

NWL Board Charter

Netwealth Group Limited ACN: 620 145 404

Netwealth Group Limited

Approved and adopted by:

- Netwealth Group Limited (ABN 84 620 145 404) on 30 August 2023

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1.0 Introduction

The Board of Netwealth Group Limited (**NWL, Netwealth**) has adopted this Board Charter (**Charter**) to outline the manner in which its constitutional powers and responsibilities will be exercised and discharged, having regard to principles of good corporate governance and applicable laws.

This Charter includes an overview of:

- Board composition and process; and
- The relationship and interaction between the Board of NWL, the Board of Netwealth Investments Limited (**NIL**) and other NWL subsidiaries, Board Committees and management.

This Charter and the charters adopted by the Board for its standing Committees have been prepared and adopted on the basis that strong corporate governance can add to the performance of NWL, create shareholder value and engender the confidence of the investment market.

This Charter is to be reviewed by the Board as required and at least annually.

2.0 Board composition

2.1 Board composition and size

- Directors are appointed by the Board and are elected or re-elected by the shareholders. Non-Executive Directors are engaged through a letter of appointment.
- The Board, together with the Nomination Committee, determines the size and composition of the Board, subject to the terms of NWL's Constitution.
- It is intended that the Board should comprise a majority of independent Non-Executive Directors and of Directors with a broad range of skills, expertise and experience from a diverse range of backgrounds.
- The Board, together with the Nomination Committee, will review the skills, experience, expertise and diversity represented by Directors on the Board and determine whether the composition and mix remain appropriate for NWL's strategy. The Board and Nomination Committee will have regard to this review when considering Board succession planning.

2.2 Director independence and tenure

- The Board only considers a Director to be independent where the Director is free of any interest, position, association or relationship that might influence, or might reasonably be perceived to influence, in a material respect their capacity to bring independent judgment to bear on issues before the Board, and to act in the best interests of NWL and its shareholders generally. The Board considers the factors relevant to independence of a Director based on those set out in Box 2.3 of the ASX Corporate Governance Principles

and Recommendations (4th edition) (see Appendix A – Independence of Directors – Requirements and Guidelines).

- The Board does not believe that it should establish an arbitrary limit on tenure for NWL Board members. While tenure limits can help to ensure that there are fresh ideas and viewpoints available to the Board, they hold the disadvantage of losing the contribution of Directors who have been able to develop, over a period of time, increasing insight in the Company and its operation and therefore, an increasing contribution to the Board as a whole. Accordingly, tenure is just one of the many factors that the Board considers when assessing the independence and ongoing contribution of a Director in the context of the overall Board process.
- The Board regularly reviews the independence of each Non-Executive Director in light of information relevant to this assessment as disclosed by each Non-Executive Director to the Board.

3.0 Board role and responsibilities

3.1 Board role

The Board's role is to:

- Represent and serve the interests of shareholders by overseeing and appraising NWL's strategies, policies and performance. This includes overseeing the financial and human resources NWL has in place to meet its objectives and reviewing management performance;
- Protect and optimise NWL's performance and build sustainable value for shareholders in accordance with any duties and obligations imposed on the Board by law and NWL's Constitution, and within a framework of prudent and effective controls that enable risk to be assessed and managed;
- Set, review and monitor compliance with NWL's values and governance framework (including establishing and observing high ethical standards); and
- Ensure shareholders are kept informed of NWL's performance and major developments affecting its state of affairs.

3.2 Board responsibilities

The responsibilities of the Board include:

- Defining Netwealth's purpose and development/approval of corporate strategy, including setting performance objectives and approving operating budgets;
- Demonstrating leadership across the organisation;
- Selecting, appointing and evaluating from time to time the performance of, determining the remuneration of, and planning succession of, the CEO & Managing Director, Executive Director, and their direct reports;

- Evaluating, at least annually, the Group Remuneration Policy against Netwealth's remuneration objectives and structure of remuneration arrangements including performance-based remuneration;
- Reviewing, ratifying and monitoring systems of risk management, internal control and compliance. This includes reviewing procedures to identify the main risks associated with NWL's businesses and the implementation of appropriate systems to manage these risks;
- Evaluating, at least annually, the NWL and subsidiaries of NWL's Risk Management Framework. This evaluation excludes Netwealth Superannuation Services Pty Ltd (NSS) which has a complementary NSS Risk Management Framework that covers its obligations as an APRA regulated entity;
- Monitoring corporate performance and implementation of strategy and policy;
- Developing, reviewing and approving NWL's values, code of conduct and corporate governance policies (including in respect of diversity / measurable objectives) and monitoring corporate culture, governance, setting the tone from the top and alignment of the remuneration policies to these values, codes, policies, the strategy and risk appetite;
- Approving major capital expenditure, acquisitions and divestitures, and overseeing capital management, including approving dividend payments;
- Monitoring and reviewing management processes aimed at ensuring the integrity and accuracy of financial and other reporting, including accounting, corporate reporting systems and the integrity of the external audit;
- Approving financial reports, profit forecasts and other market reports required at law or under the ASX Listing Rules to be adopted by the Board, including overseeing NWL's process for timely and balanced disclosure of material information;
- Ensuring shareholders are kept informed of NWL's performance and major developments affecting its state of affairs;
- Satisfying itself that an appropriate framework exists for relevant information to be reported by management to the Board and where required, challenging management and holding them accountable;
- Developing and monitoring frameworks to manage workplace mental health and wellbeing, diversity and inclusion, culture, psychological safety, occupational health and safety;
- Developing and monitoring a corporate sustainability framework which promotes a positive environment and social impact through clear, actionable metrics and reporting (including net zero targets and pathways);
- Evaluating, at least annually, the performance of the Board, its Committees and individual Directors in accordance with the process set out in the Board Renewal and Performance Evaluation Policy; and

- Performing other functions as prescribed by law or nominated by the Board from time to time.

3.3 Director responsibilities

- Directors will act at all times with honesty and integrity and will observe the highest standards of ethical behaviour.
- Directors will ensure that no decision or action is taken that has the effect of prioritising their personal interests over the Company's interests.
- Directors will be expected to participate in all induction and orientation programs and any continuing education or training arranged for them.
- The Board collectively, and each Director individually, has the right to seek independent professional advice, subject to the approval of the Chair, or the Board as a whole, which cannot be unreasonably withheld.

4.0 Delegation of duties and powers

4.1 Delegation to Committees

- The Board from time to time establishes Committees to streamline the discharge of its responsibilities.
- The Board adopts a formal charter for each standing Committee setting out the matters relevant to the composition, responsibilities and administration of the Committee.
- The permanent standing Committees of the Board are the Remuneration Committee, Nomination Committee, People and Corporate Sustainability Committee, Audit Committee and the Compliance and Risk Management Committee.
- The Board may also delegate specific functions to ad hoc Committees on an 'as needs' basis.

4.2 Delegation to management

- While the Board retains ultimate responsibility for the strategy and performance of NWL, the day-to-day operation of NWL is conducted by, or under the supervision of, the CEO & Managing Director and Executive Director, as directed by the Board.
- The Board approves corporate objectives for the CEO & Managing Director and Executive Director to work towards and, jointly with the CEO & Managing Director and Executive Director, develops the duties and responsibilities of the CEO & Managing Director and Executive Director.

- The management team (being the CEO & Managing Director, Executive Director and other Executives to whom the management function is properly delegated by the CEO & Managing Director and Executive Director) is responsible for:
 - implementing strategic objectives, plans and budgets approved by the Board;
 - instilling and reinforcing the Board approved values and code of conduct; and
 - operating within the risk appetite set by the Board; and

is accountable to the Board for matters within its delegated authority.

- Management must supply the Board with information in a form, timeframe and quality that will enable the Board to discharge its duties effectively, including the provision of information relating to Netwealth's financial performance, compliance with material legal and regulatory requirements and any conduct that is inconsistent with the values or the code of conduct.
- Directors are entitled to request additional information at any time when they consider it appropriate.

5.0 Board process

5.1 Meetings

- The Board will meet regularly and Directors are expected to use all reasonable endeavours to attend Board meetings in person.
- NWL's Constitution governs the regulation of Board meetings and proceedings.

5.2 The Chair

- The Board will appoint one of its members to be Chair.
- It is intended that the Chair should be an independent, Non-Executive Director.
- The Chair represents the Board to the shareholders and communicates the Board's position.
- The Chair has the following responsibilities:
 - leading the Board;
 - facilitating the effective contribution of all Directors;
 - promoting constructive and respectful relationships between Directors and between the Board and Management; and
 - approving the Board agendas.

5.3 The Company Secretary

- The Board will appoint at least one Company Secretary who is responsible for coordination of all Board business, including agendas, board papers, minutes, communication with regulatory bodies, and all statutory and other filings.
- The Company Secretary is accountable to the Board, through the Chair, on all matters related to the proper functioning of the Board. All Directors will have direct access to the Company Secretary.

Appendix A - Independence of Directors – Requirements and Guidelines

Without limiting the Board's discretion, the Board has adopted the following guidelines to assist in considering the independence of Directors. In general, Directors will be considered to be 'independent' if they:

- Are not employed in an executive capacity by NWL or another group member, or, if they have been previously employed in an Executive capacity by NWL or another group member, there has been a period of at least 3 years between ceasing such employment and serving on the Board;
- Do not receive performance-based remuneration (including options or performance rights) from or participates in an employee incentive scheme that is created following 31 October 2017 (i.e., post the listing of NWL on the ASX). It is noted that the Directors were included in the employee incentive scheme prior to this date when the company was not listed. It has been reviewed and assessed by the Board that this participation does not impact their independence;
- Have not within the last 3 years been a partner, director or senior employee of a provider of material professional services to NWL or another group member;
- Have not within the last 3 years been in a material business relationship (e.g., as a supplier or customer) with NWL or other group member or an officer of or otherwise associated directly or indirectly someone with such a relationship;
- Are not a substantial shareholder of NWL, or officer of, or otherwise associated directly or indirectly with, a substantial shareholder of NWL;
- Have no material contractual relationship with NWL or another group member, other than as a director of NWL or another group member;
- Do not have close family ties with any person who falls within any of the categories described above;
- Have not been a Director of NWL for such a period that their independence may have been compromised; and

- Are free from any other interest, position, association or relationship that might influence, or reasonably be perceived to influence in a material respect, the Director's capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of NWL and its shareholders generally.

Materiality thresholds

The Board will consider the materiality of the Directors' interests, position, association or relationship for the purposes of determining 'independence' on a case-by-case basis, having regard to both quantitative and qualitative principles. Without limiting the Board's discretion in this regard, the Board has adopted the following guidelines:

- The Board will determine the appropriate base to apply (e.g., revenue, equity or expenses), in the context of each situation.
- In general, the Board will consider a holding of 5% or more of NWL's shares to be material.
- In general, the Board will consider an affiliation with a business which accounts for less than 5% of the relevant base to be immaterial for the purposes of determining independence. However, where this threshold is exceeded, the materiality of the particular circumstance with respect to the independence of the particular Director should be reviewed by the Board.
- Overriding the quantitative assessment is the qualitative assessment. Specifically, the Board will consider whether there are any factors or considerations which may mean that the Director's interest, business or relationship could, or could be reasonably perceived to, materially interfere with the Director's ability to act in the best interests of NWL.