

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**CBUS**

**CBUS57QW: Of the twenty highest incentive bonuses paid over the past decade, please provide the number that fall within these brackets?**

**Answer:** We offer a variable pay program to the CEO, Executives and select roles within our Investment team. The People, Culture and Remuneration Committee reviews Executive remuneration and any changes must be approved by the Board. This financial year was the second year of the variable pay program, which includes an assessment of contribution to the Cbus strategy and business plan objectives, divisional performance results and individual performance outcomes. The variable pay opportunity is between 0% and 30% of the individual's total remuneration, with payments made progressively over a three-year period.

| <b>Total incentive bonuses value</b> | <b>Number (ie 1 employee)</b> |
|--------------------------------------|-------------------------------|
| <\$1,000,000                         | <b>20</b>                     |
| \$1,000,001 - \$2,000,000            |                               |
| \$2,000,001 - \$3,000,000            |                               |
| \$3,000,001 - \$4,000,000            |                               |
| \$4,000,001 - \$5,000,000            |                               |
| \$5,000,001 - \$6,000,000            |                               |
| \$6,000,001 - \$7,000,000            |                               |
| \$7,000,001 - \$8,000,000            |                               |
| \$8,000,001 - \$9,000,000            |                               |
| \$9,000,001 - \$10,000,000           |                               |
| \$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                        |                               |