



The College of Law Limited
ACN 138 459 015

Remuneration Committee Charter

October 2012
Revised March 2016¹
Revised May 2017
Revised May 2018
Revised October 2021
Revised July 2024
Revised April 2025
Revised October 2025

¹ Incorporation of a new standing agenda, updated secretariat duties and reporting to the Board and circular resolution administration.

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1. Introduction

- 1.1. The Remuneration Committee ("Committee") is established under article 8.10 of the Company's Constitution.
- 1.2. The Board of Governors ("Board") continuously reviews current trends and best practice in relation to corporate governance. The primary function of the Remuneration Committee is to assist the Board to fulfil its corporate governance and oversight responsibilities relating to:
 - overall remuneration philosophy in relation to compensation, bonuses, incentives and remuneration generally
 - remuneration issues related to the Chief Executive Officer
 - remuneration issues related to senior executive officers reporting to the Chief Executive Officer as part of the Executive Committee
 - remuneration issues related to the Non-Executive Governors of the Board and the responsibilities of the Board with respect to them to the Annual General Meeting of members.
- 1.3. The Committee is not a policy making body but assists the Board by implementing Board policy.
- 1.4. This Charter sets out the responsibilities delegated by the Board to the Committee and details the manner in which the Committee will operate.

2. Responsibilities

Overall remuneration philosophy

- 2.1. To determine overall remuneration philosophy to ensure policies, practices and performance indicators are aligned to the Board's vision, values and overall business objectives and are appropriately designed to:
 - motivate the College's staff and its Chief Executive Officer to pursue the long-term growth and success of the College, and
 - demonstrate a clear relationship between the achievement of the College's objectives and the performance and remuneration of the Chief Executive Officer and the staff
- 2.2. When required, review the Chief Executive Officer's approach to remuneration of staff, including management approaches to the enterprise bargaining process and the Enterprise Agreement and provide advice as to the development and refinement of these approaches.
- 2.3. To ensure that the approach to staff remuneration is aligned with market trends while taking into consideration internal and external factors such as financial performance of

² Incorporation of a new standing agenda, updated secretariat duties and reporting to the Board and circular resolution administration.

³ Insert additional wording to 2.3 to expand considerations for approach to staff remuneration

⁴ Provide clarification to the role of the Committee regarding the enterprise bargaining process, add an additional meeting in July, updating titles etc.

⁵ Updated to allow for the appointment of external consultants

the company and industry trends.

Remuneration issues related to the Chief Executive Officer

- 2.4. To review with the Chairman of the Board, the remuneration of the Chief Executive Officer, within the terms of the employment contract, and make recommendations annually to the Board.
- 2.5. To monitor and review the Chief Executive Officer's performance indicators for the determination of annual bonus components, if any.
- 2.6. To review with the Chair of the Board any incentive plans or ex gratia payment to the Chief Executive Officer as well as the ratio of fixed to incentive-based components and make recommendations to the Board for approval.

Remuneration issues related to the Executive Committee

- 2.7. To review with the Chief Executive Officer the remuneration of members of the Executive Committee, within their terms of employment contract, on an annual basis.
- 2.8. To monitor and review performance indicators of members of the Executive Committee for the determination of annual bonus components.
- 2.9. To review with the Chief Executive Officer any incentive plans or ex gratia payments to members of the Executive Committee and other executives (as determined by the Chief Executive Officer and Remuneration Committee) as well as the ratio of fixed to incentive-based components and make recommendations to the Board for approval.

Remuneration issues related to the Non-Executive Governors of the Board and the responsibilities of the Board with respect to them to the Annual General Meeting of members.

- 2.10. To review and make recommendations to the Board on the remuneration for Non-Executive Governors. In making its recommendation the Committee should consider:
 - Non-Executive Governors should normally be remunerated by way of fees, in the form of cash and superannuation; they should not normally participate in schemes designed for the remuneration of executives
 - Non-Executive Governors should not receive options or bonus payments
 - Non-Executive Governors should not be provided with retirement benefits other than superannuation.

Generally

- 2.11. In discharging their responsibilities, the Committee members have a duty to act in the best interests of the College as a whole, irrespective of personal, professional, commercial or other interests, loyalties or affiliations.

3. Administration Matters

Composition and Term

- 3.1. The Remuneration Committee is a committee of the Board.
- 3.2. The Committee will include at least three members, all of whom will be non-executive Governors. In addition there may be at least one external consultant on the Committee who is not a non-executive Governor
- 3.3. The Board will nominate Committee members including any external consultants .
- 3.4. The Chair of the Remuneration Committee will be nominated by the Board from time to time and must be a non-executive Governor.
- 3.5. Appointments to the Committee with respect to Non-Executive Governors will be

ongoing unless otherwise determined by the Board.

- 3.6. Appointments to the Committee with respect to External consultants will be for a term of three years unless otherwise determined by the Board.
- 3.7. The duties and responsibilities of Non-Executive Governor members of the Committee will be in addition to those duties set out for a Governor of the Board

Meetings

- 3.8. The Committee will hold meetings at least twice a year and additionally as it considers necessary.
- 3.9. A quorum will be the smallest number greater than half the members.
- 3.10. Meetings of the Committee may be held face-to-face or through any technological means by which members can participate in a discussion.
- 3.11. The notice and agenda of meetings will include relevant supporting papers, as appropriate.
- 3.12. The Committee may invite any such other persons to attend as it sees fit, and consult with other persons or seek any information it considers necessary, to fulfil its responsibilities.
- 3.13. The Secretary of the Committee shall be the Secretary of the Company or such other person as nominated by the Board.

Minutes

- 3.14. The proceedings of all meetings will be minuted with the draft minutes provided to the Chair for review within 7 days of the meeting and circulated to Committee members within 14 days of each meeting.

Reporting to the Board on Delegated Authority

- 3.15. Minutes of Committee meetings will be the primary means of reporting to the Board on how the Committee has discharged its duties and delegated authority as detailed in this Charter.
- 3.16. The Company Secretary on behalf of the Committee will ensure the Minutes of Committee meetings are included in the Board papers for the information of Governors.
- 3.17. The Chair of the Committee may also make an oral report to the Board if required.

4. Signed document passing a resolution of the Committee

- 4.1 The Committee may pass a resolution without a Committee meeting being held if each Committee member entitled to vote on the resolution sign a document containing they are in favour of the resolution set out in the document. Separate copies of a document may be used for signing by the Committee (a photo, scanned copy, facsimile copy or the original is acceptable) and the resolution is passed when the last Committee member signs.

5. Review of Charter

- 5.1. The Committee should review its charter annually to provide assurance that it remains consistent with the Board's objectives and responsibilities.
- 5.2. The Board approves or further reviews the Charter.