



Sustainability Committee Charter

**Reliance Worldwide Corporation Limited
(Company)**

ACN 610 855 877

Adopted by the Board on 15 August 2025

Committee charter

1 Membership of the Committee

The Committee must consist of:

- only non-executive directors;
- a majority of independent directors;
- an independent director as chair; and
- a minimum of 3 members.

The Board may appoint additional non-executive directors to the Committee or remove and replace members of the Committee by resolution. Members may withdraw from membership by written notification to the Board.

Non-committee members, including members of management, may attend all or part of a meeting of the Committee at the invitation of the Committee chair.

2 Role and responsibilities

The role of the Committee is to assist the Board to discharge its responsibilities and duties related to material sustainability matters relevant to the business activities of the Company and its subsidiaries ("Sustainability Matters"). Sustainability Matters may include topics such as climate change impacts, emissions, environmental and supply chain sustainability, human rights and employee related culture and belonging objectives and community activities. In performing its role, the Committee will have regard to expectations of the Board, shareholders and other key stakeholders on Sustainability Matters.

The responsibilities of the Committee are to:

- (a) Provide advice on Sustainability Matters to management;
- (b) Review, discuss with management and approve or, recommend to the Board for approval, the Company's initiatives, objectives and strategies for Sustainability Matters;
- (c) Refer to the Board, for decision or resolution any material Sustainability Matters when necessary;
- (d) Review and monitor the Company's progress toward achieving approved objectives for Sustainability Matters;
- (e) Receive and review reports on Sustainability Matters and discuss outcomes with management;
- (f) Receive reports on emerging Sustainability Matters and, in conjunction with management, consider how these might impact the Company's strategies and objectives for Sustainability Matters;
- (g) Review and monitor implementation of recommendations on Sustainability Matters contained in reports received from the internal and/or external auditor;

- (h) provide input and guidance, when appropriate, with respect to communications with employees, investors and other stakeholders regarding the Company's position on or approach to Sustainability Matters;
- (i) Liaise with the Audit and Risk Committee on overseeing and advising the Board on high-level sustainability related risks, including climate related risks;
- (j) Review any proposed public disclosures or statements to be made on key Sustainability Matters, including disclosures in the Annual Report, Corporate Governance Statement and Sustainability Report, and provide recommendations to the Board or Disclosure Committee for approval. In performing this responsibility, the Committee will have regard to the requirements of Australian Sustainability Reporting Standards (or applicable international equivalents) which the Company is required to comply with;
- (k) The Committee is responsible for the review and oversight of the Company's Culture and Belonging Policy. The Company's vision for an appropriately balanced workplace incorporates a number of different factors, including race, colour, religion, creed, national origin or ancestry, ethnicity, gender, age, physical, sexual orientation or mental disability.

In executing this role, the Committee will, with the appropriate support and input from management, review at least annually:
 - (1) The effectiveness of the Culture and Belonging Policy, its objective and strategies; and
 - (2) The division of responsibilities and accountability for developing and implementing workforce initiatives across the organisation.

The Committee will report to the Board on the outcomes of its review, including any recommendations for changes to culture and belonging strategies or the way in which they are implemented; and
- (l) In accordance with the Company's Culture and Belonging Policy, review the measurable objectives set by the Board, including any set in connection with the composition of the Board, senior executives and workforce generally and, on an annual basis, assess the Company's progress in achieving those objectives and recommend to the Board any changes to objectives. The Committee will:
 - (1) Annually report to the Board on progress towards achieving measurable objectives set under the Culture and Belonging Policy; and
 - (2) submit a report to the Board, which outlines the Committee's findings or, if applicable, provide the Board with the Company's most recent indicators as required by the Workplace Gender Equality Act 2012.

3 Review of Charter

The Board will, at least once in each year, review the membership and Charter of the Committee to determine its adequacy for current circumstances and the Committee may make recommendations to the Board in relation to the Committee's membership, responsibilities, functions or otherwise.

4 Administrative matters and procedures

The proceedings of the Committee will be conducted in accordance with provisions set out in Attachment 1.

Attachment 1

Administrative matters and procedures

Meetings

The Committee will meet as often as the Committee members deem necessary in order to fulfil their role. However, it is intended that the Committee will normally meet quarterly.

Quorum

A quorum is at least 2 members.

Secretary

The Company Secretary, or their delegate, must attend all Committee meetings as minute secretary.

Convening and notice of meeting

Any member may, and the Company Secretary must upon request from any member, convene a meeting of the Committee. Notice will be given to every member of the Committee, of every meeting of the Committee. However, there is no minimum notice period and acknowledgement of receipt of notice by all members is not required before the meeting may be validly held.

Independent advice

The Committee may seek the advice of the Company's auditors, solicitors or other independent advisers, consultants or specialists as to any matter pertaining to the powers or duties of the Committee or the responsibilities of the Committee.

Rights of access and authority

The Committee has unrestricted access to information it considers relevant to its responsibilities. The Committee has rights of access to management and to auditors (external and internal without management present), and rights to seek explanations and additional information from both management and auditors. The Committee Chair will consult with the Chair of the Audit and Risk Committee before engaging with the Company's external auditor on ESG matters.

Minutes

Minutes of meetings of the Committee must be kept by the Company Secretary. All minutes of the Committee must be entered into a minute book maintained for that purpose and be available for inspection by any director.

Reporting

The Committee chair will provide a brief oral report to the Board as to any material matters arising out of Committee meetings. All directors may, within the Board meeting, request information of members of the Committee.

A copy of the minutes of Committee meetings will also be provided to the Board with the next Board papers or otherwise distributed to Board members. The Committee will also consider if any material matters arising out of the Committee meeting should be advised to any other Committee and, if so, ensure that this occurs.