



# Board Performance Evaluation

Performance measurement and management are integral to a Board’s success. Dexus believes that Board evaluations can contribute to performance improvement at the organisational, Board and individual Director levels.

The Board Nomination Committee oversees the Board performance evaluation program. It is an annual program which follows a three year cycle. The process is designed to identify opportunities for performance improvement. Issues identified in the reviews are shared with the Chair of the relevant Board and the directors.

The evaluation process looks at the performance of the Board and Committees. Individual Director performance is also evaluated. Where feedback is sought on the performance of the Chair of the Dexus Funds Management Limited Board, results will be provided to the Chair of the People & Remuneration Committee. Where feedback is sought on the performance of the Chair of the Dexus Asset Management Limited Board, results will be provided to the Chair of the Dexus Funds Management Limited Board.

Issues that emerge from the review are discussed at the Board and actions identified.

The evaluation is generally undertaken through the use of questionnaires and face to face interviews. Typically, questionnaires are issued annually for two years with the third year performance evaluation being facilitated by an independent expert through face to face interviews.

This policy is reviewed annually.

<b>Version</b>	<b>Document Owner</b>	<b>Author</b>	<b>Approving Authority</b>	<b>Approved Date</b>
6	Governance	Scott Mahony	Board Nomination Committee Dexus Board	23 June 2021 29 July 2021
7	Governance	Scott Mahony	Corporate Executive Committee Board Nomination Committee DXAM Board Dexus Board	24 May 2022 21 June 2022 24 June 2022 27 July 2022