

# Remuneration Policy

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**Policy Owner:** Head of People and Culture

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## 1. Introduction and Scope

This Policy (“the Policy”) outlines the Company’s remuneration and total rewards framework and is aimed at facilitating a culture which attracts, motivates, and retains high performing employees to deliver on the Cash Converters strategy. The principles will guide remuneration, reward, governance, and the key roles that administer them.

This policy applies to all permanent employees of Cash Converters (corporate), excluding Non-Executive Directors and Senior Executives (Key Management Personnel (KMP) and Senior Leader roles). *Please refer to G.69 Senior Executive Remuneration Policy for these roles.*

This Policy is established, regularly reviewed, and approved by the Governance, Remuneration and Nomination Committee (GRNC) of Cash Converters International Limited (“the Company”).

## 2. Principles and Objectives

Cash Converters is a unique business with a diverse workforce. Employees are covered by varying industrial instruments and legislation. Remuneration packages and pay approaches will differ based on business area, however, the following principles will apply across all permanent and casual employees.

### **Strategic Alignment**

The remuneration framework, principles, policies and practices will align to, and support the Cash Converters strategic objectives.

### **Fairness and Equity**

Cash Converters commits to having a remuneration framework that supports fair and consistent application of remuneration and reward practices, to drive equitable outcomes and adhere to the principle of equal remuneration for doing work of equal or comparable value. This will be achieved through appropriate policies, regular review, and reporting.

### **A Total Rewards Approach**

Cash Converters subscribes to a total rewards philosophy where a variety of cash and non-cash benefits are available to suit our diverse workforce, and to support our overall aim to attract, retain and motivate key talent.

### **Relevant for Our Business**

Cash Converters will apply the most appropriate pay and incentives approach for that business area led by drivers such as industrial instruments, market practices and performance incentivising programs.

### **Market Competitiveness**

Cash Converters aim to pay fair and competitive market remuneration. Cash Converters will engage market specialists and data providers in addition to our in house remuneration specialists, to guide our

market benchmarking, pay strategies and practices to ensure we remain competitive in the markets and areas we operate in.

#### **Compliance**

All required statutory and regulatory requirements will be reviewed annually to determine compliance with superannuation contributions, award requirements and minimum wages are met.

#### **Flexibility and Adaptability**

Cash Converters remuneration practices will maintain sufficient flexibility to enable adjustment to changing economic, market conditions, and/or internal business conditions.

#### **Transparent Governance**

Cash Converters will maintain clear governance to ensure fair, objective, and robust remuneration practices are in place. Where possible, remuneration principles, evaluations and decisions will be shared and communicated to ensure transparency and demonstrate a fair and robust process has been undertaken.

## **3. Remuneration & Reward Components**

#### **Base Remuneration**

Employees will be provided with a contract outlining their base remuneration. Base salary does not include superannuation, allowances, or any other benefits or supplementary payments that form part of the employee's regular fixed income. Nor does it include incentive schemes (including the short-term and long-term incentive plan), one-off payments or reimbursements of expenses.

#### **Annual performance and remuneration reviews**

Remuneration will be reviewed on an annual basis (unless otherwise specified in employment contracts). Remuneration will be informed by relevant market indexes (statutory or market based) and reviewed in conjunction with performance against employee performance objectives, behaviours and Company values. Annual wage budget decisions will be guided by multiple factors such as legislative and statutory drivers, market movements and insights, company strategy and performance, internal employee parities.

#### **Variable pay**

Cash Converters have a variety of variable pay practices based on business area, role, level and function. Short term incentives (STI), performance bonuses, sales commissions, retention bonuses, long-term incentives (LTI) and monthly target bonuses may apply with the aim to drive individual and business performance.

## 4. Governance and Responsibilities

- **The Board** approves (taking into account recommendations from the Governance and Remuneration Committee (GRNC)) the remuneration-related policies, senior executive remuneration and incentive outcomes.
- **The GRNC** reviews and makes recommendations to the Board on remuneration approach and outcomes, advise on other remuneration matters as required by the Board.
- **The People & Culture team (P&C)** ensures that appropriate processes and procedures are in place to effectively implement and manage the remuneration policy and provides required guidance to managers.
- **Managers across the Company** support Department Heads working in partnership with the P&C team to facilitate performance and remuneration reviews.

## 5. Policy Review and Amendments

This Policy should be reviewed annually to ensure it remains appropriate with regard to the changing nature of legislation, change in the Company's business operations or business environment.

Cash Converters reserves the right to change remuneration practices and policies as and when required in line with governance requirements.