

Investment Committee Terms of Reference

Approved: 23 August 2022

PERPETUAL LIMITED
INVESTMENT COMMITTEE
TERMS OF REFERENCE

1. OBJECTIVE

- 1.1. The Investment Committee (committee), is a committee of the board of directors of Perpetual Limited (Perpetual). The purpose of the committee is to assist the board in monitoring the effectiveness of Perpetual's investment governance framework in relation to the investment activities Perpetual and its subsidiaries (Perpetual Group) perform for its clients.
- 1.2. The committee may, within the scope of its responsibilities:
 - a) perform activities and make recommendations to the board consistent with these terms of reference;
 - b) engage independent counsel and other advisors as it considers necessary to carry out its duties at Perpetual's expense;
 - c) require the attendance of company officers at meetings as appropriate; and
 - d) have unrestricted access to management, employees, and information it considers relevant to its responsibilities under these terms of reference.
- 1.3. The committee has no management role.

2. MEMBERSHIP

- 2.1. Committee members are appointed by the board. The committee will consist of:
 - a) a minimum of three members;
 - b) all of whom are non-executive directors; and
 - c) a majority of whom are independent directors.
- 2.2. The board also appoints the chairman of the committee, who must be an independent director who is not the chairman of the board.
- 2.3. Each member must be financially literate; at least one member must have investment or related financial expertise and some members must have an understanding of the financial services industry.
- 2.4. The chairman of the committee will ensure that there is an appropriate induction process for completion by each new member.
- 2.5. The secretary of the committee will be the company secretary, or such other person as nominated by the board.
- 2.6. The skills and performance of all committee members will be reviewed annually by the board.

3. MEETINGS

- 3.1. The committee meets formally five times a year, or otherwise as agreed, and the schedule of meetings will be agreed in advance.
- 3.2. Special meetings may be convened as required or requested by a director.
- 3.3. The number of times the committee meet and the individual attendance by members at committee meetings must be disclosed in the annual report.

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- 3.4. A quorum is two independent non-executive director members of the committee.
 - 3.5. The Chief Executive Officer and Chief Risk Officer will be invited to attend all meetings, unless otherwise determined by the committee. Other senior executives will be invited to attend as required.
 - 3.6. The agenda and supporting papers should be delivered to the committee members by the company secretary at least five days in advance of each meeting.
 - 3.7. Draft minutes of each committee meeting are to be approved by the committee chairman and circulated to all committee members by the company secretary within a reasonable timeframe following the committee meeting.
 - 3.8. Once the minutes have been approved by the committee chairman, a copy of the minutes will be included in the papers for the next board meeting.
 - 3.9. Minutes are not a verbatim recording of the meeting but should accurately record the resolutions of the committee, key reasons for those decisions (where appropriate) and actions arising.
 - 3.10. The actions arising from each committee meeting will be approved by the committee chairman and are noted in the minutes. The committee secretary will develop an action list and it will be included in the committee pack for each committee meeting.
 - 3.11. The action list will include accountabilities and the nature and timing of subsequent reporting.
 - 3.12. Reports and other papers of the committee shall be made available to all directors upon request, provided no conflict of interest exists.
 - 3.13. Other members of the board are invited to committee meetings under a standing invitation.
 - 3.14. Meetings may be held using any technology agreed to by all committee members.
 - 3.15. The committee may pass a resolution at a committee meeting by way of simple majority of those committee members present and eligible to vote on the matter. The committee chairman will not have a casting vote.
 - 3.16. The committee may pass a resolution without a committee meeting being held if all committee members who are entitled to vote on the resolution sign (including electronically) a document containing a statement that they are in favour of the resolution set out in the document.

4. RESPONSIBILITIES

4.1. Investment Activities carried out for Third Parties

In relation to the investment activities which the Perpetual Group performs for third parties, the committee will:

- a) monitor the strategic context (such as customer requirements and competitive strategies) for the development and maintenance of the Perpetual Group's new and existing investment products and mandates;
- b) review the appropriateness of investment strategies used to support the Perpetual Group's investment products and mandates;
- c) monitor whether the investment processes (including investment systems) effectively support the chosen investment strategies;
- d) review whether investment performance and investment risks (including market, credit and liquidity risks) appropriately reflect the chosen investment strategies;
- e) monitor whether investment and fund performance meet performance expectations relative to peers and benchmarks;
- f) monitor exposure to, or reliance on, particular revenue streams linked to market outcomes or events;
- g) monitor asset levels across asset classes and investment products with regard to capacity constraints;
- h) monitor the work completed by Perpetual's investment committees including the Investment Review Forum, the Perpetual Private Investment Committee and the Investment Committees of Trillium and Barrow Hanley; and

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- i) review periodically the investment governance structures, including the role and responsibilities of those structures.

4.2. Development/Maintenance of Perpetual Group Investment Capabilities

The committee will:

- a) monitor Perpetual Group investment capabilities across investment strategies;
- b) monitor investment landscape to evaluate both short and long-term emerging market needs; and
- c) review the evolving investment capabilities needed by asset managers and other Perpetual Group investment professionals to meet the future needs of the Perpetual Group.

4.3. Seed funding

The committee will consider and may approve seed funding in line with the Seed Capital policy. It also will monitor the work completed by the Global Product Forum.

4.4. Advocacy - Trillium Asset Management (Trillium)

In addition to the responsibilities outlined above, for Trillium, the committee will monitor the operation of the advocacy function within the Trillium business to ensure it is aligned to Trillium's principal ESG investment objectives and mission and is not being inhibited by other interests from within the Perpetual Group.

5. GENERAL

- 5.1. The committee will carry out any other responsibilities and functions that may be delegated by the board.

6. REPORTING RESPONSIBILITIES

- 6.1. The committee will through its chairman, regularly update the board about matters relevant to the committee's role and responsibilities and make appropriate recommendations for approval by the board.

7. EVALUATING PERFORMANCE

- 7.1. In order to ensure that the committee is fulfilling its duties to Perpetual and its shareholders, the committee will periodically:
 - a) obtain feedback from the board on the committee's performance and implement any agreed actions; and
 - b) provide any information the board may request to facilitate its review of the committee's performance.

8. REVIEW OF TERMS OF REFERENCE

- 8.1. The committee will review the committee's terms of reference periodically, discuss any required changes with the board and ensure any revisions to the terms of reference are approved by the Perpetual board

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