

CPS 511 Remuneration Disclosure Statement

Financial Year:	To 30 June 2025
Status:	Prepared in accordance with APRA Prudential Standard <i>CPS511 Remuneration</i>
Authorised by:	Police Health Ltd Board
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Introduction

This disclosure is pursuant to APRA Prudential Standard *CPS511 – Remuneration* and provides required disclosures regarding Police Health Ltd.’s remuneration practices and governance.

Overview

APRA Prudential Standard *CPS511 – Remuneration* requires an APRA regulated entity to undertake annual disclosure regarding their remuneration practices. CPS511 sets out the requirements to ensure such entities maintain remuneration arrangements which encourage and incentivise responsible and well governed remuneration practices to appropriately incentivise individuals to prudently manage risks.

As an APRA regulated entity and as a non-Significant Financial Institution (non-SFI), Police Health Ltd must maintain a remuneration framework that:

- Aligns with the entity’s business plan, strategic objectives, and risk management framework;
- Promotes effective management of both financial and non-financial risks, sustainable performance and long term soundness; and
- Supports the prevention and mitigation of conduct risk.

Governance and Remuneration

An APRA regulated entity is required to make clear, comprehensive, meaningful and consistent and comparable public disclosures on its remuneration framework practices in accordance with the prudential standard. Annual disclosures are required as soon as possible after Police Health Ltd lodges its annual financial statements with ASIC and not more than six months after the end of the financial year to which the disclosures relate.

Police Health Ltd.’s Board holds responsibility for the remuneration framework assisted by the Human Resource Committee (Board Sub-Committee) which operates in accordance with its written charter that outlines the Committee’s role, responsibilities and operations. In addition to its other responsibilities, the Human Resource Committee oversees remuneration practices and performance the functions of the Board Remuneration Committee as required by APRA Prudential Standard CPS510 – Governance. This includes:

- Making annual recommendations to the Board on the remuneration of the Chief Executive Officer (CEO), direct Senior Manager reports of the CEO, and any other persons specified by APRA;
- Conducting regular reviews of remuneration policies and making recommendations to the Board regarding these policies and the remuneration framework and how remuneration recommendations align with performance, individual risk management responsibilities and how (and why) any consequence management is applied.

Employees occupying the following positions are identified as Senior Managers. Their remuneration is determined under the authority of the Board, with the assistance of the Human Resource Committee:

- Chief Executive Officer
- Chief Operating Officer
- Chief Risk Officer
- General Manager Brand & Growth
- General Manager Customer Experience
- General Manager Enterprise Technology Solutions & Systems
- General Manager People & Culture

The Human Resource Committee comprises three (3) independent non-executive Directors and meets at least three (3) times each year. In the 2025 financial year the Human Resource Committee met three (3) times.

The Board has oversight of the following remuneration policies, all of which were reviewed by the Human Resource Committee, recommended to the Board in the 2025 financial year:

- Remuneration Policy
- CEO Remuneration Policy
- Board Remuneration Policy
- Flexible Remuneration Policy

Police Health Ltd.'s Remuneration policy and framework is designed to ensure a consistent and responsible approach to setting and reviewing employee remuneration and a robust approach, which mitigates the risk of conflicts of interest in the design of remuneration arrangements, detailing responsibilities of authority for remuneration recommendations and decisions. It is also designed to encourage behaviour that supports Police Health's long term financial soundness and the risk management framework.

Performance Management

The Board conduct regular reviews of the CEO performance, and the CEO conducts regular reviews of Senior Manager performance. These reviews incorporate assessment of achievement of business and strategic plans, conduct and behaviours, and risk management outcomes which inform remuneration recommendations. Performance assessments of the CEO and Senior Managers incorporate financial and non-financial outcomes including the responsibility for risk management and compliance. Minutes of the Board Risk Management and Compliance Committee and consultation with the Chief Risk Officer informs outcomes for the responsibility for risk management and compliance.

Consequence Management

Police Health Ltd does not presently exercise any variable remuneration arrangements. The current remuneration model for all employees including the CEO and Senior Managers, is based on the total remuneration concept and on market survey and information and independent advice. There is no deferred or retained remuneration for employees.

Expectations of employees are outlined in the Employee Code of Conduct Policy and other relevant policies including the Diversity, Equity, Inclusion and Respect at Work Policy, Grievance Policy and Disciplinary Policy. These policies articulate behavioural standards and provide support and guidance to manage conduct in the workplace fairly and reasonably.

Publishing of disclosure required under CPS511

This document is to be published on Police Health Ltd.'s website and is being made for the purpose of complying with the requirements of APRA Prudential Standard CPS511 – Remuneration.