People, Safety and Environment Committee Charter

Corporate

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People, Safety and Environment Committee Charter

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People, Safety and Environment Committee Charter

1 PURPOSE

The People, Safety and Environment Committee (the **Committee**) is a committee of the Board of Energy Queensland Limited (**EQL**).

The Charter outlines the roles and responsibilities of the Committee as well as the membership and meeting requirements of the Committee.

2 ROLE AND RESPONSIBILITIES OF THE COMMITTEE

The Committee assists the Board in fulfilling its oversight responsibility of EQL and its subsidiaries (the **EQL Group)** in relation to people, safety and environment matters.

The role and responsibility of the Committee is to review and make recommendations to the Board or applicable subsidiary board as appropriate on matters including:

People

- People strategy;
- Endorsement of industrial relations including enterprise agreement strategy and negotiations;
- Employee relations;
- Employee and Industrial Relations Plan;
- Endorsement of remuneration and incentive policies;
- Succession planning;
- Leadership Development program;
- Performance management;
- Talent management;
- Overall establishment, workforce and resourcing levels;
- Oversight of organisational culture;
- Oversight of the diversity, equity and inclusion strategy and performance.

This will include:

a) endorsement of the executive remuneration and the application of remuneration policy;

b) process for the appointment of senior executives;

c) application of performance (at risk) payment arrangements and other incentive based reward systems as required;

d) oversight of resourcing levels and remuneration to support financial sustainability and operational efficiency;

e) reviewing remuneration equity, including monitoring of gender pay gaps and workforce pay trends;

f) performance management strategies;

g) oversight of compliance with the Fair Work Act 2009 (Cth) and other relevant legislation;

h) succession plans for executives and senior management;

i) ethical business culture (including review of the Code of Conduct).

Safety

- Health & Safety strategy, policy and practices for community, personnel (including mental health and wellbeing) and asset safety;
- Oversight of psychosocial risk management activities;
- Performance of health & safety strategy and related initiatives;
- Review of safety incidents and investigations;
- Oversight of compliance with relevant legislation including the Work Health and Safety Act 2011 (Qld) and the Electrical Safety Act 2002 (Qld).

Environmental Sustainability

- Environmental sustainability management and compliance, policies, practices and performance;
- Cultural heritage strategy, policies, practices and performance;
- Environmental incidents and Investigations.

Greenhouse Gas (GHG) Strategy and Performance

- Oversight of greenhouse gas (GHG) emissions management, emission reduction pathways and related initiatives including any required target-setting and transition planning;
- Oversight of performance and reporting of scope 1, scope 2 and relevant scope 3 emissions;
- Oversight of compliance with the National Greenhouse and Energy Reporting (NGER) Scheme and other applicable greenhouse gas reporting requirements, including Whole of Government GHG reporting to Queensland Government.

The Audit and Risk Committee shall retain oversight of the assurance of sustainability data, reporting integrity and compliance, the sustainability framework and sustainability reporting as well as annual public climate related and sustainability related disclosures.

The Committee discharges the above responsibilities and the above role in relation to the EQL Group. The Committee acts as a forum to discuss issues on behalf of the Board and to maximise members' contributions to Board deliberations.

Subject to section 6 (Engagement of Consultants), the Board has not delegated any decision making authority to the Committee in its own right.

The Committee may examine any matter in relation to its objectives, within the overall framework approved by the Board and consider any other matter or carry out tasks as directed by the Board.

3 MEMBERSHIP OF THE COMMITTEE

Members of the Committee are appointed by the Board. Membership of the Committee will consist of a minimum of two independent Directors to be appointed from time to time by the Board.

The members of the Committee are responsible for ensuring the efficient and effective operation of the Committee and taking the appropriate steps to ensure that they have the requisite knowledge and training to undertake their role.

4 CHAIR

The Committee Chair (the **Chair**) is appointed by the Board and shall not be the Chair of the Board.

If the Chair is absent from any meeting of the Committee, the members of the Committee present at that meeting will appoint a Chair for that meeting.

5 COMMITTEE MEETINGS

5.1 Circulation of agendas and Committee papers

The Company Secretary, in conjunction with the Chair, will be responsible for drawing up and circulating the agenda (supported by explanatory documents) to the Committee in advance of each meeting.

Committee papers are expected to be provided seven days in advance of meetings.

5.2 Attendance

Committee members may not substitute a representative to attend on their behalf.

The Chief Executive Officer (CEO) may attend Committee meetings at the standing invitation of the Committee to provide advice, information and recommendations to the Committee as required.

The Committee Chair may invite other officers or employees of the EQL Group, or external parties to attend a meeting of the Committee as it deems necessary.

Any Director may attend as a visitor at Committee meetings from time to time.

5.3 Quorum

The quorum for a meeting of the Committee is two Committee members.

5.4 Conflicts of Interest

In accordance with the Director Conflicts of Interest Policy, Committee members must disclose any business or other relationship that, in the reasonable opinion of the Board or Committee, would materially interfere with the exercise of his or her independent judgement as a member of the Committee.

The Committee member must disclose any actual, potential or perceived conflict of interest arising at a Committee meeting, or may provide a standing declaration of interests to the Committee. The Company Secretary must note all declarations of interest in the Committee meeting minutes.

Where a member is deemed to have a real or perceived conflict of interest, they will absent themselves from the meeting while that matter is discussed.

5.5 Minutes

The Company Secretary will be responsible for recording and keeping the minutes of meetings of the Committee and circulating them to the Committee members, the Board members and the CEO as appropriate.

5.6 Frequency of meetings

The Committee will hold at least four meetings annually, or more frequently as determined by the Committee to fulfil its duties. In addition, the Company Secretary (in consultation with the Chair) is required to call a meeting of the Committee if requested to do so by at least two Committee members.

5.7 Access to management and information

The Committee will have access to senior management and all documents, reports and records in pursuit of its objectives. Committee members should direct all access related enquiries to the Company Secretary.

6 ENGAGEMENT OF CONSULTANTS

The Committee has the power to engage independent external consultants as necessary for meeting its obligations in relation to its role, subject to Board approval.

7 REPORTING TO THE BOARD

The Committee reports to the Board. The Chair will provide a report to the Board following each meeting to advise the Board about Committee activities, including its findings and recommendations.

8 OTHER COMMITTEES AND BOARDS

The Committee will interact cooperatively with the subsidiary boards so the EQL Group and other committees established by the Board where required to provide effective oversight recommendations to the Board and subsidiary boards.

In particular, the Committee will refer health and safety matters relating to a specific subsidiary company's activities to that board for awareness and further consideration.

9 ASSESSING COMMITTEE PERFORMANCE

The Committee will complete a self-assessment process in accordance with the framework approved by the Board.

10 REVISION OF CHARTER

The Committee will review this Charter at least annually to ensure its relevance and effectiveness of the Committee, and make recommendations to the Board for approval.

This Charter will be made available on EQL's website.

This Charter was approved by the EQL Board on 19 March 2026.