Identitii Limited
ACN 603 107 044
ASX:ID8

Nomination and Remuneration Committee Charter

Public

Version	2.1
Publication date	2025-05-22
Owner	Nomination and Remuneration Committee
Approver	Board of Directors
Classification	Public

1. Purpose **3**
2. Overview **3**
3. Role of the Committee **4**
3.1. Nomination 4
3.2. Remuneration 4
4. Nomination responsibilities **5**
5. Remuneration responsibilities **6**
5.1. General 6
5.2. Incentive schemes and equity based remuneration 6
6. Reporting and disclosure **7**
7. Delegation **7**
8. Membership **8**
8.1. Composition and size 8
8.2. Chairperson 8
8.3. Secretary 8
9. Committee meetings and processes **9**
9.1. Meetings 9
9.2. Frequency and calling of meetings 9
9.3. Quorum 9
9.4. Conflicts 9
9.5. Notice, agenda and material 9
9.6. Access to information and advisors 10
9.7. Minutes 10
10. Committee's performance evaluation **10**
11. Review and publication of charter **10**

Public

1. Purpose

The purpose of this Nomination and Remuneration Committee Charter is to specify the authority delegated to the Nomination and Remuneration Committee (Committee) by the board of directors of Identitii Limited (Board) and to set out the role, responsibilities, membership, and operation of the Committee. The Committee is a committee of the Board established in accordance with Identitii Limited's constitution and authorised by the Board to assist it in fulfilling its statutory, fiduciary, and regulatory responsibilities. It has the authority and power to exercise the role and responsibilities set out in this charter and granted to it under any separate resolutions of the Board from time to time.

2. Overview

The ASX Corporate Governance Council's "Corporate Governance Principles and Recommendations" (ASX Recommendations) recommend that the Company has formal and rigorous processes for the appointment and reappointment of directors to the Board. The Committee is established to assist the Board by undertaking the roles, and exercising the responsibilities, set out in this Charter and other assignments as requested by the Board. The Committee aims to bring transparency, focus and independent judgment to these roles. The Committee will review and make recommendations to the Board on matters relevant to these roles and responsibilities, and as required to satisfy the Corporations Act, ASX Recommendations and ASX Listing Rule requirements relevant to these roles and responsibilities.

Public

3. Role of the Committee

3.1. Nomination

The Committee assists and advises the Board on:

(a) succession planning generally;

(b) induction and continuing professional development programs for directors;

(c) the development and implementation of a process for evaluating the performance of the Board, its committees and directors;

(d) the process for recruiting a new director, including evaluating the balance of skills, knowledge, experience, independence and diversity on the Board and, in the light of this evaluation, preparing a description of the role and capabilities required for a particular appointment;

(e) the appointment and re-election of directors; and

(f) succession planning for the Chief Executive Officer (CEO) (or such person performing the function of a chief executive officer) and other senior executives, with the objective of having a Board of a size and composition conducive to making appropriate decisions, with the benefit of a variety of perspectives and skills and in the best interests of the Company as a whole.

3.2. Remuneration

The Committee also assists and advises the Board on remuneration policies and practices for the Board, the CEO, the chief financial officer, senior executives and other persons whose activities, individually or collectively, affect the financial soundness of the Company. The policies and practices are designed to:

(a) enable the Company to attract, retain and motivate directors, executives and employees who will create value for shareholders within an appropriate risk management framework, by providing remuneration packages that are equitable and externally competitive;

(b) be fair and appropriate having regard to the performance of the Company and the relevant director, executive or employee and the interests of shareholders; and

(c) comply with relevant legal requirements.

Public

4. Nomination responsibilities

The Committee is responsible for:

(a) (Board size) making recommendations regarding the size of the Board which would most encourage efficient decision making;

(b) (director competencies) making recommendations regarding the necessary and desirable competencies of directors;

(c) (skills matrix) developing a Board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership;

(d) (director recommendations) developing and reviewing the process for the selection, appointment and re-election of directors, and making recommendations to the Board by:

(i) evaluating the balance of skills, experience, independence, knowledge and diversity of directors sitting on the Board;

(ii) in light of this evaluation, preparing a description of the role and capabilities required for a particular appointment; and

(iii) undertaking appropriate checks before putting forward a candidate for appointment or election as a director;

(e) (providing information) providing security holders with material information in the Committee's possession relevant to a decision as to whether or not to elect or re- elect a director;

(f) (assessing performance) implementing a process to evaluate the performance of the chairperson, Board, Board committees, individual directors and senior executives and addressing issues that may arise from the review;

(g) (assessing time commitment) reviewing the time required to be committed by non-executive directors to properly fulfil their duties to the Company and whether non-executive directors are meeting these requirements;

(h) (assessing independence) assisting the Board in assessing the independence of each non-executive director;

(i) (succession plans) reviewing Board and senior executive succession plans and processes, including for the CEO and other senior executive positions and being conscious of each director's tenure, to maintain an appropriate balance of skills, experience, expertise and diversity; and;

(j) (governance matters) reviewing and making recommendations in relation to any corporate governance issues as requested by the Board from time to time.

Public

5. Remuneration responsibilities

5.1. General

The Committee is responsible for developing, reviewing and making recommendations to the Board on:

(a) (directors' fees) the Company's remuneration framework for directors, including, the process by which any pool of directors' fees approved by shareholders is allocated to directors;

(b) (senior executives) the remuneration packages to be awarded to senior executives;

(c) (bias) reviewing whether there are any gender or other inappropriate bias in remuneration for directors, senior executives or other employees;

(d) (policies) the Company's recruitment, retention and termination policies for the CEO and senior executives and any changes to those policies;

(e) (incentive schemes) incentive schemes, if appropriate, for the CEO and senior executives;

(f) (equity based) equity based remuneration plans, if appropriate, for senior executives and other employees; and

(g) (superannuation and retirement benefits) superannuation and retirement benefit arrangements for directors, senior executives and other employees.

5.2. Incentive schemes and equity based remuneration

For any incentive schemes or equity based plans which are adopted, the Committee is responsible for:

(a) (reviewing) reviewing their terms (including any eligibility criteria and performance hurdles);

(b) (administration) overseeing their administration (including compliance with applicable laws that restrict participants from hedging the economic risk of their security holdings) and disclosing its policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme;

(c) (shareholder approval) considering whether shareholder approval is required or desirable for the schemes or plans and for any changes to them; and

(d) (payments and awards) ensuring that payments and awards of equity are made in accordance with their terms and any shareholder approval.

Public

6. Reporting and disclosure

(a) The Committee will:

(i) liaise with the Audit and Risk Committee and the Board in relation to the Company's remuneration related reporting in the financial statements and remuneration report required by the Corporations Act;

(ii) approve an annual remuneration report containing information on the Company's remuneration policy, practices, attendance at and frequency of Committee meetings and make recommendations to the Board for the inclusion of the remuneration report in the Company's annual report; and

(iii) make recommendations to the Board regarding the process for evaluating performance of the Board, its committees and the directors individually.

(b) The Committee Chairperson will attend the Company's annual general meetings prepared to respond to any shareholder questions on the Committee's activities.

7. Delegation

The Committee may delegate any of its powers and responsibilities as the Committee thinks appropriate for the administration of director, senior executive and employee share, option or other plans, to senior management.

Public

8. Membership

8.1. Composition and size

The Committee will consist of:

(a) at least 3 members;

(b) only non-executive directors;

(c) a majority of independent directors; and

(d) a Chairperson, who is an independent director.

The Company will disclose the members of the Committee. The Board will re-assess the Committee's composition on a regular basis and at least annually taking into consideration the Company's position in its development cycle and the Committee's responsibilities.

Each member must be free from any interest, business or other relationship which, in the opinion of the Board, could, or could reasonably be perceived to, materially interfere with the exercise of his or her independent judgment as a member of the Committee. Each member is expected to possess adequate remuneration, regulatory and industry knowledge to carry out his or her responsibilities as a member of the Committee. The Board may appoint additional non-executive directors to the Committee or remove and replace members of the Committee by resolution.

8.2. Chairperson

The Chairperson of the Committee is appointed by the Board. If, for a particular Committee meeting, the Committee Chairperson is not present within 10 minutes of the nominated starting time of the meeting, the Committee may elect one of their number as a Chairperson for the meeting. Also, if:

(a) the Committee Chairperson is the Chairperson of the Board; and

(b) the appointment of a successor to the Chairperson of the Board is being considered at a Committee meeting, the Committee members must elect an alternative chairperson for the portion of the meeting concerning the appointment of a successor to the Chairperson.

8.3. Secretary

The Company Secretary is the Secretary of the Committee.

Public

9. Committee meetings and processes

9.1. Meetings

Meetings and proceedings of the Committee are governed by the provisions in the Company's constitution regulating meetings and proceedings of the Board and committees of the Board in so far as they are applicable and not inconsistent with this charter.

Committee members may attend meetings in person, by telephone or by electronic means.

At the end of each reporting period, the Board will disclose the number of times the Committee met throughout that reporting period and the individual attendance of each Committee member at those meetings.

9.2. Frequency and calling of meetings

The Committee will meet as frequently as required to undertake its role effectively, but at least annually. The Chairperson must call a meeting of the Committee if requested by any member of the Committee, the external auditor or the chairman of the Board.

9.3. Quorum

Two members constitute a quorum for meetings of the Committee.

9.4. Conflicts

No member of the Committee will participate in the determination of their own remuneration or the specific remuneration policies that are applicable to them.

9.5. Notice, agenda and material

Unless otherwise agreed or considered necessary by the chairman, notice of each meeting confirming the venue, date and time together with an agenda of items to be discussed and supporting documentation, will be circulated by the secretary to each Committee member and any other individual invited to attend, not less than three (3) business days before the meeting.

Public

9.6. Access to information and advisors

The Committee has direct and unlimited access to all resources necessary to discharge its duties and responsibilities, including engaging counsel, accountants or other experts as it considers appropriate. This may include requesting management or engaging external remuneration consultants to provide information to the Committee. The Committee also has the authority to conduct or direct any investigation required to fulfil its responsibilities.

9.7. Minutes

The Secretary will keep minute books to record the proceedings and resolutions of Committee meetings. The Chairperson of the Committee, or delegate, will report to the Board after each Committee meeting. Minutes of Committee meetings will be included in the papers for the next Board meeting after each Committee meeting. The Committee must refer any matter of significant importance to the Board for its consideration and attention.

10. Committee’s performance evaluation

The Committee will review its performance from time to time and whenever there are major changes to the management structure of the Company. The performance evaluation will have regard to the extent to which it has met its responsibilities in terms of this charter. Committee members must be available to meet with external bodies if requested to do so in accordance with relevant laws, regulations or prudential standards.

11. Review and publication of charter

The Committee will review its charter from time to time to keep it up to date and consistent with the Committee’s authority, objectives and responsibilities and report to the Board any changes it considers should be made. The charter may be amended by resolution of the Board. This charter will be available on the Company’s website and the key features will be published in the annual report or a link provided to the charter or a summary on the website.

Public