

Netwealth Group Limited People and Corporate Sustainability Committee Charter

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Approved and adopted by:

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1. Introduction and standing of the People and Corporate Sustainability Committee

This Charter sets out the functions, structure and responsibilities of the Netwealth Group Limited (NWL) People and Corporate Sustainability Committee (the **PCSC**). The PCSC is a Committee of the Board (**the Board**) and is established by the Board. The PCSC is also a Committee of Netwealth Group Services. This Charter may be amended, and the responsibilities of the Committee may be changed, from time to time by the Board.

The purpose of the Committee is to support and advance NWL's commitment to our people and our corporate social responsibility (**CSR**).

2. Role and responsibilities

There are four pillars to NWL's CSR framework, and the Committee is responsible for overseeing three of these pillars (as set out below). The Committee does not generally oversee the progress of the pillar 'focus on our core business' relating to NWL's annual strategic business goals as this is monitored and tracked by the Board. Other elements of this pillar are overseen where relevant to the role and responsibility of the Committee. The Committee abides by the NWL Continuous Disclosure Policy for all public and ASX disclosures.

The Committee will provide reporting and external updates on the following pillars in accordance with its responsibilities:

- Be genuine and transparent;
- Foster diversity, talent, and wellbeing; and
- Create a positive environment and social impact.

The responsibilities of the Committee are as follows:

- Developing, reviewing, and making recommendations to the Board on NWL's CSR framework;
- Fostering a positive, diverse and inclusive company culture;
- Setting goals, benchmarks and oversee the development of the annual Corporate Sustainability Report and people/culture metrics;
- Monitoring and tracking of NWL's progress against the CSR framework including people/culture metrics to ensure accountability across NWL and progress reports to the Board;
- Consider environment and social impact of NWL's strategy and recommend to the Board improvements, deviation or adjustment as required; and
- Provide input to the Compliance and Risk Management Committee on key risks and controls relating to governance, people, conduct and social / environmental impact as detailed in the NWL and NIL risk registers, and make necessary recommendations.

The Committee will have the support of the Executive, the Corporate Sustainability Working Group, the Impact Committee, the Work, Health and Safety Committee and related departments.

The Committee will oversee the activities of the working groups and will receive regular reports on the following initiatives:

Focus on our core business

- Consider findings from research conducted by third parties (e.g., Investment Trends, Adviser Ratings) and review customer feedback (including NPS scores) and make recommendations from a CSR perspective.

Be genuine and transparent

- Review and recommend to the Board for endorsement CSR external communications to stakeholders (note: updates and regular posts such as progress reporting and regular updates on the CSR public web page is the responsibility of the CFO and who they delegate to);
- Oversee NWL's progress on modern slavery risk management and recommending the annual Modern Slavery Statement to the Boards for approval; and
- Review and recommend to the Board best practice and associated compliance responsibilities regarding corporate sustainability reporting regulations and standards.

Foster diversity, talent & wellbeing

- Monitor business risks and metrics regarding disclosure and representation, workplace mental health and wellbeing, diversity and inclusion, culture, psychological safety, occupational health and safety, environmental and social impacts and other sustainability goals;
- Promote and encourage a diverse workforce across gender, age, ethnicity and thought;
- Monitor and assess NWL's culture to support mental health, psychological safety and wellbeing, promotes individuality and inclusion and fosters employee development; and
- Oversee and promote leadership development and employee potential, including reviewing and assessing recruitment and retention policies and metrics.

Create a positive environmental and social impact

- Promote a positive environment and social impact through clear, actionable metrics and reporting;
- Oversee and recommend to the Board for approval CSR measurements and reporting, including net zero targets and pathways;
- Recommend for approval to the Board of any external experts appointed to assist in the execution of corporate sustainability goals, such as carbon emissions measurement and reporting;

- Oversee volunteering programs, charity initiatives, workplace giving and community partnerships; and
- Recommend to the Board on not-for-profit support and additional donations beyond the budget.

3. Membership of the Committee

It is intended the Committee consists of:

- Two independent NWL Directors, with one who will also be the Chair; and
- The Chief Executive Officer & Managing Director.

Executives from People and Culture, Finance and Risk may attend upon invitation.

4. Information and resources

NWL must provide the Committee with whatever information and resources the PCSC reasonably requires for the purpose of carrying out its functions under this Charter. This includes providing access to relevant employees, contractors and advisers of NWL and its related bodies corporate (including any internal or external auditor appointed to review the Scheme and/or the Compliance Plan). The NWL Chief Financial Officer has overall responsibility for CSR reporting and must report to the Committee on CSR matters as agreed with the Committee from time to time. The Chief People Officer and/or the Chief Risk Officer may also be requested to provide reports which cover matters for which the Committee has responsibility under this Charter. Reports will be made at scheduled Committee meetings or earlier if required.

5. Review

The NWL Board will, at least once in each year, review the performance, membership and charter of the Committee to determine its adequacy for current circumstances and the PCS may make recommendations to the NWL Board in relation to the PCS's membership, responsibilities, functions or otherwise.

6. Administrative matters and procedures

The proceedings of the Committee will be conducted in accordance with provisions set out in Attachment 1.

Attachment 1

Administrative matters and procedures

4.1 Chair

The NWL Board must appoint a Chair of the PCSC (**Chair**) and may terminate that appointment at any time. If no Chair is present at a meeting, the members present may elect a chair for that meeting. The Chair must be an independent Non-Executive Director of NWL, however, it is noted that where the Chair is not available for a meeting, the chair for that meeting is not required to be an independent Non-Executive Director of NWL.

4.2 Frequency of meetings

The PCSC will meet as often as the PCSC members deem necessary in order to fulfil their role. However, it is intended that the PCSC will normally meet at least quarterly in the second month following the end of the quarter.

4.3 Convening and notice of meetings

Any PCSC member may, and the PCSC Secretary must upon request from any member, convene a meeting of the PCSC. Notice will be given to every member of the PCSC, of every meeting of the PCSC. However, there is no minimum notice period and acknowledgement of receipt of notice by all members is not required before the meeting may be validly held. The PCSC Secretary will distribute in advance of the meeting the PCSC agenda and related papers to each of the PCSC members, or any other persons determined by the PCSC. The Chair may adjourn a meeting for any reason, to a place and time as the Chair thinks fit, with the consent of the members present at the meeting.

4.4 Quorum

The quorum for a meeting of the PCSC is at least two members present, either in person or by using any technology.

4.5 Use of technology

A meeting may be held using any technology that permits attendees to hear and be heard by the others attending the meeting.

4.6 Voting at meetings

The PCSC should pursue collective decision making and seek consensus where possible. The PCSC Chair should test consensus and, if a unanimous view cannot be reached, decisions will be based on the majority view. Each PCSC member will have one vote. If an equal number of votes is cast for and against a resolution, the PCSC Chair does not have a casting vote in addition to their vote as a PCSC member, and the resolution is not passed.

4.7 Circulating resolutions – Two or more Directors

The PCSC may pass a resolution without a PCSC meeting being held if all the Directors that are entitled to vote on the resolution sign a document containing a statement that they are in favour of the resolution set out in the document (referred to as a circulating resolution). Separate documents may be used for signing by Directors if the wording of the resolution and statement is identical in each copy. The resolution is passed when the last Director signs.

4.8. Independent advice

The PCSC may seek the advice of the NWL's auditors, solicitors or other independent advisers, consultants, or specialists as to any matter pertaining to the powers or duties of the PCSC or the

responsibilities of the PCSC. The PCSC may obtain that advice at the reasonable expense of NWL. Where appropriate, the PCSC and NWL may arrange for advice to be provided to them jointly.

4.9 Minutes and records

Minutes of meetings of the PCSC must be kept by the PCSC Secretary and, after approval by the PCSC Chair, be presented at the next Board meeting of NWL or the relevant subsidiary. These minutes are retained in Diligent Boards and are available to any Director of the relevant Netwealth entity on request. If applicable, the PCSC must keep records of reports and recommendations and, at the request of the PCSC, the NWL Board(s) must provide assistance to the PCSC in this regard. All minutes are then stored by the Company Secretary.

4.10 Reporting

It is intended that a report of the actions of the PCSC and a copy of the minutes of the PCSC meeting or both will be included in the Board papers for the relevant Board meeting next following a meeting of the PCSC.

The PCSC Chair will provide a brief verbal report to the relevant Board as to any material matters arising out of the PCSC meeting. All Directors may, within the relevant Board meeting, request information of members of the PCSC.

4.11 Disclosure of interests and conflicts

Members of the PCSC must disclose their interests that they may have in a matter being considered, or about to be considered, if their interest could conflict with the performance of their duties.