

Charter Hall Group

Charter Hall (CHC or the Group) is Australia’s leading fully integrated property investment and funds management group. For more than three decades, we have focused on the collective ambitions of our customers, driving mutual success and enduring impact.

This report covers the Group's business activities and presents figures for the financial year ending 30 June 2026, unless otherwise stated.

 The documents listed below provide additional detail on topics outlined in this report, and can be access from charterhall.com.au/reportingsuite

	CHC Annual Report	CHC FY26 Results Presentation	Corporate Governance Statement	Sustainability FY26 Year in Review	Sustainability FY26 Databook	Modern Slavery Statement
Financial performance	◆	◆				
Governance	◆		◆	◆		◆
Operational performance	◆	◆		◆	◆	◆
People, diversity and inclusion	◆			◆		◆
Risk	◆		◆		◆	◆
Strategy	◆	◆		◆		
Sustainability	◆	◆		◆	◆	◆

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Cover from left to right clockwise: Coles Distribution Centre, Perth WA, **Whadjuk land**; Waverley Gardens, Melbourne VIC **Wurundjeri and Bunurong**; 1 O’Connell Street, Sydney NSW, **Gadigal land**
Right: Charter Hall managed asset NAIDOC Week at 130 Lonsdale Street, Melbourne VIC **Wurundjeri and Bunurong land**



Acknowledgement of Country

Charter Hall acknowledges the Traditional Custodians of the lands on which we work and gather. We pay our respects to Elders past and present and recognise their continued care and contribution to Country.

Directors' Report

The Directors of Charter Hall Limited and the Directors of Charter Hall Funds Management Limited, the Responsible Entity (RE) of Charter Hall Property Trust, present their report together with the consolidated financial report of the Charter Hall Group (Group or CHC) and the consolidated financial report of the Charter Hall Property Trust Group (CHPT Group) for the year ended 30 June 2026, and the independent auditor's report thereon. The financial report of the Group comprises Charter Hall Limited (Company or CHL) and its controlled entities, which include Charter Hall Funds Management Limited as the RE of Charter Hall Property Trust (CHPT or Trust) and CHPT and its controlled entities. The financial report of the Charter Hall Property Trust Group comprises the Trust and its controlled entities.

Charter Hall Limited and Charter Hall Funds Management Limited have identical Boards of Directors. The term Board hereafter should be read as a reference to both these Boards.

The units in the Trust are 'stapled' to the shares in the Company. A stapled security comprises one Company share and one Trust unit. The stapled securities cannot be traded or dealt with separately.

Directors

The following persons were Directors of the Group during the year and up to the date of this report.

- Stephen Conry AM

– Jacqueline Chow

– David Harrison

– Karen Moses OAM

– Greg Paramor AO

– Karen Penrose

– David Ross

– Darren Steinberg

– Chair and Independent Non-Executive Director

– Independent Non-Executive Director

– Managing Director and Group CEO

– Independent Non-Executive Director (resigned 20 November 2025)

– Independent Non-Executive Director

– Independent Non-Executive Director

– Independent Non-Executive Director

– Independent Non-Executive Director (appointed 25 February 2026)

Distributions/Dividends – Charter Hall Group

Distributions/dividends paid/payable to stapled securityholders during the year were as follows:

	2026 \$'m
Final ordinary distribution of 5.17 cents and final ordinary dividend of 20.67 cents per stapled security for the six months ended 30 June 2026 payable on 31 August 2026	122.2
Interim ordinary distribution of 3.72 cents and interim ordinary dividend of 21.11 cents per stapled security for the six months ended 31 December 2025 paid on 27 February 2026	117.4
Total Distributions/Dividends paid and payable to stapled securityholders	239.6
Special fully franked dividend of 30.67 cents per stapled security paid on 18 December 2025. The proceeds of this dividend were applied as additional capital to CHPT. No payment of cash was made to securityholders	145.1
Total Dividends applied as additional capital to CHPT	145.1

Operating and financial review

The Group recorded a statutory profit after tax attributable to stapled securityholders for the year to 30 June 2026 of \$427.9 million compared to a profit of \$327.7 million for the year ended 30 June 2025.

The Group has determined that Charter Hall Group and CHPT fulfil the criteria of an investment entity as defined in AASB 10, Consolidated Financial Statements. This change is applied prospectively from 1 July 2025.

The Group's strategy remains "We use our expertise to access, deploy, manage and invest equity to create value and generate superior returns for our investor customers".

Last year the Group early adopted AASB18 in the June 2025 financial report and measured substantially all investments at fair value through profit or loss. For FY26, all investments are measured at fair value through profit or loss.

This year the Group formalised an exit strategy for all investments, including a substantive timeframe for exiting these investments. The Group's co-investments are subject to contractual review events, with substantive exit rights for all investors, including the Group.

Operating and financial review continued

The Group provides investment management services to its investors. The Group no longer holds any investment property directly on balance sheet, nor undertakes any development without anticipating a sell down of the real-estate investment to investees in time. The Group has determined that its investment management services are undertaken to maximise the investment return (capital appreciation or investment income) from its investments. This determination is consistent with the contractual undertakings of the Group's investment, asset and development management agreements with co-investors in the Group's Property Investment (PI) and Development Investment (DI) portfolios.

The inclusion of operating earnings as a measure of the Group's profitability provides investors with the same basis that is used internally for evaluating the performance of the Group as a whole. Operating earnings is used by the Board as a guide to assessing an appropriate distribution to declare.

Operating earnings amounted to \$488.1 million for the year to 30 June 2026, compared to \$385.0 million for the year ended 30 June 2025, an increase of 26.8%. Operating earnings is a non-IFRS financial measure which represents statutory profit after tax adjusted for non-operating items per the below that are either non-recurring, non-cash, or both. The table below presents these adjustments which can include items such as net fair value movements, non-cash accounting adjustments such as straight lining of rental income and amortisations.

	2026 \$'m	2025 \$'m
Operating earnings attributable to stapled securityholders	488.1	385.0
Net fair value movements on investments (unlisted) ¹	31.0	(106.7)
Net fair value movements on investments (listed) ¹	(59.4)	111.7
Gain/(loss) on disposal of investments	–	–
Non-operating income tax benefit/(expense) ¹	27.7	4.1
Realised and unrealised net (losses)/gains on derivatives ¹	(17.5)	(48.3)
Amortisation expense ¹	(27.6)	(25.9)
Other ¹	(14.4)	7.8
Statutory profit/(loss) after tax attributable to stapled securityholders	427.9	327.7

¹ Includes the Group's proportionate share of non-operating items valued at fair value through profit or loss on a look-through basis.

The net gain on investments at fair value through profit or loss represents the capital and income components of the total return the Group has made on its investments and is used to assess the performance and make investment decisions. As a component of total return, property investment and development investment EBITDA serves as a key income driver of total return.

Operating and financial review continued

The 30 June 2026 financial results with comparatives are summarised as follows:

	Charter Hall Group		Charter Hall Property Trust Group	
	2026	2025	2026	2025
Funds management revenue (\$ million)	556.7	544.9	69.4	29.0
Fair value gains/(losses) from investments (\$ million)	254.6	128.0	173.7	130.7
Statutory profit/(loss) after tax for stapled securityholders (\$ million)	427.9	327.7	186.4	101.9
Statutory earnings per stapled security (EPS) (cents)	90.5	69.3	39.4	21.5
Operating earnings for stapled securityholders (\$ million)	488.1	385.0	n/a	n/a
Operating earnings per stapled security (cents)	103.2	81.4	n/a	n/a
Distribution/dividend per stapled security (cents) ¹	50.7	47.8	8.9	6.0
Property investment segment EBITDA (\$ million) ²	341.6	292.0	n/a	n/a
Development investment segment EBITDA (\$ million) ²	61.5	40.6	n/a	n/a
Funds management segment EBITDA (\$ million) ²	293.1	271.5	n/a	n/a
Total assets (\$ million)	3,905.5	3,544.2	3,217.5	2,699.7
Total liabilities (\$ million)	1,008.5	833.6	902.5	714.8
Total net assets (\$ million)	2,897.0	2,710.6	2,315.0	1,984.9
Net assets attributable to stapled securityholders (\$ million)	2,897.0	2,710.6	2,315.0	1,984.9
Stapled securities on issue (million)	473.0	473.0	473.0	473.0
Net assets per stapled security (\$)	6.12	5.73	4.89	4.20
Net tangible assets (NTA) attributable to stapled securityholders (\$ million) ³	2,813.8	2,627.2	2,315.0	1,984.9
NTA per stapled security (\$) ³	5.95	5.55	4.89	4.20
Balance sheet gearing ⁴	14.2%	6.0%	n/a	n/a
Funds under management (FUM) (\$ million) ⁵	94,324.1	84,319.5	n/a	n/a
Property FUM (\$ million)	75,996.5	66,806.5	n/a	n/a

1 This excludes the special dividend applied as additional capital to CHPT.
2 Segment EBITDA, a non-IFRS measure, is used by the Group CEO in assessing the performance and allocating of resources to its operating segments.
3 NTA attributable to stapled securityholders and NTA per stapled security (\$) are calculated using total assets less total liabilities, net of intangible assets and related deferred tax. NTA includes right of use assets. Prior year NTA per security has been adjusted to include goodwill relating to the Group's Investment in Paradise (PIM) to align with current year presentation. Excluding PIM, NTA was \$5.26 per security.
4 Gearing is calculated as interest-bearing debt drawn (excluding hedged foreign exchange movements subsequent to the related debt drawing) net of cash, divided by total assets net of cash and derivative assets.
5 Includes 100% of Paradise Investment Management Funds Management Portfolio \$18.3 billion (30 June 2025: \$17.5 billion), of which the Group owns 50%.

Operating and financial review continued

Property investment

Property investment provides the Group with yields from its co-investments in Group funds. During the year property investment contributed \$341.6 million (30 June 2025: \$292.0 million) in segment EBITDA to the Group and this is included in the \$151.1 million from segment fair value gains (30 June 2025: \$127.5 million gain).

The Group's property investments are classified into the following real estate sectors. The following table summarises the key metrics for the property investments of the Group:

	Charter Hall Investment	Charter Hall investment EBITDA	Weighted average lease expiry	Weighted average market cap rate	Weighted average discount rate	Weighted average rental reviews
30 June 2026 ¹	(\$m) ³	(\$m)	(years)	(%)	(%)	(%)
Industrial & Logistics	459.4	34.4	8.9	5.2	6.9	3.5
Office	1,299.0	162.8	7.3	6.1	7.2	3.6
Convenience Shopping Centre Retail	188.1	23.6	4.3	5.7	6.7	2.8
Convenience Net Lease Retail	730.4	78.4	10.5	5.0	6.4	3.9
Social Infrastructure & Other ²	522.2	42.4	13.5	6.0	7.3	3.2
Property Investment Total	3,199.1	341.6	8.7	5.6	7.0	3.5

1 Sector allocation based on look-through property basis. Properties in diversified investments have been allocated to their relevant sector.
2 Property Stats relate to Social Infrastructure portfolios only.
3 Reflects the Group's proportionate co-investment in total equity under management.

Development investment

Development investment provides the Group with development profits and interest income from its investments in wholly owned development funds and through co-investments in development ventures. During the year, development investment contributed \$61.5 million (30 June 2025: \$40.6 million) in segment EBITDA to the Group and this is included in the \$70.4 million from segment fair value gains (30 June 2025: \$1.9 million gain).

Funds management

The funds management business provides investment management, asset management, property management, development management and leasing and transaction services to the Group's \$76.0 billion (30 June 2025: \$66.8 billion) property funds management portfolio. The Group also holds a 50% interest in Paradise Investment Management, a fund manager with \$18.3 billion in funds under management invested in Australian and global listed equities.

During the year, the funds management business contributed \$293.1 million (30 June 2025: \$271.5 million) in segment EBITDA to the Group. Funds management segment EBITDA includes \$18.6 million of non-real estate earnings which is included in the \$33.1 million from segment fair value gains (30 June 2025: \$1.4 million loss).

Significant changes in the state of affairs

There were no significant changes in the state of affairs of the Group during the period.

Remuneration Report

Dear Securityholder,

We are pleased to present the FY26 Remuneration Report on behalf of the Board. This report outlines Charter Hall's executive remuneration framework and the outcomes delivered in alignment with the Group's operating performance for the year ended 30 June 2026.

Across FY26, Charter Hall delivered a strong performance, maintaining momentum despite a mixed economic environment. Increased investor demand, an active development and investment pipeline, and strengthening leasing conditions across the portfolio underpinned our progress throughout the year. At the same time, geopolitical uncertainty and market conditions across the property sector required careful management and an ongoing focus on risk and resilience.

Against this backdrop, our strategy continued to deliver. Our diversified funds management platform, long-standing partnerships and high-quality portfolio position Charter Hall well through the cycle, enabling us to create long-term value for all customers and stakeholders including tenants, investors and securityholders.

Now in our 21st year as an ASX-listed group, Charter Hall has evolved into a leading fully integrated property investment and funds management platform. We continue to build on a track record of resilience and a disciplined approach to growth through multiple market cycles. FY26 reinforces the strength of this model and its capacity to support sustainable performance through the cycle.

FY26 performance and remuneration outcomes

The Group delivered a stronger overall performance in FY26, with Operating Earnings Per Security (OEPS) of 103.2 cents per security, representing a material 26.8% growth on FY25 and reinforcing the resilience of our diversified platform.

This above-market earnings growth drove strong outperformance for securityholders, with CHC ranking as the strongest performing REIT in the S&P/ASX 200 AREIT Accumulation index over the financial year with a total return of 21.7%. CHC also materially outperformed the broader share-market with the S&P/ASX 200 Accumulation Index returning 6.1% over the same period.

The consistent efforts of our people have underpinned the Group's long-term success and value creation for securityholders. This has been reflected in a 10-year annualised Total Securityholder Return (TSR) of 20.5%, which is more than double the performance of the broader S&P/ASX 200 Accumulation Index. In addition, FY26 was noteworthy with CHC's TSR over the past decade ranking as one of the strongest performing REITs in the world.

Throughout the year, our people continued to deliver with purpose, navigating ongoing market uncertainty, executing with discipline, and positioning Charter Hall for the next phase of market recovery. FY26 saw advancement across key areas of the business, supported by strong customer engagement, increased capital flows, and enhanced operating momentum.

Highlights include:

- Group FUM rose from A\$84.3 billion to A\$94.3 billion, and Property FUM increased from A\$66.8 billion to A\$76.0 billion
- Gross equity inflows to the Property Funds Management business of \$6.7 billion
- Strong tenant customer results across Convenience Retail, Office, Industrial & Logistics and Social Infrastructure with a weighted Net Promoter Score (NPS) of +60
- Industry-leading tenant occupancy rates in Convenience Shopping Centre Retail (98.0%), Convenience Net Lease Retail (99.7%), Social Infrastructure (99.8%), Industrial & Logistics (98.7%) and Office (95.2%)
- Consistently high employee engagement score of 90%, nine points above the Australian norm, with a 95% participation rate
- Five of our funds ranked in the top 10 most sustainable funds globally from a field of 2,382 participating funds and seven of our funds were recognised as regional and global sector leaders.
- Invested over \$3.9 million in community organisations and volunteered 3,704 hours of our time.

Taking all these factors into consideration, our assessment of the Group's overall performance resulted in 187% of the target Short Term Incentive (STI) amount being made available to award to eligible employees based on team and individual performance outcomes.

Our Managing Director & Group CEO (Managing Director) and Chief Financial Officer (CFO) exceeded their KPI targets for FY26 and were awarded STI outcomes of 200% of their target STI. The Chief Investment Officer (CIO) also exceeded target performance and was awarded an STI outcome of 150% of his target STI.

As a result of our long-term performance, on 31 August 2026, 50% of the FY23 Long Term Incentive (LTI) will vest across the two measures:

- Aggregate OEPS – performance over the four-year performance period did not meet the vesting threshold, resulting in 0% of this component vesting.
- Relative Total Shareholder Return (TSR) – a TSR of 116.78% (at the 100th percentile), which will result in 100% of this component vesting.

During FY26, the FY22 Retention and Outperformance Plan (ROP) reached the end of its five-year performance period. The Board determined that the ROP met its financial and non-financial gateway conditions, with a vesting outcome of 80%. This was a pre-existing, one-off award introduced in FY22 and does not represent a change to ongoing remuneration.

Changes to FY26 total remuneration

There were no material changes to the Group's overall remuneration framework in FY26. Non-Executive Director (NED) fees were increased by 3.5% effective 1 July 2025.

More details

Further insights into our operating environment and strategic achievements are outlined in the messages from our Chair and Managing Director in the FY26 Annual Report.

For readers seeking more detail on the remuneration outcomes referenced in this letter, the following sections of the report provide more information:

- FY26 STI performance and remuneration outcomes – section 6.4
- FY23 LTI – section 6.8
- FY22 ROP – section 6.9
- KMP remuneration – sections 2 and 6.2
- NED fees – section 8

The Board remains actively engaged with securityholders and proxy advisors on our remuneration framework, ensuring we understand emerging expectations and address any concerns in a timely and transparent manner. The Board has considered feedback on KMP remuneration mix and enhanced transparency in the Managing Director scorecard and will continue to refine these areas, in addition to monitoring Charter Hall's performance, remuneration policies and governance settings to ensure they remain fit for purpose, reinforce the right behaviours, and support the delivery of our strategic objectives. We welcome ongoing feedback on our remuneration practices and look forward to your continued support at the 2026 Annual General Meeting.



Jacqueline Chow
Chair – Remuneration and Human Resources Committee



Stephen Conry AM
Chair – Board

1. Key Management Personnel

This Report outlines the remuneration policies and practices that apply to Charter Hall’s KMP for the year ended 30 June 2026. The KMP include the NED, Managing Director and Other Reported Executives.

Name	Role	Term as KMP
Non-Executive Directors		
Stephen Conry AM	Chair	Full year
Jacqueline Chow	Director	Full year
Karen Moses OAM	Director	Part year – concluded term 20 November 2025
Greg Paramor AO	Director	Full year
Karen Penrose	Director	Full year
David Ross	Director	Full year
Darren Steinberg	Director	Part year – appointed 25 February 2026
Managing Director		
David Harrison	Managing Director & Group CEO	Full year
Other Reported Executives		
Anastasia Clarke	Chief Financial Officer	Full year
Sean McMahon ¹	Chief Investment Officer	Full year

1 S McMahon resigned on 3 August 2026, on which date he ceased to be a KMP. He will remain employed by the Group until 3 February 2027.

The Report has been prepared and audited in accordance with the requirements of the *Corporations Act 2001* (Cth) (Act).

2. FY26 Remuneration outcome summary and framework changes at a glance

Charter Hall Limited is pleased to present its Remuneration Report for the year ended 30 June 2026 (FY26). The table below outlines the FY26 outcomes and key remuneration framework changes.

Component	Section	Outcomes/Remuneration Framework Changes
Total Target Remuneration (TTR)	6.2	There were no changes to TTR for the Managing Director and Other Reported Executives in FY26.
Fixed Annual Remuneration (FAR)	6.3	There were no changes to FAR for the Managing Director and Other Reported Executives in FY26.
Short Term Incentive (STI)	6.4	There were no changes to the STI target for the Managing Director and Other Reported Executives in FY26. Group OEPS was 103.2 cents which was 14.7% above the target FY26 OEPS. Assessment of individual performance scorecards has resulted in 187% of the aggregate target STI at Group level being awarded to eligible employees across the Group. For all Group Executives (including the Reported Executives), STI is delivered in the form of cash (67%) and deferred service rights (33%). The Managing Director and Other Reported Executives’ KPI performance and STI outcomes are provided in section 6.4.
Long Term Incentive (LTI)	6.8	The FY23 LTI grant reached the end of its four-year performance period on 30 June 2026. As a result of performance not meeting the stretch hurdle for the aggregate OEPS measure (50% of the LTI), this component will not vest however the Relative TSR measure (50% of LTI) outcome at the 100 th percentile of its comparator group, 100% of this component will vest. On a combined basis, 50% of the LTI will vest on 31 August 2026.
Retention and Outperformance Plan (ROP)	6.9	The FY22 Retention and Outperformance Plan (ROP) reached the end of its five-year performance period. As a result of meeting the vesting conditions, the Plan vested at 80%.
NED Fees	8	NED Board base and Committee fees were increased by 3.5% in FY26.

Remuneration Report

KPI Performance and STI outcome for financial year ending 30 June 2026 – Managing Director

Group Gateway	A financial gateway of 95% of target OEPS (90.0 cps) must be met before any STI entitlement is available, with the Board retaining overall discretion on performance achievement.	Fully met and exceeded
Individual Gateway	Completion of risk and compliance training during the performance year (including Code of Conduct training) to ensure they fully understand their role and comply with relevant legislative requirements.	Fully met

Financial & Risk (50%) Operating earnings is a key measure of the financial performance of the Group in the financial year. Fund and partnership property portfolio performance during the financial year compared to relevant benchmark measures whether fund investors are satisfied that investment performance meets or exceeds expectations, measured either against the fund's return objective or relevant benchmarks.				
	KPI (Financial & Risk)	Weighting	Scorecard result	Outcome
Growth	Group OEPS Group OEPS (Target 90.0 cps)	35%	Outstanding	Group OEPS of 103.2 cps, which was 14.7% above target OEPS and 26.8% growth over FY25.
	Performance of funds & partnerships relative to agreed benchmarks (levered equity IRR)	7.5%	Exceeds	This was above our internal goal for funds and partnerships that CHC co-invests in, weighted by value, relative to performance benchmarks. As most funds have performance fee hurdles and benchmarks based on levered IRRs, this KPI is an important assessment of relative fund performance.
Resilience	Performance of funds & partnerships relative to agreed benchmarks (unlevered equity IRR)	7.5%	Exceeds	This was above our internal goal for funds and partnerships that CHC co-invests in, weighted by value, relative to performance benchmarks. An un-levered IRR benchmarking exercise is completed to remove inconsistency between gearing differences in funds versus the relevant average gearing of the benchmarks used. It also reflects the un-levered IRR analysis provide to fund and partnership investors.

Remuneration Report

Strategy & Customer (30%) Equity allotted is a measure of the funds' inflow raised from investors in funds and partnerships and drives capacity to grow portfolios. Satisfied customers who receive above expectation service from the Group are most likely to become repeat business customers.				
	KPI (Strategy & Customer)	Weighting	Scorecard result	Outcome
Growth	Group fund & partnership gross equity allotted	15%	Outstanding	Gross equity allotted of \$6.7bn exceeded target. Not only did this result well exceed internal targets set by the Board it was deemed to be an outstanding achievement compared to peers and the overall inflows across the market.
	Investor & tenant customer relationships Listed and unlisted investor customer confidence and advocacy NPS scores	15%	Outstanding	Achieved our strongest tenant and investor customer results to date in wholesale and Greenwich listed investor surveys and combined cross-sector tenant customer NPS of +60, representing strong performance across all sectors relative to peers with an 84% tenant retention result.
Leadership, Culture & Collaboration (20%) Deep, diverse and engaged talent pipeline that results in higher retention and drives productivity, resulting in better business performance.				
	KPI (Leadership, Culture & Collaboration)	Weighting	Scorecard result	Outcome
Resilience	Deep, diverse and engaged talent pipeline Role modelling leadership behaviours ESG achievements	20%	Exceeds/ Outstanding	Employee engagement was 90%, nine points above the Australian norm, with 95% participation. Five funds ranked in the top 10 most sustainable funds globally from a field of 2,382 participating funds Seven funds were recognised as regional and global sector leaders. 16 out of 28 funds ranked in the top 20% of GRESB assessment.

Final Scorecard Outcome

After consideration of the performance of the Group and the Managing Director's KPI performance outcomes, the Board awarded an STI equivalent to 200% of STI target.

Remuneration Report

KPI performance and STI outcome for financial year ending 30 June 2026 – Other Reported Executives

KPIs for other Reported Executives are aligned to those of the Managing Director. These are focused on growth and resilience measures in individual areas of accountability.

Scorecard	KPI	A Clarke Performance Rating	S McMahon Performance Rating
Financial & Risk	Including as relevant for each role: Group and Divisional financial measures, fund investment performance, transaction activity for funds and partners, and risk management.	Outstanding	Exceeds/Outstanding
Strategy & Customer	Including as relevant for each role: customer experience, service and satisfaction measures, Group treasury and liquidity management, delivery of strategic initiatives, platform development and Group fund & partnership gross equity allotted.	Outstanding	Exceeds
Leadership, Culture & Collaboration	Including as relevant for each role: leadership contribution, succession, talent, diversity, engagement and wellbeing.	Exceeds	Meets

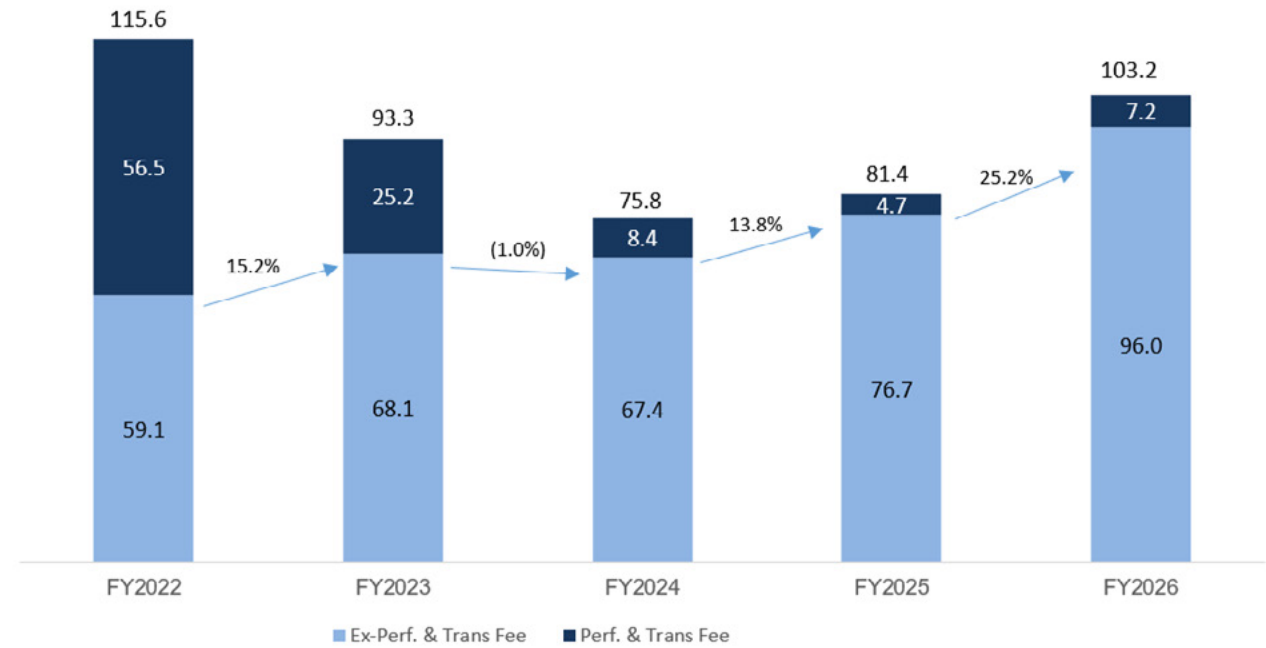
Final scorecard outcomes for Other Reported Executives

After consideration of the performance of the Group and the Other Reported Executives' KPI performance outcomes, the Board awarded an STI equivalent to 200% of the STI target for the CFO and 150% of the STI target for the CIO.

Remuneration Report

Group FY26 performance outcomes

In FY26, Charter Hall's OEPS was 103.2 cents, which was 26.8% above the FY25 OEPS and 25.2% when excluding performance and transaction fees. While OEPS including Performance and Transaction Fees remains below the elevated FY22 outcome, largely due to higher performance fees earned in FY22, underlying annuity OEPS has increased materially over the period.



FY26 STI outcomes Assessment of individual performance scorecards has resulted in 187% of the aggregate target STI at Group level to be awarded, in September 2026, to eligible employees across the Group. The table below shows the STI outcomes for the Reported Executives for 2026. The Managing Director and the CFO received an STI payout at 200% of the STI target and the CIO received an STI payout at 150% of the target, for FY26. This is based on individual achievement against KPIs, including evidence of behaviour in line with values and overall leadership team contribution to the Group.

Name	STI earned \$	Paid in cash ¹ \$	Voluntary deferral into rights \$	Mandatory deferral into service rights \$	Target STI as % of fixed pay %	STI earned compared to target %	STI earned compared to maximum %
Managing Director							
D Harrison	4,972,500	-	3,315,000	1,657,500	166%	200%	100%
Other Reported Executives							
A Clarke	2,050,000	-	1,366,667	683,333	108%	200%	100%
S McMahon ²	1,650,000	1,650,000	-	-	110%	150%	75%

1 To be paid on 15 September 2026.
2 S McMahon resigned on 3 August 2026. Accordingly, his FY26 STI outcome will be paid in cash, with no deferred component.

8.1 Changes to NED fees and maximum aggregate NED fee pool

A summary of the NED fees in FY25 and the increased fees in FY26 is set out below.

Summary of fee framework per annum	2026 \$	2025 \$
Board		
Chair	531,020	513,063
Member	199,846	193,088
Audit Risk and Compliance Committee		
Chair	62,809	60,685
Member	28,549	27,584
Remuneration and Human Resources Committee		
Chair	45,679	44,134
Member	21,126	20,412
Nomination Committee		
Chair	5,710	5,517
Member	5,710	5,517
Investment Committee		
Chair	19,413	18,757
Member	13,703	13,240

8.2 Statutory NED remuneration for FY26

Non-Executive Director remuneration	2026 fees \$	2025 fees \$
Non-Executive Directors		
D Clarke ¹	-	199,525
J Chow	279,784	244,027
S Conry AM	531,020	412,536
K Moses OAM ²	113,384	279,702
G Paramor AO ³	379,868	378,453
K Penrose	263,083	145,225
D Ross	263,226	256,235
D Steinberg ⁴	58,669	-
Total	1,889,035	1,915,702

1 D Clarke concluded his term with the Board on 20 November 2024.
2 K Moses OAM concluded her term with the Board on 20 November 2025.
3 Fees include those payable for his role on the CHC Board and his role on a CH subsidiary Board.
4 D Steinberg commenced with the Board on 25 February 2026.

The maximum aggregate NED fee pool is \$2.5 million, which was approved by securityholders at the 2025 AGM.

9. Additional disclosures

9.1 Securityholdings

KMP securityholdings					
Name	Opening balance at 1 Jul 2025	Stapled securities acquired	Rights and options exercised	Stapled securities sold	Closing balance at 30 Jun 2026
Directors of Charter Hall Limited					
<i>Ordinary stapled securities</i>					
S Conry AM	33,988	-	-	-	33,988
J Chow	10,000	-	-	-	10,000
K Moses OAM ¹	23,137	-	-	-	-
G Paramor AO	14,300	-	-	-	14,300
K Penrose	9,780	-	-	-	9,780
D Ross	17,500	-	-	-	17,500
D Steinberg ²	-	10,000	-	-	10,000
Managing Director					
D Harrison	1,601,008	-	406,681	-	2,007,689
Other Reported Executives					
A Clarke	-	-	-	-	-
S McMahon	288,606	-	67,400	-	356,006

1 K Moses OAM concluded her term with the Board on 20 November 2025.
2 D Steinberg commenced with the Board on 25 February 2026.

9.2 Performance rights and option plan details

Performance rights and service rights outstanding under the PROP

Performance rights			
Financial year of grant	Securities	Exercise price	Vesting conditions
2022	5,000,000	Nil	Performance conditions
2023	396,332	Nil	OEPS and relative performance criteria
2024	977,078	Nil	OEPS and relative performance criteria
2025	1,036,782	Nil	OEPS and relative performance criteria
2026	773,020	Nil	OEPS and relative performance criteria
Total performance rights outstanding	8,183,212		
Service rights			
Financial year of grant	Securities	Exercise price	Vesting conditions
2021	61,955	Nil	Voluntary Deferred STI
2022	60,943	Nil	Voluntary Deferred STI
2023	23,061	Nil	Voluntary Deferred STI
2025	96,800	Nil	Service conditions – Deferred STI
2026	153,653	Nil	Service conditions - Deferred STI
2026	8,244	Nil	Service Conditions
Total service rights outstanding	404,656		

Consolidated statement of comprehensive income

For the year ended 30 June 2026

		Charter Hall Group		Charter Hall Property Trust Group	
	Note	2026	2025	2026	2025
		\$'m	\$'m	\$'m	\$'m
Income					
Funds management revenue	4	556.7	544.9	69.4	29.0
Net gain on investments at fair value through profit or loss	2	254.6	128.0	173.7	130.7
Total income		811.3	672.9	243.1	159.7
Employee costs	5	(235.8)	(185.6)	–	–
Development costs		–	(2.1)	–	–
Administration and other expenses	5	(36.9)	(33.7)	(3.8)	(4.5)
Depreciation and amortisation expenses	5	(8.9)	(8.3)	–	–
Operating profit/(loss)		529.7	443.2	239.3	155.2
Share of net profit from equity accounted investments		–	14.8	–	–
Net gain/(loss) on sale of investments		–	–	(0.1)	–
Other gains/(losses)		–	(1.4)	–	–
Profit/(loss) before financing and income taxes		529.7	456.6	239.2	155.2
Finance costs		(33.3)	(27.5)	(38.5)	(44.1)
Net gain/(loss) on derivatives		(14.3)	(9.2)	(14.3)	(9.2)
Profit/(loss) before income taxes		482.1	419.9	186.4	101.9
Income tax expense	6	(54.2)	(92.2)	–	–
Profit for the year		427.9	327.7	186.4	101.9
Profit for the year attributable to:					
Equity holders of Charter Hall Limited		241.5	225.8	–	–
Equity holders of Charter Hall Property Trust		186.4	101.9	186.4	101.9
Profit attributable to stapled securityholders of Charter Hall Group		427.9	327.7	186.4	101.9
Profit for the year		427.9	327.7	186.4	101.9

For the year ended 30 June 2026

		Charter Hall Group		Charter Hall Property Trust Group	
	Note	2026	2025	2026	2025
		\$'m	\$'m	\$'m	\$'m
Profit for the year		427.9	327.7	186.4	101.9
Other comprehensive income					
<i>Items that may be reclassified to profit or loss</i>					
Exchange differences on translation of foreign operations		(2.4)	1.1	(1.3)	1.1
Changes in the fair value of cash flow hedges		(0.8)	(1.1)	(0.9)	(0.6)
Other comprehensive income/(loss) for the year		(3.2)	–	(2.2)	0.5
Total comprehensive income for the year		424.7	327.7	184.2	102.4
Total comprehensive income for the year is attributable to:					
Equity holders of Charter Hall Limited		240.5	225.3	–	–
Equity holders of Charter Hall Property Trust		184.2	102.4	184.2	102.4
Total comprehensive income attributable to stapled securityholders of Charter Hall Group		424.7	327.7	184.2	102.4
Total comprehensive income for the year		424.7	327.7	184.2	102.4
Basic earnings per security (cents) attributable to:					
Equity holders of Charter Hall Limited		51.1	47.8	n/a	n/a
Equity holders of Charter Hall Property Trust		39.4	21.5	39.4	21.5
Basic earnings per stapled security (cents) attributable to stapled securityholders of Charter Hall Group	8(a)	90.5	69.3	n/a	n/a
Diluted earnings per security (cents) attributable to:					
Equity holders of Charter Hall Limited		50.1	46.9	n/a	n/a
Equity holders of Charter Hall Property Trust		38.7	21.1	38.7	21.1
Diluted earnings per stapled security (cents) attributable to stapled securityholders of Charter Hall Group	8(b)	88.8	68.0	n/a	n/a

The above consolidated statement of comprehensive income should be read in conjunction with the accompanying notes.

2 Investments accounted for at fair value through profit or loss continued

(f) Reconciliation of net assets of associates and joint ventures to fair value

	Charter Hall Office Trust \$'m	Charter Hall Retail REIT \$'m	Charter Hall Prime Office Fund \$'m	Charter Hall Long WALE REIT \$'m
Charter Hall Group				
2025				
Net assets of associate	1,143.9	2,694.2	4,383.2	3,262.5
Group's share in %	15.7%	9.3%	4.8%	10.7%
Group's share in \$	180.0	250.6	211.3	349.1
Market price difference	—	(42.0)	(0.2)	(37.9)
Fair value	180.0	208.6	211.1	311.2
Movements in fair values:				
Opening balance	224.2	176.5	233.9	247.9
Investment	2.0	—	—	—
Net fair value adjustment	(46.2)	32.1	(22.8)	63.3
Closing balance	180.0	208.6	211.1	311.2

	Charter Hall Office Trust \$'m	Charter Hall Retail REIT \$'m	Charter Hall Prime Office Fund \$'m	Charter Hall Long WALE REIT \$'m
Charter Hall Property Trust Group				
2025				
Net assets of associate	1,143.9	2,694.2	4,383.2	3,262.5
Group's share in %	15.7%	9.3%	3.7%	10.7%
Group's share in \$	180.0	250.6	162.4	349.1
Other movements	—	(42.0)	(0.2)	(37.9)
Fair value	180.0	208.6	162.2	311.2
Movements in fair values:				
Opening balance	224.2	176.5	179.7	247.9
Investment	2.0	—	—	—
Net fair value adjustment	(46.2)	32.1	(17.5)	63.3
Closing balance	180.0	208.6	162.2	311.2

(g) Commitments and contingent liabilities of associates, joint ventures and unconsolidated subsidiaries

The Group's associates, joint venture entities and unconsolidated subsidiaries may enter into contracts for the acquisition, construction and development of properties in Australia. Group's share of the commitments in relation to such contracts are \$255.4 million (30 June 2025: \$133.9 million). These commitments have not been recognised in the consolidated financial statements.

3 Investments accounted for using the equity method

At 30 June 2025 the 50% interest in Paradise Investment Management (PIM) was disclosed as an investment accounted for using the equity method with a carrying value of \$148.0 million. PIM is incorporated and operates in Australia and its principal activity is Funds management. PIM has a 30 June year end. Refer to Note 30 (c) for accounting policy information relating to joint ventures. At 30 June 2026 the investment is accounted for as an investment accounted for at fair value through profit or loss with the Group being classified as an investment entity. Refer to Note 21 for disclosures related to PIM as at 30 June 2026.

16 Derivative financial instruments

	Charter Hall Group		Charter Hall Property Trust Group	
	2026	2025	2026	2025
	\$'m	\$'m	\$'m	\$'m
Current assets				
Cross-currency interest rate swaps - cash flow hedge and fair value hedge	2.6	3.1	2.6	3.1
Interest rate swaps - fair value through profit and loss	6.4	1.6	6.4	1.6
	9.0	4.7	9.0	4.7
Non-current assets				
Cross-currency interest rate swaps - cash flow hedge and fair value hedge	14.8	29.6	14.8	29.6
Interest rate swaps - fair value through profit and loss	–	0.8	–	0.8
	14.8	30.4	14.8	30.4
Non-current liabilities				
Interest rate swaps - fair value hedge	29.4	24.0	29.4	24.0
Interest rate swaps - fair value through profit and loss	–	1.8	–	1.8
	29.4	25.8	29.4	25.8

Key valuation assumptions used in the determination of the fair value of derivative financial instruments and the Group's valuation policy are disclosed Note 21(c).

The Group has entered into interest rate swap agreements totalling \$250.0 million (2025: \$nil) under which it receives interest at fixed rates and pays interest at floating rates on matching notional principal amounts. The interest rate swaps allow the Group to economically convert fixed-rate borrowings into floating-rate borrowings. The latest maturity date is March 2033.

Hedge accounting has not been applied to the interest rate swap agreements. Accordingly:

- net interest settlements under the swap agreements are recognised in finance costs as incurred; and
- changes in the fair value of the swap agreements are recognised in profit or loss within net gain/(loss) on derivatives.

Although hedge accounting has not been applied, the interest rate swap agreements are entered into as part of the Group's interest rate risk management activities and economically offset changes in the fair value of the related fixed-rate borrowings.

17 Reserves

	Charter Hall Group		Charter Hall Property Trust Group	
	2026	2025	2026	2025
	\$'m	\$'m	\$'m	\$'m
Business combination reserve	(52.0)	(52.0)	–	–
Security-based benefits reserve	45.5	50.4	–	–
Cash flow hedge reserve	1.1	1.9	1.1	2.0
Foreign currency basis reserve	(0.2)	(0.2)	(0.2)	(0.2)
Other reserves	19.8	3.0	(0.2)	1.1
	14.2	3.1	0.7	2.9
Charter Hall Limited	13.5	0.2	–	–
Charter Hall Property Trust	0.7	2.9	0.7	2.9
	14.2	3.1	0.7	2.9

(a) Business combination reserve

This reserve relates to the reverse acquisition at the initial public offering (IPO) in 2005. This is the amount that relates to the investment in CHH that is not eliminated by paid-in capital. No goodwill is recognised as this transaction is the result of a reverse acquisition.

(b) Security-based benefits reserve

The security-based benefits reserve is used to recognise the fair value of rights and options issued under the Performance Rights and Options Plan (PROP).



Responsibilities

The directors of Charter Hall Limited are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the Corporations Act 2001. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Ernst & Young

AP

Andrew Price
Partner
Sydney
21 August 2026

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