

Qualitative Disclosures	
(a)	<p>The Board Governance and Remuneration Committee (BGRC) oversees remuneration for all Directors, the CEO and Group Senior Managers employed by Beyond Bank Australia Limited and its controlled entities (the Group), as described below.</p> <p>The BGRC is comprised of three non-executive Directors. The functions of the BGRC include general governance matters and board remuneration. Committee functions include:</p> <ul style="list-style-type: none"> • Conducting regular reviews and making recommendations to the Board on the Group’s remuneration policy (CPS 510 Remuneration Policy), which governs the remuneration of Directors, the CEO and Group Senior Managers (as defined below). This includes an assessment of the CPS 510 Remuneration Policy’s effectiveness and compliance with the requirements of Prudential Standard CPS 510 Governance; • Making annual recommendations to the Board on the remuneration of Non-Executive Directors, the CEO and direct reports of the CEO (ie Group Executives). <p>The Group management Remuneration Committee is responsible for overseeing the remuneration of all other Group Senior Managers and for approving amendments to the Group’s remuneration policy (Remuneration Policy), which governs the remuneration of all other employees not covered by the CPS 510 Remuneration Policy. This committee is comprised of the CEO, Deputy CEO and GM People and Culture.</p> <p>The Group utilises the external consultant Korn Ferry for remuneration advice and benchmarking data. This advice is commissioned by the BGRC and management Remuneration Committee for the purposes of providing information about the current remuneration rates paid for equivalently sized roles within the Group. The information obtained pertains to the financial services sector and includes general market rates and remuneration ranges.</p> <p>Group Senior Managers are defined as:</p> <ul style="list-style-type: none"> • The CEO; and • Senior Managers of BBA. In this context the following employees are defined as Senior Managers: <ul style="list-style-type: none"> • All Group Executives who report directly to the CEO; • General Counsel/Group Company Secretary; • Responsible Managers (for AFS licence purposes); • Managers in Categories F to H. These consist of senior managers who are either state managers or functional managers reporting to a Group Executive; • Financial advisers/planners. <p>The Group has no material risk-takers as defined by paragraph 22 of APS330.</p>
(b)	<p>The Group’s remuneration policies are in place to provide assurance that remuneration decisions:</p> <ul style="list-style-type: none"> • Are aligned to the Group’s strategy; • Aid the attraction and retention of talent and key roles; • Are market-relevant and affordable; • Are internally equitable, consistent and transparent;

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	<ul style="list-style-type: none"> • Encourage behaviour that supports the Group’s long term financial soundness and risk management objectives; • Ensure the independence of risk and control personnel in the performance of their functions is not compromised; • Align to the Group’s statement of culture, values and behaviours • Are compliant with corporate governance requirements. <p>The remuneration policies are regularly reviewed by the relevant remuneration committee. No material changes have been made in the current financial year.</p> <p>The Group’s People and Culture Department uses the Korn Ferry system of job evaluation to score the value of all positions. Korn Ferry has assisted BBA to develop a set of remuneration bands for each remuneration category/level using the Financial Services Sector as a benchmark.</p> <p>All employees, including risk and financial control personnel, are paid a fixed sum of remuneration (the Total Employment Cost) within the designated remuneration band according to individual job size, competence and performance. Typically, employees are paid between the minimum and mid-point of the remuneration band with the mid-point indicating the expected standard for a person who has the required level of knowledge, skills and experience to successfully meet the job requirements. The mid-point is currently set against the 25th percentile for salaries paid for equivalent positions as per the benchmark salary information provided by Korn Ferry.</p> <p>Total Employment Cost consists of a fixed salary (cash based) and superannuation guarantee payments only. Senior Managers participate in a performance-based incentive pool aligned to the achievement of company KPIs based on a balanced scorecard approach – refer to section (c) below.</p>
(c)	<p>In addition to the fixed Total Employment Cost, Senior Managers (excluding Financial Planners) participate in a performance-based incentive pool aligned to the achievement of company key performance indicators (KPIs). These KPIs represent a balanced scorecard of financial and non-financial measures, including operational efficiency, customer portfolio growth, customer satisfaction, and a risk culture measure. The risk culture measure is based on 6 criteria linked to the determinants of a strong risk culture.</p> <p>All four of these measures must be achieved before Senior Managers qualify for any payment.</p> <p>There were no material changes to the nature and type of these measures in the past year.</p> <p>This performance pool is not sales-based and does not represent a material component of Senior Manager remuneration. There is no individual incentive payment. The performance pool is team based.</p> <p>With respect to Financial Planners, a similar group performance pool is in place. This pool has reliance on a balanced score card approach including a strong element of customer satisfaction and feedback, and meeting all compliance obligations.</p>

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(d)	A balanced scorecard of corporate level qualitative and quantitative indicators is used to assess business and individual performance. Other than the outcome of whether the KPIs associated with the performance-based incentive pool described in (c) above are achieved, remuneration is not affected by the outcome of these metrics because Group Senior Managers are paid a fixed salary within the remuneration band for their position based on job size, skills and knowledge, market considerations, retention and sustained performance.
(e)	Due to the small scale of the potential incentive payment the Group's CPS510 Remuneration Policy does not provide for deferred remuneration or seek clawback arrangements. The Group does not adjust remuneration to take account of longer-term performance.
(f)	The only variable remuneration utilised is an annual performance-based incentive payment to be paid to Senior Managers when corporate level KPI's are achieved. This is offered as a cash component with applicable superannuation component.

Quantitative disclosures																												
(g)	<p>The BGRC held six meetings during the 2020–21 financial year.</p> <p>Members of BGRC received the following fees:</p> <ul style="list-style-type: none"> The Chair of the BGRC is paid an amount of \$13,852 pa to chair this committee Members of the BGRC (excluding the Chair of this committee) are not paid any additional amount over and above the base Director fee for being a member of the Beyond Bank Board. 																											
(h)	<p>The number of persons having received a variable remuneration award during the financial year was 59.</p> <p>There are no guaranteed bonuses awarded in the Group.</p> <p>There are no sign-on awards made by the Group.</p> <p>There were 10 termination payments made during the financial year totalling \$417,653.</p>																											
(i)	There was no outstanding deferred remuneration paid to Group Senior Managers in the 2020/21 financial year.																											
(j)	<p>The total aggregate 2020–21 remuneration of Group Senior Managers was \$9,425,899 inclusive of Superannuation Guarantee contributions.</p> <table border="1"> <thead> <tr> <th>Total value of remuneration awards for the current financial year</th> <th>Unrestricted</th> <th>Deferred</th> </tr> </thead> <tbody> <tr> <td>Fixed remuneration</td> <td></td> <td></td> </tr> <tr> <td> <ul style="list-style-type: none"> Cash-based </td> <td>\$9,231,091</td> <td>Nil</td> </tr> <tr> <td> <ul style="list-style-type: none"> Shares and share-linked instruments </td> <td>Nil</td> <td>Nil</td> </tr> <tr> <td> <ul style="list-style-type: none"> Other </td> <td>Nil</td> <td>Nil</td> </tr> <tr> <td>Variable remuneration</td> <td></td> <td></td> </tr> <tr> <td> <ul style="list-style-type: none"> Cash-based </td> <td>\$194,808</td> <td>Nil</td> </tr> <tr> <td> <ul style="list-style-type: none"> Shares and share-linked instruments </td> <td>Nil</td> <td>Nil</td> </tr> <tr> <td> <ul style="list-style-type: none"> Other </td> <td>Nil</td> <td>Nil</td> </tr> </tbody> </table>	Total value of remuneration awards for the current financial year	Unrestricted	Deferred	Fixed remuneration			<ul style="list-style-type: none"> Cash-based 	\$9,231,091	Nil	<ul style="list-style-type: none"> Shares and share-linked instruments 	Nil	Nil	<ul style="list-style-type: none"> Other 	Nil	Nil	Variable remuneration			<ul style="list-style-type: none"> Cash-based 	\$194,808	Nil	<ul style="list-style-type: none"> Shares and share-linked instruments 	Nil	Nil	<ul style="list-style-type: none"> Other 	Nil	Nil
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(k)	There is no deferred or retained remuneration for any Group Senior Managers. Therefore, there was no reduction in remuneration due to ex post explicit or implicit adjustments.
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