

JUNE 2026

People, Performance and Culture Committee Charter



Purpose

1. The People, Performance and Culture Committee (**PPCC**) assists the Board in overseeing Chorus' people, culture and related policies and strategies.

Membership

2. A majority of the members of the PPCC (including the Chair) must be independent.
3. The PPCC must have at least three Directors as members. A quorum for the PPCC is two members.

Role

4. The PPCC's role is to:
 - review people and remuneration strategies, structures and policies
 - approve annual remuneration increase approach and budget
 - review candidates for, and the performance and remuneration of, the CEO
 - review the CEO's recommendations on the appointment or termination of the CFO (or equivalent) and the General Counsel, and make recommendations to the Board
 - approve the appointment of the CEO's other Executive direct reports
 - approve the CEO's Executive direct reports' terms and conditions of employment (and any variation) including any retention and redundancy or exit packages
 - review the CEO's performance evaluation of her/his Executive direct reports
 - endorse the diversity, equity and inclusion framework and oversee its effectiveness, including through annual reporting and assessment
 - review reports from management regarding Chorus' culture, engagement, talent and succession as well as employee wellbeing
 - oversee recruitment, retention and termination policies and procedures for senior management

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- recommend Executive (including CEO) incentive remuneration plans/policies to the Board, and
- review non-executive Director remuneration.

Procedure

5. The PPCC meets four times per year and as required.
6. The Chief People Officer attends¹ all PPCC meetings at the invitation of its Chair (but may be asked to leave at any time).

Responsibilities and Powers

7. The responsibilities and powers delegated to the PPCC by the Board are set out in the Schedule.

Ownership and Review

Reviewer:	People, Performance & Culture Committee
Ownership:	Chief People Officer
Review:	At least every two years

¹ Except for those meetings held without Management present.

Schedule: PPCC Responsibilities and Powers

Remuneration, Policies & Procedures	
1	Approving annual remuneration increase approach and budget.
2	Annually reviewing remuneration practices to ensure consistency with Board policy.
3	Reviewing Chorus' people and remuneration strategies, structures and policies and recommending any changes to the Board ² .
4	Overseeing recruitment, retention and termination policies and procedures for the CEO and Executive direct reports.
CEO	
5	Meeting with the Board and the Board Chair to discuss the CEO's performance and remuneration.
6	Annually reviewing and making recommendations to the Board in respect of the: • key performance objectives to be set for the CEO • CEO's performance against her/his key performance objectives, and • CEO's remuneration, any proposed changes, and any other variation of the CEO's terms of employment.
7	Recommending to the Board candidates to be appointed as CEO.
Executives Remuneration Incentive Plans	
8	Reviewing the CEO's recommendations on the appointment or termination of the CFO and General Counsel, and making recommendations to the Board.
9	Approving, on the recommendation of the CEO, the appointment of the CEO's other Executive direct reports.
10	Approving, on the recommendation of the CEO, the CEO's Executive direct reports' terms and conditions of employment (including any variation) including any redundancy or exit packages.
11	Reviewing the CEO's performance evaluation of her/his Executive direct reports.
12	Making recommendations (including proposing amendments) to the Board with respect to: • Executive (including CEO) incentive plans; • other employee benefits (including superannuation).
13	Administering ³ Executive incentive plans:

² The Audit and Risk Management Committee reviews remuneration incentive arrangements, and reviews and approves performance objectives and measures for key internal audit personnel.

³ Including setting performance measures.

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	• under the terms of those plans, or • within the powers otherwise delegated by the Board.
14	Overseeing management succession planning and development for agreed key roles at least annually, including reviewing the CEO's report regarding development and succession planning for her/his Executive direct reports.
Diversity, equity and inclusion	
15	Developing diversity, equity and inclusion within Chorus.
16	Annually recommending to the Board the measurable objectives to be set for achieving diversity, equity and inclusion (including gender diversity) for: • Chorus as a whole • senior managers, and • the Board.
17	Annually: • evaluating Chorus' performance with respect to its diversity, equity and inclusion policy • assessing the measurable objectives set for achieving diversity, equity and inclusion and progress toward achieving them • setting gender pay and ethnic pay objectives, and • making recommendations to the Board.
18	Annually reviewing and reporting to the Board on (amongst other indicators) the proportion of women and men in Chorus (including as a whole, senior managers and Chorus' Board).
19	Ensuring appropriate diversity, equity and inclusion disclosures are made in Chorus' annual reporting.
20	Annually reviewing and reporting to the Board on gender pay gaps and ethnic pay gaps and progress towards Board objectives
Non-executive Director Remuneration	
21	Annually reviewing non-executive Director remuneration and recommending any changes to the Board.