



NOMINATION AND REMUNERATION COMMITTEE CHARTER

GARDA PROPERTY GROUP

GARDA Holdings Limited (ACN 636 329 774) (**Company**) and GARDA Capital Limited (ACN 095 039 366) (**Responsible Entity**) as responsible entity for the GARDA Diversified Property Fund (ARSN 104 391 273) (**Fund**) and their respective controlled entities (together **GARDA**).

Adopted by the board of directors of the Company and by the board of directors of the Responsible Entity as responsible entity for the Fund (**Board**)

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1. BACKGROUND

This charter applies to all members of GARDA. Members of GARDA may, from time to time, act as the responsible entity of one or more funds.

GARDA Property Group is a stapled group comprising the Company and the Fund (and their respective controlled entities). The Responsible Entity is a wholly-owned subsidiary of the Company and is the responsible entity for the Fund.

Shares in the Company and units in the Fund are stapled together to form a single class of stapled securities (**Securities**). The Securities are listed on the Australian Securities Exchange (**ASX**).

2. PURPOSE AND AUTHORITY

2.1 PURPOSE

The purpose of this Nomination and Remuneration Committee Charter is to specify the authority delegated to the Nomination and Remuneration Committee (**Committee**) by the Board and to set out the role, responsibilities, membership and operation of the Committee.

2.2 AUTHORITY

The Committee is a committee of the Board established in accordance with the Company's constitution and authorised by the Board to assist it in fulfilling its statutory, fiduciary and regulatory responsibilities. It has the authority and power to exercise the role and responsibilities set out in this Charter and granted to it under any separate resolutions of the Board from time to time.

3. ROLE OF THE COMMITTEE

3.1 NOMINATION

The committee assists and advises the Board on:

- a) Board succession planning generally;
- b) induction and continuing professional development programs for directors;
- c) the development and implementation of a process for evaluating the performance of the Board, its committees and directors;
- d) the process for recruiting a new director, including evaluating the balance of skills, knowledge, experience, independence and diversity on the Board and, in the light of this evaluation, preparing a description of the role and capabilities required for a particular appointment;
- e) the appointment and re-election of directors; and
- f) ensuring there are plans in place to manage the succession of the Managing Director (in an executive capacity) (**MD**) and other senior executives,

to ensure that the Board is of a size and composition conducive to making appropriate decisions, with the benefit of a variety of perspectives and skills and in the best interests of GARDA.

3.2 REMUNERATION

The Committee also assists and advises the Board on remuneration policies and practices for the Board, the MD, the Chief Operating Officer (**COO**), senior executives and other persons whose activities, individually or collectively, affect the financial soundness of GARDA.

The policies and practices are designed to:

- a) enable GARDA to attract, retain and motivate directors, executives and employees who will create value for Securityholders within an appropriate risk management framework, by providing remuneration packages that are equitable and externally competitive;
- b) be fair and appropriate having regard to the performance of GARDA and the relevant director, executive or employee;
- c) align remuneration to the values and risk appetite of GARDA; and
- d) comply with relevant legal requirements.

4. NOMINATION RESPONSIBILITIES

The committee is responsible for:

- a) **Board size** - making recommendations regarding the size of the Board, being a size that encourages efficient decision making;
- b) **director competencies** - identifying and making recommendations regarding the necessary and desirable competencies of directors;
- c) **skills matrix** - formulating a Board skills matrix setting out the mix of skills that the Board currently has or is looking to achieve in its membership;
- d) **director recommendations** - developing and reviewing the process for the selection, appointment and re-election of directors, and making recommendations to the Board by:
 - (i) evaluating the balance of skills, experience, independence, industry knowledge and diversity of directors sitting on the Board;
 - (ii) in light of this evaluation, preparing a description of the role and capabilities required for a particular appointment; and
 - (iii) undertaking appropriate checks before appointing a director or senior executive or putting someone forward for appointment;
- e) **providing information** - providing Securityholders with material information in the Committee's possession relevant to a decision as to whether or not to elect or re-elect a director;
- f) **diversity commitment** - co-ordinating with the Board to ensure that GARDA meets its commitment to becoming a diverse and inclusive workplace;
- g) **diversity culture** - identifying ways to promote a culture supportive of diversity, including recruitment from a diverse pool of candidates and setting and monitoring appropriate measurable objectives;
- h) **induction** - implementing induction programs for new directors, including ensuring that directors have sufficient understanding of accounting matters to fulfil their responsibilities in relation to financial statements;
- i) **on-going programs** - implementing programs to enhance director competencies so they can perform their roles as directors effectively, and to update directors' knowledge and skills, including:
 - (i) key developments affecting GARDA, and the industries and environment in which it operates; and
 - (ii) ongoing briefings on developments in accounting standards;
- j) **assessing performance** - implementing a formal and rigorous process (including considering whether to use external facilitators) to evaluate the performance of the Chairperson, Board, Board committees and individual directors, and senior executives at least once every reporting period, and addressing issues that may arise from the review;
- k) **assessing time commitment** - reviewing the time required to be committed by non-executive directors to properly fulfil their duties to GARDA and whether non-executive directors are meeting these requirements;
- l) **assessing independence** - assisting the Board in assessing the independence of each non-executive director;

- m) **succession plans** - reviewing Board and senior executive succession plans and processes, including for the MD and other senior executive positions and being conscious of each director's tenure, to maintain an appropriate balance of skills, experience, expertise and diversity; and
- n) **governance matters** - reviewing and making recommendations in relation to any corporate governance issues as requested by the Board from time to time.

5. REMUNERATION RESPONSIBILITIES

5.1 GENERAL

The committee is responsible for developing, reviewing and making recommendations to the Board on:

- a) **directors' fees** - the remuneration framework of GARDA for directors, including, the process by which any pool of directors' fees approved by the Company's Securityholders is allocated to directors;
- b) **senior executives** - the remuneration packages to be awarded to senior executives, including key performance indicators;
- c) **disclosure** - separately disclosing its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives;
- d) **policies** - the recruitment, retention and termination policies of GARDA for the MD and senior executive positions and any changes to those policies;
- e) **incentive schemes** - incentive schemes, if appropriate, for the MD and senior executives;
- f) **equity based** - equity based remuneration plans, if appropriate, for senior executives and other employees; and
- g) **superannuation** - superannuation arrangements for directors, senior executives and other employees.

5.2 INCENTIVE SCHEMES AND EQUITY-BASED REMUNERATION

For any incentive schemes or equity-based plans which are adopted, the Committee is responsible for:

- a) **reviewing** - reviewing their terms (including any eligibility criteria and performance hurdles);
- b) **administration** - overseeing their administration (including compliance with applicable laws that restrict participants from hedging the economic risk of their Securityholdings) and disclosing its policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme;
- c) **Securityholder approval** - considering whether Securityholder approval is required or desirable for the schemes or plans and for any changes to them; and
- d) **payments and awards** - ensuring that payments and awards of equity are made in accordance with their terms and any Securityholder approval.

5.3 STRUCTURE OF REMUNERATION

In fulfilling these responsibilities, the Committee will ensure that:

- (a) **distinguishing structures** - a clear distinction is maintained between the structure of non-executive directors' remuneration and that of executive directors and senior executives;
- (b) **linking rewards** - a proportion of executive directors' and senior executives' remuneration is structured in a manner designed to link rewards to corporate and individual performance (reflecting short, medium and longer-term performance objectives appropriate to the circumstances and goals of GARDA);

- (c) **remuneration consultant** - any engagement of a remuneration consultant is approved by the Board or the Committee, and the remuneration consultant must report its recommendation directly to either or both of the members of the Board (other than an executive director) or members of this Committee;
- (d) **no influence** - the Committee and the Board are satisfied with the arrangements put in place to ensure that any remuneration recommendation made by the remuneration consultant is made free from undue influence from any member of the key management personnel to whom the recommendation relates; and
- (e) **providing information** - the Committee will provide the Board with information sufficient to ensure that the Board makes an informed decision in relation to the Committee's recommendations.

6. REPORTING AND DISCLOSURE

The Committee will liaise with the Audit, Risk and Sustainability Committee and the Board in relation to the remuneration related reporting of, as applicable, GARDA in the financial statements and remuneration report required by the *Corporations Act 2001* (Cth).

The Committee will approve an annual remuneration report containing information on remuneration policy, practices, attendance at, and the frequency of, Committee meetings and make recommendations to the Board for the inclusion of the remuneration report in the annual report of, as applicable, GARDA.

The Committee will make recommendations to the Board regarding the process for evaluating performance of the Board, its committees and the directors individually.

The Committee will ensure that all applicable governance, accounting and legal requirements regarding disclosure of remuneration, in all forms, are complied with.

The Committee Chairperson will attend annual general meetings prepared to respond to any questions on the Committee's activities.

7. DELEGATION

The Committee may delegate any of its powers and responsibilities as the Committee thinks appropriate for the administration of director, senior executive and employee share, option or other plans, to senior management.

8. MEMBERSHIP

8.1 COMPOSITION AND SIZE

The committee should consist of:

- only non-executive directors;
- a majority of independent directors (where possible); and
- at least 3 members.

GARDA will disclose the members of the Committee.

Each member must be free from any interest, business or other relationship which, in the opinion of the Board, could, or could reasonably be perceived to, materially interfere with the exercise of his or her independent judgment as a member of the Committee.

Each member is expected to possess adequate remuneration, regulatory and industry knowledge to carry out his or her responsibilities as a member of the Committee.

The term of service of Committee members will be reviewed by the Chairperson at least annually, with a view to rotating members periodically, but without losing the continuity of experience and knowledge gained by the members of the Committee.

8.2 CHAIRPERSON

The Chairperson of the Committee should be an independent non-executive director. The Chairperson of the Committee is appointed by the Board. If, for a particular Committee meeting, the Committee Chairperson is not present within 10 minutes of the nominated starting time of the meeting, the Committee may elect a Chairperson for the meeting. Also, if:

- (a) the Committee Chairperson is the Chairperson of the Board; and
- (b) the appointment of a successor to the Chairperson of the Board is being considered at a Committee meeting.

The Committee members must elect an alternative Chairperson for the portion of the meeting concerning the appointment of a successor to the Chairperson.

8.2 SECRETARY

The Company Secretary is the Secretary of the Committee.

9. COMMITTEE MEETINGS AND PROCESS

9.1 MEETINGS

Meetings and proceedings of the Committee are governed by the provisions in the Company's constitution regulating meetings and proceedings of the Board and committees of the Board in so far as they are applicable and not inconsistent with this Charter.

Committee members may attend meetings in person or by electronic means.

9.2 FREQUENCY AND CALLING OF MEETINGS

The Committee will meet as frequently as required to perform its functions, but not less than annually. The Chairperson must call a meeting of the Committee if requested by any member of the Committee, the external auditor, the internal auditor (if any) or the Chairperson of the Board.

At the end of each reporting period, the Board will disclose the number of times the Committee met throughout that reporting period and the individual attendance of each Committee member at those meetings.

9.3 QUORUM

Two directors constitute a quorum for meetings of the Committee.

9.4 ATTENDANCE BY MANAGEMENT AND ADVISERS

The Committee Chairperson may invite the MD, COO, other senior executives, directors who are not members of the Committee and external advisers of GARDA to attend meetings of the Committee.

9.5 CONFLICTS

No member of the Committee will participate in the determination of their own remuneration or the specific remuneration policies that are applicable to them.

9.6 NOTICE, AGENDA AND DOCUMENTS

Unless otherwise agreed or considered necessary by the Chairperson, notice of each meeting confirming the venue, date and time together with an agenda of items to be discussed and supporting documentation, will be circulated by the Secretary to each Committee member and any other individual invited to attend, before each proposed meeting of the Committee.

9.7 MINUTES

The Secretary will keep minute books to record the proceedings and resolutions of Committee meetings.

The Chairperson of the Committee, or delegate, will report to the Board after each Committee meeting. Minutes of Committee meetings will be included in the papers for the next Board meeting after each Committee meeting.

The Committee must refer any matter of significant importance to the Board for its consideration and attention.

9.8 ACCESS TO INFORMATION AND ADVISERS

The Committee has direct and unlimited access to all resources necessary to discharge its duties and responsibilities, including engaging counsel, accountants or other experts as it considers appropriate. This may include requesting management or engaging external remuneration consultants to provide information to the Committee.

The Committee also has the authority to conduct or direct any investigation required to fulfill its responsibilities.

10. COMMITTEE'S PERFORMANCE EVALUATION

The Committee will review its performance at least annually, or earlier if circumstances dictate, and whenever there are major changes to the management structure of GARDA.

The performance evaluation will have regard to the extent to which it has met its responsibilities in terms of this Charter.

Committee members must be available to meet with external bodies if requested to do so in accordance with relevant laws, regulations or prudential standards.

11. REVIEW AND PUBLICATION OF THE CHARTER

The Committee will review its charter from time to time to keep it up to date and consistent with the Committee's authority, objectives and responsibilities and report to the Board any changes it considers should be made. The Charter may be amended by resolution of the Board.

This Charter is available on the GARDA website and the key features are published in the Corporate Governance Statement which accompanies the annual report.

Last approved and ratified by the Board on 11 July 2023.