

HEARTLAND GROUP

SUSTAINABILITY COMMITTEE CHARTER

Introduction

- 1 This charter sets out the role, composition and responsibilities of the Sustainability Committee (**Committee**), a committee established by the Board of Heartland Group Holdings Limited (**HGH**, and the **HGH Board**).
- 2 This charter sets out the scope of the Committee's responsibilities in relation to HGH and its subsidiaries (**Heartland Group**).

Purpose

- 3 The purpose of the Committee is to advise and provide assurance to the HGH Board in order to enable the HGH Board to discharge its responsibilities in relation to:
 - (a) setting and reviewing progress against Heartland Group's sustainability strategy (covering environmental, social and economic wellbeing factors) – including undertaking an initial materiality analysis process;
 - (b) Heartland Group's annual sustainability disclosures;
 - (c) the oversight of Heartland Group's implementation of the climate-related risks (and opportunities) disclosure regime; and
 - (d) advocacy for sustainability issues, including consideration of whether the appropriate skills and competencies exist across Heartland Group.

Authority

- 4 The Board authorises the Committee, as the Committee considers necessary in performing its duties, to:
 - (a) investigate any matter relevant to its purpose;
 - (b) seek any information it requires from the HGH CEO or, via the CEO, from any other employee, officer or external advisor of or to any Heartland Group entity;
 - (c) have free and unfettered access to risk and financial control personnel and other parties (internal and external) in carrying out its duties;
 - (d) obtain, at the expense of HGH, external legal or other independent professional advice; and
 - (e) arrange, at the expense of HGH, for external legal advisors or other independent parties with relevant experience or expertise to attend any meeting of the Committee.
- 5 The Committee will not take any action or make any decision on behalf of the HGH Board unless the HGH Board delegates its authority to do so to the Committee. However, the HGH Board may consider the advice and recommendations of the Committee.

Membership

- 6 The Committee will be appointed by the HGH Board and will be made up of at least one non-executive HGH director. The majority of the Committee must be independent directors. The Committee may

include non-executive directors of HGH's subsidiaries.

7 The Chair of the Committee will be appointed by the HGH Board.

8 If the Chair of the Committee is absent from a meeting, the members of the Committee present will appoint a chair for that particular meeting.

9 The Chair will appoint the secretary of the Committee.

Meetings and Reporting

10 Meetings shall be held four times per year, or more frequently as required.

11 Directors who are not members of the Committee may attend Committee meetings.

12 The Chair shall, to the extent possible, act as the liaison between management and the Committee.

13 An agenda and supporting documentation for each meeting shall be prepared and circulated to all members of the Committee and attendees within a reasonable period in advance of each meeting.

14 A quorum for a meeting shall be two members of the Committee.

15 Any employee in attendance may be excluded from that part of the meeting at which the Committee wishes to discuss any matters without the presence of management.

16 The secretary of the Committee will circulate the minutes of each Committee meeting to Committee members, directors, and as appropriate, attendees within a reasonable period following the meeting.

17 The Chair of the Committee will report the Committee's findings and recommendations to the Board.

18 The Chair of the Committee may also report recommendations and findings to the Chief Compliance and Sustainability Officer if s/he is not in attendance for all or any part of a meeting.

Responsibilities and Duties of the Committee

19 Management is responsible:

- (a) for ensuring that the Committee is informed of all matters relevant to its purpose;
- (b) for providing assurance in respect of those matters, where required; and
- (c) for the quality and integrity of that information and assurance.

20 Subject to those responsibilities of management and to any resolution of the Board, the responsibilities and duties of the Committee are set out in this clause 20.

Strategy

- (a) To review, annually, the sustainability strategy for Heartland Group including the key goals in each of the relevant areas and the planned initiatives to achieve those goals.
- (b) To regularly review the status of those initiatives.
- (c) To consider reports from management on sustainability matters and advise the Board on any changes required to Heartland Group's practices.

Disclosures

(d) To oversee Heartland Group's annual Sustainability Report.

Climate-related risks

- (e) To oversee Heartland Group's climate related disclosures reporting. This includes but is not limited to:
- reviewing the substance of that disclosure (noting that the HGH Board Audit and Risk Committee will consider the compliance of that disclosure with the accounting standards);
 - overseeing Heartland Group's scenario analysis exercises; and
 - overseeing Heartland Group's transition plan.

Advocacy

(f) To advocate for sustainability matters generally and advise the Board on any changes required to Heartland Group's practices.

Review of Committee

- 21 The Board shall undertake a regular review, at least annually, of the Committee's performance, objectives and responsibilities.
- 22 The Committee may recommend to the Board any amendments to this charter.

Version History

Version	Date	Approver	Amendments
1.0	November 2023	Board	New Charter
2.0	September 2024	Board	Minor amendments