

## Evaluation of Board Committees

The Charters for each of the Board Committees require that each Committee annually review its own performance.

### Audit and Risk Management Committee

#### Review process

Completion of questionnaires by all Directors, some Executives, and the external auditors. The results were collated by the Company Secretary and discussed by the Committee at one of its scheduled meetings.

#### Committee achievements

The review found that the Committee had been effective in performing its responsibilities under its Charter. The Committee's main achievements during the year were:

- > enhancements to the processes supporting the preparation of the financial statements;
- > reviewing and approving amendments to a number of AGL's risk management policies including the Treasury Policy, the Compliance Policy and the Market Disclosure Policy;
- > introduction of an independent verification of the calculation of AGL's underlying Net Profit After Tax; and
- > the appointment of Belinda Hutchinson to the Committee.

### Safety, Sustainability and Corporate Responsibility Committee

#### Review process

Completion of questionnaires by all Directors and some Executives and senior managers. The results were collated by the Company Secretary and discussed by the Committee at one of its scheduled meetings.

#### Committee achievements

The Committee considers it has been effective over the last year. The Committee has:

- > overseen enhancements to sustainability reporting;
- > monitored AGL's performance against a number of sustainability performance metrics; and
- > monitored AGL's performance against promises made in the Customer Charter adopted in 2010.

The Committee anticipates that it will spend more time over the next year on overseeing the effectiveness of AGL's engagement with regional communities where AGL is seeking to pursue coal seam gas exploration activities and the construction of new power generation assets.

### People and Performance Committee

#### Review process

Completion of questionnaires by all Directors, and some Executives. The results were collated by the Group Head of People and Culture and discussed by the Committee at one of its scheduled meetings.

#### Committee achievements

The Committee considers it has been effective over the last year. Each of its four meetings during the year focussed on one of the following key strategic issues:

- > driving improvement in levels of employee engagement;
- > talent management, including development of succession plans for key roles;
- > performance management and employee relations strategy; and
- > remuneration.

The Committee has also overseen:

- > improvements in the design and content of the Remuneration Report; and
- > consolidation of, and improvements to, AGL's policies on workplace diversity and inclusiveness.

During the year, the Committee approved the early adoption by AGL of Recommendations 3.2, 3.3, and 3.4 of the revised ASX Corporate Governance Council's, 'Corporate Governance Principles and Recommendations'.