

Review of Directors' Remuneration Policy

Location	NSW/ACT/VIC
Policy Type	Review of Directors 'Remuneration Policy
Version	6.0
Issue Date	28 May 2024
National Regulatory Code	Performance Outcome – 5 Probity

1. Purpose

- 1.1 The Board of Argyle Community Housing Ltd (Argyle Housing or the Company) has established this Review of Directors' Remuneration Policy (Policy) to ensure that the remuneration paid to Argyle Housing's non-executive directors remains sufficient to attract and retain appropriately qualified directors who have the necessary skills and experience to monitor and assist in improving the performance of Argyle Housing.

2. Policy

- 2.1 Every three years, the Nominations, Remuneration and Governance Committee (NRGC) will undertake a detailed review of the remuneration paid to the Argyle Housing's non-executive directors including appropriate remuneration for acting as a Chair or Member of any Committee established by the Board, benchmarked against other community housing organisations and the commercial market generally.
- 2.2 In the other years of the triennial review of directors' remuneration, the NRGC will consider an increase in directors' remuneration using the 'All Groups Consumer Price Index (CPI) weighted average of eight capital cities' published by the Australian Bureau of Statistics for the prior financial year ended 30 June.
- 2.3 Any increase in directors' remuneration recommended to the Board for approval, is to be effective from 1 July each year.

3. Review of Policy

- 3.1 Unless the Argyle Housing Board determines otherwise, this Policy will be reviewed biennially.

4. Approved and Adopted

- 4.1 This Policy was approved and adopted by the Board on 28 May 2024.

Version Control

Version No.	Review Date	Author	Position	Next Review Date
1.0	April 2017	Company Secretary	Review	22 August 2017
2.0	May 2018	Company Secretary	Move to a biennial review	26 June 2018
3.0	August 2019	Company Secretary	Review	24 September 2019
4.0	May 2020	Company Secretary	Biennial review	24 June 2020
5.0	April 2022	Company Secretary	Biennial review	26 April 2022
6.0	May 2024	Company Secretary	Biennial Review	28 May 2026