

Appendix 4G

Key to Disclosures

Corporate Governance Council Principles and Recommendations

Name of entity

Centuria Industrial REIT (ASX: CIP)

ABN/ARN

ARSN - 099 680 252

Financial year ended:

30 June 2024

Our corporate governance statement¹ for the period above can be found at:²



This URL on our
website:

<https://centuria.com.au/centuria-capital/corporate/governance/>

The Corporate Governance Statement is accurate and up to date as at 11 September 2024 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.³

Date: 26 September 2024

Name of authorised officer
authorising lodgement:

Anna Kovarik
Company Secretary

¹ "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of Listing Rule 4.10.3.

Under Listing Rule 4.7.3, an entity must also lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. The Appendix 4G serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity under Listing Rule 4.10.3 and under the ASX Corporate Governance Council's recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

The Appendix 4G is not a substitute for, and is not to be confused with, the entity's corporate governance statement. They serve different purposes and an entity must produce each of them separately.

² Tick whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where your corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

³ Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "OR" at the end of the selection and you delete the other options, you can also, if you wish, delete the "OR" at the end of the selection.

See notes 4 and 5 below for further instructions on how to complete this form.

ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

⁴ Tick the box in this column only if you have followed the relevant recommendation in full for the whole of the period above. Where the recommendation has a disclosure obligation attached, you must insert the location where that disclosure has been made, where indicated by the line with “*insert location*” underneath. If the disclosure in question has been made in your corporate governance statement, you need only insert “our corporate governance statement”. If the disclosure has been made in your annual report, you should insert the page number(s) of your annual report (eg “pages 10-12 of our annual report”). If the disclosure has been made on your website, you should insert the URL of the web page where the disclosure has been made or can be accessed (eg “www.entityname.com.au/corporate/governance/charters/”).

⁵ If you have followed all of the Council’s recommendations in full for the whole of the period above, you can, if you wish, delete this column from the form and re-format it.

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.5	<p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed a copy of our diversity policy at: https://centuria.com.au/centuria-capital/corporate/governance/ and we have disclosed the information referred to in paragraph (c) in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
1.6	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) in our Corporate Governance Statement.</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process in our Corporate Governance Statement.</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/> As CIP (Fund) is externally managed and Centuria Property Fund No.2 Limited (CPF2L) does not have any employees, the Fund Manager and other employees managing the Fund are employed by CPF2L's parent entity, Centuria Capital Group (CNI). CPF2L rely on CNI's process for evaluating the performance of its senior executives and all other employees.</p> <p>and we have disclosed the evaluation process referred to in paragraph (a) process in our Corporate Governance Statement.</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process in our Corporate Governance Statement.</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p><input checked="" type="checkbox"/> CPF2L and CIP do not have an individual nomination committee and rely on Centuria Capital Group to assist with this function.</p> <p>and we have disclosed a copy of the charter of the committee at: https://centuria.com.au/centuria-capital/corporate/governance/ and the information referred to in paragraphs (4) and (5) in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
2.2	<p>A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.</p>	<p><input checked="" type="checkbox"/> and we have disclosed our board skills matrix in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement OR</p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	<input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors in our Corporate Governance Statement. and, where applicable, the information referred to in paragraph (b) in our Corporate Governance Statement. and the length of service of each director is in is in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values at in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	<input checked="" type="checkbox"/> and we have disclosed our Code of Conduct at https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our Whistleblower Policy in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p> <p>CIP is externally managed by CPF2L. CPF2L has an Audit, Risk & Compliance Committee, and the charter of the Committee is disclosed at: https://centuria.com.au/centuria-capital/corporate/governance/ The information referred to in paragraphs (4) and (5) is disclosed in our Corporate Governance Statement https://centuria.com.au/centuria-capital/corporate/governance/and Annual Report available at: https://centuria.com.au/industrial-reit/investor-centre/-reports</p>
4.2	<p>The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	<input checked="" type="checkbox"/>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<input checked="" type="checkbox"/>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p> <p>CIP is externally managed by CPF2L. CPF2L has an Audit, Risk & Compliance Committee, and the charter of the Committee is disclosed at:</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p> <p>The information referred to in paragraphs (4) and (5) is disclosed in our Corporate Governance Statement</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/ and</p> <p>Annual Report available at:</p> <p>https://centuria.com.au/industrial-reit/investor-centre/</p>

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation in full for the whole of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period in our Corporate Governance Statement.</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed how our internal audit function is structured and what role it performs in our Corporate Governance Statement.</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
7.4	<p>A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed whether we have any material exposure to environmental and social risks in our Corporate Governance Statement</p> <p>and, if we do, how we manage or intend to manage those risks in our Corporate Governance Statement.</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p><input checked="" type="checkbox"/> CPF2L and CIP do not have an individual remuneration committee and rely on Centuria Capital Group to assist with this function.</p> <p>and we have disclosed a copy of the charter of the committee at: https://centuria.com.au/centuria-capital/corporate/governance/ and the information referred to in paragraphs (4) and (5) in our Corporate Governance Statement. https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <u>OR</u></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	<p><input type="checkbox"/> and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives out:</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <u>OR</u></p> <p><input checked="" type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
8.3	A listed entity which has an equity-based remuneration scheme should: (a) have a 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; and (b) disclose that policy or a summary of it.	<input type="checkbox"/> and we have disclosed our policy on this issue or a summary of it out at:	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR <input checked="" type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at:	<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.		<input type="checkbox"/> set out in our Corporate Governance Statement OR <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable OR <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.		<input type="checkbox"/> set out in our Corporate Governance Statement OR <input type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input checked="" type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked, ⁴ we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: ⁵
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES			
-	<p><i>Alternative to Recommendation 1.1 for externally managed listed entities:</i></p> <p>The responsible entity of an externally managed listed entity should disclose:</p> <p>(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and</p> <p>(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the information referred to in paragraphs (a) and (b) in our Corporate Governance Statement</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	<p><input checked="" type="checkbox"/> and we have disclosed the terms governing our remuneration as manager of the entity in our Corporate Governance Statement.</p> <p>https://centuria.com.au/centuria-capital/corporate/governance/</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

Centuria

Centuria Industrial REIT

Corporate Governance Statement 2024



Corporate Governance Statement
Centuria Industrial REIT

Centuria Industrial REIT (**CIP** or **the Fund**) is a real estate investment trust (**REIT**) listed on the Australian Securities Exchange (**ASX**) (ASX ticker code CIP). The Responsible Entity is Centuria Property Funds No. 2 Limited (**CPF2L**), a member of the Centuria Capital Group (**Centuria** or **the Group**). CPF2L's role is defined by the Fund's Constitution, the *Corporations Act 2001* (Cth) and Regulations and the general law.

The primary objective for CIP, as a real estate investment trust, is to generate sustainable and quality income streams, by executing initiatives to create value across a portfolio of quality Australian industrial assets.

The CPF2L Board of Directors (**the Board**) provides the leadership and direction for the Fund, including its commitment to the highest standards of corporate governance and recognises that an effective corporate governance culture supports the long-term performance and success of the business and the wider Group.

This Corporate Governance Statement (**Statement**) provides an overview of the Fund's corporate governance and reports on the ways in which CIP has met the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition (**CGC Principles**) for the 2024 financial year (**FY24**). As an externally managed Fund, a number of policies and functions are covered by the Group. For completeness and transparency, information has been provided on the Group's policies and functions where appropriate.

This Statement is current as at 11 September 2024 and has been approved by the CPF2L Board.

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Centuria's values and capabilities

CIP, by its nature as a REIT, has no staff and is solely a portfolio of assets. The REIT is externally managed by Centuria Capital Group and aligns itself to Centuria's core values and capabilities. These values and capabilities are reflective of Centuria's Code of Conduct and imply how each Centurian strives to effectively engage with company stakeholders.

Values

We value honesty, transparency and respectfulness

As Centurians, we take pride in how we develop strong and lasting relationships within our business and with our investors, tenants and partners. We do this in how we communicate with, support and respect one another.

We work and thrive as an integrated and agile team

At Centuria, we are bigger than the individual parts. We embrace diversity and collaborate with colleagues and partners to achieve success.

We support each other to grow

We seek opportunities to encourage employees development and support collective growth. We reward and celebrate success and like to promote from within.

We do what it takes

We love challenges and finding unique ways to solve problems. We have a focus on growth and acting ethically in the best interests of our stakeholders.

Capabilities

Transparent cooperation

Transparent cooperation means our teams strive to be accountable and responsible, creating autonomy without politics. We value honest communication and one another's opinions, aiming to build trust and enable stronger collaboration with our stakeholders.

Transactional velocity

Transactional velocity means the speed that we do business. We encourage our people to seize opportunities and make prompt yet considered decisions in alignment with our values and purpose. What takes some others months to transact, may take us only days.

Thorough process

Our processes result in thorough analysis. Our experienced team is knowledgeable in identifying and analysing risks and opportunities, which helps us make more informed decisions.

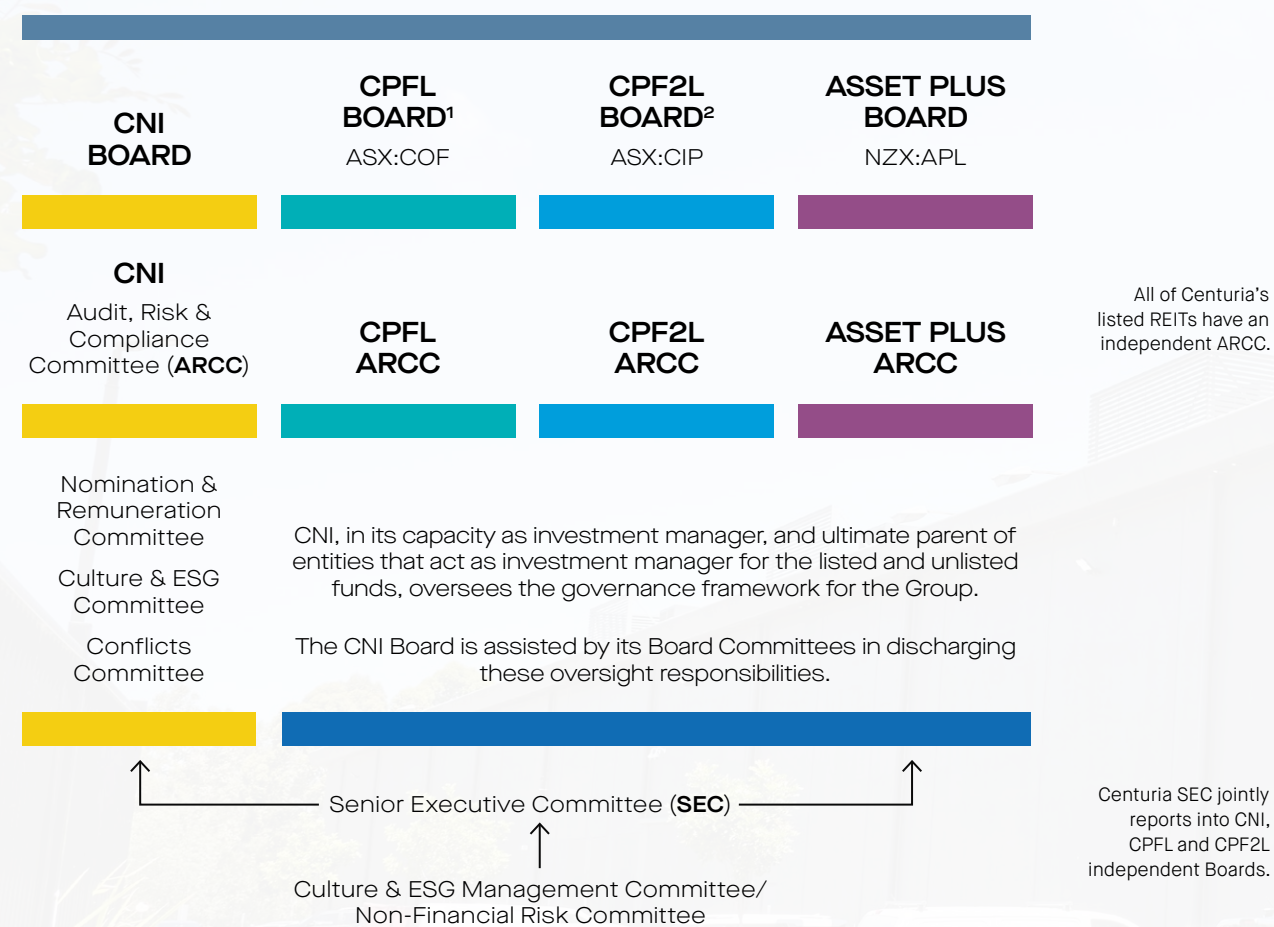
Personal interaction

At Centuria, it's personal. We endeavour for all Centurians to be well cared for. As a client, we look after your interests as if they were our own. We create a sense of belonging and build relationships through the way we treat and work with one another.

Corporate Governance Framework

The diagram below shows an overview of the Group's Corporate Governance Framework. Centuria's listed REITs benefit from the Group's governance approach, whilst also maintaining their own governing bodies.

CENTURIA CAPITAL GROUP (ASX:CNI)



Below is a list of Centuria's core corporate governance framework documents which are available on the Group's website.

- Charters and Policies as well as the Group's approach to sustainability are available at centuria.com.au/centuria-capital/corporate/governance.
- Additional information for securityholders is available at Centuria's Investor Centre at centuria.com.au/centuria-capital/shareholder-centre.

1. Centuria Property Funds Limited (CPFL) is the responsible entity for COF and other Centuria unlisted funds.
2. Centuria Property Funds No. 2 Limited (CPF2L) is the responsible entity for CIP and other Centuria unlisted funds.



The Board and its Committees

The Board and its role

The Fund is under the supervision and direction of the CPF2L Board, which comprises Roger Dobson (Chairman), Peter Done, Natalie Collins and Jennifer Cook. The primary function of the Board is to ensure that the Fund is managed in the best interests of unitholders. The CPF2L Board regularly receives reports from Centuria executives and senior managers that have responsibility for the business activities of the Fund, in relation to the services provided by Centuria and any other material matters that the Board should be aware of. The Board also monitors the governance and performance of the Fund through committees established by the Board.

CPF2L’s Board Charter which formalises the roles and responsibilities of the Board is available at: **centuria.com.au/centuria-capital/corporate/governance**.

The specific responsibilities of the Board are:

- to participate with management in setting the goals, strategies and performance targets for the Fund and to monitor their achievement;
- to make available to management adequate resources to achieve the strategic plan;
- to ensure there are processes in place to comply with legal requirements and corporate governance standards and that risk exposures are adequately managed;
- to approve and monitor the progress of major capital expenditure, capital management and acquisitions and divestments;
- to oversee the financial position of CPF2L;
- to approve the annual and half yearly financial reports; and
- to report progress to unitholders as their appointed representatives and seek to align the collective interests of unitholders, the Board and management.

The Board has delegated certain responsibilities to standing committees which operate in accordance with Charters approved by the Board. The Board of CPF2L has formed an ARCC to facilitate the performance of its duties, which is discussed in further detail later in this Statement.

All matters not specifically reserved for the Board and necessary for the day to day management of the Fund are delegated by the Board to the Fund Manager and the management team. However, the Board retains responsibility for the overall activities and management of the Fund. Those Centuria executives and senior managers that have responsibility for the business activities of the Fund have delegated authority to make decisions in respect of the day to day management of the Fund and its assets.

The Chairman of the Board is an Independent Non-Executive Director and his role includes:

- leading the Board, facilitating the effective contribution of all individual Directors, promoting constructive and respectful relations between the Directors and between the Board and management;
- setting the agenda for Board meetings and ensuring that adequate time is available for discussion of all agenda items including strategic issues; and
- representing the Board, chairing general meetings and communicating the Board’s position to the Fund’s unitholders and the public.

The Company Secretary of CPF2L is accountable to the Board, through the Chairman, on all matters to do with the proper functioning of the Board. The Company Secretary is also responsible for advising Directors on corporate governance matters, liaising with regulators, supervising market disclosures, maintaining the Fund’s corporate registers and apprising the Board on risk and governance issues.

Board composition

The Board comprises four Independent Non-Executive Directors. The following table sets out the current composition of the Board, each Director’s date of appointment, length of service and Board Committee memberships.

Director	Role	Appointment date	Length of service	Committee memberships
Roger Dobson	Independent Non- Executive Director/Chairman	1 October 2017	6 years, 11 months	ARCC Conflicts Committee ¹
Peter Done	Independent Non- Executive Director	26 June 2017	7 years, 3 months	ARCC (Chairman)
Natalie Collins	Independent Non- Executive Director	29 July 2020	4 years, 2 months	Culture & ESG Committee ²
Jennifer Cook	Independent Non- Executive Director	1 July 2021	3 years, 2 months	

Director independence

Roger Dobson, Peter Done, Natalie Collins and Jennifer Cook are considered to be independent as per the independence criteria set out in the Board Charter. The four independent Directors do not have relationships with the Group which affect their independent status, such as substantial security holdings or direct employment. No Director has a material contractual relationship with the Group or other subsidiaries of the Group except as a Director. In determining the independence of its Directors, CPF2L has had regard to the guidelines provided by the ASX CGC Principles and section 601JA(2) of the *Corporations Act 2001* (Cth). Every independent Director has had their independence confirmed through that process.

Directors are required to disclose at each Board meeting any interests that may affect their independence. Independent Directors reconfirm their independent status on an annual basis.

The ARCC has an independent Director as its Chairman and comprises members who are independent Directors.

Managing conflicts of interests

CPF2L recognises its responsibilities in relation to conflicts of interest and related party transactions and has a Conflicts of Interest Policy in place that governs the way in which CPF2L manages such transactions or conflicts.

Through the application of this Policy, CPF2L is committed to:

- identifying and monitoring all potential conflicts of interest;
- avoiding conflicts of interests wherever this is the only way to properly protect unitholders’ interests;
- taking appropriate steps to ensure the fair treatment of all unitholders potentially affected by the conflict; and
- dealing in an open manner and disclosing its conflicts of interest wherever this is likely to be relevant to unitholders.

Additionally, the Board of Centuria has in place a Conflicts Committee to assist the Boards of Centuria entities when they are considering matters involving conflicts of interests. This Committee is overseen by an external independent Chairman and consists of three independent Non-Executive Directors. The current external independent Chairman of the Conflicts Committee is Emeritus Professor Simon Rice AO. The other members of the Committee are Garry Charny (Chairman of Centuria), Kristie Brown (Non-Executive Director of Centuria) and Roger Dobson.

One of the key oversight roles of the Conflicts Committee is monitoring related party transactions involving Board members of Centuria entities.

The Group has adopted a Policy that, as a matter of general principle, third party consultancy fees should not be paid to entities that are related to independent Directors.

1. Roger Dobson is a member of the Group’s Conflicts Committee, which is not a standing Committee of CPF2L.
2. Natalie Collins is a member of the Group’s Culture & ESG Committee, which is not a standing Committee of CPF2L.

Where a conflict of interest is identified, the Board of Centuria and Centuria entities (including CPF2L) has protocols for its members for declaring and dealing with potential conflicts of interest that include:

- CPF2L Board members declaring their interests required under the *Corporations Act 2001* (Cth), the ASX Listing Rules and general law requirements;
- CPF2L Board members with a material personal interest in a matter before the CPF2L Board not receiving the relevant CPF2L Board paper and not being present at the CPF2L Board meeting during the consideration of the matter and subsequent vote, unless the CPF2L Board (excluding the relevant CPF2L Board member) resolves otherwise; and
- CPF2L Board members with other conflicts not involving a material personal interest in a matter before the Board not receiving the relevant Board paper and not being present at the Board meeting during discussion of the matter.

Board skills and experience

Centuria has a Group Nomination & Remuneration Committee that regularly reviews the skills, knowledge and experience represented on the CPF2L Board against the skills and experience needed to deliver the Fund’s strategy and meet both the current and future challenges of the Fund. The experience and skills of Directors in the key areas on the following page are recorded in the matrix to identify any gaps or weaknesses in the CPF2L Board’s collective skillset to be addressed when filling any CPF2L Board vacancies or by recruitment of additional Directors.

The competencies of the current CPF2L Board members and the number of Non-Executive Directors with each skill and their experience is set out on the following page, as at the date of the approval of this Statement.

In addition to the skills and experience set out on the following page, the CPF2L Board comprises Directors with diverse backgrounds and an appropriate balance of Directors with strong corporate memory and those that bring an external or fresh perspective.



12-13 AND 14-17 DANSU COURT, HALLAM VIC

Skills	Characteristics and attributes	Number of directors
People and culture	Experience with management of people and teams, including the ability to appoint and evaluate senior executives and oversee strategic human resource management.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Leadership	Success at senior executive level.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Risk	Ability to identify key business risks and experience at monitoring risks and compliance frameworks.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Information technology	Knowledge and experience in the use of critical information technology systems and applications or use of digital technology.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Strategy and development	Experience in identifying and critically assessing strategic opportunities or threats and executing or overseeing strategy implementations.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Project management	Experience in the coordination of projects from start to finish.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Property experience	Experience in acquisition, development and management of property assets.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Finacial services industry experience	Senior executive experience in financial services such as funds management.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Financial management and reporting	Qualifications and/or experience in accounting or finance, including assessing financial performance, statements and controls and funding arrangements.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Marketing and distribution	Senior executive experience in marketing and distribution of financial products.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Mergers and acquisitions	Knowledge and experience in mergers and acquisitions specific to the property fund and investment bond sector.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Governance and compliance	Knowledge and experience in best practice governance structure, policies and processes or in addressing compliance/governance for an entity subject to rigorous regulatory standards.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Asia Pacific market experience	Experience of the property fund and investment bond sector within the Asia Pacific market.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Environmental sustainability	Ability to identify and manage the organisation’s impacts on the greater environment.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Social sustainability	Ability to identify and manage the organisation’s impacts on the greater community.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>
Stakeholder engagement	Ability to effectively communicate and maintain sustainable relationships with the organisation’s stakeholders.	<div><div></div><div></div><div></div><div></div></div> <div>1234</div>

● High competence/practiced ● Moderate ● Aware

Board committees

To help them carry out their responsibilities, the Board of CPF2L has established an ARCC. The ARCC meets as necessary, but at a minimum, four times per year.

The Committee works within its Board approved Committee Charter, which sets out the roles, responsibilities, membership requirements and meeting procedures. The ARCC’s Charter is available at: centuria.com.au/centuria-capital/corporate/governance.

Audit, Risk & Compliance Committee

Committee membership	Composition requirements	Responsibilities
Peter Done (Chairman) Roger Dobson	<ul style="list-style-type: none">Only Non-Executive Directors.A minimum of two members.A majority of independent Directors, including an independent Director as Chair.The Chair is an independent Director appointed by the Board who is not the Chairman of the Board.All members have a working familiarity with basic finance and accounting practices.At least one member should have accounting or related financial management expertise and at least one member should have a detailed understanding of the industry in which Centuria operates.	<ul style="list-style-type: none">To oversee the Fund’s accounting policies and financial reporting, including reviewing the annual financial statements.To review the effectiveness of the Fund’s administrative, operating and accounting controls.To establish an internal and external audit function in respect of the activities of the Fund.To oversee the adequacy of that function and consider audit findings and management’s responses and related actions.To monitor the relationship with the internal and external auditors of the Fund and make recommendations to the Board on the appointment and removal of external auditors, their terms of engagement; their independence and the scope and quality of the audit.To review the audit plan proposed by the internal and external auditors and suggest potential improvements or changes in coverage.To consider completeness and quality of financial and operational information being provided to the Board and to suggest ways in which those reports might be improved.To oversee the Fund’s compliance with regulatory requirements.To establish a system for the reporting of compliance issues to the Group and subsidiary Boards.To receive regular compliance sign offs from management, through the Chief Risk Officer – Financial Services.To monitor emerging issues relevant to compliance matters.To review and assess the effectiveness of the Fund’s Risk Management Policy and internal control practices and ensure there is a continuous process for the management of significant risks throughout the Group.To monitor compliance with the Fund’s Risk Management Policy.To monitor any related party transactions.To report to the Board on matters raised at its meetings.

Board and committee meeting attendance

The number of meetings held by the Board and its ARCC during FY24 and each Director’s attendance, is reported in the Directors’ Report, contained in the Fund’s 2024 Financial Report and Annual Report.

Board renewal, appointment and performance

CPF2L periodically evaluates the performance of the Board, its committees and individual Directors, including undertaking external board effectiveness reviews.

The Board review process is designed to:

- improve the effectiveness of the Board;
- identify inefficiencies or deficiencies of the Board;
- clarify the composition of the Board and the roles of Directors;
- encourage a collaborative team environment; and
- ensure the continued corporate performance of the Company.

Reviews include assessing:

- the Board’s effectiveness, performance and process relative to achieving its obligations and meeting its responsibilities;
- the Board’s success in setting strategies of the Board and the business;
- the Board’s operation, including communication processes and its conduct of Board meetings and discussions;
- the Board’s engagement and relationship with Centuria management;
- the Board’s management of risks;
- the independence of Directors;
- the Chairman’s performance;
- the performance of relevant Board Committees; and
- appropriate succession planning.

The review process can include questionnaires, individual interviews with Directors and discussion of the feedback at Board meetings.

A performance review of the Board, its ARCC and Directors was completed in FY24.

Director appointments

As an externally managed fund, the Group oversees the appointment of Directors to the Board of Centuria and its subsidiary entities (including CPF2L). The Group Nomination & Remuneration Committee formulates the criteria for appointment of Directors, identifies potential candidates and recommends remuneration of Directors and senior management.

A letter of appointment is provided to each Director of CPF2L setting out the terms of their appointment. Prior to a person’s appointment, or recommendation for appointment, as a Director of CPF2L, appropriate background checks including in relation to the candidate’s character, experience, education, criminal record and bankruptcy history are undertaken by CPF2L.

Following their appointment, the Company Secretary arranges an induction program for all new directors to ensure that they have the appropriate knowledge needed to perform their role.

Director education and professional development

Centuria values continuing education for Directors in order to update and enhance their knowledge and hence ensure optimal performance. The Board Charter of CPF2L gives the Board the authority to seek external professional advice as considered necessary in the performance of its duties, at CPF2L’s expense. Further, each Director may seek independent professional advice, at CPF2L’s expense, in relation to the performance of their duties as a Director. The Directors of CPF2L also have full access to the Group’s Company Secretary to assist them in carrying out their roles.

Remuneration

Executive remuneration

As the Fund is externally managed, the Fund Manager and other employees managing the Fund are employed by Centuria.

Information regarding executive remuneration of the Group's executives can be found in the Remuneration Report contained in the Centuria 2024 Financial Report and Annual Report.

All employees of Centuria Capital Limited are subject to performance reviews conducted annually with KPI progress reviews occurring monthly.

Performance evaluations for all senior executives who worked for the Fund were undertaken in the reporting period.

Non-Executive Director remuneration

As the Fund is externally managed, the Policy relating to the remuneration of the Directors of CPF2L has been established by the Board of Centuria. Information about Centuria's remuneration framework, including policies and practices regarding the remuneration of Non-Executive Directors, is included in the Remuneration Report contained in the Centuria 2024 Financial Report and Annual Report.

Fund management fees

In accordance with the Fund's Constitution, CPF2L is entitled to a management fee of an amount equal to 0.65% per annum of the gross asset value of the Fund, calculated and paid monthly. Currently CPF2L elects to charge 0.60% of the gross asset value.

Custodian fees are paid to the custodians. Custody fees are paid to CPF2L in relation to some of the Fund's assets and in accordance with the Constitution at a rate of 0.05% of the Fund's gross assets.

In addition to the management and custodian fees, the following fees may be charged under the Management Services Agreement between CPF2L and Centuria Property Services Pty Limited (**Centuria Property Services**):

- 1. Centuria Property Services is entitled to receive a base property management fee and facilities management fee, the amount of which varies by property. For fees paid during FY24, please refer to the Related Parties Note in the Fund's 2024 Financial Report.

- 2. Centuria Property Services is entitled to charge a leasing fee in respect of various leasing activities, which is principally based on a scale which varies according to the duration of lease entered into by the tenant. The Leasing Fee scale is as follows:

Lease terms	Maximum fee payable to Centuria Property Services
Up to 3 years	11.0% of average annual Gross Rental Income (plus GST)
3-4 years	12.0% of average annual Gross Rental Income (plus GST)
4-5 years	12.5% of average annual Gross Rental Income (plus GST)
5 years or more	13.0% + 0.5% of average annual Gross Rental Income for every year over five years (capped at 15.0%) (plus GST)

- 3. A Surrender Fee calculated as 5% of Gross Income Surrender Value capped at \$50,000. Surrender Fees are not payable unless otherwise agreed prior to negotiation of the relevant surrender and there is no new lease to commence after the surrender date on which the surrender by the outgoing tenant was conditional.
- 4. A Project Management Fee calculated as 5% of the value of the building works (where the value is greater than \$5,000) and engineering/operation services charges as agreed in writing from time to time.
- 5. A Market Review Fee of 10% of the increase achieved above the passing gross face rent payable immediately prior to the date of the rent review.
- 6. A Development Services Fee, being 5% of the estimated project costs (as set out in the initial investment proposal), paid monthly in arrears during the term of the project. If the scope of the project is changed so that the revised costs exceed the initial estimated project costs, an additional Development Services Fee is payable which is equal to 5% of that excess.

Fees charged by related party property managers are subject to periodic independent benchmarking reviews. Such a review was last completed by KPMG in July 2024.

Risk framework

Risk management framework

The Board of Centuria has established a Risk Management Framework for the Group, a summary of which can be viewed under the Corporate Governance page of its website: centuria.com.au/centuria-capital/corporate/governance.

The ARCC of CPF2L is also responsible for overseeing the Fund's Compliance and Risk Management Framework and assessing risks arising from the Fund's operations and

considering the adequacy of measures taken to moderate those risks. The Risk Management Framework is reviewed regularly to ensure it continues to be sound and relevant for the risk appetite set by the Board. A review of the Risk Management Framework was undertaken in FY24.

All material incidents and breaches of Policies are reported to the relevant Boards and/or committees.

Risk and responsibilities

Accountability and responsibility	Board of Directors Board ARCC		
	First line of defence Business Units/Operational Management/NFRC	Second line of defence Group Risk & Compliance	Third line of defence Group internal audit & external audit activities
	<p>The business is responsible for the ownership, rating and implementation of controls in respect of identified risks.</p> <p>Material risks are escalated to the NFRC that has responsibility and oversight of the management of and controls around these risks.</p>	<p>The Risk and Compliance team is responsible for overseeing the implementation of the Group's Risk Management and Compliance Framework, providing effective challenge to the business in respect of the management of risks.</p> <p>The Risk and Compliance team is led by the Chief Risk Officer – Financial Services, who reports into the Group Chief Risk Officer and Company Secretary and has an independent reporting line to CPF2L's ARCC.</p>	<p>Independent assurance is provided to CPF2L by Ernst & Young (EY). The internal audit function is overseen by the CPF2L ARCC with EY reporting directly to the Committee.</p> <p>KPMG provides external audit services to the Group.</p>

Internal audit function

As a wholly owned subsidiary of Centuria, CPF2L and the Fund are incorporated into the Centuria internal audit program where applicable. The internal audit program is set annually across the Group and is reviewed by the CPF2L ARCC to ensure sufficient coverage of property matters.

The ARCC receives and reviews reports regarding material business risk and any relevant assurance activity (including internal audit) undertaken as part of CPF2L's Risk Management Framework.

External auditor

KPMG is appointed as the Group's External Auditor and provides an independent opinion on whether, among other things, the Fund's financial report provides a true and fair view of its financial position and performance.

The Group's external audit partner attends the Centuria Annual General Meeting (**AGM**) each year and is available to answer questions from investors.

CEO and CFO declarations

As the Fund is externally managed, the Joint CEO and the Chief Financial Officer of Centuria have made the requisite declarations in accordance with section 295A of the *Corporations Act 2001* (Cth) prior to the CPF2L Board's approval of the financial statements of the Fund.

These declarations are founded on a sound system of risk management and internal compliance and control, which in all material aspects, implements the policies adopted by the Board with respect to the management of financial reporting risks.

Environmental sustainability risks

Subsidiary companies within the Group, such as CPF2L, act as manager of commercial, industrial and development properties that can have exposure to environmental sustainability risks, including climate-related risks, for example, meeting environmental rating standards, remediating sites affected by potential environmental liabilities, or managing risks related to the future potential impacts of climate change. These risks are managed in accordance with the Group's Risk Management Framework and with the assistance of specialist professionals where required.

Further details of the Group's sustainability risk management approach and initiatives are outlined in the Centuria Environmental, Social and Governance (ESG) Policy and Sustainability Report, which is updated annually and published. The Centuria ESG Policy is available at centuria.com.au/centuria-capital/corporate/governance and the Sustainability Report is available at centuria.com.au/centuria-capital/corporate/sustainability.



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Governance codes and policies

Code of Conduct

As an externally managed Fund, Directors and Centuria employees working for the Fund are subject to and adhere to the Centuria Code of Conduct, which is available on the Group’s website: centuria.com.au/centuria-capital/corporate/governance.

The Centuria Code of Conduct sets expectations for the maintenance of standards of honesty, integrity, care, diligence and fair dealing by Directors and Centuria employees in the performance of their duties and responsibilities.

Each Director and Centuria employee working for the Fund has agreed to comply with the Centuria Code of Conduct.

Employees are encouraged to escalate any contraventions of the Code of Conduct to their manager or the Chief Risk Officer – Financial Services.

The Group provides regular mandatory training to employees on their obligations under the Code of Conduct.

Whistleblower Policy

The Group recognises the expectation of its shareholders, unitholders, employees, customers, regulators and the community and is committed to good corporate governance, compliance and ethical behaviour generally.

Accordingly, the Group has implemented a Whistleblower Policy that sets out a clear process by which Centuria employees and other parties can report suspected misconduct, an improper state of affairs or circumstances, or a breach of certain laws.

This Policy sets out the following:

- Procedures for dealing with reports of suspected misconduct, an improper state of affairs or circumstances, or a breach of law.
- How Centuria will support whistleblowers and protect them from detriment.
- The person/organisations to whom protected disclosures may be made and how they can be made.
- How Centuria will investigate protected disclosures.
- How Centuria will ensure fair treatment of employees who are mentioned in protected disclosures, or to whom such disclosures relate.

All Centuria employees are encouraged to report any known or suspected incidences of disclosable matters by making a protected disclosure in accordance with this Policy. Centuria personnel should report any disclosable matter to an eligible recipient, as defined in this Policy. Should the matter be considered serious enough that an external party should be notified rather than an eligible recipient within Centuria, a member of the audit team at KPMG should be contacted.

All material incidents and issues reported under the Whistleblower Policy are reported to the Board of Centuria Capital Limited and if relevant, the CPF2L Board.

Anti-Bribery, Corruption and Fraud Policy

Centuria is committed to preventing, detecting and deterring bribery and corruption by managing its bribery and corruption risk and complying with relevant legislation in all jurisdictions in which it operates or has dealings.

Centuria has a Fraud and Corruption Control Policy which outlines the principles and framework implemented to minimise the risk of fraud and corruption and deter unethical behaviour occurring across the Group, including subsidiaries (such as CPF2L). Material breaches of this Policy are reported to the ARCC.

Under this Policy, Centuria expects that its officers, directors, employees, contactors, service providers, subsidiaries and third parties acting on behalf of Centuria will comply with this Policy and all applicable anti-bribery and corruption laws.

ESG Policy

In 2023, Centuria adopted an overarching ESG Policy across the Group, which outlines the Group’s commitment to responsible and ethical business practices including a directive to integrate ESG considerations into their investment and asset management approach.

The Group has actioned themes outlined in the ESG Policy through the implementation of its Sustainability Framework. The Annual Sustainability Report details the progress made towards these ESG themes during the reporting period.

A copy of the Centuria ESG Policy is available at centuria.com.au/centuria-capital/corporate/governance and the Sustainability Report is available at centuria.com.au/centuria-capital/corporate/sustainability.

REIT ESG investment approach guidelines

In 2024, the CPF2L Board approved the ESG investment approach guidelines. These explanatory guidelines detail how:

- the REIT adopts Centuria’s ESG Policy and Sustainability Framework;
- the material ESG themes from the Group ESG Policy and Sustainability Framework are aligned to the REIT’s vision and objectives, recognising ESG should be considered as part of a wider investment approach; and
- ESG themes are integrated into investment/business processes, providing clarification on how ESG themes are considered.

Diversity Policy

The Group has a Diversity Policy which is available on its website: centuria.com.au/centuria-capital/corporate/governance.

The Group recognises and values the differences between people and the contribution these differences can make to the long term growth and sustainability of the Group.

Diversity results from a range of factors including gender, race, cultural heritage, origin, age, physical ability, language and other factors.

The objective of this Policy is to promote a corporate culture within the Group, where the diverse experiences, perspectives and backgrounds of people are embraced and valued, which is conducive to the recruitment of well qualified and diverse employees, senior management and board candidates.

Further information about the Group’s measurable objectives regarding gender diversity and progress against these objectives is outlined in the Centuria Capital Limited 2024 Corporate Governance Statement.

For transparency, we provide the three-year history of female representation on the CPF2L Board:

	2024	2023	2022
Board of Directors	50%	50%	25%

Modern slavery

Centuria continues to develop the Group’s understanding of modern slavery risks across its supply chain and improve Centuria’s approach to procurement and supply chain governance.

The Group places strong emphasis on the importance of human rights and maintains a commitment to addressing potential violations related to modern slavery. Ensuring the protection of human rights and preventing modern slavery violations is a commitment overseen by several governing bodies within the Group, each tasked with assessing and continually improving transparency across Centuria’s various supply chains.

Centuria assesses modern slavery risks across its operations and supply chain. Its risk-based approach acknowledges certain parts of the business and supplier types present a higher modern slavery risk to the Group. Centuria continues to update its approach based on findings and in consultation with the wider industry. The Group has published its Modern Slavery Statement on its website, which identifies the steps that Centuria is taking to minimise the risks of modern slavery within its operations: centuria.com.au/centuria-capital/corporate/governance.

Supplier Code of Conduct

Centuria has established a Supplier Code of Conduct to reinforce its commitment to honest, transparent and responsible business practices.

Contractors, sub-contractors, consultants and suppliers, are expected to conduct themselves in line with Centuria’s values. The Supplier Code of Conduct sets out Centuria’s expectation for suppliers when they are engaged with works either directly or on behalf of the Group, including its listed REITs, unlisted funds and operations across both Australia and New Zealand.

The Centuria Supplier Code of Conduct is available on the Group’s website: centuria.com.au/centuria-capital/corporate/governance.

Securities Trading Policy

The Group has a Directors’ and Employees’ Securities Trading Policy, which is available on its website: centuria.com.au/centuria-capital/corporate/governance.

This Policy establishes guidelines for dealing in Centuria Securities and ensures that Directors and Employees are aware of, and comply with, the law prohibiting insider trading.

Market and Securityholder communication

Verification of periodic corporate reports

Centuria has verification and approval processes in place to support the integrity of the information disclosed in periodic corporate reports released to the market which are not required to be audited or reviewed by the external auditor. The processes vary depending on the report and generally involve the individuals with responsibility for the information confirming to the best of their knowledge and belief that the information is considered to be accurate and not misleading. The processes may also involve review and confirmation by internal subject matter experts (and where pertinent, external advisers) that the corporate report is appropriate for release.

Market disclosure

Centuria seeks to provide all investors with timely, accurate, balanced and meaningful information.

Centuria has a Continuous Disclosure Policy, which provides a framework for how it manages and meets its disclosure obligations under the *Corporations Act 2001* (Cth) and the ASX Listing Rules and governs how the Group communicates with its securityholders and the investment community. This Policy is available on the Group's website at: centuria.com.au/centuria-capital/corporate/governance.

The CPF2L Board, or the Centuria Joint CEOs, Fund Manager and/or the Company Secretary, must authorise all CIP market communications. The Company Secretary, or her delegate, is responsible for the lodgement of all market related communication with the relevant securities exchange. A copy of all announcements is provided to the Board after its release to the ASX.

Before Centuria gives a new and substantive investor or analyst presentation, Centuria will release a copy of that presentation to the market. Once relevant information is disclosed to the market and made available to investors, it is published on the Centuria website as soon as practicable with the aim of making the information accessible to the widest audience. This includes investor discussion packs, and presentations on, and explanations about, CIP's financial results.

Responsibility for compliance with the Group's continuous disclosure obligations rests with the Company Secretary.

Securityholder communication and participation

The Group aims to provide prompt, accurate and accessible information to its securityholders. It has established a Shareholder Communications Policy detailing steps to be taken to achieve this objective, a copy of which can be viewed on the Group's website: centuria.com.au/centuria-capital/corporate/governance.

The Group's website forms an important part of the strategy for communicating with securityholders (including CIP's unitholders). The Group's website has an Investor Centre page which includes security details, company reports, ASX announcements and press releases (including copies of any significant presentations made to analysts) and items relating to AGMs or other general meetings of the Group's securityholders.

The Group recognises the importance of keeping its securityholders and the broader investment community fully informed and has an investor relations program for engaging with securityholders, the media and the broader investment community.

The main mechanisms through which the Group provides avenues for two way securityholder engagement include:

- the Group's AGM where securityholders are given the opportunity to ask questions;
- the release of notices and explanatory notes for the Group's AGMs and other securityholder meetings, including CIP;
- the release of the Fund's Annual Report, half year and full year financial reports;
- the release of announcements made to the ASX;
- maintenance of the Group's website, at centuria.com.au, which contains up to date information on the operations of the Group, its Board, management and Corporate Governance structure, its REITs and REIT Boards, ASX announcements, security prices, debt investment and other relevant information; and
- maintenance of various telephone lines that enable securityholders to contact and ask questions directly of the Group or its registry service provider, Boardroom.

A notice of meeting and explanatory notes in respect of the resolutions to be voted on by unitholders will be provided in accordance with the Fund's Constitution and the *Corporations Act 2001* (Cth). The notice of meeting and explanatory notes will also be lodged with the ASX and made available on the Group's website at: centuria.com.au.

In accordance with the Fund's Constitution, unitholders who are not able to attend the meeting are able to vote by proxy.

At any general meeting of unitholders, the Chair of the general meeting determines that each resolution will be decided on a poll.

Securityholders can elect through Boardroom to receive communications and other security holding information and send communications to Boardroom, electronically.

Securityholders may also communicate with the Group through the contact details provided on the Group's website.



Centuria

centuria.com.au/cip