

Remuneration Committee Charter

This charter governs the procedures of the Remuneration Committee (Committee) for Laserbond Limited (Company) and outlines the procedures and guidelines in relation to the remuneration of directors and senior executives of the Company.

1. Function

The functions of the Committee are to review and make recommendations to the Board in respect of:

- a. Remuneration of the CEO, within the terms of the employment contract, annually to the board.
- b. The CEO's recommendations regarding remuneration for staff, ensuring alignment with market trends.
- c. The CEO's performance against key performance indicators, and the determination of bonus components if applicable.
- d. Any incentive plans or ex-gratia payments to the CEO or other employees.
- e. Any grievances or complaints about remuneration.
- f. Diversity issues identified.
- g. The alignment of remuneration and incentive policies, practices, and performance indicators with the board's vision, values, and overall business objectives
- h. A review of remuneration categories including appropriateness of existing authorities as per the Delegated Authority policy and adherence to said authorities.

2. Composition

ASX Corporate Governance Principles Recommendation 8.1 advises the Company should have a remuneration committee comprising at least three members, a majority of whom are independent directors and is chaired by an independent director. The Board has considered the recommendation, and the Committee will consist of two independent directors, of which one will act as Chair of the committee, plus one executive director.

If a member of the Committee retires, is removed, or resigns from the Board, that member ceases to be a member of the Committee. The Board will appoint the successor.

The Committee may invite any executive management team member or any other individual to attend a meeting of the Committee, as they consider appropriate. Any invitation to attend a meeting of the Committee is subject to the invitee not having a material personal interest in the matter being considered.

The Committee may consult with other persons or seek any information it considers necessary to fulfill its responsibilities.

The Chair of the Committee is the secretary of the Committee unless the group Company Secretary is a member of the Committee.

3. Meetings

The Committee will meet as frequently as required to fulfill its role. Any Committee member may call a Committee meeting.

A notice and agenda of each meeting, including relevant supporting papers, must be forwarded to each member of the Committee a reasonable time before the date of the meeting.

The Committee chair, or delegate, will report to the Board following each meeting. The Committee will prepare for approval by the Board any report that may be required by any listing rule, legislation, regulatory body, or other regulatory requirement or proposed for inclusion in the annual report.

Minutes of proceedings and resolutions of Committee meetings will be kept by the secretary and will be distributed to all Committee members. Minutes, agenda, and supporting papers will be made available to any director upon request to the secretary, providing no conflict of interest exists.

A quorum is at least two Committee members, and each member will have one vote. If the Committee members cannot vote in agreeance on a topic on the agenda the matter must be presented to the Board for discussion (ensuring no conflict of interest exists with other Board members).

4. Review

The Committee will conduct reviews of the Charter at least annually to ensure that the Charter continues to reflect the current processes and guidance utilised when assessing appropriate remuneration.

The Board will need to approve any amendments to the Charter that stem from the review.