

Performance Evaluation Policy

1. The Board and the individual Directors

1.1 Policy

The Board reviews its performance each year to ensure individual Directors and the Board as a whole work efficiently and effectively in achieving the functions as set out in its charter.

1.2 Process

The Chair meets with each non-executive director separately to discuss individual and Board performance. External service providers may be used to conduct a Board performance assessment and evaluate how well the Board are discharging their responsibilities, provide advice or provide assistance in the evaluation process.

The Board as a whole discusses and analyses its own performance during the year including suggestions for change or improvement.

2. Committees and subsidiary boards

2.1 Policy

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

2.2 Process

The Board receives reports from each of its committees on an ongoing basis setting out the committee's activities based on their duties. The Board reviews the charters of the committees. The Board also receives the minutes of committees.

3. Managing Director and key executives

3.1 Policy

To ensure the Managing Director and key executives execute the Abacus Group strategy through the efficient and effective implementation of the business objectives.

3.2 Process

The performance of the Managing Director and key executives is assessed against targets set out by Abacus Group and agreed with the Board. The measures generally relate to the performance of Abacus Group, the performance of an executive's division or group and the performance of the executive.

In this section the assessment of the Managing Director and key executives will be undertaken by the Board of Abacus Group as employer of those personnel.

4. Definitions

'Abacus Group (ASX:ABG)' means the stapled group incorporating Abacus Trust, Abacus Income Trust, Abacus Group Holdings Limited, Abacus Group Projects Limited, together with its controlled entities and related bodies corporate (as defined under the Corporations Act 2001).

'Board' means the Board of Abacus Group

'Chair' means Chair of the Board

'Directors' means the Directors of Abacus Group

'Non-executive directors' means the non-executive directors of Abacus Group

5. Related legislation and policies

Board and Committee Charters

6. Document Control

Effective: 01 July 2026

ABG Board approved: 18 June 2026

