
**Industrials REIT Limited
(the “Company”)**

**Terms of reference of the Nomination
Committee**

1 **CONSTITUTION**

The Nominations Committee (the “**Committee**”) is a committee of the board of directors of the Company (the “**Board**”).

2 **MEMBERSHIP**

2.1 Membership of the Committee shall consist of at least three directors. A majority of the members of the Committee shall be independent non-executive directors. The chairperson of the Board should be a member of the Committee.

2.2 Only members of the Committee have the right to attend Committee meetings. However, other individuals such as the chief executive and external advisers may be invited to attend for all or part of any meeting, as and when appropriate and necessary.

2.3 Appointments to the Committee are made by the Board and shall be for a period of up to three years, which may be extended for further periods of up to three-years, provided the director still meets the criteria for membership of the Committee.

2.4 The chairperson of the Board should chair the Committee. Alternatively, the Board may appoint the Committee chairperson who should be an independent non-executive director. In the absence of the Committee chairperson and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting from those who would qualify under these terms of reference to be appointed to that position by the Board. The chairperson of the Board shall not chair the Committee when it is dealing with the matter of succession to the chairmanship.

3 **SECRETARY**

The company secretary or his or her nominee shall act as the secretary of the Committee.

4 **QUORUM**

The quorum necessary for the transaction of business shall be two members both of whom must be independent non-executive directors.

5 **FREQUENCY OF MEETINGS**

5.1 The Committee shall meet at least twice a year and otherwise as required.

6 **NOTICE OF MEETINGS**

6.1 Meetings of the Committee shall be called by the secretary of the Committee at the request of the chairperson of the Committee.

6.2 Unless otherwise agreed, 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 and any other person required to attend, no later than four working days before the date of the meeting. Supporting papers shall be sent to the Committee members and to other attendees as appropriate, at the same time.

7 **MINUTES OF MEETINGS**

7.1 The secretary shall minute the proceedings and resolutions of all Committee meetings, including the names of those present and in attendance.

7.2 Draft minutes of Committee meetings shall be circulated promptly to all members of the Committee. Once approved, minutes should be circulated to all other members of the Board unless in the opinion of the Committee chairperson it would be inappropriate to do so.

8 ANNUAL GENERAL MEETING

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

9 DUTIES

9.1 The Committee should carry out the duties below.

9.2 The Committee shall:

- regularly review the structure, size and composition (including the skills, knowledge, experience and diversity) of the Board and make recommendations to the Board with regard to any changes;
- give full consideration to succession planning for directors and other senior executives in the course of its work, taking into account the challenges and opportunities facing the company, and the skills and expertise needed on the Board in the future;
- keep under review the leadership needs of the organisation, both executive and non-executive, with a view to ensuring the continued ability of the organisation to compete effectively in the marketplace;
- keep up to date and fully informed about strategic issues and commercial changes affecting the company and the market in which it operates;
- be responsible for identifying and nominating for the approval of the Board, candidates to fill Board vacancies as and when they arise;
- consider whether directors and other senior executives required professional development and/or training on legal and governance developments and ensure that arrangements are made for any required training.
- review the policy on the promotion of gender diversity at Board level (the "**Gender Diversity Policy**") on a regular basis;
- before any appointment is made by the Board, evaluate the balance of skills, knowledge, experience and diversity on the Board, and, in the light of this evaluation, prepare a description of the role and capabilities required for a particular appointment. Unless otherwise agreed, in identifying suitable candidates the Committee shall:
 - (i) use open advertising or the services of external advisers to facilitate the search;
 - (ii) consider candidates from a wide range of backgrounds; and
 - (iii) consider candidates on merit and against objective criteria and with due regard for the benefits of diversity on the Board, including the Gender Diversity Policy, taking care that appointees have enough time available to devote to the position;

- for the appointment of a chairperson, the Committee should prepare a job specification, including the time commitment expected. A proposed chairperson's other significant commitments should be disclosed to the Board before appointment and any changes to the chairperson's commitments should be reported to the Board as they arise.
- prior to the appointment of a director, the proposed appointee should be required to disclose any other business interests that may result in a conflict of interest and be required to report any future business interests that could result in a conflict of interest;
- ensure that on appointment to the Board, non-executive directors receive a formal letter of appointment setting out clearly what is expected of them in terms of time commitment, committee service and involvement outside Board meetings;
- ensure that Board evaluations of the Board as a whole, individual Board members and Board committees are undertaken annually based on a process approved by the Board by providing an oversight and advisory role in the context of the Board's determination of the manner in which evaluations are to be performed;
- consider the outcome of the performance evaluations undertaken and report back to the Board on the evaluation results and remedial action to be taken, if required;
- review annually the time required from non-executive directors. Performance evaluation should be used to assess whether the non-executive directors are spending enough time to fulfil their duties; and
- work and liaise as necessary with all other Board committees.

9.3 The Committee shall also make recommendations to the Board concerning:

- formulating plans for succession for both executive and non-executive directors and in particular for the key roles of chairperson and chief executive;
- suitable candidates for the role of senior independent director;
- membership of the Audit Committee and Remuneration Committee, and any other Board committees as appropriate, in consultation with the chairperson of those committees;
- the re-appointment of any non-executive director at the conclusion of their specified term of office having given due regard to their performance and ability to continue to contribute to the Board in the light of knowledge, skills and experience required;
- the re-election by shareholders of directors under the retirement by rotation provisions in the company's articles of association, having due regard to their performance and ability to continue to contribute to the Board in light of the knowledge, skills and experience required and the need for progressive refreshing of the Board (particularly in relation to directors being re-elected for a term beyond six years);
- any matters relating to the continuation in office of any director at any time including the suspension or termination of service of an executive director as an employee of the company subject to the provisions of the law and their service contract; and
- the appointment of any director to executive or other office.

10 REPORTING RESPONSIBILITIES

- 10.1 The Committee chairperson shall report to the Board on its proceedings after each meeting on all matters within its duties and responsibilities.
- 10.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.
- 10.3 The Committee shall produce a report to be included in the company's annual report about its activities, the process used to make appointments and explain if external advice or open advertising has not been used. Where an external search agency has been used, it shall be identified in the annual report and a statement made as to whether it has any connection with the company.
- 10.4 The report referred to in paragraph 10.3 above should include a statement of the Board's policy on diversity, including gender, any measurable objectives that it has set for implementing the policy, and progress on achieving the objectives.

11 OTHER MATTERS

The Committee shall:

- have access to sufficient resources in order to carry out its duties, including access to the company secretary for assistance as required;
- be provided with appropriate and timely training, both in the form of an induction programme for new members and on an ongoing basis for all members;
- give due consideration to laws and regulations, the provisions of the UK Corporate Governance Code, the requirements of the Prospectus and Disclosure and Transparency Rules, the principles of governance and code of best practice as contained in the King Report on Corporate Governance for South Africa 2016 (King IV), as the same may be incorporated into the JSE Listing Requirements, any additional provisions set out in the JSE Listings Requirements and any other applicable rules, as appropriate; and
- arrange for periodic reviews of its own performance and, at least annually, review its constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

12 AUTHORITY

The Committee is authorised by the Board to obtain, at the company's expense, outside legal or other professional advice on any matters within its terms of reference.

13 APPROVAL OF THESE TERMS OF REFERENCE

These terms of reference were last reviewed and approved by the Committee on 15 September 2020 and by the Board on 16 September 2020.