

Audit, Risk and Sustainability Committee Charter

Charter

What is the purpose of this Charter?

This Charter describes the Audit, Risk and Sustainability Committee's (**Committee**) role as a committee of the Board.

This Charter has been approved by the Board. It may be reviewed and amended by the Board at any time.

The Committee will review this Charter at least every two years to ensure that it appropriately documents, and assists the Committee to perform, its role.

What is the Committee's role?

The Committee will assist the Board to fulfil its responsibilities to oversee the operation of PWR's financial, risk management and sustainability frameworks and the external audit function.

What are the Committee's responsibilities?

External reporting

Oversee the external reporting process.

Review the adequacy of PWR's accounting policies and principles and any significant estimates and judgments adopted by management in the preparation of external reports.

Review representations made by management in relation to external reporting, including declarations from the CEO and the CFO about financial statements as recommended in the ASX Recommendations.

Review the processes used by management to monitor and ensure compliance with laws, regulations and other requirements relating to the preparation of accounts and external reports.

Review information from external auditors that may affect the quality of financial reports.

Recommend to the Board whether external reports should be approved.

Interview or otherwise obtain information from management in relation to:

- any changes in accounting policies or their application during the reporting period;
- whether the methods chosen by management are consistent with relevant accounting standards;
- the methods used to account for unusual transactions, for which there may be no specific accounting standard, including management's reasoning in determining that method; and
- the method and process used in making material estimates and judgments, including management's reasoning in determining that method.

External audit

Review the adequacy, expertise and independence of the external auditor.

Make recommendations to the Board about the appointment, reappointment or replacement, remuneration, tenure and terms of engagement of the external auditor.

Review the external auditor's engagement and performance annually, having regard to relevant legislative and regulatory requirements.

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Ensure there is unfettered access for the external auditor to raise matters directly with the Board or the Committee, including inviting the external auditor to attend the Committee’s meetings to present the audit plan, discuss audit results and consider the implications of external audit findings.

Ensure that the external auditor attends PWR’s annual general meetings and is available to answer questions from shareholders relevant to the audit.

Regularly review the scope of the external audit to ensure that it covers all material risks and financial reporting requirements.

Monitor management’s responsiveness to, and appropriate and timely resolution of, the external auditor’s findings and recommendations.

Review all representation letters signed by management and satisfy itself that the information provided is complete and appropriate.

At least annually, meet with the external auditor without the presence of management.

Internal control and risk management

Assist the Board in setting the risk management policy and appetite and monitoring whether the business is operating within that policy and appetite, including oversight of material business risks such as cyber security risk.

Review management’s system of risk management and internal control at least annually to ascertain whether it:

- has been designed to effectively manage material business risks; and
- is operating effectively in all material respects in relation to the financial reporting risks.

Oversee any internal audit function and receive reports from the internal auditor.

Review the steps taken by management to monitor and manage all material risks consistent with the strategic objectives, risk appetite and policies approved by the Board.

Ensure PWR has in place appropriate systems and procedures to ensure compliance with all relevant laws, regulations, codes, standards and best practice guidelines.

Review management’s anti-bribery and anti-corruption, fraud control and whistleblower policies.

Review any material insurance matters.

Consider reports concerning material risk events and incidents and oversee management’s processes for ensuring that issues identified are addressed in an appropriate and timely manner.

Ensure appropriate disclosures are made regarding any material exposure PWR has to economic, environmental and social sustainability risks.

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Sustainability

Assist the Board with embedding and communicating PWR's ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance and sustainability as it is relevant to PWR.

The Committee will oversee:

- The establishment of PWR's overall sustainability framework including its environmental, social and governance (ESG) priorities, objectives and strategy with the goal of further integrating sustainability into the Company's strategy and operations;
- Monitor the implementation of the PWR's ESG initiatives; and
- Monitor and assess developments relating to long-term sustainability risks and PWR's response to those risks.

Related party transactions

Review and monitor related party transactions and investments involving PWR and the Directors, including maintaining a register of related party contracts which is reviewed at least annually.

Review and approve all transactions in which PWR is a participant and in which any parties related to PWR (including its officers, Directors, substantial shareholders, their immediate family members and anyone else the Board considers may be considered related parties of PWR) has or will have a direct or indirect material interest.

Approve only those related party transactions that are in the best interests of PWR and its shareholders, after taking into account all available facts and circumstances.

Ensure that PWR complies with all laws and regulations about related party transactions.

Who does the Committee report to?

The Chairman will report to the Board and, if appropriate, make recommendations to the Board after each Committee meeting, concerning matters dealt with by the Committee.

Who are the Committee members?

The Board will appoint at least three non-executive Directors to the Committee and the majority will be independent Directors, one of whom will be appointed by the Board as the Chairman. The Board will ensure that Committee members have the accounting and financial expertise and a sufficient understanding of PWR's industry, to be able to discharge their role effectively.

The Committee's composition will be reviewed on an annual basis by the Board. However, the Board may in its discretion, remove and replace any of the Committee's members at any time.

Can the Committee obtain external advice?

If the Committee considers it necessary or appropriate to do so, it can retain external consultants or advisers to provide advice and/or reports in discharging its responsibilities.

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How are the Committee’s meetings regulated?

The Committee will meet at least four times per year and more frequently if determined appropriate by the Committee or the Board.

The Committee’s meetings will be regulated in accordance with the Constitution.

Administrative support will be provided to the Committee by the Company secretary.

The CEO and CFO may attend any of the Committee’s meetings by invitation.

The external auditor has a standing invite to attend all Committee meetings.

The Committee may invite any Director or senior executive of the Company or any external consultant or adviser to attend the Committee’s meetings.

Definitions	ASX	ASX Limited ACN 008 624 691 or the stock market operated by it, as the context requires.
	ASX Recommendations	The ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations.
	Board	The board of directors of PWR.
	CEO	The chief executive officer of PWR.
	CFO	The chief financial officer of PWR.
	Chairman	The chairman of the Committee.
	Charter	This document as amended from time to time.
	Committee	The audit, risk and sustainability committee of the Board.
	Constitution	The constitution of the Company.
	Director	A director of PWR.
	PWR	PWR Holdings Ltd ACN 105 326 850.

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Document Version Control Table

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Document History

Version	Date Approved	Approver	Description of revision	Internal Distribution	
				Date	Recipient/s
1	2015	Board	Initial	2015	KMP, Executives and Senior Leaders
2	July 2022	Board	Included oversight of ESG	2022	KMP, Executives and Senior Leaders
3	June 2025	Board	Review. No changes	2025	KMP, Executives and Senior Leaders. Website
4	August 2026	Board	Amended to update minimum number of directors to 3 to align with ASX governance recommendations	2026	Website and Internal
5	October 2026	Board	Amendment to include oversight of material risks, including cyber risk	2026	Website and Internal