People, Remuneration and Nomination Committee Charter

30/06/2026

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1. Purpose and Responsibilities

The Committee is an advisory committee of the Board unless otherwise delegated. Its recommendations to the Board enable it to fulfil its responsibilities, including:-

- Review and oversee the selection and appointment practices as they pertain to employees;
- Review and oversee the plan for future leaders, to ensure they are properly developed to provide sufficient succession for key positions;
- Review and recommend the remuneration strategy, including the performance objectives and outcomes for the Executive, including incentive outcomes;
- Engage Remuneration Consultants as required, and ensure compliance with the Corporations Act 2001, in particular, Part 2D.8.
- Oversee and recommend to the Board a formal process for the periodic evaluation of the performance of the Board, its Committees and individual Directors;
- Review the composition of the Board, having regard to independence, performance and succession planning, to ensure it is able to discharge its responsibilities;
- Review the term of individual directors, and make any recommendations for change, considering the Company's Policy and Procedure for the Selection and (Re) Appointment of Directors;
- Review the Board skills matrix to identify gaps to inform succession planning and director recruitment;
- Oversight and recommendation of the Company's Belonging Statement; and
- Review and recommendation of any statutory remuneration reporting.

2. Reporting to the Board

The Committee will report to the Board:-,

a) on all matters relevant to the Committee's responsibilities as set out in this Charter following each meeting; and
b) at least annually, on:
    i. the results of the Committee's review of this Charter; and
    ii. the Committee's operation and composition.

3. Membership

The Committee shall comprise at least three Non Executive Directors, a majority of whom are independent. The Chair will be an independent Non Executive Director and may be the Chair of the Board.

The Company Secretary will be the secretary of the Committee.

4. Review of Charter

The Committee will review this Charter at least annually and will recommend any updates to the Board for approval (if any).

5. Charter history

7 July 2022	Charter adopted
30 June 2026	Last reviewed

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