



Procedure for Re-election of Incumbent Directors

Pact Group Holdings Ltd (Company)
ACN 145 989 644

Procedure for Re-election of Incumbent Directors

THE PROCEDURE FOR THE RE-ELECTION OF INCUMBENT DIRECTORS IS AS FOLLOWS:

1. The Nomination & Remuneration Committee ("Committee") is provided with a summary of the relevant director's experience, the latest results of any Director review and any other relevant information.
2. The Committee enquires of the relevant director whether they have sufficient time to be able to devote to Pact's affairs.
3. The Committee considers the merits of supporting the relevant director for re-election (if the relevant director is a member of the Committee then the member would excuse themselves from the discussion) and makes a recommendation to the Board as to whether or not their re-election be supported.
4. The Board then considers the Committee's recommendation and resolves appropriately (again excluding the subject Director from the discussion) and that recommendation would then be documented in the notice of AGM when drafted.



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