ADVISORY BOARD CHARTER

1.0. PURPOSE & SCOPE

The Advisory Board ("Board") of Glad Group ("GG") is established to provide strategic advice and guidance on matters pertaining to GG's operational and financial performance, business strategies, and investment opportunities. The Board shall convene monthly to review key performance indicators and provide insights and recommendations aimed at enhancing GG's overall business objectives.

2.0. MEMBERSHIP

The Advisory Board shall consist of the following members:

- Mr. Chris O'Donnell, represented by CNN Advisory Pty Ltd, who shall serve as a specialist advisor.
- Mr Paul Kamper
- Mr Doug Henry

Overseen by the Executive Chairman, Mr Nick Iloski.

3.0. RESPONSIBILITIES

The Advisory Board shall undertake the following responsibilities:

- Review management-prepared papers three days prior to each monthly meeting.
- Attend monthly meetings.
- Monitor and evaluate GG's operational performance, financial performance against budget, contract performance, work winning initiatives, sustainability efforts, cash flow management, bank covenant compliance, risk register, legal and insurance matters, and human capital strategies.
- Review and provide feedback on GG's business plan.
- Advise on new business strategies and specific investment opportunities.
- Provide general advice and mentoring as required, through in-person meetings, phone calls, Zoom, or emails.
- Attend external client meetings as required.
- Each Board member is to formalise their own agreement with GG regarding additional availability outside monthly Advisory Board meetings and their compensation as Board Members.
- All Board members shall report directly to Mr. Nick Iloski.

4.0. FEES, TERM, RENEWAL & TERMINATION

GG shall compensate Board members in accordance with their individual agreements and availability to provide additional support as outlined above.

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Each Board Member shall agree to their own term, extension options, renewal and termination rights and obligations.

5.0. CONFIDENTIALITY

Board members shall maintain strict confidentiality regarding GG's proprietary information and discussions held during Advisory Board meetings and obtained in other day to day dealings.

6.0. AMENDMENTS

Any amendments to this Charter shall require mutual agreement between GG and all active Board members.

Authorised by:

Kiri Chase
Head of People & Culture

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