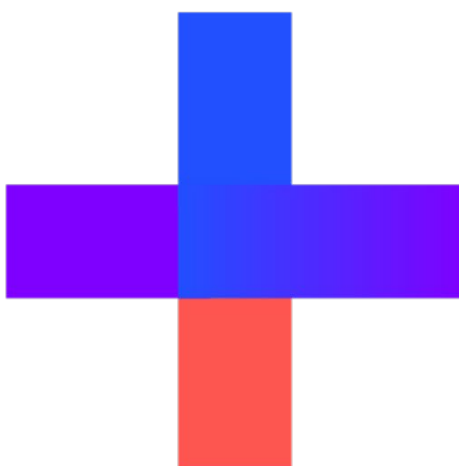


**KIN+CARTA**

Kin and Carta plc Remuneration Committee  
Terms of Reference

Approved by the Board on: 29 September 2022



Before you print!  
Kin + Carta is committed to sustainable business practices and to creating a positive impact on the planet by encouraging employees to avoid unnecessary printing to reduce the environmental footprint.