

# Remuneration Policy

Regal Partners Limited ACN 129 188 450

## 1. Introduction

- 1.1 Remuneration is overseen by the nomination and remuneration committee, a committee of the board of directors of Regal Partners Limited ACN 129 188 450 (the **Company** and, together with its controlled entities, the **Group**) (**Nomination and Remuneration Committee**).
- 1.2 The objective of the Nomination and Remuneration Committee is to help the board of directors of the Company (**Board**) to ensure that the Group:
  - (a) evaluate the performance of the Board and ensure that the Company has a Board of an effective composition, size, commitment and knowledge of the Group and the industry in which it operates to adequately discharge its responsibilities and duties and is comprised of individuals who are best able to discharge the responsibilities of directors of the Company having regard to the law and the best standards of governance;
  - (b) to ensure that the Company has coherent remuneration policies and practices that are aligned with the Group's purpose, cultural values, strategic objectives and risk appetite to attract, motivate and retain talent and as well as directors who will create value for shareholders and who are appropriately skilled and diverse;
  - (c) to ensure that the Company observes those remuneration policies and practices; and
  - (d) to ensure that the Company has a framework to fairly and responsibly reward its people having regard to the performance of the Group, their performance and the general external pay environment.

## 2. Principles

In discharging its responsibilities the Nomination and Remuneration Committee will have regard, when developing recommendations to the Board that our remuneration strategies and practices should aim to:

- (a) support our aim to be recognised as a leading provider of alternative investment strategies;
- (b) attract, motivate and retain the best staff;
- (c) reward performance (encompassing both financial and non-financial performance, and balancing both short- and long-term results);
- (d) align executives with the interests of our shareholders; and
- (e) promote effective risk management and conduct, balancing innovation and active risk management.

## 3. Employee Remuneration

- 3.1 All employees, including the CEO and key management personnel (**KMP**), should be remunerated in accordance with the Company's remuneration framework. The remuneration structure is comprised of fixed remuneration and 'at risk' remuneration (being short-term incentives (STIs) and long-term incentives (LTIs)).
- 3.2 Underpinning this framework is a structured objective setting and performance assessment approach that examines what an individual has achieved (against personalised financial and non-financial objectives cascaded top-down, from the CEO), and how they achieved it (against the Group's cultural values). An employee's performance against their performance objectives, along

with broader team and Group performance, are key considerations in the allocation of STIs and LTIs.

## 4. Non-Executive Director Remuneration

4.1 In respect of **non-executive director remuneration**, remuneration packages could contain cash fees, superannuation contributions and non-cash benefits in lieu of fees (such as salary sacrifice into superannuation or equity) and may contain any or all of the following:

- (a) **fixed fees** – this should reflect the time commitment and responsibilities of the role; and
- (b) **equity-based remuneration** – non-executive directors can receive an initial allocation of fully-paid ordinary securities if shareholders have approved such an allocation in accordance with the ASX Listing Rules and provided that they have been engaged by the Company for a period of at least three months. However, non-executive directors generally should not receive options with performance hurdles attached or performance rights as part of their remuneration as it may lead to bias in their decision-making and compromise their independence.

4.2 Non-executive directors should not be provided with any termination benefits or retirement benefits other than superannuation.

## 5. Assessing remuneration

5.1 The Nomination and Remuneration Committee and Board's roles and responsibilities regarding remuneration is set out in their respective charters.

5.2 The Nomination and Remuneration Committee will also make a recommendation to the Board regarding the remuneration of non-executive directors having regard to, amongst other things, any recommendations made by compensation consultants and internal and external legal, accounting or other advisers.

## 6. Review and changes to this policy

6.1 The Nomination and Remuneration Committee will review this policy every two (2) years or more frequently as it considers necessary.

6.2 The Board may approve updates and amendments to this policy from time to time by resolution.

6.3 This policy is not contractual in nature.

6.4 This policy is not a promise of continued employment or of the benefits of that employment.

## 7. Approved and adopted

This policy was last reviewed and approved by the Board on 27 May 2026.