



Policy on Remuneration

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DOCUMENT CONTROL

Document Information

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Supporting Documentation / References

The following documents are related to this document:

Document
Board Charter
Charter of the Nomination and Remuneration Committee

1 OVERVIEW

- 1.1 The purpose of this policy is to provide a framework for setting and reviewing remuneration arrangements for officers of Trade Window Holdings Limited and its subsidiary companies ("**TradeWindow**").
- 1.2 This policy aims to attract, retain and motivate high-calibre people and reward performance.
- 1.3 The director remuneration terms are set in accordance with the Nomination and Remuneration Committee Charter, the NZX Listing Rules and any other applicable laws, and are not contained in this policy.

2 PROCESS

- 2.1 The Board holds the ultimate responsibility for this remuneration policy.
- 2.2 The Nomination and Remuneration Committee is responsible for administering this policy and reviewing this policy periodically, and ensuring that officers of Trade Window Holdings Limited are remunerated in accordance with this policy. The Nomination and Remuneration Committee will submit any proposed changes to the Board for approval.
- 2.2 The Nomination and Remuneration Committee may also seek external advice on remuneration matters as it deems appropriate and will make recommendations to the Board.

3 REMUNERATION PRACTICES

- 3.1 Remuneration of Executives may be made up of both fixed remuneration (base salary) and may also include short-term incentives and long-term incentives as a means to encourage and incentivise the delivery of performance and align interests with shareholders.
- 3.2 Short-term incentives (**STIs**) aim to reward the achievement of prescribed performance measures; and long-term incentives (**LTIs**) aim to reward the achievement of performance measures that are measured over a longer term.
- 3.3 TradeWindow will have regard to market remuneration taking into account all relevant factors. When setting remuneration, TradeWindow shall also have regard to the specific role and will reflect performance requirements and expectations attached to that role.

5 POLICY REVIEW

- 5.1 The Board will review this policy as required and at least every two years.