



IDP Education Limited

People and Remuneration Committee Charter

1 Purpose and authority

1.1 Purpose

The purpose of this People and Remuneration Committee Charter is to specify the authority delegated to the People and Remuneration Committee (**Committee**) by the board of directors (**Board**) of IDP Education Limited (**the Company**) and to set out the role, responsibilities, membership and operation of the Committee.

1.2 Authority

The Committee is a committee of the Board established in accordance with the Company'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 Role of the Committee

The Committee assists and advises the Board on people and remuneration policies and practices, for the Board, the Chief Executive Officer (CEO) and other members of the Global Leadership Team (collectively, the Senior Executives), as well as other Company employees.

The purpose of the Committee is to oversee strategies, policies and practices that are designed to:

- (a) attract, retain and motivate directors, Senior Executives and employees who will create sustainable value for shareholders within an appropriate risk management framework, by providing remuneration that is equitable and externally competitive;
- (b) provide remuneration outcomes that are fair and appropriate having regard to the performance of the Company and the relevant director, executive or employee and shareholder outcomes;
- (c) align director, executive and employee remuneration and reward practices with the Company's purpose, values, culture and strategic objectives whilst not rewarding conduct that is contrary to the Company's values or risk appetite
- (d) foster an inclusive, high performing culture through diversity, equity and inclusion initiatives;
- (e) provide a robust succession planning and leadership development for Senior Executives, building a pipeline of talent for future leaders; and
- (f) strengthen people governance, meeting relevant legal requirements.

3 Responsibilities

3.1 General

- (a) The Committee is responsible for developing, reviewing and making recommendations to the Board on:
 - (i) the ongoing appropriateness and relevance of the remuneration framework for the Chair and the non-executive directors;
 - (ii) the Company's remuneration, recruitment, retention and termination policies and procedures for Senior Executives;
 - (iii) the total remuneration packages and incentives for Senior Executives including Fixed Annual Remuneration (FAR) (defined as base salary, superannuation or equivalent and any other approved benefit), incentive payments, equity-based awards, superannuation and other retirement rights, and employment contracts), any changes to remuneration packages and incentives, and recommending proposed awards after the determination of performance outcomes; and
 - (iv) reviewing the performance of the CEO and reporting results of the evaluation to the Board; and
 - (v) gender pay equity.
- (b) The Committee is also responsible for monitoring and providing input to the Board regarding:
 - (i) legislative, regulatory or market developments likely to have a significant impact on the Company and legislative compliance in employment issues;
 - (ii) the remuneration trends across the Company, including
 - (A) the trends in FAR for senior management relative to that of all the Company employees; and
 - (B) gender pay equity and remuneration by gender; and
 - (iii) major changes to employee benefits structures in the Company.

3.2 Incentive schemes and equity-based remuneration

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

- (a) reviewing their terms (including any performance hurdles or performance measures);
- (b) overseeing their administration (including compliance with applicable laws that restrict participants from hedging the economic risk of their security holdings);
- (c) considering whether shareholder approval is required or desirable for the schemes or plans and for any changes to them; and
- (d) overseeing that payments and awards of equity are made in accordance with their terms and any shareholder approval.

3.3 Structure of remuneration

In fulfilling these responsibilities, the Committee will oversee:

- (a) remuneration policies motivate long term growth and success of the Company and demonstrate a clear link between Senior Executive and Company performance and remuneration;
- (b) the remuneration policies clearly distinguish the structure of non-executive directors' remuneration from that of executive directors and Senior Executives;
- (c) remuneration for Executive Key Management Personnel (eKMP) provides an appropriate balance between fixed and variable remuneration, where appropriate and in accordance with the Corporations Act.
- (d) any engagement of a remuneration consultant in relation to remuneration matters is done in a manner consistent with the Company's policy on Use of Remuneration Consultants.

The Committee will provide the Board with information sufficient to assist the Board in making informed decisions in relation to the Committee's recommendations.

3.4 Talent, Performance and Succession planning

In fulfilling its responsibilities, the Committee will:

- (a) oversee the Company's performance management framework;
- (b) assist the Chair in reviewing the performance of the CEO and reporting results of the evaluation to the Board; and
- (c) review succession plans for the Senior Executives other than the CEO.

3.5 Equity, diversity and inclusion

In fulfilling its responsibilities, the Committee will:

- (a) review and approve the Company's diversity and inclusion strategy and measurable objectives; and
- (b) oversee key initiatives to support this strategy and review progress against the strategy.

3.6 Work, health and safety (WHS)

In fulfilling its responsibilities, the Committee will:

- (a) oversee and monitor the appropriateness, effectiveness and compliance with WHS strategies, policies and practices; and
- (b) review reports on all material WHS incidents, including root cause and actions to prevent recurrence.

3.7 Culture

In fulfilling its responsibilities, the Committee will:

- (a) oversee strategies and initiatives to embed the Group's purpose, values and desired behaviours; and
- (b) monitor and provide oversight of organisational culture.

3.8 Governance

In fulfilling its responsibilities, the Committee will:

- (a) monitor compliance and effectiveness of the IDP Code of Conduct and People policies; and
- (b) review reports on material breaches of the IDP Conduct and People policies and escalate serious breaches to the Board.

4 Reporting and disclosure

The Committee will liaise with the Board in relation to the Company's remuneration related reporting in the financial statements and remuneration report required by the Corporations Act, Accounting Standards and other relevant legislation.

The Committee will 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.

The Committee will oversee compliance with all applicable governance, accounting and legal requirements regarding disclosure of remuneration.

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

5 Delegation

The Committee may delegate to senior management on such terms as the Committee considers appropriate any of its powers and responsibilities for the administration of director, senior executive and employee incentive schemes or equity-based plans.

6 Membership

6.1 Composition and size

The Committee will consist of at least three members, all of whom are non-executive directors and, a majority of whom are Independent (as defined in the Company's Constitution).

The Board is responsible for the appointment of members to the Committee, for setting the term of member appointments and for the revocation of any such appointments.

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.

6.2 Chair

The Chair of the Committee shall be appointed by the Board and must be Independent (as defined in the Company's Constitution). If, for a particular Committee meeting, the Committee Chair is not present within 10 minutes of the nominated starting time of the meeting, the Committee may choose one of their number to be the Chair for the meeting.

6.3 Secretary

The Company Secretary (or another person nominated by the Board) is the secretary of the Committee.

7 Committee meetings and process

7.1 Meetings

Meetings and proceedings of the Committee are governed by the provisions of 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.

7.2 Frequency and calling of meetings

The Committee will meet as frequently as required to perform its functions, but not less than quarterly. The Chair must call a meeting of the Committee if requested by any member of the Committee, the external auditor, the internal auditor or the Chair of the Board.

7.3 Quorum

Two directors, at least one of whom must be Independent (as defined in the Company's Constitution), constitute a quorum for meetings of the Committee.

7.4 Attendance by management and advisers

The Committee may invite any person from time to time to attend meetings of the Committee.

7.5 Conflicts

No member of the Committee will participate in the determination of their own remuneration.

7.6 Independent advice and access to information Committee

- (a) The is authorised to obtain independent professional or other advice in the fulfilment of its duties at the cost of the Company (subject to prior consultation with the Chair of the Board).
- (b) The Committee has unrestricted access to management and authority to obtain such resources and information from the Company, in the fulfilment of its duties, as it may reasonably require. Committee members are entitled to rely on information, advice and assurances provided by management and professional advisers, as long as they are not aware of any grounds that would make such reliance inappropriate.

7.7 Minutes and reporting

The secretary will keep minute books to record the proceedings and resolutions of its meetings.

The Chair 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.

8 Review of Committee performance

The Committee will review its role and responsibilities and evaluate the effectiveness of its performance at least annually, or earlier if circumstances dictate.

9 Currency and Review of Charter

This Charter was adopted by the Board on 28 December 2025.

The Board will review this Charter so that it remains relevant to the current needs of the Company and the Board. This Charter may be amended by resolution of the Board.

This Charter will be made available on the Company's website and the key features will be published in the annual report.

10 Definitions

The table below provides a number of key definitions used with this charter and the Board, Executive and Employee Remuneration policy:

Term	Definition
Chairman and Non-executive Directors (NED)	The Chairman and Non-executive members of the Board are KMP and not executives.
Executive Key Management Personnel (eKMP)	Executives that have the authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, i.e. those charged with decision-making responsibilities.
Senior Executives	Members of the Global Leadership Team (GLT).
All other contract employees.	All other employees that are not defined as Chairperson, NED, eKMP or Senior Executive