

Application of Policy:	<p>Global</p> <p>This Policy sets out the minimum requirements for the Group and applies to all Personnel and every member of the Group.</p>
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Definitions: Capitalised terms used throughout this Policy are defined in paragraph 9.

1. Overview

The Company is committed to ensuring that there is a clear relationship between performance and remuneration and that the Group's remuneration practices are aligned with the Company's purpose, values, strategic objectives and risk appetite.

The Group's remuneration practices shall be structured to enable the Group to:

- (a) attract and retain the most qualified and experienced candidates;
- (b) motivate employees to perform in the best interests of the Group and its stakeholders;
- (c) appropriately compensate employees for the services they provide to the Company;
- (d) provide an appropriate level of transparency to ensure the policy underlying executive remuneration is understood by investors; and
- (e) ensure a level of equity and consistency across the Group.

2. Remuneration Committee

The Company has established a Remuneration Committee which operates under a charter approved by the Board. The Remuneration Committee is responsible for advising and assisting the Board in fulfilling its responsibilities in relation to the Group's remuneration practices. The role and responsibilities of the Remuneration Committee are set out in its charter.

3. Remuneration Components

The Group's remuneration comprises fixed remuneration and variable remuneration.

3.1. Fixed Remuneration

Fixed remuneration is the component of total remuneration specified in an employee's contract with a Group company as amended by any subsequent periodic salary reviews and is not subject to the achievement of any specified performance milestones. Fixed

remuneration includes any superannuation contributions made by a Group company.

When determining appropriate market rates for the fixed remuneration of the Group's investment professionals, the Remuneration Committee recognises that they are generally most comparable to partners (or near partners) in private practice professional services business.

3.2. Variable Remuneration

The objective of the variable remuneration component is to reward employees in a manner that aligns this element of their compensation with the Group values, strategic objectives and internal key performance indicators of the Group. The potential incentive available is set at a level which balances the aim of providing sufficient incentive to the employee to achieve operational targets with the participation interests of Shareholders in the outcomes of such business achievements.

Details of the Company's variable remuneration framework are provided in its annual report.

4. Remuneration of Executive Directors and Senior Executives

The policy of the Company is to provide Executive Directors and Senior Executives with remuneration packages which are competitive with market rates for comparable companies and which reflect the applicable Executive Director's or Senior Executives' responsibilities and achievements. They will invariably include a fixed base salary component, superannuation contributions, fringe benefits and variable remuneration reflecting short and long-term performance objectives aligned to the overall strategic objectives of the Company. The aim is to incentivise and motivate Executive Directors and Senior Executives to pursue the long-term growth and success of the Company.

Executive Directors and Senior Executives do not receive any retirement benefits other than superannuation and any benefits specifically approved by shareholders, including continuing cover under a deed of access, insurance and indemnity following cessation of their office.

5. Remuneration of Non-Executive Directors

The Board seeks to set the aggregate remuneration of non-executive Directors in accordance with market rates for comparable companies for time, commitment and responsibilities and at a level which provides the Group with the ability to attract and retain non-executive directors of the highest calibre, whilst incurring a cost which is acceptable to Shareholders.

The aggregate remuneration paid to non-executive Directors is approved by Shareholders in accordance with the requirements of the Listing Rules of the Australian Securities Exchange and the Constitution.

Each non-executive Director receives a fee in the form of cash and may receive superannuation benefits. Non-executive Directors also have continuing cover following cessation of their office under the deeds of access, insurance and indemnity entered into with the Company, but no other retirement benefits or bonuses are provided. Non-executive Directors who are called upon to perform extra services beyond the Director's

ordinary duties may be paid additional fees for those services.

The fees of non-executive Directors are not linked to the performance of the Company and non-executive Directors are not eligible to participate in the Company's variable remuneration framework.

6. Termination

Termination payments for senior management and Directors are based on specific contractual arrangements. The basis for determining entitlements in the event of termination is consistent with the contractual obligations set out in those documents, which in turn align with market standards and practice. Subject to any payments required by law, termination payments are not provided upon removal for misconduct.

7. Training and Monitoring

The Group will provide initial training in relation to this Policy and thereafter on a periodic basis. The Group will put in place compliance and monitoring programs to review the Group's compliance with the requirements of this Policy.

8. Review and Amendment of this Policy

This Policy will be reviewed periodically by the Board to check that it is operating efficiently and whether any changes are required.

Any amendments to this Policy, other than updates for changes in the Company's branding or position titles, must be approved by the Board.

9. Definitions

Defined terms used in this Policy have the following meanings:

Term or Abbreviation	Definition and Explanation
Board	means the board of Directors.
Company	means Omni Bridgeway Limited (ABN 45 067 298 088).
Constitution	means the constitution of the Company.
Director	means a director of the Company.
Group	means the Company and its related bodies corporate (as that term is defined in section 9 of the <i>Corporations Act 2001</i> (Cth)).
Personnel	means all full-time, part-time or casual staff, consultants, contractors, secondees and directors of or to the Group.
Policy	means this remuneration policy.
Remuneration Committee	means the remuneration committee of the Company.

Term or Abbreviation	Definition and Explanation
Senior Executives	means each of the Chief Investment Officers, both regional and global, together with the Chief Financial Officer and Group General Counsel and any other executive reporting directly to the Managing Director.
Shareholder	means a shareholder of the Company.

This Policy was approved by the Board to be effective on 26 June 2020.