fisherfunds

Fisher Funds

People and Performance Committee Charter

November 2026



1. Introduction

The People and Performance Committee ("Committee") has been established by the Board of Fisher Funds Management Limited (“Fisher Funds”).

Any reference to a "Director" in this charter, is to be read as applying equally to each Director of Fisher Funds.

“Executive” means the direct reports of the Chief Executive Officer.

“Board” means the board of Directors of Fisher Funds.

2. Purpose and Objectives

The objective of the Committee is to assist the Board in discharging its duties regarding people and culture related policies, remuneration, incentives, performance and organisational culture as set out in this Charter.

3. Membership

Members of the Committee shall comprise certain Directors appointed by the Board of Fisher Funds.

The number of members of the Committee shall be not less than three.

The Chair of the Committee will be nominated by the controlling shareholder of Fisher Funds and approved by the Board of Fisher Funds.

All Directors will be invited to attend Committee meetings, however only Committee members will be entitled to vote.

4. Secretarial and Meetings

The secretary of the Committee shall be appointed by the Board of Fisher Funds.

A quorum of members of the Committee shall be three.

Reasonable notice of meetings and the business to be conducted shall be given to the members of the Committee.

Meetings shall be held at least twice per year and at other times it deems necessary. The proceedings of all meetings shall be minuted.

5. Responsibilities

The responsibilities of the Committee are to review and where appropriate make recommendations to the Board for approval in respect of:

Remuneration matters

a) the remuneration of non-executive Directors (noting that the controlling shareholder of Fisher Funds has final approval of non-executive Directors’ remuneration);

b) Fisher Funds’ policies relating to organisational remuneration, and the remuneration and incentive framework including any short and/or long term incentives;

c) the remuneration of the Chief Executive Officer;

d) the recruitment, appointment, retention, performance measurement and termination of the Chief Executive Officer;

e) the establishment of Chief Executive and Executive key performance measures for each relevant period;

f) a mid-year performance review of the Chief Executive Officer and Executives, and, where appropriate, Tier 1 leaders, in addition to the annual performance review process;

g) recommendations from the Chief Executive on Executive remuneration and incentive payments;

h) review the remuneration and incentive structures for employees who are financial advisers, and employees who are listed as key personnel in any retail fund update.

Talent Management and Succession Planning

a) succession plans for any Chief Executive Officer;

b) key talent identification and succession planning across the business, including individuals identified as having the potential to move into future leadership roles, and oversight of targeted development plans to support their readiness for those roles.

Culture

a) organisational culture, including initiatives, measures and outcomes that support Fisher Funds' purpose, values, conduct expectations and employee engagement;

b) the effectiveness of culture-related frameworks, programmes and leadership practices that support a high-performing, inclusive and values-led organisation;

c) employee engagement, experience and wellbeing insights, including material themes arising from culture, engagement, conduct or people-related surveys and reporting;

d) the alignment of organisational culture with Fisher Funds' strategy, risk appetite, customer outcomes, regulatory expectations and long-term sustainability; and

e) any material culture-related matters escalated by management, including matters relating to leadership, conduct, behaviours, psychological safety or organisational effectiveness.

Diversity and Inclusion

a) the diversity policies for Fisher Funds;

b) diversity plans, measurable objectives and progress over time.

Health and Safety

a) initiatives and outcomes relating to the promotion and management of employee health, safety, security and wellbeing;

b) health and safety industry and regulatory developments;

c) material health, safety, security and wellbeing incidents.

People Related Policies

The core people and culture policies which require Board approval including, Conflicts of Interest, Personal Trading, Leave, Fit & Proper, and Health and Safety.

6. Authority

The Committee is authorised by the Board to obtain, at the reasonable expense of Fisher Funds, outside legal or other independent professional advice and to arrange for the attendance at meetings, at the expense of Fisher Funds, of outside parties with relevant experience and expertise if it considers this necessary.

7. Reporting Procedures

After each Committee meeting, the Chair shall report the Committee's findings and recommendations to the Board.

The minutes of all Committee meetings shall be circulated to members of the Board.

8. Review of the Committee and Charter

The Committee shall undertake an annual self-review of its objectives and responsibilities and of its charter. This Charter will be reviewed annually or more frequently if required.

Such objectives, responsibilities and the Charter shall also be reviewed by the Board and any other person the Board considers appropriate.