

FERREXPO PLC
(the "Company")

Audit Committee Terms of Reference

Approved by the Board on 18 September 2007

**Amended on 30 July 2014, 8 February 2017, 4 December 2019, 29 July 2021 and
22 October 2023**

1. INTRODUCTION

The board of directors of the Company (the "**Board**") hereby constitutes and establishes an audit committee (the "**Committee**"). These terms of reference have been produced to identify and formalise the roles, tasks and responsibilities of the Committee for compliance with the UK guidance on corporate governance and to assist the Committee in achieving best practice in corporate governance for the Company and its subsidiaries (the "**Group**").

2. MEMBERSHIP

- 2.1 The Committee shall be appointed by the Board, on the recommendation of the Nominations Committee in consultation with the chair of the Committee, and shall consist of a minimum of three members.
- 2.2 All members of the Committee shall be independent non-executive directors, at least one of whom shall have recent and relevant financial experience. The Committee as a whole shall have competence relevant to the sector in which the Group operates. The chair of the Board shall not be a member of the Committee.
- 2.3 Only members of the Committee have the right to attend Committee meetings. However, other individuals such as the chair of the Board, chief executive, finance director, other directors, the heads of risk, compliance and internal audit and representatives from the finance function may be invited to attend all or part of any meeting as and when appropriate.
- 2.4 The external auditors will be invited to attend meetings of the Committee on a regular basis.
- 2.5 Appointments to the Committee shall be for a period of up to three years, which may be extended for two further three-year periods, provided the director remains independent.
- 2.6 The Board shall appoint the chair of the Committee who shall be an independent non-executive director. In the absence of the chair and/or an appointed deputy, the remaining members present shall elect one of their number to chair the meeting.
- 2.7 If a regular member is unable to act due to absence, illness or any other cause, the chair of the Committee may appoint another independent non-executive director of the Company to serve as an alternate member.

3. SECRETARY

The company secretary or his/her nominee shall act as the secretary of the Committee.

4. QUORUM

The quorum necessary for the transaction of business shall be two members. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

5. FREQUENCY OF MEETINGS

The Committee shall meet not less than three times a year at appropriate times in the reporting and audit cycle and at such other times as may be required.

6. NOTICE OF MEETINGS

- 6.1 Meetings of the Committee shall be summoned by the secretary of the Committee at the request of any of its members or at the request of external or internal auditors if they consider it necessary.
- 6.2 Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed shall be forwarded to each member of the Committee, any other person required to attend and all other non-executive directors not less than five working days prior to the date of the meeting. Supporting papers shall be sent to members of the Committee, and to other attendees as appropriate, at the same time.

7. MINUTES OF MEETINGS

- 7.1 The secretary shall prepare minutes of the proceedings and resolutions of all meetings of the Committee, including recording the names of those present and in attendance.
- 7.2 The secretary shall ascertain, at the beginning of each meeting, the existence of any conflicts of interest and minute them accordingly.
- 7.3 Minutes of Committee meetings shall be circulated promptly to all members of the Committee and, once agreed, to all members of the Board.

8. ANNUAL GENERAL MEETING

The chair of the Committee shall attend the annual general meeting and shall be prepared to respond to any questions from shareholders concerning the Committee's activities.

9. DUTIES

The Committee should carry out the duties below for the Company and the group as a whole, as appropriate.

9.1 Financial reporting

- a) The Committee shall ¹monitor the integrity of the financial and narrative statements of the Company, including its annual and interim reports, preliminary results announcements and any other formal announcement relating to its financial performance, reviewing significant financial reporting issues and judgements which they contain. The Committee shall also review summary financial statements and any financial information contained in certain other documents, such as announcements of a price sensitive nature.
- b) The Committee shall review and challenge where necessary:
- i. the consistency of, and any changes to, accounting policies both on a year on year basis and across the Group;
 - ii. the methods used to account for significant or unusual transactions where different approaches are possible;
 - iii. whether the Group has followed appropriate accounting standards and made appropriate estimates and judgements, taking into account the views of the external auditor;
 - iv. the going concern basis of preparation for the Company accounts (including any material uncertainties identified, supporting cash flow analysis and funding options) and consider whether there are any material uncertainties to the

¹ Unless any of these is done by the Board as a whole, or by a suitably authorised sub-committee of the Board.

Company's ability to continue to do so over a period of at least 12 months from the date of the approval of those accounts;

- v. the Viability Statement;
- vi. the assessment of the prospects of the Company and the period of this assessment;
- vii. the clarity and completeness of disclosure in the Group's financial reports and the context in which statements are made; and
- viii. all material information presented with the Group financial statements, such as the strategic report and the corporate governance statement (insofar as it relates to the audit and risk management).

- c) Where requested by the Board, the Committee shall provide advice on whether the annual and half yearly report and accounts (as well as other public reports and reports to regulators), taken as a whole, is fair, balanced and understandable and provides the information necessary for shareholders to assess the Company's position and performance, business model and strategy.

9.2 Internal Controls and Risk Management Systems

The Committee shall:

- a) keep under review the effectiveness of the Group's internal controls and risk management systems ensuring that a robust assessment of the emerging and principal risks facing the Company, including those that would threaten its business model, future performance, solvency or liquidity and reputation has been carried out at least annually.
- b) review and approve the statements to be included in the Company's Annual Report concerning internal controls and risk management.²

9.3 Whistleblowing

The Committee shall review the Group's arrangements for its employees to raise concerns, in confidence, about possible wrongdoing in financial reporting or other matters and receive regular reports on cases raised. The Committee shall ensure that these arrangements allow proportionate and independent investigation of such matters and appropriate follow up action. The Committee will report to the Board on the effectiveness of the arrangements and the issues raised through these arrangements at least twice a year.

9.4 Internal Audit

The Committee shall:

- a) monitor and review the effectiveness of the Group's internal audit function in the context of the Group's overall risk management system;³
- b) approve the appointment and removal of the head of the internal audit function or, if appropriate, the appointment and removal of any outsourced firm of internal auditors;
- c) consider and approve the remit of the internal audit function (whether in-house or outsourced) and ensure it has adequate resources and appropriate access to information to enable it to perform its function effectively and in accordance with the relevant professional standards. The Committee shall also ensure the internal audit

² Unless this is done by the Board as a whole or a suitably authorised sub-committee of the Board.

³ If the Company does not have an internal audit function, the Committee should consider annually whether there should be one and make recommendations to the Board accordingly. The absence of such a function should be explained in the Company's Annual Report.

function (whether in-house or outsourced) has adequate standing and is free from management or other restrictions;

- d) review and assess the annual internal audit plan;
- e) review promptly all reports on the Group from the internal auditors;
- f) review and monitor management's responsiveness to the findings and recommendations of the internal auditor; and
- g) meet the head of internal audit or, if appropriate, senior representatives from any external provider of internal audit services to the Company, at least once a year, without management being present, to discuss their remit and any issues arising from the internal audits carried out. In addition, the head of internal audit or the senior representative from any external provider of internal audit services shall be given the right of direct access to the chair of the Board and to the Committee.

9.5 External Audit

The Committee shall:

- a) consider and make recommendations to the Board, to be put to shareholders for approval at the annual general meeting, in relation to the appointment, re-appointment and removal of the Company's external auditor.
- b) the Committee shall oversee the selection process for new auditors and if an auditor resigns the Committee shall investigate the issues leading to this and decide whether any action is required;

ensure that at least once every ten years the audit services contract is put out to tender to enable the Committee to compare the quality and effectiveness of the services provided; in respect of such tender conduct the selection process and ensure that all tendering firms have such access as is necessary to information and individuals during the duration of the tendering process; and recommend a minimum of two firms to the Board for consideration;

- c) oversee the relationship with the external auditor including (but not limited to):
 - i. approval of their remuneration, whether fees for audit or non-audit services, and that the level of fees is appropriate to enable an adequate audit to be conducted;
 - ii. approval of their terms of engagement, including any engagement letter issued at the start of each audit and the scope of the audit;
 - iii. assessing annually their independence and objectivity taking into account relevant UK professional and regulatory requirements and the relationship with the auditor as a whole, including the provision of any non-audit services;
 - iv. satisfying itself that there are no relationships (such as family, employment, investment, financial or business) between the auditor and the Company (other than in the ordinary course of business) which could adversely affect the auditor's independence;
 - v. agreeing with the Board a policy on the employment of former employees of the Company's auditor, then monitoring the implementation of this policy (Note: in doing so, the Committee and the Board should bear in mind the regulatory restrictions on persons joining a board within two years of being a partner involved in the audit of the Company, and the potential impact on the periodic audit tender process of having former partners of any audit firm on the board);

- vi. monitoring the auditor's compliance with relevant ethical and professional guidance on the rotation of audit partners, the level of fees paid by the Company compared to the overall fee income of the firm, office and partner and other related requirements; and
 - vii. assessing annually their qualifications, expertise and resources and the effectiveness of the audit process which shall include a report from the external auditor on their own internal quality procedures;
- d) meet regularly with the external auditor, including once at the planning stage before the audit and once after the audit at the reporting stage. The Committee shall meet the external auditor at least once a year, without management being present, to discuss their remit and any issues arising from the audit;
 - e) review and approve the annual audit plan and ensure that it is consistent with the scope of the audit engagement;
 - f) review the findings of the audit with the external auditor. This shall include, but not be limited to, the following:
 - i. a discussion of any major issues which arose during the audit;
 - ii. any accounting and audit judgements; and
 - iii. levels of errors identified during the audit;
 - g) review the effectiveness of the audit;
 - i) oversee the external auditor's compliance with the additional reporting requirements in the audit report;
 - h) review any representation letter(s) requested by the external auditor before they are signed by management;
 - i) review the management letter and management's response to the auditor's findings and recommendations; and
 - j) develop and implement a policy on the supply of non-audit services (see separate document "Audit Committee Policies and Procedures") by the external auditor, taking into account any relevant ethical guidance on the matter and report to the Board, identifying any matters in respect of which it considers that action or improvement is needed and making recommendations as to the steps to be taken.

9.6 Terms of Reference

The Committee shall make available its terms of reference explaining clearly its role and the authority delegated to it by the Board.

10. REPORTING RESPONSIBILITIES

10.1 The chair of the Committee shall report formally to the Board on its proceedings after each meeting on all matters within its duties and responsibilities.

10.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.

10.3 The Committee shall compile a report to shareholders on its activities to be included in the Company's annual report.

10.4 The Committee shall ensure that the Group's annual report includes:

- i. a statement of the significant issues that the Committee considered in relation to the financial statements, and how these were addressed;
- ii. an explanation of how the Committee has assessed the effectiveness of the external audit process, the approach taken to the appointment or reappointment of the external auditor, information on the length of tenure of the current audit firm, and when a tender was last conducted and advance notice of any re-tendering plans;
- iii. in the case of the Board not accepting the audit Committee's recommendation on the external auditor appointment or removal, a statement from the audit Committee explaining its recommendation and the reasons why the Board has taken a different position;
- iv. where there is no internal audit function, an explanation for the absence, how internal assurance is achieved, and how this affects the work of external audit;
- v. if the auditor provides non-audit services, an explanation of how auditor objectivity and independence is safeguarded; and
- vi. all other reporting requirements set out in the UK Corporate Governance Code.

11. **OTHER MATTERS**

The Committee shall:

- 11.1 have access to sufficient resources in order to carry out its duties, including access to the company secretariat for assistance as required;
- 11.2 be provided with appropriate and timely training, both in the form of an induction programme for new members and on an ongoing basis for all members;
- 11.3 give due consideration to laws and regulations, the provisions of the UK Corporate Governance Code and the requirements of the UK Listing Authority's Listing Rules and the Financial Conduct Authority's Disclosure Guidance and Transparency Rules as appropriate;
- 11.4 be responsible for co-ordination of the internal and external auditors;
- 11.5 oversee any investigation of activities which are within its terms of reference and act as a court of last resort; and
- 11.6 at least once a year, review its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

12. **AUTHORITY**

The Committee is authorised by the Board:

- 12.1 to seek any information it requires from any employee of the Company in order to perform its duties;
- 12.2 in connection with its duties to obtain, at the Company's expense, any outside legal or other professional advice; and
- 12.3 to call any employee to be questioned at a meeting of the Committee as and when required.