



**SUMMARY OF PROCESS FOR PERFORMANCE EVALUATION OF DIRECTORS
AND KEY EXECUTIVES**

March 2012

1. DIRECTORS

OPUS Group Limited (ABN 48 006 162 876) has undertaken to review its board of directors (**Board**) and individual directors on an annual basis. The process may involve all directors completing a questionnaire, in which case the results will be collated and the Board will then meet to discuss the outcome of the review.

Directors may also be asked to complete individual questionnaires by way of self-assessment to be discussed with the Chairman.

2. KEY EXECUTIVES

The management review and development program includes a performance valuation process to be undertaken on at least an annual basis. This process involves an open exchange of views and information aimed at producing a mutually developed plan to enhance individual performance, set appropriate achievable goals and plan succession.

The review includes:

- assessment of the success and value of development action taken over the preceding period;
- assessment in relation to major goals and objectives previously agreed upon;
- agreement on a personal development program for the prospective period; and
- agreement on goals and objectives for the prospective period.