

Board Charter for Vulcan Steel Limited

Reviewed and adopted by the Board on 25 November 2024

1. The Board and overview of its role

- 1.1. Corporate governance describes the way Vulcan is directed and controlled. Vulcan's shareholders appoint directors and hold them accountable for the performance of the company. The Board of Vulcan is responsible for, and oversees the governance of, Vulcan.
- 1.2. The governance structure should ensure that reasonable profit and growth targets are set and achieved, and risk is properly managed, while taking into account the interests of Vulcan's stakeholders. As well, Vulcan's corporate governance culture and its way of doing business, including leadership by the Board and Senior Management, is critical to Vulcan's continuing success.
- 1.3. This Board Charter sets out the functions of the Board by describing the structure of the Board and its Committees, the need for independence and other obligations of directors.
- 1.4. The Board will meet regularly on such number of occasions each year as the Board deems appropriate.

2. Functions of the Board

- 2.1. The Board strives to build sustainable value for shareholders whilst protecting the assets and reputation of Vulcan. Its functions include, but are not limited to:
 - (a) demonstrating leadership;
 - (b) defining Vulcan's purpose, setting its strategies and approving budgets and business plans;
 - (c) overseeing Senior Management in their implementation of Vulcan's strategic objectives and their instilling of Vulcan's Principles and Ethos;
 - (d) satisfying itself that Vulcan's culture, underpinned by Vulcan's Principles and Ethos, remains strong;
 - (e) considering the economic, occupational health and safety, environmental, social and governance risks of Vulcan's activities;
 - (f) satisfying itself that Vulcan has in place an appropriate risk management framework (for both financial and non-financial risks), setting the risk appetite within which the Board expects Senior Management to operate, and overseeing the disclosure of any material exposure to environmental, social and governance risks;
 - (g) satisfying itself that Vulcan's remuneration policies are aligned with Vulcan's purpose, Principles and Ethos, strategic objectives and risk appetite;
 - (h) monitoring performance of, and succession planning for, Senior Management;
 - (i) overseeing the diversity and inclusion framework set out in the Diversity and Inclusion Policy and Code of Conduct;
 - (j) approving major borrowing and debt arrangements, the acquisition, establishment, disposal or cessation of any significant business of the company, any share buybacks, capital returns, share splits, any significant transaction or capital expenditure and the issue of any shares, options, equity instruments or other securities in Vulcan;
 - (k) approving Vulcan's annual report (including the financial statements, directors' report, remuneration report and corporate governance statement), with advice from the People and Remuneration Committee and the Audit and Risk Committee, as appropriate;
 - (l) overseeing Vulcan's process for making timely and balanced disclosure of all material information concerning Vulcan that a reasonable person would expect to have a material effect on the price or value of Vulcan's securities;
 - (m) satisfying itself that an appropriate framework exists for relevant information to be reported to the Board by Senior Management;
 - (n) whenever required, challenging Senior Management and holding them to account;
 - (o) reviewing operating information to understand at all times the state of health of Vulcan;
 - (p) managing and accepting reports regarding the occupational safety and health of Vulcan Personnel;

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- (q) ensuring that Vulcan acts legally and responsibly on all matters and that the highest ethical standards are maintained;
 - (r) developing an investor relations program to facilitate effective two-way communication with investors;
 - (s) maintaining a constructive and ongoing relationship with the ASX, the NZX and market regulators, and approving policies regarding disclosure and communications with the market and Vulcan's shareholders; and
 - (t) monitoring the effectiveness of, and approving changes to, internal governance including delegated authorities, and monitoring resources available to Senior Management.
- 2.2. With the guidance of the Board's People and Remuneration Committee, the Board is responsible for:
- (a) evaluating and approving the remuneration packages of the Chief Executive Officer, executive directors and other members of Senior Management;
 - (b) evaluating and approving the remuneration arrangements for non-executive directors;
 - (c) monitoring compliance with the non-executive director remuneration pool (as approved by shareholders), and recommending any changes to the pool;
 - (d) administering short-term and long-term incentive plans (including any equity plans) and engaging external remuneration consultants;
 - (e) appointing and replacing the Chief Executive Officer, and approving the appointment and replacement of other members of Senior Management and the directors;
 - (f) appointing, reviewing the performance of, remunerating and replacing the Board Chair;
 - (g) Vulcan's induction program for new directors and periodic review and facilitation of ongoing professional development for directors;
 - (h) regularly assessing the independence of all directors;
 - (i) reviewing and implementing succession planning for directors and Senior Management; and
 - (j) monitoring the organisational capability and mix of skills, experience, expertise and diversity on the Board and, when necessary, appointing new directors, for approval by shareholders.
- 2.3. With the guidance of the Audit and Risk Committee, the Board is responsible for:
- (a) reviewing and monitoring the effectiveness of Vulcan's risk management framework;
 - (b) overseeing the integrity of Vulcan's accounting and corporate reporting systems, including the external audit and Vulcan's processes for verifying the integrity of any periodic corporate report Vulcan releases to the market that is not audited or reviewed by an external auditor;
 - (c) reviewing and approving Vulcan's financial statements and reports;
 - (d) overseeing Vulcan's financial reporting, which, without limitation, includes:
 - (i) reviewing the suitability of Vulcan's accounting policies and principles, how they are applied and ensuring they are used in accordance with the statutory financial reporting framework;
 - (ii) assessing significant estimates and judgements in financial reports;
 - (iii) assessing information from external auditors to oversee the quality of financial reports; and
 - (iv) determining whether the financial and associated non-financial statements should be signed based on the Audit and Risk Committee's assessment of them;
 - (e) the entry into, approval or disclosure of related party transactions (if any);
 - (f) overseeing Vulcan's financial controls and systems; and
 - (g) managing audit arrangements and auditor independence.
- 2.4. The functions listed in clauses 2.1, 2.2 and 2.3 are matters which the Board specifically reserves for itself and does not limit the Board's overall duties and responsibilities. The Board may delegate consideration of such matters to a committee of the Board specifically constituted for the relevant purpose.

3. Powers delegated to management

- 3.1. The Board will delegate to the Chief Executive Officer the authority and power to manage Vulcan and its businesses within levels of authority specified by the Board from time to time. The Chief Executive Officer may delegate aspects of his or her authority and power but remains accountable to the Board for Vulcan's performance and is required to report regularly to the Board on the progress being made by Vulcan's business units.
- 3.2. The Chief Executive Officer's role includes:
- (a) responsibility for the effective leadership of Senior Management and the wider leadership team;
 - (b) the implementation of Vulcan's strategic objectives and instilling and reinforcing its principles and ethos;
 - (c) the day-to-day management of Vulcan's operations (including operating within the principles and ethos, code of conduct, budget and risk appetite set by the Board);
 - (d) establishing and implementing Vulcan's risk management framework, including identifying major risk areas and developing policies and processes to identify, monitor and manage these risks; and
 - (e) oversight of the provision by Senior Management to the Board of accurate, timely and clear information on Vulcan's operations (including, but not limited to, information about Vulcan's financial performance, compliance with material laws and regulations, and any conduct materially inconsistent with Vulcan's Principles and Ethos or Code of Conduct).

4. Board structure

The composition, structure and proceedings of the Board are primarily governed by Vulcan's Constitution and the laws governing corporations in jurisdictions where Vulcan operates. The Board, with the assistance of the People and Remuneration Committee, will regularly review the composition and structure and performance of the Board.

5. Board composition

- 5.1. The Board aims to have a board of directors which has, at all times, the appropriate mix of skills, experience, expertise and diversity relevant to Vulcan's businesses and the Board's duties and responsibilities.
- 5.2. The majority of the Board should, to the extent practicable given the size and composition of the Board from time to time, be comprised of independent directors as determined in accordance with clause 13.

6. Appointment and re-election of directors

- 6.1. The Board will, with guidance from external consultants if required, identify candidates with appropriate skills, experience, expertise and diversity in order to discharge its mandate effectively and to maintain the necessary mix of expertise on the Board.
- 6.2. The Board will assess nominations of new directors against a range of criteria including the candidate's background, experience, gender, professional skills, personal qualities and whether their skills and experience will complement the existing Board.
- 6.3. The criteria to assess nominations of new directors is reviewed annually and the People and Remuneration Committee regularly compares the skill base of existing directors with that required for the future strategy of Vulcan to enable identification of attributes required in new directors.
- 6.4. The Board will review the criteria for nomination as a director and the membership of the Board more generally, including:
- (a) making recommendations for the re-election of directors, subject to the principle that a director must not be involved in making recommendations to the Board in respect of themselves; and
 - (b) identifying qualified individuals for nomination to the Board, in accordance with the policy outlined in clause 7.
- 6.5. Before appointment to the Board, candidates must confirm that they will have sufficient time to meet their obligations to Vulcan, in light of other commitments.

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- 6.6. New directors are to be provided with a formal letter of appointment to the Board setting out the key terms and conditions of the appointment, together with any other documents that Vulcan considers relevant to the appointment.
- 6.7. For shareholders meetings where a director are standing for election or re-election, the notice of meeting must include all material information in Vulcan's possession relevant to enable shareholders to make an informed decision on the director's election or re-election.
- 6.8. The Board will review each of the directors who are seeking re-election in light of their independence, the result of their performance review, Vulcan's succession plans and any other factors considered relevant to each director's contribution to the Board and decide whether to support the director's re-election.
- 6.9. All directors (other than a managing director, if any) are subject to re-election by rotation at least every three years.
- 6.10. Any directors appointed by the Board (in accordance with the Constitution) must seek re- election at the first annual meeting of shareholders following their appointment.

7. Selection and appointment of new directors

- 7.1. Factors to be considered when reviewing a potential candidate for Board appointment include without limitation:
 - (a) the skills, experience, expertise and personal qualities that will best complement Board effectiveness and promote Board diversity having regard to:
 - (i) the Board skills matrix;
 - (ii) the Board's diversity objectives; and
 - (iii) the existing composition of the Board;
 - (b) the capability of the candidate to devote the necessary time and commitment to the role (this involves a consideration of matters such as other Board or executive appointments);
 - (c) potential conflicts of interest, and independence; and
 - (d) the results of background checks in relation to the proposed directors' character, experience, education, criminal record and bankruptcy history.

8. Review of Board, committee and individual directors' performance

- 8.1. With guidance from the People and Remuneration Committee, the Board will at least annually review the performance of each of the Board and its Committees, and each director, using where necessary an external consultant, against appropriate measures. Each year, Vulcan will disclose in its annual report and/or corporate governance statement whether such a performance evaluation has been undertaken during or in respect of that period. The review will assess:
 - (a) the effectiveness of the Board and each Committee in meeting the requirements of its charter;
 - (b) whether the Board and each Committee has members with the appropriate mix of skills and experience to properly perform their functions;
 - (c) the contribution made by each director at meetings and in carrying out their responsibilities as directors generally, including preparing for meetings;
 - (d) whether adequate time is being allocated to Vulcan's matters, taking into account each director's other commitments; and
 - (e) the independence of each non-executive director, taking into account the director's other interests, relationships and directorships.
- 8.2. Each year, the Board (with guidance from the People and Remuneration Committee) will review the performance of the Chief Executive Officer and any other Senior Management against guidelines approved by the Board. Each year, Vulcan will disclose in its annual report whether such a performance evaluation has been undertaken during or in respect of that period.

- 8.3. Each year:
- (a) a statement detailing the mix of skills and diversity which the Board is looking to achieve in membership to the Board; and
 - (b) details of the length of service of each director,
- should be included in Vulcan's annual report.

9. Board Chair

- 9.1. The Board Chair will be elected by the Board and to the extent practicable given the size and composition of the Board from time to time, may be an independent director. The Board Chair must not hold, and must not have held within the previous three years, the office of Chief Executive Officer of Vulcan.
- 9.2. The Board Chair's role includes:
- (a) leading the Board;
 - (b) facilitating effective contribution of all directors and promoting constructive and respectful relations among the directors and between the Board and Senior Management;
 - (c) approving Board agendas and ensuring adequate time is available for discussion of all agenda items, including strategic issues;
 - (d) representing the views of the Board to the public; and
 - (e) presiding over meetings of the Board, as well as annual meetings and any special meetings of shareholders.

10. Company Secretary

- 10.1. The Board appoints and removes the Company Secretary. All directors are to have direct access to the Company Secretary.
- 10.2. The Company Secretary is accountable to the Board through the Board Chair, on all matters to do with proper functioning of the Board.
- 10.3. The Company Secretary supports the effectiveness of the Board by monitoring that Board and Committee policy and procedures are followed.
- 10.4. The Company Secretary is also responsible for:
- (a) advising the Board and its Committees on governance matters;
 - (b) coordinating the completion and dispatch of Board and Committee agendas and meeting papers and minutes, ensuring that the business at Board and Committee meetings is accurately captured in minutes, and all other administration relating to Board and Committee meetings;
 - (c) overseeing Vulcan's relationship with its share registrar; and
 - (d) disclosures and lodgements with the ASX, NZX, and other regulators and communications with the ASX and NZX about listing rule matters.
- 10.5. The Company Secretary, together with the guidance of the People and Remuneration Committee and with assistance from the Board, shall organise the induction of new directors and facilitate ongoing professional development training for directors.

11. Keeping directors informed

- 11.1. New directors are to be briefed on their roles and responsibilities, and the previous minutes and papers of Board and committee meetings will be made available to them.
- 11.2. Board papers are distributed, where possible, within a reasonable period of time before each meeting.
- 11.3. Time is to be allocated at Board and committee meetings for continuing education on significant issues facing Vulcan and changes to the regulatory environment. This is to include briefings by Senior Management and external consultants from time to time.

12. Access to independent advice

- 12.1. Directors may obtain independent professional advice at Vulcan's expense on matters arising in the course of their Board and committee duties, after obtaining the Board Chair's approval. Whenever practicable, the advice must be commissioned in the joint names of the director and Vulcan, and where appropriate a copy of any such advice should be provided to and for the benefit of the entire Board. The other directors must be advised if the Board Chair's approval is withheld.

13. Independence of non-executive directors

- 13.1. To be judged independent, a director must, in the opinion of the Board, be free of any interest, position or relationship that might influence, or reasonably be perceived to influence, his or her capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of Vulcan as a whole rather than in the interests of an individual security holder or any other person.
- 13.2. Individuals would, in the absence of evidence or convincing argument to the contrary, not be characterised as independent if they were:
- (a) employed, or had previously been employed in an executive capacity by Vulcan or any of its subsidiaries in the three years prior to becoming a director;
 - (b) receiving performance-based remuneration (including options or performance rights) from, or participates in an employee incentive scheme of, Vulcan;
 - (c) within the last three years, in a material business relationship (e.g. as a supplier, professional adviser, consultant or customer) with a member of the Vulcan Group, or is an officer of, or otherwise associated with, someone with such a relationship;
 - (d) a substantial shareholder of Vulcan, or a representative of, or an officer or employee within the last three years of, or professional adviser to, a substantial shareholder of Vulcan;
 - (e) has close personal ties with any person who falls within any of the categories described above;
 - (f) has been a director of Vulcan for such a period that his or her independence from Senior Management and substantial shareholders may have been compromised; or
 - (g) directly involved in the audit of Vulcan or any of its subsidiaries.
- 13.3. Vulcan will disclose the names of the directors considered by the Board to be independent directors in Vulcan's annual report.
- 13.4. If a director has an interest, position or relationship of the type described in clause 13.2(b) above, but the Board is of the opinion that it does not compromise the independence of that director, Vulcan may consider disclosing in Vulcan's annual report the nature of the interest, position or relationship in question and an explanation of why the Board is of that opinion.
- 13.5. Any change in the nature of the independence status of a non-executive director must be promptly notified to the Board Chair and Company Secretary and the Board will review that director's independence status. If the Board determines that there has been a change to the independence status of a non-executive director, the Board will take steps to ensure that this change is disclosed and explained in a timely manner to the market.

14. Conflict of interest

- 14.1. Directors must keep the Board advised, on an ongoing basis, of any interests that could potentially conflict with those of Vulcan and will advise the Company Secretary of all directorships or executive positions held in other companies.
- 14.2. If a potential material conflict of interest or conflict of duty arises, the director concerned will advise the Board Chair prior to any Board meeting at which the conflicted matter is to be discussed. Except to the extent otherwise determined by a majority of the Board who are not interested in the matter, a director may vote on a resolution for, and be counted in a quorum for the consideration of, any matter in which that director is interested. Any potential conflict must be recorded in the Board minutes.

15. Board committees

- 15.1. The Board will operate two committees:
- (a) Audit and Risk Management Committee; and
 - (b) People and Remuneration Committee.
- 15.2. When appointing members of each committee, the Board will take account of the skills and experience appropriate for that committee as well as any statutory or regulatory requirements.
- 15.3. The chair of the Audit and Risk Management Committee cannot be the Board Chair and is to be independent of Senior Management and Vulcan.
- 15.4. The committees established by the Board are to consider and determine the matters for which they are responsible in accordance with their charter. Copies of the charter of each committee are to be published on Vulcan's Investor Website. The Board may establish other committees as and when required.
- 15.5. With respect to any Board committees, the Board will ensure that the following disclosures are made in Vulcan's annual report:
- (a) the current members of each committee and their professional qualifications and experience;
 - (b) the number of times each committee met throughout a period; and
 - (c) the individual attendances of the members at those meetings.

16. Restrictions on share dealings by directors

- 16.1. In accordance with Vulcan's Securities Trading Policy, Personnel may only buy or sell shares during certain periods set out, and in accordance with procedures and restrictions in, that policy.
- 16.2. All Vulcan share dealings by directors must be promptly notified to the Company Secretary, the ASX and NZX.
- 16.3. A copy of Vulcan's Securities Trading Policy is published on Vulcan's Investor Website.

17. Confidentiality

- 17.1. All proceedings of the Board, including Board papers, presentations and other information provided to the Board, must be kept confidential except as required by law or as agreed by the Board.

18. Code of Conduct

- 18.1. Vulcan has a Code of Conduct which sets out the way Vulcan conducts its business and guides the behaviour of everyone in Vulcan (including, employees, contractors and directors) by clearly stating Vulcan's firm commitment to behaving honestly and fairly.
- 18.2. A copy of Vulcan's Code of Conduct is published on Vulcan's Investor Website.

19. Reviews and changes to this Charter

- 19.1. The Board will review this Charter annually or as often as it considers necessary.
- 19.2. The Board may change this Charter (including the responsibilities of any committee) from time to time by resolution of the Board.

20. Definitions

20.1. In this Charter, the following terms will have the following meanings:

- (a) **ASX** means Australian Securities Exchange.
- (b) **Board** means board of directors of Vulcan.
- (c) **Board Chair** means the chairperson of the Board.
- (d) **Committee** means any committee of the Board, which at the date of adoption of this Charter were the Audit and Risk Committee and the People and Remuneration Committee.
- (e) **Constitution** means the constitution of Vulcan as adopted (a copy can be found on Vulcan's investor website), and as amended from time to time.
- (f) **Executive KMP** means those persons who are KMP other than any non-executive directors of Vulcan, which at the date of adoption of this Charter were the Chief Executive Officer, Chief Operating Officer and Chief Financial Officer.
- (g) **Investor Website** means Vulcan's website for its investors at www.investors.vulcan.co
- (h) **KMP** the Vulcan's key management personnel, as that term is defined in the Corporations Act 2001 (*Cth*).
- (i) **NZX** means the New Zealand Stock Exchange.
- (j) **Personnel** means all directors, officers and employees of the Vulcan Group, including temporary employees.
- (k) **Senior Management** means the Executive KMP and other senior management of Vulcan and any subsidiary (such individuals as determined from time to time by the People and Remuneration Committee).
- (l) **Vulcan** means Vulcan Steel Limited (NZBN 9429038466052 and ARBN 652 996 015).
- (m) **Vulcan Group** means Vulcan and each of its subsidiaries, which at the date of adoption of this Charter were Vulcan Steel (Australia) Pty Limited (ACN 100 061 283), Ullrich Aluminium Co Limited (NZ company number 47279) and Ullrich Aluminium Pty Limited (ACN 001 697 445).