

Audit Committee Charter

1 Objectives

- 1.1 The Audit Committee (Committee) supports the Australian Unity Limited (AUL) board of directors (Board), and the boards of various other Australian Unity Group companies (Group), to discharge their responsibilities relating to:
- (a) the preparation and integrity of the Group's financial accounts and statements;
 - (b) the external auditor's audit of the Group's financial statements and associated regulatory reports;
 - (c) the oversight of the supervisory and statutory reporting requirements, as well as other financial reporting and professional accounting requirements;
 - (d) the oversight of the Group's community and social values framework and reporting;
 - (e) the resourcing, performance and scope of work of the Group's internal audit function;
 - (f) ensuring effective corporate governance by active and collaborative participation of the following: the Committee, the external auditors, the internal auditor (including any outsourced or co-sourced providers), external actuaries, other assurance providers and management; and
 - (g) ensuring the adequacy and independence of both internal and external audit functions.

2 Membership

- 2.1 The Committee will comprise no less than three independent non-executive directors of the Board as determined and resolved by the Board from time to time. The Secretariat to the Committee will be the Company Secretary or designate.
- 2.2 The Board will appoint an independent non-executive director as the chair of the Committee. The chair of the Board may be a member of the Committee, but cannot chair the Committee. The chair of the Risk & Compliance Committee may also chair this Committee.
- 2.3 The composition of the Committee may be amended from time to time as determined and resolved by the Board.

3 Roles and responsibilities

- 3.1 The Board has authorised the Committee to:
- (a) perform activities required to address its responsibilities and make recommendations to the Board. These activities will include:
 - (i) the approval and adoption of accounting policies or any change to accounting policies;
 - (ii) oversight of the statutory and financial reporting process;

- (iii) oversight of the community and social value reporting process;
 - (iv) reviewing, in consultation with the Risk and Compliance Committee, matters of accountability and internal control affecting the operations of the Group;
 - (v) the approval of the group policies, procedures and frameworks designated for the Committee's approval in the Committee & Policy Governance Policy; and
 - (vi) reviewing, in consultation with the Risk and Compliance Committee, the effectiveness of management information systems and other systems on internal control;
- (b) resolve any disagreement between management, the external auditor and the internal auditor;
- (c) select, engage and recommend the approval of fees for any professional advisers that the Committee may require to carry out its duties including, but not limited to:
- (i) in consultation with the Group Managing Director, endorsing the appointment and/or removal of the internal auditor (including any co-source provider). If the Chief of Audit is removed, the reasons for removal must be discussed with APRA within 10 business days after the Committee's endorsement is agreed upon;
 - (ii) recommending the engagement and termination of the external auditor (with due consideration of relevant fit and proper policies as they relate to external auditors);
 - (iii) recommending the engagement and termination of the external (managed investment schemes) compliance plan auditor;
 - (iv) recommending the engagement and termination of the external actuary/s (with due consideration of relevant fit and proper policies as they relate to external actuaries); and
 - (v) recommending the engagement and termination of the external taxation compliance advisor/s;
- (d) approve the scope of work of selected professional advisers including the:
- (i) internal auditor;
 - (ii) external audit function;
 - (iii) external actuarial function; and
 - (iv) tax compliance function;
- (e) require the attendance of any member of management at meetings of the Committee, as appropriate;
- (f) review annually and as required, the engagement of the external auditor, including assessment of whether the external auditor meets relevant independence tests including, but not limited to, the audit independence tests set out in APES 110 Code of Ethics for Professional Accountants and in APRA Prudential Standard CPS 510 – Governance (or any successor standards to these standards);

- (g) have oversight of, in consultation with the Risk and Compliance Committee, internal controls, policies and procedures that the Group uses to identify and manage business risks;
- (h) review regularly the audit plans of both internal and external auditors, ensuring they cover all material risks and financial reporting requirements;
- (i) review regularly the findings of internal and external audits, ensuring that issues are being managed and rectified in an appropriate and timely manner; and
- (j) receive from employees, confidential information via the Group Executive – Governance or the externally hosted whistle-blower hotline (refer to Whistleblower Protection Policy), about accounting, internal control, compliance, audit and other matters that the employee has concerns about.

4 Duties

In fulfilling the Board’s responsibilities, the Committee will have the following duties:

4.1 Assessment of Financial Information

- (a) Review any significant accounting and reporting issues, including professional and public regulatory announcements and understand their effect on the Group’s financial statements.
- (b) Review annual and semi-annual financial statements of the Group, which require approval of the Board and:
 - (i) discuss the financial statements with the external auditor and management before recommending approval by the Board;
 - (ii) considering whether the Group’s financial statements reflect the understanding of the Committee members of, and otherwise provide a true and fair view of, the financial position and performance of the Group; and
 - (iii) review the appropriateness of the accounting judgments or choices exercised by management in preparing the Group’s financial statements.

For clarity, the Committee is not required to review annual and semi-annual financial statements that are within the ambit of the AUL Subsidiaries’ Accounts Audit Committee.

- (c) Review, at least annually, the written attestations provided by the Group Managing Director, Group Executive – Finance & Strategy to the Board.
- (d) Review the adequacy of the Group’s corporate reporting processes.
- (e)

4.2 Assessment of community and social value information

- (a) Review the annual ‘Our Impact’ report, which requires the approval of the board and review the appropriateness of the methodology and measurement judgments or choices exercised by management in preparing the report.

4.3 External Auditor

- (a) Review the appointment or removal of the external auditor and the rotation of the audit engagement partner.
- (b) Regularly review the performance of the external auditor.
- (c) Regularly review the independence of the external auditor.
- (d) Review and approve fees payable for any proposal for the external auditor to provide non-audit services and whether it may compromise the independence of the external auditor.
- (e) Prior to the commencement of each audit:
 - (i) review and agree on the terms of engagement and fees payable;
 - (ii) review and approve the scope and adequacy of the external auditor's proposed audit plan and audit approach, including materiality levels; and
 - (iii) assessing the auditor's independence.
- (f) Review the external auditor's closing report.
- (g) Resolve any disagreement between management and the external auditor in respect of financial reporting issues.
- (h) Without management present meet, as required, with the external auditor.

4.4 Internal Audit

- (a) In consultation with the Group Managing Director, review the appointment, terms of engagement, performance and removal of the Chief of Audit.
- (b) Review and approve the scope and adequacy of the internal audit work plan.
- (c) Monitor progress against the annual internal audit work plan, including any significant changes to it, and difficulties or restrictions on the scope of activities and any significant disagreements between internal audit and management.
- (d) Consider findings of the internal audit reports and review management's response in terms of content and timeliness.
- (e) Monitor the status of management's actions arising from issues raised in external and internal auditors' reports until they are fully implemented.¹
- (f) Ensure the internal auditor maintains a current External Quality Assessment², as required by the Institute of Internal Auditors.
- (g) Meet regularly with the Chief of Audit, without management present.
- (h) Regularly reviewing the independence, objectivity and performance of the internal audit function, and conducting a comprehensive review of the internal audit function when considered necessary.

¹ Australian Unity Limited Audit & Compliance Committee Minutes – 19 March 2002. "All Group and External Audit and Compliance recommendations pending resolution must be registered for regular review by the Committee. Where the Anticipated Resolution Date has passed, a revised date may be sought and approved by the Manager, Group Audit. Should the revised date not be achieved, the responsible General Manager shall attend the next ensuing meeting of the Committee to explain the reasons for the delay. Any further deferrals shall be at the discretion of the Committee".

² A requirement of the Institute of Internal Auditors (IIA) International Standards for the Professional Practice of Internal Auditing.

4.5 Business Risks and Internal Controls

- (a) The Committee, in consultation with the Risk and Compliance Committee, has the following obligations regarding business risks and internal controls:
 - (i) assessment of adherence to the Group's risk management policy and oversight of the risk management system and its resourcing; and
 - (ii) reviewing the operational effectiveness of the policies and procedures relating to risk and the Group's internal control environment.

4.6 Fraud/Ethical Investigations

- (a) In consultation with the Risk and Compliance Committee, oversee the process for the receipt, retention and treatment of information received under the Whistleblower Protection Policy and associated procedures and also from external complainants regarding matters relating to audit, financial statements, internal controls or possible fraud.
- (b) Receive and evaluate reports from the Chief of Audit regarding proactive evaluations in respect of possible fraudulent activity.
- (c) Receive and evaluate reports from the Chief of Audit in respect of any fraud/ethical investigations.

5 Other responsibilities

The Board authorises the Committee, within the scope of its duties and responsibilities set out in this charter, to recommend to the Board the selection, engagement and termination of the Group's transactional bankers.

6 Procedures

- 6.1 The order of the meetings will include apologies, attendance, minutes for confirmation, agenda items and other business. The process for preparing the agenda, papers and minutes will be managed by the Company Secretary and Chief Financial Officer or delegate.
- 6.2 The Committee must meet at least four times in a calendar year. Meetings can be held in person or electronically.
- 6.3 The Group Managing Director, the Chief of Audit, the Chief Risk Officer and the Chief Financial Officer will have a permanent invitation to attend Committee meetings. The Executive Committee have a standing invitation to attend Committee meetings. All invitations remain at the discretion of the Committee and subject to conflicts.
- 6.4 Two members of the Committee will constitute a quorum for meetings.
- 6.5 The Committee:
 - (a) has free and unfettered access to senior management, employees, all heads of risk management functions, internal and external auditors and any appointed actuary, as applicable, and information it considers relevant to its responsibilities under this charter; and
 - (b) if choosing to engage third-party experts, has power to do so in a manner that ensures that the engagement, including any advice received, is independent.

- 6.6 In addition to the Secretary of the Committee, the Company Secretary will attend all Committee meetings, assist with taking minutes at Committee meetings and maintaining records of Committee meetings.
- 6.7 The Committee's meeting agendas, together with relevant papers, are to be distributed prior to meetings to such persons as the Committee directs and, where appropriate, should contain specific recommendations.
- 6.8 All boards in the Group have unfettered access to this Committee.
- 6.9 The Committee chair will report to the Board, including recommendations on any specific decisions or actions the Board should consider.

7 Meetings

- 7.1 Minutes of the Committee's meetings will be kept and provided in the papers to the Board following the Committee meeting.
- 7.2 The Committee may table a formal report to the Board on its activities when it considers the same to be appropriate.
- 7.3 Any matters arising at a meeting of the Committee must be determined by a resolution passed by a majority of votes of those present and voting.
- 7.4 The chair does not have a casting vote in addition to their deliberative vote.

8 Review

- 8.1 To ensure that the Committee is fulfilling its duties to the Board, the Committee will:
 - (a) review this charter annually and recommend amendments to the Board (if required);
 - (b) review the annual agenda; and
 - (c) actively participate in the annual assessment of its performance carried out under the Board Renewal and Evaluations Policy.

Policy Owner	Governance
Effective Date	29 May 2024
Superseded Document	31 May 2023