

AIC MINES LIMITED

ACN 060 156 452

REMUNERATION AND NOMINATION COMMITTEE CHARTER

This charter governs the operation of the Remuneration and Nomination Committee (**Committee**).

References to “Company” are to AIC Mines Limited and where applicable, all wholly owned subsidiaries within the Group.

Role

The role of the Committee is to assist the Board in fulfilling its objective to ensure the Company has:

- effective policies, processes, and practices for appropriately attracting, remunerating and retaining staff, executives and Directors who will add value to the Company;
- reward programs which are fair and responsible and in compliance with principles of good corporate governance, the ASX Listing Rules and the Corporations Act.

The role of the Committee also includes making recommendations to the Board in relation to:

- the recruitment, retention, termination arrangements, and the policies and procedures for the Executive Directors and the Non-Executive Directors.
- the necessary and desirable competencies of directors, the review of Board succession plans, and the appointment and re-election of Directors and the Company Secretary.

Composition

The Committee shall comprise the full Board of Directors (excluding the Managing Director) until such time as the activities and/or size of the Company warrant the creation of a separate Committee comprising only some of the Directors.

Operation

The Committee will meet at least annually, with other meetings to be held as required.

Committee meetings will be governed by the same rules in the Company’s constitution, as apply to meetings of the Board.

At the discretion of the Chair, having regard to the nature of the agenda, relevant members of management may be invited to attend meetings or parts of meetings.

The Committee shall keep minutes of its meetings and shall report to the Board with respect to its activities.

Responsibilities

The following shall be the principal duties and responsibilities of the Committee in respect of Remuneration:

Salaries

- review overall remuneration philosophy, strategy, plans, policies and practices (including performance management methodology) for the recruitment, retention and termination of Company executives. The Committee shall ensure there is a clear link between executive performance and remuneration, balancing salaries with variable rewards to reflect short and long term performance of the executives and the Company.
- review and recommend the proposed remuneration package of the Chief Executive Officer and Executive Directors.
- review and approve the Chief Executive Officer’s recommendations in regard to proposed remuneration packages of executives reporting directly to the Chief Executive Officer or to an Executive Director.

Responsibilities (Continued)

Short Term Variable Rewards – Bonus/Incentive

- review incentive/bonus plans on a regular basis to ensure they comply with legislation, regulatory requirements and reflect industry standards.
- review and recommend the proposed performance measures and targets for the Executive Directors and the Chief Executive Officer.
- review the performance measures, targets and incentive/bonus opportunity for those executives who report directly to the Executive Director or the Chief Executive Officer, and the actual level of incentive/bonus payments at the end of the measurement period.
- review the functioning of incentive/bonus plans to ensure their overall effectiveness in meeting Company objectives.

Employee Equity Plans

- review plan designs on a regular basis to ensure they comply with legislation and regulatory requirements and reflect industry standards.
- approve participants in employee equity plans.
- approve the total level of award under the plans and the level of participation in the plans.
- review functioning of equity plans to ensure overall effectiveness (including cost and tax impacts) in achieving Company objectives.

Remuneration for Non-Executive Directors

- review and recommend the remuneration structure for the Non-Executive Directors of the Company whether by way of annual fees, committee fees and/or retirement benefits.
- in determining the fees to be paid, Non-Executive Directors shall not be eligible for inclusion in any Short Term Incentive Plans.

Termination Agreements

Review and approval of the proposed termination payments and arrangements, in respect of the Chief Executive Officer and/or any Executive Director prior to such an appointment. Termination payments in respect of other company executives reporting to the Chief Executive Officer or Executive Director shall be reported to the Committee at its next meeting.

Reporting of Remuneration

Review and approval of reporting of Executive and Director remuneration details and practices to ensure disclosure meets the requirements of the Corporations Act and the ASX Listing Rules, and is in accordance with good corporate governance practices.

The following shall be the principal duties and responsibilities of the Committee in respect of Nomination:

- to implement processes to assess the necessary and desirable competencies of Board members including, experience, expertise, skills and performance of the Board and its committees;
- to provide new Directors with an induction to the Company;
- without detracting from the obligation of all Directors to remain abreast of matters that enable them to properly discharge their duties as directors, to provide all Directors with access to ongoing education relevant to their position in the Company;
- advise on new appointments and assist with selection of new Board members;
- provide a succession plan for Directors;

Responsibilities (continued)

- evaluate the performance of the Executive Directors; annually evaluate the effectiveness of the Board and to facilitate the assessment of Directors fulfilling their responsibilities in a manner that serves the interests of shareholders;
- annually prepare a list of individuals recommended for nomination for election or re-election to the Board at the annual meeting of shareholders;
- before recommending an incumbent, replacement or additional Director, review his or her qualifications, including capability, availability to serve, conflicts of interest, character and other relevant factors;
- assist in identifying, interviewing and recruiting candidates for the Board;
- annually review the composition and performance of each committee and present recommendations for committee memberships to the Board as needed;
- establish measurable objectives for achieving overall and gender diversity.

With regards to establishing measurable objectives for achieving overall and gender diversity, the Committee will have the responsibility of assessing the measurable objectives for achieving overall and gender diversity and will report in the Company's annual Corporate Governance Statement, on the Company's progress in achieving them. In its annual Corporate Governance Statement, the Committee will be responsible for the disclosure around:

- the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- the progress towards achieving them.

As a part of this disclosure in the Corporate Governance Statement, the Committee will also disclose the proportion of:

- female to male employees in the whole organisation;
- females to males in senior executive positions; and
- females to males on the Board.

Authority of the Committee

The Committee has the authority to:

- obtain independent professional or other advice in the fulfilment of its duties at the Company's cost; and
- obtain such resources and information from the Company in the fulfilment of its duties as it may reasonably require.

Review of Committee Performance

The Committee will annually revisit its objectives and duties and evaluate the effectiveness of its performance.

The approval of the Board is required for any amendment to the Committee charter.

Issue Date:	20/06/2023
Owner:	Company Secretary
Approver:	The Board