

Nominations Committee Charter

Version: 2022, Version 7

February 2022

1. Document Control

1.1 Purpose

The Nominations Committee Charter sets out the functions and operations of the Nominations Committee of iSelect.

1.2 Charter information

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|------------------|-------------------|-------------------|------------------|
| Charter contact: | Company Secretary | Charter owner: | Board |
| Approval date: | 21 February 2022 | Effective date: | 21 February 2022 |
| Review period: | Annual | Next review date: | February 2023 |

1.3 Record keeping requirements

Documents relating to this Charter will be retained for seven years after they have been superseded.

1.4 Document history

| Version | Date Approved | Author | Description |
|---------|------------------|------------------------|---|
| v.1 | 7 May 2013 | External Legal Counsel | Creation |
| v.2 | 24 August 2015 | Board | Update following periodic review |
| v.3 | 10 October 2016 | Board | Update following periodic review |
| v.4 | 7 December 2017 | Board | Update following periodic review |
| v.5 | 11 December 2019 | Board | Update following period review and in line with the 4 th Edition Corporate Governance Principles and Recommendations |
| v.6 | 9 December 2020 | Board | Update following periodic review |
| v.7 | 21 February 2022 | Board | Update following periodic review |

1.5 Definitions

| Term | Definition |
|-----------|---|
| Committee | Means the Nominations Committee established by the Board. |
| Board | Means the Board of Directors of iSelect. |
| Charter | Means this Nominations Committee Charter. |
| Company | Means iSelect. |
| iSelect | Means iSelect Limited (ACN 124 302 932). |

1.6 Related documents

iSelect's Constitution
iSelect's Board Charter

2 Charter

2.1 Introduction

The Board of iSelect have established a Nominations Committee. The purpose of the Committee is to assist the Board in fulfilling its responsibilities relating to the composition and performance of the Board, Board appointments, and succession planning.

2.2 Duties and responsibilities of the Committee

The duties and responsibilities of the Committee include:

Composition of the Board

- a) monitoring, reviewing, and making recommendations on matters relating to the size and composition of the Board; and
- b) assessing the appropriate balance of skills, knowledge, experience, and diversity required on the Board and the extent to which balance is achieved.

Selection, appointment and re-election of Directors

- a) establishing a formal and transparent procedure for the nomination, selection, appointment and re-election of Directors;
- b) making recommendations regarding the appointment and re-election of Directors;
- c) monitoring and reviewing the process for the induction of new Directors, and any professional development program for existing Directors; and
- d) monitoring and reviewing the time commitment required by Non-executive Directors to Board matters having regard to director commitments to iSelect and others.

Performance evaluation

- a) making recommendations regarding the process for the annual review of the performance of individual Directors, the Board as a whole and the operation of Board Committees, including (where appropriate) the engagement of external consultants.

Succession planning

- a) making recommendations regarding Board succession including succession of the Chair of the Board and the Chief Executive Officer (**CEO**); and
- b) as it relates to the above, reviewing senior management and key staff succession and development plans.

Other matters

- a) reviewing other relevant matters identified from time to time, or as requested by the Board.

2.3 Committee composition

The Committee will have at least three members. The members will be appointed by the Board.

Each member will be a Non-executive Director of the Board. A majority of the members will be independent Directors.

The Board will appoint the Chair of the Committee from amongst the independent Directors.

Members of the Committee may resign by giving reasonable notice in writing to the Chair of the Committee.

If a member ceases to be a Director of the Board, that member ceases to be a member of the Committee.

2.4 Administrative matters

Meetings

The Committee will meet as often as the members deem necessary in order to fulfil their role. Additional Committee meetings may also be convened as the Chair of the Committee considers necessary, taking into account requests from any member or the CEO.

A quorum of the Committee will comprise any two members.

If the Chair of the Committee is unable to attend a Committee meeting, the Chair, or the members present, will appoint another member who is an independent Director to act as Chair at that meeting.

Members may attend Committee meetings in person or participate by videoconference or other electronic means. Committee decisions may be made by circular or written resolution. A circular or written resolution signed by all members will be effective as a resolution duly passed at a Committee meeting and may consist of several documents in like form, each signed by one or more members. The expression "written" includes email or other electronic means.

Attendance

Notice of Committee meetings will be provided to Directors of the Board who are not members and such Directors may attend Committee meetings.

Notice of Committee meetings will also be provided to the CEO, who may attend meetings as requested. Other members of management and advisers may be invited to attend meetings, as the Chair of the Committee thinks fit.

If a Committee member or an attendee has a material personal interest in a matter that is being considered at a Committee meeting, that person must not be present for consideration of that matter.

Secretary

The Company Secretary (or nominee) will be the Secretary of the Committee (**Secretary**).

Agenda and documentation

The agenda for each Committee meeting is determined by the Chair of the Committee, in consultation with the Secretary.

Any member may require business to be included on the agenda provided the Chair of the Committee and the Secretary have been given prior notice.

The agenda and supporting documentation for each Committee meeting will be circulated within a reasonable time prior to that meeting to members, other Directors, the CEO, and other attendees, as appropriate.

Minutes

Minutes of Committee meetings will be prepared by the Secretary and approved by the Chair of the Committee in draft.

The minutes will be confirmed at the next Committee meeting and then signed by the Chair of the Committee.

Reporting

The minutes of each Committee meeting will be provided to all Directors of the Board.

The Chair of the Committee will, if requested at the next Board meeting after a Committee meeting, provide a brief verbal update as to any material matters arising out of the Committee meeting. All Directors may, within the Board meeting, request information of members of the Committee.

Authority and access

Except where expressly stated in this Charter, the Committee discharges its responsibilities by making recommendations to the Board.

The Committee does not have any executive powers to commit the Board or management to the implementation of its recommendations, except where expressly stated in this Charter or as authorised by resolution of the Board.

The Committee is not responsible for supervising the performance of management and does not become involved in day-to-day operations, management functions or decision making.

The Committee will have unrestricted access to management. The Committee will also have rights to seek explanations and additional information from management.

The Committee has authority to conduct or direct investigations into any matters within its Charter. The Committee is entitled to obtain external, independent professional advice as considered necessary or desirable by the Committee to assist it in any investigation or to carry out its duties. As appropriate, the Committee will inform the Chair of the Board, the CEO and the Company Secretary of its decision to authorise such an investigation or obtain such external advice.

2.5 Review

The Board will, at least once in each year, review this Charter to determine its adequacy for current circumstances and may amend it as necessary. When it is considered appropriate, the Committee will review its membership and make recommendations to the Board.