

GLENVEAGH PROPERTIES PLC

REMUNERATION COMMITTEE

TERMS OF REFERENCE

(Version 2 - March 2025)

Contents

	Page
1. Purpose and Role	1
2. Membership and attendees	1
3. Secretary and administration	1
4. Quorum	2
5. Frequency of meetings	2
6. Notice of meetings	2
7. Minutes of meetings	2
8. Annual general meeting	3
9. Specific Duties	3
10. Reporting responsibilities	4
11. Other matters	5
12. Authority	5
13. Alternates	6
14. Voting	6

1. Purpose and Role

- 1.1 These Terms of Reference apply to the Glenveagh Properties plc (the “**Company**”) Board Remuneration Committee (the “**Committee**”). References to “**Group**” shall refer to the Company together with each of its subsidiaries and subsidiary undertakings.
- 1.2 This Committee recommends to the Board an appropriate remuneration policy. The Committee is responsible for the overall direction of staff remuneration, including setting the remuneration for all executive directors, the chair of the Board (“**Board Chair**”) and members of senior management immediately below Board level, including the Company Secretary (the “**Executive Team**”).

2. Membership and attendees

- (A) The Committee shall comprise at least three members. Members of the Committee shall be appointed by the Board and in consultation with the chair of the Committee (“**Committee Chair**”). The Board Chair can serve as a member of the Committee if he/she was independent on appointment to the Board.
- (B) The members of the Committee shall be independent non-executive directors.
- (C) For the duration of his appointment to the Board, Max Steinebach is entitled to attend all meetings of the Committee as an observer, without any vote, unless recused from any meeting (or portion thereof) due to a direct or indirect conflict of interest or duty.
- (D) Other individuals such as the Chief Executive Officer, the Chief Financial Officer and the Head of HR and external advisers may be invited to attend for all or part of any meeting, as and when appropriate and necessary.
- (E) Appointments to the Committee shall be for a period of up to three years extendable by no more than two additional three-year periods, so long as members continue to be independent.
- (F) The Board shall appoint the Committee Chair who shall be an independent non-executive director who has served on a remuneration committee for at least 12 months. The Board Chair cannot serve as Committee Chair. In the absence of the Committee Chair and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting who would qualify under these Terms of Reference to be appointed to that position by the Board. The Committee Chair shall not chair the Committee when it is dealing with an appointment of a successor to the Chair.
- (G) The Board may from time to time remove members of the Committee.

3. Secretary and administration

The Company Secretary shall prepare minutes of meetings of the Committee in accordance with section 7 below. In addition, the Company Secretary shall deal with all

other administrative matters including ensuring that the Committee receives information and papers in a timely manner to enable full and proper consideration to be given to issues.

4. Quorum

- (A) The quorum necessary for the transaction of business shall be two members, both of whom must be independent non-executive directors.
- (B) The Committee may hold meetings by telephone or using any other method of electronic communication whereby the participants are able to communicate effectively with each other, and may take decisions without a meeting by unanimous written consent, when deemed necessary or desirable by the Committee Chair.

5. Frequency of meetings

Meetings are held at least twice per annum and additionally as circumstances require.

6. Notice of meetings

- (A) Meetings of the Committee shall be convened by the Company Secretary at the request of any of its members or at the request of the Chief Executive Officer or the Head of HR if they consider it necessary.
- (B) Unless otherwise agreed by the Committee, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee, any other person required to attend and all other non-executive directors no later than four days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees as appropriate, at the same time unless agreed otherwise by the Committee Chair.

7. Minutes of meetings

- (A) The Company Secretary shall minute the proceedings and decisions of all meetings of the Committee, including recording the names of those present and in attendance.
- (B) The Company Secretary shall ascertain, at the start of each Committee meeting, the existence of any conflicts of interest and minute them accordingly.
- (C) Draft minutes of Committee meetings shall be circulated promptly to (or otherwise made available for review by) all members of the Committee. Once approved, minutes should be circulated to (or otherwise made available to) all other members of the Board unless it would be inappropriate to do so in the opinion of the Committee Chair.

- (D) Final signed copies of the minutes of the meetings of the Committee should be maintained by the Company Secretary for the Company's records.

8. Annual general meeting

The Committee Chair should attend the annual general meeting to answer any shareholder questions on the Committee's activities.

9. Specific Duties

- 9.1 The Committee should carry out the duties below for the Company and each member of the Group (as appropriate).

- 9.2 The Committee shall:

- (A) Have responsibility for setting the remuneration policy for all executive directors, the Board Chair and members of the Executive Team, including pension rights and any compensation payments, which policy is subject to approval by the Board following recommendation by this Committee. The Board itself or, where required by the Articles of Association, the shareholders should determine the remuneration of the non-executive directors within the limits set in the Articles of Association. The Committee shall determine the total individual remuneration package of each executive director, the Board Chair and members of the Executive Team in accordance with (F) below. No director or member of the Executive Team shall be involved in any decisions as to their own remuneration.
- (B) When setting remuneration policy for directors, review and have regard to pay and employment conditions across the Company or Group, especially when determining annual salary increases, and review workforce remuneration and related policies and the alignment of incentives and rewards with culture.
- (C) In determining the above policies, have regard to all factors which it deems necessary including relevant legal and regulatory requirements, the provisions and recommendations of the UK Corporate Governance Code and the Irish Corporate Governance Code (the "**Irish Code**") and associated guidance.
- (D) Review the on-going appropriateness and relevance of the remuneration policy.
- (E) Determine to what extent, if at all, clawback should be involved in respect of any annual bonus or long term incentive awards.
- (F) Within the terms of the agreed policy and in consultation with the Board Chair and/or Chief Executive Officer, as appropriate, determine the total individual remuneration package of each executive director, the Board Chair and members of the Executive Team including bonuses, incentive payments and share options or other share awards or similar equity arrangements.
- (G) Obtain such reliable, up-to-date information about remuneration in other companies of comparable scale and complexity as it considers appropriate. To

help it fulfil its obligations the Committee shall have full authority to appoint remuneration consultants and to commission or purchase any reports, surveys or information which it deems necessary at the expense of the Company but within any budgetary restraints imposed by the Board.

- (H) Be exclusively responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the Committee.
- (I) Review any performance-related pay schemes operated by the Company and the total annual payments made under the schemes.
- (J) Review the design of all share incentive plans for approval by the Board and shareholders. For any such plans, determine each year whether awards will be made, and if so, the overall amount of such awards, the individual awards to executive directors and other members of the Executive Team and the performance targets to be used. Such determination shall take into account dilution limits and headroom capacity within the relevant share based incentive plan and the financial impact.
- (K) Determine the policy for, and scope of, pension arrangements for each executive director and other members of the Executive Team.
- (L) In respect of each director and member of the Executive Team, ensure that contractual terms on termination, and any payments made are fair to the individual, and the Company, that failure is not rewarded and that the duty to mitigate loss is fully recognised.
- (M) Approve any major changes in employee benefits structures throughout the Company or Group.
- (N) Review and note following the AGM (and at any other relevant time) the views given by the shareholders and the results of the shareholder votes on executive pay, and agree how the views of shareholders will be taken into account in determining the remuneration for the executive directors.
- (O) Agree the policy for authorising claims for expenses from the directors.

10. Reporting responsibilities

- 10.1 The Committee Chair shall report to the Board on its proceedings after each meeting on all matters within the Committee's duties and responsibilities.
- 10.2 The Committee shall also:
 - (A) make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed;

- (B) ensure that provisions regarding disclosure of information, including pensions, are fulfilled and produce a report of the Company's remuneration policy and practices to be included in the Company's annual report and ensure each year that it is put to shareholders for approval at the AGM. If the Committee has appointed remuneration consultants, the annual report of the Company's remuneration policy should identify such consultants and state whether they have any other connection with the Company; and
- (C) through the Board Chair and the Committee Chair, ensure that the Company maintains contact as required with its principal shareholders about remuneration.

11. Other matters

The Committee shall:

- (A) have access to sufficient resources in order to carry out its duties, including access to the company secretariat for assistance as required and being provided with appropriate training;
- (B) give due consideration to laws, regulations (including the rules of the Central Bank of Ireland) and any published guidelines or recommendations regarding the remuneration of directors of listed/non-listed companies and formation and operation of share schemes including but not limited to the provisions of the Irish Listing Rules, the UK Corporate Governance Code and the Irish Code, the requirements of the UK Listing Authority's Listing, Prospectus and Disclosure Guidance and Transparency Rules as well as guidelines published by relevant industry bodies and any other applicable rules, as appropriate;
- (C) oversee any investigation of activities which are within these Terms of Reference;
- (D) work and liaise as necessary with all other Board committees;
- (E) arrange for periodic reviews of its own performance and, at least annually, review its constitution and these Terms of Reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board; and
- (F) make available its terms of reference, explaining its role and the authority delegated to it by the Board.

12. Authority

The Committee is authorised by the Board to:

- (A) obtain, at the Company's expense, outside legal or other professional advice on any matters within its terms of reference;

- (B) undertake any activity within its terms of reference;
- (C) do all matters as the Committee believes appropriate in respect of the conduct of its duties, including, without limitation, the matters referred to herein; and
- (D) seek any information it requires including from any employee or director of the Company in order to perform its duties.

13. Alternates

Alternates can be agreed by the Committee Chair in advance of the meeting.

14. Voting

All decisions require approval of a majority of members. In the case of deadlock, the Committee Chair will have the deciding vote.