

## **Georgia Capital PLC compliance with the 2018 UK Corporate Governance Code**

Throughout the year ended 31 December 2020, we applied the main Principles and complied with the Provisions of the 2018 UK Corporate Governance Code, subject to the below two exceptions.

### **Combined CEO and Chairman Role**

We acknowledge that our decision for the roles of Chairman and CEO to be exercised by one individual is not compliant with Provision 9 of the 2018 UK Corporate Governance Code. This matter continues to be reviewed by the Nomination Committee and the Board at least annually as part of the Board effectiveness evaluation exercise. A feature of this exercise is to determine how to the current structure of combined Chairman/CEO contributes to the effectiveness of the operation of the Board and more widely to the Company as a whole. The Board continues to believe that the current structure better serves our Company and its stakeholders and believes that it should continue. The basis for this conclusion is summarised below.

*Georgia Capital is unusual as a listed company because we manage it first and foremost as a holding company focused on investing in and developing businesses, with the result that we hold and operate a highly diversified group of companies.*

- Our central Group management structure is quite small (head office has around 40 employees). It is principally at the level of the central management team at which the Board and Investment Committee provide challenge, most importantly on investment/divestment decisions through the Investment Committee as discussed below.
- The highly diverse portfolio of businesses, except for the very early stage ones, have an unusually strong measure of operational independence. Each of the private portfolio companies also has its own strong CEO who operates their businesses with a significant degree of operational independence, with principal oversight and strategic guidance exercised by Mr Gilauri or another member of the central Group management team. This includes, following the delisting of Georgia Healthcare Group PLC, our Healthcare Services and Retail businesses, which are overseen by Nikoloz Gamkrelidze, formerly CEO of the publicly listed group. Our fourth largest investment is 19.9% stake in Bank of Georgia Group PLC which has its own board composed mainly of Independent Non-Executive Directors which is independent from us.
- We believe that the role of a Non-Executive Chairman on top of a CEO in this environment could interfere with the lean Group structure. It would also add extra cost.

*The Board is almost entirely independent and is highly experienced.*

- Other than the CEO, our Board is composed solely of Independent Non-Executive Directors, six in total. As there is only one Executive Director, and each Non-Executive Director approaches the Company with true independence, the Executive Director cannot form a block to try and convince enough independent directors to support him. The decisions of the Board and the decisions of the Investment and Nomination Committees (on which the CEO sits) are typically reached through consensus, but ultimately it is a majority decision: the CEO does not have a veto and is heavily outnumbered.
- The Non-Executive Directors are experienced business people of particular high quality for a FTSE Small/MidCap company and we would invite shareholders to consider their biographies and note the degree of real expertise and experience they bring to the Board. They have a diverse range of backgrounds and nationalities and each brings a fresh view and particular expertise to Board discussions. The Senior Independent Director, a former partner at a top US law firm, is highly experienced in the region and is the governance lead for the Board and the Non-Executive Directors. He also chairs the Audit and Valuation Committee which since 31 December 2019 has an increased remit covering additional governance processes and decision-making required by investment entity accounting.  
Previous roles for the other Non-Executive Directors (as detailed in the biographies later in this section) include:

- career at Goldman Sachs specialising in real estate;
- investment officer at a major investment fund;
- career in banking, investment funds and investor relations;
- membership and experience on a number of UK boards and qualified accountant; and
- extensive private equity experience.

*The role of the Investment Committee in our Company context is outsized.*

The Investment Committee plays the key role in making decisions on portfolio investments and exits, managing all aspects of investment policy and strategy. It scrutinises, challenges and ultimately either approves or disapproves of investment and divestment proposals and initiatives, including significant add-on investment for the existing portfolio companies. It also considers the commercial terms of major transactions (i.e. over GBP 2.5 million). In 2020, as noted in the Investment Committee report, the Investment Committee's activity further increased (for example it held five meetings in 2020, compared to four meeting in 2019). All Board members sit on the Investment Committee, but it is chaired by a Non-Executive Director, not the Chairman-CEO.

*The Group's NAV is set by the Audit Committee.*

The Group's key financial and investor communications metric is its net asset value as approved by the Audit and Valuation Committee, a committee comprised of all Independent Directors on which the Chairman-CEO does not sit.

*The Non-Executive Directors exercise key secondary oversight of the private portfolio businesses.*

- Although we think of ourselves as a holding company and delegate day-to-day management to our portfolio companies and ongoing strategic advice to the Group Chairman/CEO and his central team, the private portfolio companies' CEOs also present directly to the Board to update them and to seek approvals on the most important capital allocation and strategic matters. In that sense, the most important decisions of our private portfolio companies are reserved for the Board.
- The Directors also engage directly with senior management and the workforce in Georgia so that there are further unfiltered channels of access. As part of the regular quarterly meeting schedule of the Investment Committee, all Directors normally visit facilities and projects of the portfolio companies and meet with one or more of the portfolio company's CEO/executive management team which provides direct and open access. These face-to-face visits have been curtailed during the pandemic this year and will be resumed once it is appropriate to do so.

Given the structure of the Group explained in the foregoing, the Board continues to believe the current combined Chairman/CEO structure best suits the Group. The structure was supported by shareholders at the time of the demerger from BGEO Group PLC and the Board notes that the shareholder engagement exercise in 2019, ongoing dialogue with shareholders and their approval of this structure at the 2020 AGM voting (voting 88.5% in favour) shows that its shareholders understand and support this approach. The Board will nevertheless keep the approach under regular review to ensure that it continues to serve our stakeholders.

## THE UK CORPORATE GOVERNANCE CODE

### PART 1 – THE MAIN PRINCIPLES OF THE CODE

<b>1</b>	<b>BOARD LEADERSHIP AND COMPANY PURPOSE</b>	<b>COMPLIANCE</b>
a	<b>The role of the Board</b> A successful company is led by an effective and entrepreneurial board, whose role is to promote the long-term sustainable success of the company, generating value for shareholders and contributing to wider society.	<b>Complies.</b>
b	<b>Culture</b> The board should establish the company's purpose, values and strategy, and satisfy itself that these and its culture are aligned. All directors must act with integrity, lead by example and promote the desired culture.	<b>Complies.</b>
c	<b>The Company's performance</b> The board should ensure that the necessary resources are in place for the company to meet its objectives and measure performance against them. The board should also establish a framework of prudent and effective controls, which enable risk to be assessed and managed.	<b>Complies.</b>
d	<b>Stakeholders</b> In order for the company to meet its responsibilities to shareholders and stakeholders, the board should ensure effective engagement with, and encourage participation from, these parties.	<b>Complies.</b>
e	<b>Workforce</b> The board should ensure that workforce policies and practices are consistent with the company's values and support its long-term sustainable success. The workforce should be able to raise any matters of concern.	<b>Complies.</b>
<b>2</b>	<b>DIVISION OF RESPONSIBILITIES</b>	<b>COMPLIANCE</b>
f	<b>The Chairman</b> The chair leads the board and is responsible for its overall effectiveness in directing the company. They should demonstrate objective judgement throughout their tenure and promote a culture of openness and debate. In addition, the chair facilitates constructive board relations and the effective contribution of all non-executive directors, and ensures that directors receive accurate, timely and clear information.	<b>Complies.</b>
g	<b>Division of responsibilities</b> The board should include an appropriate combination of executive and non-executive (and, in particular, independent non-executive) directors, such that no one individual or small group of individuals dominates the board's decision-making. There should be a clear division of responsibilities between the leadership of the board and the executive leadership of the company's business.	<b>Does not comply, see explanation above.</b>

h	<p><b>Commitment</b></p> <p>Non-executive directors should have sufficient time to meet their board responsibilities. They should provide constructive challenge, strategic guidance, offer specialist advice and hold management to account.</p>	<b>Complies.</b>
i	<p><b>Effective function</b></p> <p>The board, supported by the company secretary, should ensure that it has the policies, processes, information, time and resources it needs in order to function effectively and efficiently.</p>	<b>Complies.</b>
<b>3</b>	<b>COMPOSITION, SUCCESSION AND EVALUATION</b>	<b>COMPLIANCE</b>
j	<p><b>Appointment to the Board</b></p> <p>Appointments to the board should be subject to a formal, rigorous and transparent procedure, and an effective succession plan should be maintained for board and senior management. Both appointments and succession plans should be based on merit and objective criteria and, within this context, should promote diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.</p>	<b>Complies.</b>
k	<p><b>Composition</b></p> <p>The board and its committees should have a combination of skills, experience and knowledge. Consideration should be given to the length of service of the board as a whole and membership regularly refreshed.</p>	<b>Complies.</b>
l	<p><b>Evaluation</b></p> <p>Annual evaluation of the board should consider its composition, diversity and how effectively members work together and achieve objectives. Individual evaluation should demonstrate whether each director continues to contribute effectively.</p>	<b>Complies.</b>
<b>4</b>	<b>AUDIT, RISK AND INTERNAL CONTROL</b>	<b>COMPLIANCE</b>
m	<p><b>Internal and external audit</b></p> <p>The board should establish formal and transparent policies and procedures to ensure the independence and effectiveness of internal and external audit functions and satisfy itself on the integrity of financial and narrative statements.</p>	<b>Complies.</b>
n	<p><b>Financial and business reporting</b></p> <p>The board should present a fair, balanced and understandable assessment of the company's position and prospects.</p>	<b>Complies.</b>
o	<p><b>Risk management and internal control</b></p> <p>The board should establish procedures to manage risk, oversee the internal control framework, and determine the nature and extent of the principal risks the company is willing to take in order to achieve its long-term strategic objectives.</p>	<b>Complies.</b>



5	REMUNERATION	COMPLIANCE
p	<p><b>The level and components of remuneration</b></p> <p>Remuneration policies and practices should be designed to support strategy and promote long-term sustainable success. Executive remuneration should be aligned to company purpose and values, and be clearly linked to the successful delivery of the company's long-term strategy.</p>	<b>Complies.</b>
q	<p><b>Procedure</b></p> <p>A formal and transparent procedure for developing policy on executive remuneration and determining director and senior management remuneration should be established. No director should be involved in deciding their own remuneration outcome.</p>	<b>Complies.</b>
r	<p><b>Judgement and discretion</b></p> <p>Directors should exercise independent judgement and discretion when authorising remuneration outcomes, taking account of company and individual performance, and wider circumstances.</p>	<b>Complies.</b>

**PART 2 – THE MAIN PROVISIONS OF THE CODE**

	<b>PROVISIONS</b>	<b>COMPLIANCE</b>
	<b>Board Leadership and Company Purpose</b>	
1	The board should assess the basis on which the company generates and preserves value over the long-term. It should describe in the annual report how opportunities and risks to the future success of the business have been considered and addressed, the sustainability of the company's business model and how its governance contributes to the delivery of its strategy.	<b>Complies.</b>
2	The board should assess and monitor culture. Where it is not satisfied that policy, practices or behaviour throughout the business are aligned with the company's purpose, values and strategy, it should seek assurance that management has taken corrective action. The annual report should explain the board's activities and any action taken. In addition, it should include an explanation of the company's approach to investing in and rewarding its workforce.	<b>Complies.</b>
3	In addition to formal general meetings, the chair should seek regular engagement with major shareholders in order to understand their views on governance and performance against the strategy. Committee chairs should seek engagement with shareholders on significant matters related to their areas of responsibility. The chair should ensure that the board as a whole has a clear understanding of the views of shareholders.	<b>Complies.</b>
4	When 20 per cent or more of votes have been cast against the board recommendation for a resolution, the company should explain, when announcing voting results, what actions it intends to take to consult shareholders in order to understand the reasons behind the result. An update on the views received from shareholders and actions taken should be published no later than six months after the shareholder meeting. The board should then provide a final summary in the annual report and, if applicable, in the explanatory notes to resolutions at the next shareholder meeting, on what impact the feedback has had on the decisions the board has taken and any actions or resolutions now proposed.	<b>Complies.</b>

5	<p>The board should understand the views of the company's other key stakeholders and describe in the annual report how their interests and the matters set out in section 172 of the Companies Act 2006 have been considered in board discussions and decision-making.<sup>2</sup> The board should keep engagement mechanisms under review so that they remain effective.</p> <p>For engagement with the workforce,<sup>3</sup> one or a combination of the following methods should be used:</p> <ul style="list-style-type: none"> <li>• a director appointed from the workforce;</li> <li>• a formal workforce advisory panel;</li> <li>• a designated non-executive director.</li> </ul>	<b>Complies.</b>
6	<p>There should be a means for the workforce to raise concerns in confidence and – if they wish – anonymously. The board should routinely review this and the reports arising from its operation. It should ensure that arrangements are in place for the proportionate and independent investigation of such matters and for follow-up action.</p>	<b>Complies.</b>
7	<p>The board should take action to identify and manage conflicts of interest, including those resulting from significant shareholdings, and ensure that the influence of third parties does not compromise or override independent judgement.</p>	<b>Complies.</b>
8	<p>Where directors have concerns about the operation of the board or the management of the company that cannot be resolved, their concerns should be recorded in the board minutes. On resignation, a non-executive director should provide a written statement to the chair, for circulation to the board, if they have any such concerns.</p>	<b>Complies.</b>
<b>Division of responsibilities</b>		
9	<p>The chair should be independent on appointment when assessed against the circumstances set out in Provision 10. The roles of chair and chief executive should not be exercised by the same individual. A chief executive should not become chair of the same company. If, exceptionally, this is proposed by the board, major shareholders should be consulted ahead of appointment. The board should set out its reasons to all shareholders at the time of the appointment and also publish these on the company website.</p>	<b>Does not comply, please see explanation above.</b>

10	<p>The board should identify in the annual report each non-executive director it considers to be independent. Circumstances which are likely to impair, or could appear to impair, a non-executive director's independence include, but are not limited to, whether a director:</p> <ul style="list-style-type: none"> <li>• is or has been an employee of the company or group within the last five years;</li> <li>• has, or has had within the last three years, a material business relationship with the company, either directly or as a partner, shareholder, director or senior employee of a body that has such a relationship with the company;</li> <li>• has received or receives additional remuneration from the company apart from a director's fee, participates in the company's share option or a performance-related pay scheme, or is a member of the company's pension scheme;</li> <li>• has close family ties with any of the company's advisers, directors or senior employees;</li> <li>• holds cross-directorships or has significant links with other directors through involvement in other companies or bodies;</li> <li>• represents a significant shareholder; or</li> <li>• has served on the board for more than nine years from the date of their first appointment.</li> </ul> <p>Where any of these or other relevant circumstances apply, and the board nonetheless considers that the non-executive director is independent, a clear explanation should be provided.</p>	<b>Complies.</b>
11	<p>At least half the board, excluding the chair, should be non-executive directors whom the board considers to be independent.</p>	<b>Complies.</b>
12	<p>The board should appoint one of the independent non-executive directors to be the senior independent director to provide a sounding board for the chair and serve as an intermediary for the other directors and shareholders. Led by the senior independent director, the non-executive directors should meet without the chair present at least annually to appraise the chair's performance, and on other occasions as necessary.</p>	<b>Complies.</b>
13	<p>Non-executive directors have a prime role in appointing and removing executive directors. Non-executive directors should scrutinise and hold to account the performance of management and individual executive directors against agreed performance objectives. The chair should hold meetings with the non-executive directors without the executive directors present.</p>	<b>Complies.</b>



14	The responsibilities of the chair, chief executive, senior independent director, board and committees should be clear, set out in writing, agreed by the board and made publicly available. The annual report should set out the number of meetings of the board and its committees, and the individual attendance by directors.	<b>Complies.</b>
15	When making new appointments, the board should take into account other demands on directors' time. Prior to appointment, significant commitments should be disclosed with an indication of the time involved. Additional external appointments should not be undertaken without prior approval of the board, with the reasons for permitting significant appointments explained in the annual report. Full-time executive directors should not take on more than one non-executive directorship in a FTSE 100 company or other significant appointment.	<b>Complies.</b>
16	All directors should have access to the advice of the company secretary, who is responsible for advising the board on all governance matters. Both the appointment and removal of the company secretary should be a matter for the whole board.	<b>Complies.</b>
<b>Composition, succession and evaluation</b>		
17	The board should establish a nomination committee to lead the process for appointments, ensure plans are in place for orderly succession to both the board and senior management positions, and oversee the development of a diverse pipeline for succession. A majority of members of the committee should be independent non-executive directors. The chair of the board should not chair the committee when it is dealing with the appointment of their successor.	<b>Complies.</b>
18	All directors should be subject to annual re-election. The board should set out in the papers accompanying the resolutions to elect each director the specific reasons why their contribution is, and continues to be, important to the company's long-term sustainable success.	<b>Complies.</b>
19	The chair should not remain in post beyond nine years from the date of their first appointment to the board. To facilitate effective succession planning and the development of a diverse board, this period can be extended for a limited time, particularly in those cases where the chair was an existing non-executive director on appointment. A clear explanation should be provided.	<b>Complies.</b>
20	Open advertising and/or an external search consultancy should generally be used for the appointment of the chair and non-executive directors. If an external search consultancy is engaged it should be identified in the annual report alongside a statement about any other connection it has with the company or individual directors.	<b>Complies.</b>

21	<p>There should be a formal and rigorous annual evaluation of the performance of the board, its committees, the chair and individual directors. The chair should consider having a regular externally facilitated board evaluation. In FTSE 350 companies this should happen at least every three years. The external evaluator should be identified in the annual report and a statement made about any other connection it has with the company or individual directors.</p>	<b>Complies.</b>
22	<p>The chair should act on the results of the evaluation by recognising the strengths and addressing any weaknesses of the board. Each director should engage with the process and take appropriate action when development needs have been identified.</p>	<b>Complies.</b>
23	<p>The annual report should describe the work of the nomination committee, including:</p> <ul style="list-style-type: none"> <li>• the process used in relation to appointments, its approach to succession planning and how both support developing a diverse pipeline;</li> <li>• how the board evaluation has been conducted, the nature and extent of an external evaluator’s contact with the board and individual directors, the outcomes and actions taken, and how it has or will influence board composition;</li> <li>• the policy on diversity and inclusion, its objectives and linkage to company strategy, how it has been implemented and progress on achieving the objectives; and</li> <li>• the gender balance of those in the senior management and their direct reports.</li> </ul>	<b>Complies.</b>
<b>Audit, risk and internal control</b>		
24	<p>The board should establish an audit committee of independent non-executive directors, with a minimum membership of three, or in the case of smaller companies, two. The chair of the board should not be a member. The board should satisfy itself that at least one member has recent and relevant financial experience. The committee as a whole shall have competence relevant to the sector in which the company operates.</p>	<b>Complies.</b>

25	<p>The main roles and responsibilities of the audit committee should include:</p> <ul style="list-style-type: none"> <li>• monitoring the integrity of the financial statements of the company and any formal announcements relating to the company’s financial performance, and reviewing significant financial reporting judgements contained in them;</li> <li>• providing advice (where requested by the board) on whether the annual report and accounts, taken as a whole, is fair, balanced and understandable, and provides the information necessary for shareholders to assess the company’s position and performance, business model and strategy;</li> <li>• reviewing the company’s internal financial controls and internal control and risk management systems, unless expressly addressed by a separate board risk committee composed of independent non-executive directors, or by the board itself;</li> <li>• monitoring and reviewing the effectiveness of the company’s internal audit function or, where there is not one, considering annually whether there is a need for one and making a recommendation to the board;</li> <li>• conducting the tender process and making recommendations to the board, about the appointment, reappointment and removal of the external auditor, and approving the remuneration and terms of engagement of the external auditor;</li> <li>• reviewing and monitoring the external auditor’s independence and objectivity;</li> <li>• reviewing the effectiveness of the external audit process, taking into consideration relevant UK professional and regulatory requirements;</li> <li>• developing and implementing policy on the engagement of the external auditor to supply non-audit services, ensuring there is prior approval of non-audit services, considering the impact this may have on independence, taking into account the relevant regulations and ethical guidance in this regard, and reporting to the board on any improvement or action required; and</li> <li>• reporting to the board on how it has discharged its responsibilities.</li> </ul>	<b>Complies.</b>
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26	<p>The annual report should describe the work of the audit committee, including:</p> <ul style="list-style-type: none"> <li>• the significant issues that the audit committee considered relating to the financial statements, and how these issues were addressed;</li> <li>• an explanation of how it has assessed the independence and effectiveness of the external audit process and the approach taken to the appointment or reappointment of the external auditor, information on the length of tenure of the current audit firm, when a tender was last conducted and advance notice of any retendering plans;</li> <li>• in the case of a board not accepting the audit committee’s recommendation on the external auditor appointment, reappointment or removal, a statement from the audit committee explaining its recommendation and the reasons why the board has taken a different position (this should also be supplied in any papers recommending appointment or reappointment);</li> <li>• where there is no internal audit function, an explanation for the absence, how internal assurance is achieved, and how this affects the work of external audit; and</li> <li>• an explanation of how auditor independence and objectivity are safeguarded, if the external auditor provides non-audit services.</li> </ul>	<b>Complies.</b>
27	<p>The directors should explain in the annual report their responsibility for preparing the annual report and accounts, and state that they consider the annual report and accounts, taken as a whole, is fair, balanced and understandable, and provides the information necessary for shareholders to assess the company’s position, performance, business model and strategy.</p>	<b>Complies</b>
28	<p>The board should carry out a robust assessment of the company’s emerging and principal risks. The board should confirm in the annual report that it has completed this assessment, including a description of its principal risks, what procedures are in place to identify emerging risks, and an explanation of how these are being managed or mitigated.</p>	<b>Complies</b>
29	<p>The board should monitor the company’s risk management and internal control systems and, at least annually, carry out a review of their effectiveness and report on that review in the annual report. The monitoring and review should cover all material controls, including financial, operational and compliance controls.</p>	<b>Complies.</b>
30	<p>In annual and half-yearly financial statements, the board should state whether it considers it appropriate to adopt the going concern basis of accounting in preparing them, and identify any material uncertainties to the company’s ability to continue to do so over a period of at least twelve months from the date of approval of the financial statements.</p>	<b>Complies.</b>

31	Taking account of the company's current position and principal risks, the board should explain in the annual report how it has assessed the prospects of the company, over what period it has done so and why it considers that period to be appropriate. The board should state whether it has a reasonable expectation that the company will be able to continue in operation and meet its liabilities as they fall due over the period of their assessment, drawing attention to any qualifications or assumptions as necessary.	<b>Complies.</b>
	<b>Remuneration</b>	
32	The board should establish a remuneration committee of independent non-executive directors, with a minimum membership of three, or in the case of smaller companies, two. In addition, the chair of the board can only be a member if they were independent on appointment and cannot chair the committee. Before appointment as chair of the remuneration committee, the appointee should have served on a remuneration committee for at least 12 months.	<b>Complies.</b>
33	The remuneration committee should have delegated responsibility for determining the policy for executive director remuneration and setting remuneration for the chair, executive directors and senior management. It should review workforce remuneration and related policies and the alignment of incentives and rewards with culture, taking these into account when setting the policy for executive director remuneration.	<b>Complies.</b>
34	The remuneration of non-executive directors should be determined in accordance with the Articles of Association or, alternatively, by the board. Levels of remuneration for the chair and all non-executive directors should reflect the time commitment and responsibilities of the role. Remuneration for all non-executive directors should not include share options or other performance-related elements.	<b>Complies.</b>
35	Where a remuneration consultant is appointed, this should be the responsibility of the remuneration committee. The consultant should be identified in the annual report alongside a statement about any other connection it has with the company or individual directors. Independent judgement should be exercised when evaluating the advice of external third parties and when receiving views from executive directors and senior management.	<b>Complies.</b>
36	Remuneration schemes should promote long-term shareholdings by executive directors that support alignment with long-term shareholder interests. Share awards granted for this purpose should be released for sale on a phased basis and be subject to a total vesting and holding period of five years or more. The remuneration committee should develop a formal policy for post-employment shareholding requirements encompassing both unvested and vested shares.	<b>Complies.</b>

37	Remuneration schemes and policies should enable the use of discretion to override formulaic outcomes. They should also include provisions that would enable the company to recover and/or withhold sums or share awards and specify the circumstances in which it would be appropriate to do so.	<b>Complies.</b>
38	Only basic salary should be pensionable. The pension contribution rates for executive directors, or payments in lieu, should be aligned with those available to the workforce. The pension consequences and associated costs of basic salary increases and any other changes in pensionable remuneration, or contribution rates, particularly for directors close to retirement, should be carefully considered when compared with workforce arrangements.	<b>Complies.</b>
39	Notice or contract periods should be one year or less. If it is necessary to offer longer periods to new directors recruited from outside the company, such periods should reduce to one year or less after the initial period. The remuneration committee should ensure compensation commitments in directors' terms of appointment do not reward poor performance. They should be robust in reducing compensation to reflect departing directors' obligations to mitigate loss.	<b>Complies.</b>
40	<p>When determining executive director remuneration policy and practices, the remuneration committee should address the following:</p> <ul style="list-style-type: none"> <li>• clarity – remuneration arrangements should be transparent and promote effective engagement with shareholders and the workforce;</li> <li>• simplicity – remuneration structures should avoid complexity and their rationale and operation should be easy to understand;</li> <li>• risk – remuneration arrangements should ensure reputational and other risks from excessive rewards, and behavioural risks that can arise from target-based incentive plans, are identified and mitigated;</li> <li>• predictability – the range of possible values of rewards to individual directors and any other limits or discretions should be identified and explained at the time of approving the policy;</li> <li>• proportionality – the link between individual awards, the delivery of strategy and the long-term performance of the company should be clear. Outcomes should not reward poor performance; and</li> <li>• alignment to culture – incentive schemes should drive behaviours consistent with company purpose, values and strategy.</li> </ul>	<b>Complies.</b>

41	<p>There should be a description of the work of the remuneration committee in the annual report, including:</p> <ul style="list-style-type: none"> <li>• an explanation of the strategic rationale for executive directors' remuneration policies, structures and any performance metrics;</li> <li>• reasons why the remuneration is appropriate using internal and external measures, including pay ratios and pay gaps;</li> <li>• a description, with examples, of how the remuneration committee has addressed the factors in Provision 40;</li> <li>• whether the remuneration policy operated as intended in terms of company performance and quantum, and, if not, what changes are necessary;</li> <li>• what engagement has taken place with shareholders and the impact this has had on remuneration policy and outcomes;</li> <li>• what engagement with the workforce has taken place to explain how executive remuneration aligns with wider company pay policy; and</li> <li>• to what extent discretion has been applied to remuneration outcomes and the reasons why.</li> </ul>	<b>Complies.</b>
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