

GENTRACK GROUP LIMITED (Gentrack)

Gentrack Remuneration Policy Statement

Introduction

The performance of Gentrack Group Limited (“Gentrack” or “the Company”) depends on the quality and commitment of its employees. Gentrack applies three key principles to its remuneration strategy that are determined by the Nominations and Remuneration Committee. The principles underpin Gentrack’s remuneration approach and are supported by detailed policies and practices with clear and established accountabilities and processes.

Remuneration principles

The principles are:

1. Remuneration is linked to performance

Gentrack business strategy cascades down to business groups and is reflected in business plans and finally in individual performance objectives. Individual performance is a key input into the annual remuneration review decision, such that above-target performance results in higher levels of fixed remuneration. Where applicable the variable remuneration component is at-risk and includes specifically designed sales incentives, annual incentives and long-term incentives. Each of Gentrack’s incentive schemes links desired performance outcomes with appropriate reward.

2. Market-competitive rewards

The overall remuneration structure is designed to deliver rewards that are competitive in the labour markets in which Gentrack competes for people.

The Nominations and Remuneration Committee decides Gentrack’s position within a comparative market and this determines remuneration ranges. Individual remuneration is set within these ranges taking account of a number of factors, including individual performance and capability, specific business needs, the criticality to Gentrack of a specific position or individual, market shortages of specific skills, differences between locations and economic climate. Remuneration ranges are reviewed annually to reflect movement in market remuneration.

The following incentive schemes are in place:

- Sales Commissions - specific to sales roles and designed to drive achievement of sales, customer value and service targets.
- Performance Incentive Scheme (Short-term Incentive) - provides an annual short-term reward for performance consistent with Gentrack’s corporate plan.
- Long-term Incentive Scheme - links the rewards of those individuals who most directly influence Gentrack’s long-term business performance to the delivery of outcomes that increase shareholder value. This scheme applies only to executive management positions, which is consistent with market practice.

The Nominations and Remuneration Committee makes recommendations to the board on management incentive remuneration plans, including long-term incentives.

3. Remuneration cost is managed and linked to the ability of the Company to pay

Effective growth is dependent on the quality, commitment, innovation and drive of Gentrack's employees. Gentrack aims, in a competitive market, to achieve the appropriate balance between managing overall remuneration costs and investing in people.

The overall remuneration cost is linked to Gentrack's performance and therefore ability to pay.