



Directors' Remuneration Policy

Remuneration for T&G Global (T&G) Directors' is paid in the form of Directors' fees.

Information regarding the Directors' fee pool is disclosed in T&G's Annual Report. There have been no changes to the fee pool since it was approved on 1 July 2004. Shareholder approval is required for any changes to the fee pool in accordance with T&G's constitution and NZX Listing Rule 2.11. T&G's constitution provides that remuneration may be distributed among the Directors in such manner as the Board from time to time determines. The Board comprises seven Non-Executive Directors, two are Independent Directors, with a broad mix of skills and industry experience relevant to the guidance of T&G's businesses. The independent status of the Independent Directors is considered by the Board on an annual basis.

The assessment of Directors' remuneration, in their capacity as Board and Committee Members, is conducted annually by the Human Resources Committee. An independent review is undertaken bi-annually to ensure T&G's Directors' remuneration is appropriate and comparable to that of similar companies in New Zealand. In making the assessment, the size, complexity and scope of the business and industry; and the time commitment, responsibilities, experience, skills, and performance of the Directors is considered. The Committee will make a recommendation for any changes to the Board for approval.

Additional fees are paid to the Chairperson of the Board and the Chairperson and Members of each Committee to reflect the additional responsibilities of these positions. The Board may determine that additional allowances be paid to a Director, as appropriate, to reflect additional services provided to T&G by that Director. T&G meets the cost of Directors travel associated with T&G Board and Committee meetings, site visits or other business where the Directors are representing T&G.

Directors of T&G are not required to hold shares in T&G, nor do they receive compensation in the form of share options or payments or participate in any bonus scheme.

Further detail on the remuneration paid to each Director is disclosed in T&G's Annual Report which can be viewed on T&G's website.

Review and Approval

The T&G Global Board has reviewed and approved this Policy as per the details in the below Policy update section.

Policy Updates

Date of approval	Approver	Amendments completed by	Details of changes
17 April 2024	Board	Dianna Judd	Creation of Policy