



People, Remuneration and Nomination Committee Charter

28/08/2023



Contents Page

1. Purpose and Responsibilities	1
2. Reporting to the Board	1
3. Review of Charter	1
4. Charter history	1

1. Purpose and Responsibilities

The Committee is responsible to the Board and, where appropriate must make recommendations to the Board to enable it to fulfil those responsibilities, the substance of which are:-

- Review and advise on the selection and appointment practices of the Company as they pertain to employees;
- Review and advise on the plan for future leaders, to ensure they are properly developed so that they are able to provide sufficient succession for key positions;
- Review and recommend the remuneration strategy;
- Engage Remuneration Consultants as required, and ensure compliance with the Corporations Act 2001, in particular, Part 2D.8.
- Evaluate the performance of the Board including its committees and individual members;
- Review the composition of the Board to ensure it adequately discharges 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 and assess necessary or desirable director competencies;
- Oversight and recommendation of the Company's Diversity policy; and
- Review and recommendation of any statutory remuneration reporting, including any audited Remuneration Report.

2. Reporting to the Board

The Committee will report to the Board, at least annually, on the following:

- a) all matters relevant to the Committee's role and responsibilities as set out in this Charter;
- the results of the Committee's review of this Charter; and
the Committee's operation and composition.

3. Review of Charter

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

4. Charter history

7 July 2022	Charter adopted
28 August 2023	Last reviewed

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