

Table 22: 2019/2020 Remuneration Disclosure Requirements

Qualitative disclosures	
(a)	<p>Information relating to the bodies that oversee remuneration.</p> <p>The Board have delegated to the Board Remuneration & Succession Committee (RSC) the task of reviewing performance and recommending remuneration to the Board for senior managers and material risk-takers. The RSC is made up of non-executive directors.</p> <p>The RSC instructs the CEO to gather comparative remuneration information from organisations that are able to provide information from either within the mutual industry or from organisations that reflect specific skills industries eg. IT.</p> <p>The review of remuneration commences with a revision of the Australian Bureau of Statistics Wages Price Index and the most recently published mutual industry remuneration survey undertaken by McGuirk Management Consultants Pty Ltd.</p> <p>MOVE Bank's Remuneration Policy covers senior managers and any identified material risk-takers across the whole business.</p> <p>For the purpose of this disclosure, ten (10) Senior Managers have been identified in accordance with Fit and Proper classification. Roles identified within this group are:</p> <ul style="list-style-type: none"> - Chief Executive Officer - Chief Financial Officer - Chief Risk Officer and Company Secretary - Chief People Officer - Chief Information Officer - Chief Experience Officer - Chief Credit Officer - Lending Manager - Finance Manager - Compliance Manager & Legal Counsel <p>In the 2019/20 FY there have been no staff identified as material risk-takers.</p>
(b)	<p>Information relating to the design and structure of remuneration processes.</p> <p>The objectives of MOVE Bank's Remuneration Policy are to:</p> <ul style="list-style-type: none"> - Attracting, developing and retaining exceptional people - Encourage behaviour that supports the MOVE Bank's: <ul style="list-style-type: none"> - Purpose, Values and Culture - Strategy - Long-term financial soundness; and - Risk management framework - Align remuneration with prudent risk-taking - Fairly remunerate employees in line with mutual industry benchmarks <p>From 1 July 2019, all variable and performance-based components of remuneration were removed for MOVE Bank employees, however payment of performance based remuneration earned in the 2018/19 financial year and paid to managers in during the 2019/20 financial year are disclosed below.</p>

	<p>Accordingly, all remuneration arrangements for the 2019/20 financial year for senior managers covered under this disclosure only relate to fixed total remuneration.</p> <p>The fixed component of persons covered by this disclosure are assessed on the basis of:</p> <ul style="list-style-type: none"> - Qualifications - Experience Level - Market based salary evaluation - Contribution to MOVE Bank <p>The performance-based components paid in the 2018/19 financial year consisted of performance bonuses on achieving key performance indicators/targets approved by the Board.</p> <p>Any risk and financial control personnel are remunerated independently of the business area they oversee by ensuring that the fixed component is referenced to industry benchmarking and is not linked to their department producing a particular result and does not compromise the independence of these roles in carrying out their functions.</p> <p>The Remuneration Policy was reviewed and amended during the 2019/2020 financial year with minor changes taking effect from February 2020 to reflect a change of senior leadership positions covered by the Board Remuneration Policy.</p>
(c)	<p>Description of the ways in which current and future risks are taken into account in the remuneration processes.</p> <ul style="list-style-type: none"> ▪ Setting of fixed remuneration takes into account key person risk by using industry benchmark surveys to guide decision making with the objective of retaining exceptional high performing people. ▪ Key performance indicators are documented and aligned to the risk management strategy as well as the strategic plan, financial goals and annual business plan of MOVE Bank. ▪ Risks considered when setting the criteria for performance objectives include: <ul style="list-style-type: none"> - Market risk (specifically interest rate risk) - Sustainability <ul style="list-style-type: none"> - Growth - Capital - Operational <ul style="list-style-type: none"> - Strategic - Leadership competencies ▪ Senior managers are not set performance objectives in a way that encourages high risk behaviours to meet objectives. For example, a growth objective will be counterbalanced with a compliance and risk management objective. ▪ The nature and type of these measures has not changed over the past year.
(d)	<p>Description of the ways in which the ADI seeks to link performance during a performance measurement period with levels of remuneration.</p> <ul style="list-style-type: none"> ▪ A balanced scorecard of organisational KPIs including both financial and non-financial metrics are used to assess business performance. The main performance metrics in the 2019/20 financial year include: <ul style="list-style-type: none"> - Financial performance of the organisation compared to the budget - Implementation of the organisational business plan which addresses the strategies required to achieve the Board's strategic vision - Attainment of senior manager's individual performance objectives - Assessment against company values, Code of Conduct and behaviour statements

	The overall performance of a senior manager, not limited to the above performance metrics, is taken into account when considering which quartile of the industry survey to benchmark fixed remuneration.
(e)	Description of the ways in which the ADI seeks to adjust remuneration to take account of longer-term performance. <ul style="list-style-type: none"> MOVE Bank does not currently have long term performance incentives therefore there is no policy on deferral and vesting of variable remuneration.
(f)	Description of the different forms of variable remuneration that the ADI utilises and the rationale for using these different forms. <ul style="list-style-type: none"> Variable remuneration paid relates to deferred payments earned in the 2018/19 financial year with 100% of all variable remuneration paid in cash.
Quantitative disclosures	
(g)	Number of meetings held by the Remuneration & Succession Committee – 3 Remuneration paid to committee members – N/A* *Committee members do not receive remuneration specific to this committee, committee members receive general Board fees for being a MOVE Bank director.
(h)	Number of people who have received variable remuneration during the financial year – 3 Number and total amount of guaranteed bonuses – N/A Number and total amount of sign-on awards – Nil Number and total amount of termination payments - Nil
(i)	Total amount of outstanding deferred remuneration – Nil Total amount of deferred remuneration paid out – \$104,601
(j)	Breakdown of the amount of remuneration awards for the financial year in accordance with disclosure requirements is shown below: <ul style="list-style-type: none"> Fixed and variable – \$1,967,171 Deferred and non-deferred – Nil Different forms of remuneration - 100% cash
(k)	Quantitative information about persons' exposure to implicit and explicit adjustment of deferred remuneration and retained remuneration. <ul style="list-style-type: none"> As MOVE Bank only uses cash payments as remuneration with no clawback provision in place, there are no exposures to adjustment of deferred and retained remuneration.

Total value of remuneration awards for senior managers/material risk-takers – 2019/2020 financial year

Total value of remuneration awards for the current financial year	Unrestricted	Deferred
Fixed remuneration		
<ul style="list-style-type: none"> Cash based 	1,862,570	0
<ul style="list-style-type: none"> Shares and share-linked instruments 	0	0
<ul style="list-style-type: none"> Other 	0	0
Variable remuneration		
<ul style="list-style-type: none"> Cash based 	104,601	0
<ul style="list-style-type: none"> Shares and share-linked instruments 	0	0
<ul style="list-style-type: none"> Other 	0	0