

## REMUNERATION POLICY

### Background

#### Overview

Anson is committed to attracting and retaining the best people to work in the organisation, including directors and senior management. A key element in achieving that objective is to ensure that Anson is able to appropriately remunerate its team.

#### Purpose of policy and key principles

The purpose of this remuneration policy is to establish a framework for remuneration that:

- ensures coherent remuneration policies and practices are observed which enable the attraction and retention of directors, management and team members who will create value for shareholders;
- fairly and responsibly rewards directors, senior management and team members having regard to Anson's performance; the performance of the senior management and team members; and the general pay environment; and
- complies with all relevant legal and regulatory provisions.

### Key concepts

#### Responsibility

The Board is responsible for determining the appropriate remuneration for directors, senior management and team members.

#### Remuneration packages for executive directors and senior executives

Remuneration for executive directors and senior executives may incorporate fixed and variable pay performance elements with both a short term and long term focus. Remuneration packages may contain any or all of the following:

- annual base salary - reflecting the value of the individual's personal performance, their ability and experience, as well as Anson's obligations at law and labour market conditions and should be relative to the scale of Anson's business;
- performance based remuneration - rewards, bonuses, special payments and other measures available to reward individuals and teams following a particular outstanding business contribution having regard to clearly specified performance targets and to Anson's circumstances and values;
- equity based remuneration - share participation via employee equity remuneration schemes, reflecting Anson's short, medium and long term performance objectives;
- other benefits - such as annual leave, sickness benefits, superannuation payments and long service benefits;

- expense reimbursement - for any expenses incurred in the course of the personnel's duties; and
- termination payments - any termination payments should reflect contractual and legal obligations and will not be made when an executive is terminated for misconduct.

## Remuneration for non-executive directors

Remuneration for non-executive directors may contain any or all of the following:

- annual fees - reflecting the value of the individuals' personal performance, time commitment and responsibilities of the role;
- equity based remuneration - issues of shares or securities, reflecting the contribution of the Director towards Anson's medium and long term performance objectives;
- other benefits - superannuation payments, but not including retirement benefits that are additional to the individual's superannuation.

## Economic risk management for equity participation schemes

No Director or member of senior management (including any employee who is a restricted employee under the Company's Securities Trading Policy) who participates in an equity based remuneration scheme established by Anson may enter into any transaction designed to limit the economic risk of participating in the equity based remuneration scheme.

## Other matters

### Amendment of policy

This Policy can only be amended with the approval of the Board.

This Remuneration Policy was adopted by the Board on 25 September 2020