

HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

REVIEW OF THE FOUR MAJOR BANKS

ANZ

ANZ31QW:

Of the twenty highest severance packages over the past decade, please provide the number whose total package (including all forms of accumulated severance package, including but not limited to, base salary, regularized and deferred bonuses and incentives including, but not limited to, shares) falls within these brackets?

Answer: ANZ has interpreted 'severance packages' to include the cumulative amount of any payments made to an employee in connection with the termination of their employment by reason of redundancy.

The package amounts reported in the table include:

- Payments made in connection with the termination of employment, such as redundancy pay, ex-gratia payments and accrued but unused leave paid out on termination
- Unvested equity as at their termination date, based on the value of the equity at the time of termination and which may become available to them in future, subject to meeting relevant vesting conditions.

Note: All of the amounts shown in the table below included an amount of unvested equity. In a number of cases, the unvested amount was not the amount ultimately received by the individual due to the relevant vesting conditions not being met (e.g. performance hurdles not being satisfied). For example, one of the amounts shown in the \$4,000,000 to \$5,000,000 bracket included ~\$2.68m in performance rights at face value, of which ~\$2.58m lapsed and were forfeited due to the relevant performance hurdles not being met.

The package amounts exclude payments that are not deemed to be in connection with the employee's termination. This includes:

- Salary and other regular income amounts that were paid in the pay period the employee receives their final payment (e.g. salary in relation to time worked prior to termination)
- Cash bonus payments made in accordance with ANZ's standard policy, which may have been paid in an employee's final pay period

Total severance package value	Number (i.e. 1 employee)
<\$1,000,000	
\$1,000,001 - \$2,000,000	11
\$2,000,001 - \$3,000,000	2
\$3,000,001 - \$4,000,000	2
\$4,000,001 - \$5,000,000	3
\$5,000,001 - \$6,000,000	
\$6,000,001 - \$7,000,000	
\$7,000,001 - \$8,000,000	
\$8,000,001 - \$9,000,000	1
\$9,000,001 - \$10,000,000	1
\$10,000,001 - \$11,000,000	
\$11,000,001 - \$12,000,000	

\$12,000,001 - \$13,000,000	
\$13,000,001 - \$14,000,000	
\$14,000,001 - \$15,000,000	
\$15,000,001 - \$16,000,000	
\$16,000,001 - \$17,000,000	
\$17,000,001 - \$18,000,000	
\$18,000,001 - \$19,000,000	
\$19,000,001 - \$20,000,000	
\$20,000,001 - \$25,000,000	
\$25,000,001 - \$30,000,000	
\$30,000,001 - \$35,000,000	
\$35,000,001 - \$40,000,000	
\$40,000,001 - \$45,000,000	
\$45,000,001 - \$50,000,000	
>\$50,000,000	