparator peer group of ASX listed entities over the relevant performance period.

Vesting will range between 50% (at 50th percentile achievement) to 100% (at 75th percentile or higher achievement) with straight line vesting between 50th percentile achievement and 75th percentile achievement.

Abacus's TSR will be benchmarked relative to the members of the S&P/ASX 300 REIT Index (excluding funds management oriented REITs and Qualitas Real Estate Income Fund) (TSR Comparator Group) over the Performance Period.

The Board has the discretion to adjust the comparator group to take into account events including, but not limited to, de-listings, takeovers, and mergers or de-mergers that might occur during the Performance Period, or where it is no longer meaningful to include a company within the comparator group

The Board has determined the following expanded comparator group for the FY26 LTI for the Relative TSR test for each of Abacus Group and Abacus Storage King will be:

Ticker	Company Name	Ticker	Company Name
SCG	Scentre Group	NSR	National Storage REIT
SGP	Stockland Corporation	RGN	Region Group
VCX	Vicinity Centres	BWP	BWP Trust
GPT	GPT Group	CQR	Charter Hall Retail REIT
MGR	Mirvac Group	GOZ	Growthpoint Properties Australia
DXS	Dexus	CMW	Cromwell Property Group
CLW	Charter Hall Long WALE REIT	WPR	Waypoint REIT
HDN	Homeco Daily Needs REIT	ARF	Arena REIT
INA	Ingenia Communities Group	CQE	Charter Hall Social Infrastructure REIT
CIP	Centuria Industrial REIT	DXI	Dexus Industria REIT
DGT	DigiCo Infrastructure REIT	COF	Centuria Office REIT
HCW	Healthco Healthcare and Wellness REIT	RFF	Rural Funds Group

- g) Additional conditions relating to the ASK Related Rights:
On vesting, the ASK Related Rights which are tested against the Abacus Storage King Relative TSR will be automatically exercised and converted to a cash equivalent amount (including distributions). This amount (net of tax) must be applied by the MD to be used to purchase Abacus Storage King securities within 12 months of vesting.
- h) Entitlement to distributions:
Participants receive an entitlement to securities or cash (as relevant) equal to accrued and reinvested distributions only on Performance Rights that vest and are exercised.
- i) Restrictions on securities trading:
In accordance with Abacus Group's and Abacus Storage King's Trading Policy, no director, employee, or associate may trade in ABG or ASK Securities at any time if they are in possession of non-public information which, if generally available, might materially affect the price or value of ABG or ASK Securities. They may only trade outside specified blackout periods.
- j) Cessation of Employment:
The treatment of any unvested Performance Rights at the time of termination depends upon the nature of the termination. If, for example, Mr Sewell is terminated for cause or for any other reason determined by the Board not to be a 'good leaver' circumstance, any unvested Performance Rights will lapse (unless the Board determine otherwise). If Mr Sewell is a good leaver (e.g. the termination is due to death, disability, termination without cause or genuine retirement), the unvested Performance Rights will remain on foot, subject to the original performance conditions as though employment had not ceased and will vest on the original vesting dates. However, the Board retain the discretion to lapse all or any part of unvested Performance Rights on cessation of employment.
- k) Change in control:
The Board may in its absolute discretion accelerate vesting on some or all of any unvested Performance Rights on a change in control, taking into consideration service and performance prior to the change in control.
- l) Other Information:
No loan will be provided to Mr Sewell in respect of the grant of the Performance Rights. Mr Sewell is prohibited from hedging the security price exposure in respect of Performance Rights.

Voting

Note that a voting exclusion applies to Resolution 4 on the terms set out in the Notice of Meetings.

Directors' recommendation

The directors (other than Steven Sewell) recommend that Securityholders vote **FOR** this Resolution.

The Chair of the Meetings intends to vote all undirected proxies held by the Chair **IN FAVOUR** of this Resolution.

ENQUIRIES

Securityholders are asked to contact the Investor Relations at Investorrelations@abacusgroup.com.au or Boardroom at abacus@boardroomlimited.com.au if they have any queries in respect of the matters set out in these documents.

GLOSSARY

Abacus Securities or Combined Abacus Securities mean both ABG Securities and ASK Securities.

ABG Securities or Securities mean Abacus Group (ASX:ABG) securities.

AEDT means Australian Eastern Daylight Time as observed in Sydney, New South Wales.

Annual Financial Report means the 2025 Annual Report to Securityholders for the period ended 30 June 2025 as lodged by the Abacus Group with ASX on 25 August 2025.

Annual General Meetings or **AGM** or **Meetings** means the Annual General Meetings of the Companies and, unless otherwise indicated, means the meeting of the Companies' members convened by this Notice of Meetings.

ASIC means Australian Securities and Investment Commission.

ASK Securities mean Abacus Storage King Group (ASX:ASK) securities.

Associate has the meaning given to it by the ASX Listing Rules.

ASX means ASX Limited ACN 008 624 691 or the financial market operated by it, as the context requires, of 20 Bridge Street, Sydney, NSW 2000.

ASX Listing Rules or **Listing Rules** means the official ASX Listing Rules of the ASX and any other rules of the ASX which are applicable while the Abacus Group is admitted to the official list of the ASX, as amended or replaced from time to time, except to the extent of any express written waiver by the ASX.

Auditor's Report means the auditor's report dated 25 August 2025 as included in the Annual Financial Report.

Board means the current board of Directors of the Companies.

Business Day means a day on which trading takes place on the stock market of ASX.

Chair means the person chairing the Meetings.

Closely Related Party of a member of the **KMP** means:

- (a) a spouse or child of the member;
- (b) a child of the member's spouse;
- (c) a dependant of the member or of the member's spouse;
- (d) anyone else who is one of the member's family and may be expected to influence the member, or be influenced by the member, in the member's dealings with the Companies;
- (e) a company the member controls; or
- (f) a person prescribed by the Corporation Regulations 2001 (Cth).

Companies means Abacus Group Holdings Limited and Abacus Group Projects Limited.

Constitutions means the Companies' constitution.

Corporations Act means the Corporations Act 2001 (Cth) as amended or replaced from time to time.

Director means a current director of the Companies.

Directors' Report means the report of Directors as included in the Annual Financial Report.

Dollar or “\$” means Australian dollars.

Explanatory Statement means the explanatory statement accompanying this Notice of Meetings.

Incentive Plan or **Plan** means the employee incentive scheme entitled “Equity Incentive Plan”.

KMP means key management personnel (including the Directors).

Notice of Meetings or **Notice of Annual General Meetings** means this notice of annual general meetings including the Explanatory Statement.

Ordinary Resolution means a resolution that can only be passed if more than 50% of the total votes cast by Securityholders entitled to vote on the resolution are voted in its favour at the meetings.

Performance Right means a performance right which, subject to its terms, could convert to a Security.

Proxy Form means the proxy form attached to this Notice of Meetings.

Remuneration Report means the remuneration report as set out in the Annual Financial Report.

Resolutions means the resolutions set out in this Notice of Meetings, or any one of them, as the context requires.

Restricted Voter has the meaning set out in the Explanatory Statement.

Securityholder means a holder of an ABG Security.

Share Registry means Boardroom Pty Ltd.

Spill Meeting has the meaning set out in the Explanatory Statement.

Spill Resolution has the meaning set out in the Explanatory Statement.

Trading Day has the meaning given to that term in ASX Listing Rule 19.12.

VWAP means volume-weighted average price.