

## CAPITAL ADEQUACY AND RISK DISCLOSURES

Police Financial Services Limited (PFSL) is an Authorised Deposit Taking Institution ("ADI") subject to Regulation by the Australian Prudential Regulation Authority ("APRA") under the authority of the Banking Act 1959.

This update of PFSL capital adequacy and risk disclosures has been prepared in accordance with APRA prudential standard APS 330. PFSL is using the post 1 January 2018 common disclosure template because it is fully applying the Basel III regulatory adjustments as implemented by APRA.

Police Financial Services Limited ABN 33 087 651 661 trading as BankVic

13 63 73

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## COMMON DISCLOSURE TEMPLATE

| Common Equity Tier 1 capital: instruments and reserves       |  | \$m          | Source |
|--|--|--------------|--------|
| 1  | Directly issued qualifying ordinary shares (and equivalent for mutually-owned entities) capital  | N/A          |        |
| 2  | Retained earnings  | 184.3        | a      |
| 3  | Accumulated other comprehensive income (and other reserves)  | 15.5         | b      |
| 4  | Directly issued capital subject to phase out from CET1 (only applicable to mutually-owned companies)   | N/A          |        |
| 5  | Ordinary share capital issued by subsidiaries and held by third parties (amount allowed in group CET1)   | N/A          |        |
| 6  | <b>Common Equity Tier 1 Capital before regulatory adjustments</b>  | <b>199.7</b> |        |
| <b>COMMON EQUITY TIER 1 CAPITAL : REGULATORY ADJUSTMENTS</b> |  |              |        |
| 7  | Prudential valuation adjustments   | N/A          |        |
| 8  | Goodwill (net of related tax liability)  | N/A          |        |
| 9  | Other intangibles other than mortgage servicing rights (net of related tax liability)  | 0.2          | c      |
| 10   | Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability)  | 1.8          | d      |
| 11   | Cash-flow hedge reserve  | N/A          |        |
| 12   | Shortfall of provisions to expected losses   | N/A          |        |
| 13   | Securitisation gain on sale (as set out in paragraph 562 of Basel II framework)  | N/A          |        |
| 14   | Gains and losses due to changes in own credit risk on fair valued liabilities  | N/A          |        |
| 15   | Defined benefit superannuation fund net assets   | N/A          |        |
| 16   | Investments in own shares (if not already netted off paid-in capital on reported balance sheet)  | N/A          |        |
| 17   | Reciprocal cross-holdings in common equity   | N/A          |        |
| 18   | Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the ADI does not own more than 10% of the issued share capital (amount above 10% threshold) | N/A          |        |
| 19   | Significant investments in the ordinary shares of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions (amount above 10% threshold)   | 2.2          | e      |
| 20   | Mortgage service rights (amount above 10% threshold)   | N/A          |        |
| 21   | Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability)  | N/A          |        |
| 22   | Amount exceeding the 15% threshold   | N/A          |        |
| 23   | of which: significant investments in the ordinary shares of financial entities   | N/A          |        |
| 24   | of which: mortgage servicing rights  | N/A          |        |
| 25   | of which: deferred tax assets arising from temporary differences   | N/A          |        |
| 26   | Any national specific regulatory adjustments (sum of rows 26a, 26b, 26c, 26d, 26e, 26f, 26g, 26h, 26i and 26j).  | N/A          |        |
| 26a  | of which: treasury shares  | N/A          |        |
| 26b  | of which: offset to dividends declared under a dividend reinvestment plan (DRP), to the extent that the dividends are used to purchase new ordinary shares issued by the ADI   | N/A          |        |
| 26c  | of which: deferred fee income  | N/A          |        |
| 26d  | of which: equity investments in financial institutions not reported in rows 18, 19 and row 23  | N/A          |        |
| 26e  | of which: deferred tax assets not reported in rows 10, 21 and 25   | N/A          |        |
| 26f  | of which: capitalised expenses   | N/A          |        |
| 26g  | of which: investments in commercial (non-financial) entities deducted under APRA prudential standards  | N/A          |        |
| 26h  | of which: covered bonds in excess of asset cover in pools  | N/A          |        |
| 26i  | of which: undercapitalisation of a non-consolidated subsidiary   | N/A          |        |
| 26j  | of which: other national specific regulatory adjustments not reported in rows 26a to 26i   | N/A          |        |
| 27   | Regulatory adjustments applied to Common Equity Tier 1 due to insufficient Additional Tier 1 and Tier 2 to cover deductions  | N/A          |        |
| 28   | <b>Total regulatory adjustments to Common Equity Tier 1</b>  | <b>4.2</b>   |        |
| 29   | <b>Common Equity Tier 1 Capital (CET1)</b>   | <b>195.5</b> |        |

|  |   |                |   |
|--|---|----------------|---|
| <b>ADDITIONAL TIER 1 CAPITAL: INSTRUMENTS</b>            |   |                |   |
| 30   | Directly issued qualifying Additional Tier 1 Instruments  | N/A            |   |
| 31   | of which: classified as equity under applicable accounting standards  | N/A            |   |
| 32   | of which: classified as liabilities under applicable accounting standards   | N/A            |   |
| 33   | Directly issued capital instruments subject to phase out from Additional Tier 1   | N/A            |   |
| 34   | Additional Tier 1 instruments (and CET1 instruments not included in row 5) issued by subsidiaries and held by third parties (amount allowed in group AT1)   | N/A            |   |
| 35   | of which: instruments issued by subsidiaries subject to phase out   | N/A            |   |
| 36   | <b>Additional Tier 1 Capital before regulatory adjustments</b>  | <b>N/A</b>     |   |
| <b>ADDITIONAL TIER 1 CAPITAL: REGULATORY ADJUSTMENTS</b> |   |                |   |
| 37   | Investments in own Additional Tier 1 instruments  | N/A            |   |
| 38   | Reciprocal cross-holdings in Additional Tier 1 instruments  | N/A            |   |
| 39   | Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the ADI does not own more than 10% of the issued share capital (amount above 10% threshold)        | N/A            |   |
| 40   | Significant investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation (net of eligible short positions)  | N/A            |   |
| 41   | National specific regulatory adjustments (sum of rows 41a, 41b and 41c)   | N/A            |   |
| 41a  | of which: holdings of capital instruments in group members by other group members on behalf of third parties  | N/A            |   |
| 41b  | of which: investments in the capital of financial institutions that are outside the scope of regulatory consolidations not reported in rows 39 and 40   | N/A            |   |
| 41c  | of which: other national specific regulatory adjustments not reported in rows 41a and 41b   | N/A            |   |
| 42   | Regulatory adjustments applied to Additional Tier 1 due to insufficient Tier 2 to cover deductions  | N/A            |   |
| 43   | <b>Total regulatory adjustments to Additional Tier 1 capital</b>  | <b>N/A</b>     |   |
| 44   | <b>Additional Tier 1 capital (AT1)</b>  | <b>N/A</b>     |   |
| 45   | <b>Tier 1 Capital (T1=CET1+AT1)</b>   | <b>195.5</b>   |   |
| <b>TIER 2 CAPITAL: INSTRUMENTS AND PROVISIONS</b>        |   |                |   |
| 46   | Directly issued qualifying Tier 2 instruments   | N/A            |   |
| 47   | Directly issued capital instruments subject to phase out from Tier 2  | N/A            |   |
| 48   | Tier 2 instruments (and CET1 and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties (amount allowed in group T2)  | N/A            |   |
| 49   | of which: instruments issued by subsidiaries subject to phase out   | N/A            |   |
| 50   | Provisions  | 6.6            | f |
| 51   | <b>Tier 2 Capital before regulatory adjustments</b>   | <b>6.6</b>     |   |
| <b>TIER 2 CAPITAL: REGULATORY ADJUSTMENTS</b>            |   |                |   |
| 52   | Investments in own Tier 2 instruments   | N/A            |   |
| 53   | Reciprocal cross-holdings in Tier 2 instruments   | N/A            |   |
| 54   | Investments in the Tier 2 capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the ADI does not own more than 10% of the issued share capital (amount above 10% threshold) | N/A            |   |
| 55   | Significant investments in the Tier 2 capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions  | N/A            |   |
| 56   | National specific regulatory adjustments (sum of rows 56a, 56b and 56c)   | N/A            |   |
| 56a  | of which: holdings of capital instruments in group members by other group members on behalf of third parties  | N/A            |   |
| 56b  | of which: investments in the capital of financial institutions that are outside the scope of regulatory consolidation not reported in rows 54 and 55  | N/A            |   |
| 56c  | of which: other national specific regulatory adjustments not reported in rows 56a and 56b   | N/A            |   |
| 57   | <b>Total regulatory adjustments to Tier 2 capital</b>   | <b>N/A</b>     |   |
| 58   | <b>Tier 2 capital (T2)</b>  | <b>6.6</b>     |   |
| 59   | <b>Total capital (TC=T1+T2)</b>   | <b>202.1</b>   |   |
| 60   | <b>Total risk-weighted assets based on APRA standards</b>   | <b>1,175.9</b> |   |

|  |   |        |   |
|--|---|--------|---|
| <b>CAPITAL RATIOS AND BUFFERS</b>  |   |        |   |
| 61   | Common Equity Tier 1 (as a percentage of risk-weighted assets)  | 16.63% |   |
| 62   | Tier 1 (as a percentage of risk-weighted assets)  | 16.63% |   |
| 63   | Total capital (as a percentage of risk-weighted assets)   | 17.19% |   |
| 64   | Buffer requirement (minimum CET1 requirement of 4.5% plus capital conservation buffer of 2.5% plus any countercyclical buffer requirements expressed as a percentage of risk-weighted assets) | 7.00%  |   |
| 65   | of which: capital conservation buffer requirement   | 2.50%  |   |
| 66   | of which: ADI-specific countercyclical buffer requirements  | 0.00%  |   |
| 67   | of which: G-SIB buffer requirement (not applicable)   |        |   |
| 68   | Common Equity Tier 1 available to meet buffers (as a percentage of risk-weighted assets)  | 9.19%  |   |
| <b>NATIONAL MINIMA (IF DIFFERENT FROM BASEL III)</b>   |   |        |   |
| 69   | National Common Equity Tier 1 minimum ratio (if different from Basel III minimum)   |        |   |
| 70   | National Tier 1 minimum ratio (if different from Basel III minimum)   |        |   |
| 71   | National total capital minimum ratio (if different from Basel III minimum)  |        |   |
| <b>AMOUNT BELOW THRESHOLDS FOR DEDUCTIONS (NOT RISK-WEIGHTED)</b>  |   |        |   |
| 72   | Non-significant investments in the capital of other financial entities  | 2.2    | e |
| 73   | Significant investments in the ordinary shares of financial entities  | N/A    |   |
| 74   | Mortgage servicing rights (net of related tax liability)  | N/A    |   |
| 75   | Deferred tax assets arising from temporary differences (net of related tax liability)   | N/A    |   |
| <b>APPLICABLE CAPS ON THE INCLUSION OF PROVISIONS IN TIER 2</b>  |   |        |   |
| 76   | Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardised approach (prior to application of cap)  | 6.6    |   |
| 77   | Cap on inclusion of provisions in Tier 2 under standardised approach (of total Credit RWA)  | 14.7   |   |
| 78   | Provisions eligible for inclusion in Tier 2 in respect of exposures subject to internal ratings-based approach (prior to application of cap)  | N/A    |   |
| 79   | Cap for inclusion of provisions in Tier 2 under internal ratings-based approach   | N/A    |   |
| <b>CAPITAL INSTRUMENTS SUBJECT TO PHASE-OUT ARRANGEMENTS (ONLY APPLICABLE BETWEEN 1 JAN 2018 AND 1 JAN 2022)</b> |   |        |   |
| 80   | Current cap on CET1 instruments subject to phase out arrangements   | N/A    |   |
| 81   | Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)   | N/A    |   |
| 82   | Current cap on AT1 instruments subject to phase out arrangements  | N/A    |   |
| 83   | Amount excluded from AT1 instruments due to cap (excess over cap after redemptions and maturities)  | N/A    |   |
| 84   | Current cap on T2 instruments subject to phase out arrangements   | N/A    |   |
| 85   | Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)   | N/A    |   |

**Common Disclosure Template Reconciliation**

The following table provides details on the BankVic Balance Sheet and the Level 2 Regulatory Balance Sheet

|   | <b>Balance Sheet</b> | <b>Adjustment</b> | <b>Level 2 Regulatory Balance Sheet</b> | <b>Reference</b> |
|---|----------------------|-------------------|---|------------------|
|   | <b>\$m</b>           | <b>\$m</b>        | <b>\$m</b>                              |                  |
| <b>Assets</b>                                     |                      |                   |   |                  |
| Cash and Cash Equivalents                         | 164.2                |                   | 164.2                                   |                  |
| Receivables Due from Other Financial Institutions | 723.3                |                   | 723.3                                   |                  |
| Accrued Receivables and Other Assets              | 3.3                  |                   | 3.3                                     |                  |
| Loans and Advances (Net)                          | 1,760.1              |                   | 1,760.1                                 |                  |
| Other Investments                                 | 2.2                  |                   | 2.2                                     | e                |
| Property, Plant and Equipment                     | 8.9                  |                   | 8.9                                     |                  |
| Intangible Assets                                 | 0.2                  |                   | 0.2                                     | c                |
| Deferred Tax Asset                                | 1.8                  |                   | 1.8                                     | d                |
| <b>TOTAL ASSETS</b>                               | <b>2,664.1</b>       | <b>0.0</b>        | <b>2,664.1</b>                          |                  |
| <b>Liabilities</b>                                |                      |                   |   |                  |
| Deposits  | 2,340.4              |                   | 2,340.4                                 |                  |
| Payables  | 25.3                 |                   | 25.3                                    |                  |
| Borrowings  | 88.1                 |                   | 88.1                                    |                  |
| Current Tax Liability                             | 1.0                  |                   | 1.0                                     |                  |
| Provisions  | 2.9                  |                   | 2.9                                     |                  |
| <b>TOTAL LIABILITIES</b>                          | <b>2,457.7</b>       | <b>0.0</b>        | <b>2,457.7</b>                          |                  |
| <b>NET ASSETS</b>                                 | <b>206.3</b>         | <b>0.0</b>        | <b>206.3</b>                            |                  |
| <b>Members' Funds</b>                             |                      |                   |   |                  |
| General Reserve                                   | 15.0                 |                   | 15.0                                    | b                |
| General Reserve for Credit Losses                 | 6.6                  |                   | 6.6                                     | f                |
| Redeemed Capital Reserve                          | 0.5                  |                   | 0.5                                     | b                |
| Retained Earnings                                 | 184.3                |                   | 184.3                                   | a                |
| <b>TOTAL MEMBERS' FUNDS</b>                       | <b>206.3</b>         | <b>0.0</b>        | <b>206.3</b>                            |                  |
|   |                      |                   |   |                  |

### Main features of capital instruments

Not Applicable. BankVic does not presently have any capital instruments.

| Disclosure template for main features of Regulatory Capital instruments |   |     |
|---|---|-----|
| 1   | Issuer  | N/A |
| 2   | Unique identifier (eg CUSIP, ISIN or Bloomberg identifier for private placement)                              | N/A |
| 3   | Governing law(s) of the instrument  | N/A |
|   | <i>Regulatory treatment</i>   | N/A |
| 4   | Transitional Basel III rules  | N/A |
| 5   | Post-transitional Basel III rules   | N/A |
| 6   | Eligible at solo/group/group & solo   | N/A |
| 7   | Instrument type (ordinary shares/preference shares/subordinated notes/other)                                  | N/A |
| 8   | Amount recognised in Regulatory Capital (Currency in mil, as of most recent reporting date)                   | N/A |
| 9   | Par value of instrument   | N/A |
| 10  | Accounting classification   | N/A |
| 11  | Original date of issuance   | N/A |
| 12  | Perpetual or dated  | N/A |
| 13  | Original maturity date  | N/A |
| 14  | Issuer call subject to prior supervisory approval   | N/A |
| 15  | Optional call date, contingent call dates and redemption amount   | N/A |
| 16  | Subsequent call dates, if applicable  | N/A |
|   | <i>Coupons/dividends</i>  | N/A |
| 17  | Fixed or floating dividend/coupon   | N/A |
| 18  | Coupon rate and any related index   | N/A |
| 19  | Existence of a dividend stopper   | N/A |
| 20  | Fully discretionary, partially discretionary or mandatory   | N/A |
| 21  | Existence of step up or other incentive to redeem   | N/A |
| 22  | Noncumulative or cumulative   | N/A |
| 23  | Convertible or non-convertible  | N/A |
| 24  | If convertible, conversion trigger (s)  | N/A |
| 25  | If convertible, fully or partially  | N/A |
| 26  | If convertible, conversion rate   | N/A |
| 27  | If convertible, mandatory or optional conversion  | N/A |
| 28  | If convertible, specify instrument type convertible into  | N/A |
| 29  | If convertible, specify issuer of instrument it converts into   | N/A |
| 30  | Write-down feature  | N/A |
| 31  | If write-down, write-down trigger(s)  | N/A |
| 32  | If write-down, full or partial  | N/A |
| 33  | If write-down, permanent or temporary   | N/A |
| 34  | If temporary write-down, description of write-up mechanism  | N/A |
| 35  | Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument) | N/A |
| 36  | Non-complaint transitional features   | N/A |
| 37  | If yes, specify non compliant features  | N/A |

**Risk Exposures and Assessment**

| <b>Capital Adequacy</b> |   | <b>\$m</b> |
|-------------------------|---|------------|
| (a)                     | Capital requirements (in terms of risk-weighted assets) for credit risk (excluding securitisation) by portfolio:  |            |
|                         | Investment Securities and other deposits  | 235.5      |
|                         | Loans and advances secured against residential mortgages  | 754.3      |
|                         | Other loans   | 33.8       |
|                         | Other assets  | 8.9        |
|                         | Capital requirements (in terms of risk-weighted assets) for credit risk for securitisation  | N/A        |
| (b)                     | Capital requirements (in terms of risk-weighted assets) for equity exposures in the IRB approach  | N/A        |
| (c)                     | Capital requirements (in terms of risk-weighted assets) for market risk   | N/A        |
| (d)                     | Capital Requirements (in terms of risk-weighted assets) for operational risk  | 143.3      |
|                         | Capital requirements (in terms of risk-weighted assets) for interest rate risk in the banking book (IRRBB) (IRB/AMA approved Australian-owned ADIs only). |            |
| (e)                     |   | N/A        |
| (f)                     | <b>Common Equity Tier 1, Tier 1 and Total Capital ratio for the consolidated banking group</b>  |            |
|                         | Common Equity Tier 1  | 16.6%      |
|                         | Tier 1 Capital  | 16.6%      |
|                         | Total Capital   | 17.2%      |

| <b>Credit Risk</b> |  |                                |  |                                      |                                     |  |  |
|--------------------|--|--------------------------------|--|--------------------------------------|-------------------------------------|--|--|
|                    | <b>Item Description</b>  | <b>Gross Exposures<br/>\$m</b> | <b>Quarterly<br/>Average Gross<br/>Exposures<br/>\$m</b> | <b>Impaired<br/>facility<br/>\$m</b> | <b>90 days past<br/>due<br/>\$m</b> | <b>Specific<br/>provisions<br/>balance<br/>\$m</b> | <b>specific<br/>provisions &amp;<br/>write offs for the<br/>period<br/>\$m</b> |
| (a) i              | <b>Total gross credit risk exposures, plus average gross exposure over the period, broken down by, major types of credit exposure:</b> | <b>3,011.4</b>                 | <b>2,965.1</b>   |                                      |                                     |  |  |
|                    | Cash   | 1.0                            | 1.0  |                                      |                                     |  |  |
|                    | Investment Securities and other deposits   | 887.8                          | 878.4  |                                      |                                     |  |  |
|                    | Loans and advances secured against residential mortgages   | 2,079.3                        | 2,044.4  |                                      |                                     |  |  |
|                    | Other loans  | 34.4                           | 32.3   |                                      |                                     |  |  |
|                    | Other assets   | 8.9                            | 8.9  |                                      |                                     |  |  |
| (a) ii             | <b>Total gross credit risk exposures, plus average gross exposure over the period, broken down by portfolio:</b>                       | <b>3,011.4</b>                 | <b>2,965.1</b>   | <b>1.7</b>                           | <b>13.1</b>                         | <b>1.0</b>   | <b>-1.0</b>  |
| (b)                | Bank   | 888.8                          | 879.5  |                                      |                                     |  |  |
|                    | Residential mortgage   | 1,728.7                        | 1,702.7  | 0.8                                  | 13.1                                | 0.2  | -1.0   |
|                    | Commitments and redraws  | 350.6                          | 341.7  |                                      |                                     |  |  |
|                    | Other retail   | 34.4                           | 32.3   | 0.9                                  | -                                   | 0.8  |  |
|                    | Other assets   | 8.9                            | 8.9  |                                      |                                     |  |  |
| (c)                | <b>General Reserve for Credit Losses</b>   | <b>6.6</b>                     | <b>6.3</b>   |                                      |                                     |  |  |

| <b>Securitisation Exposures</b> |  |                                |
|---------------------------------|--|--------------------------------|
|                                 | <b>Item Description</b>  | <b>Gross Exposures<br/>\$m</b> |
| (a)                             | <b>Summary of current period's securitisation activity, including the total amount of exposures securitised (by exposure type) and recognised gain or loss on sale by exposure type:</b> | <b>8.1</b>                     |
|                                 | Total amount of exposures securitised  | 8.1                            |
|                                 | Recognised gain or loss on sale  | 0                              |
| (b)                             | <b>Aggregate amount of:</b>  |                                |
|                                 | On Balance Sheet Securitisation exposures - Home Loans   | 438.2                          |
|                                 | Off Balance Sheet Securitisation exposures - Home Loans  | 0.0                            |

**Remuneration**

| <b>Qualitative Disclosure</b>  |
|--|
| <p>The Remuneration, People and Culture Committee has been tasked by the BankVic Board with overseeing remuneration policy for the company.</p> <p>The members of the Remuneration, People and Culture Committee for the 2020/21 year were:</p> <ul style="list-style-type: none"> <li>•Marianne Luttick (Chair), Lucinda Nolan and Steven J Coulson (to November 2020); and</li> <li>•Steven Coulson (Chair), Lucinda Nolan and David Cowan (from November 2020).</li> </ul> <p>The Committee met on two occasions during the year. The members received no additional payment on top of their directors' fees. The Chairs received an additional amount for acting as chair of the Committee. The Committee engaged McGuirk Management Consultants to advise on its remuneration practices.</p> <p>The Remuneration Policy provides a framework that allows the Board to align remuneration and risk management and encourage behaviour that supports the risk management framework of BankVic as an institution regulated by APRA.</p> <p>Through the work of the Committee, the Board accepts responsibility for satisfying itself that the remuneration arrangements of the following persons are not contrary to the financial soundness of the organisation:</p> <ul style="list-style-type: none"> <li>a. BankVic's Responsible Persons as defined by the APRA Prudential Standard CPS 520 Fit and Proper;</li> <li>b. BankVic personnel whose role is primarily risk and financial control; and,</li> <li>c. all other persons for whom a significant portion of total remuneration is based on performance and whose activities, individually or collectively, may affect the financial soundness of BankVic(including persons who may not be directly employed by BankVic such as contractors or persons employed by a related service company).</li> </ul> <p>The Remuneration, People and Culture Committee applies the principles outlined in CPS 510 including considering the inherent conflicts of interest between performance objectives and those personnel undertaking risk and financial control functions. The Board has eliminated performance based remuneration for these staff. This is notwithstanding the achievement of any or all metrics nominated at the beginning or during the assessment period.</p> <p>The key risks BankVic has taken into account when implementing remuneration measures were those identified in BankVic's Risk Management Framework, and included matters relating to liquidity, credit, market issues, interest rate volatility, organisations BankVic's membership may be associated with, key suppliers, general operations, information technology, staffing, strategic issues, fraud, occupational health and safety, financial planning, regulatory requirements, legal issues and pandemic. These risks did not materially change from those of the previous period.</p> <p>As well as performance metrics including profitability, membership growth, product sales and cost control, the extent to which managers contribute to effective risk management at BankVic is an integral part of this performance assessment which in turn is used in setting remuneration. The results of internal and external audits are also taken into account.</p> <p>Effective risk management includes reducing the likelihood and consequence of risk events and of minimising the adverse impact of such events. This is a component part of the defined performance assessment and reward scheme for staff and the remuneration arrangements for executives.</p> <p>As no variable remuneration is paid, no arrangements to modify or clawback such remuneration have been necessary to take account of longer-term performance.</p> <p>For the purposes of this disclosure, these categories include the Chief Executive Officer and other executive managers.</p> <p>No persons received variable remuneration awards during the financial year, and none received a guaranteed bonus or sign-on award. No deferred remuneration is either outstanding or was paid during the year.</p> <p>The table below provides details of the total value of remuneration awards for senior managers/material risk decision-makers for the period:</p> |

| <b>Quantitative disclosures</b>                    | <b>2021</b>      |          | <b>2020</b>      |          |
|--|------------------|----------|------------------|----------|
|  | No. of employees | \$ Total | No. of employees | \$ Total |
| <b>Total value of variable remuneration awards</b> |                  |          |                  |          |
| Variable remuneration award - bonus                | 0                | 0        | 0                | 0        |
| Guaranteed bonuses                                 | 0                | 0        | 0                | 0        |
| Sign on award                                      | 0                | 0        | 0                | 0        |
| Termination payments                               | 0                | 0        | 0                | 0        |
| <b>Total</b>                                       | <b>0</b>         | <b>0</b> | <b>0</b>         | <b>0</b> |

**Total value of remuneration awards for senior managers and staff whose primary role is risk and financial control.**

|                              | <b>2021</b>      |             |                  | <b>2020</b>      |             |                  |
|------------------------------|------------------|-------------|------------------|------------------|-------------|------------------|
|                              | \$ Unrestricted  | \$ Deferred | \$ Total         | \$ Unrestricted  | \$ Deferred | \$ Total         |
| <b>Fixed Remuneration</b>    |                  |             |                  |                  |             |                  |
| Cash Based                   | 2,441,193        | 0           | 2,441,193        | 2,461,594        | 0           | 2,461,594        |
| Shares                       | 0                | 0           | 0                | 0                | 0           | 0                |
| Other                        | 164,568          | 0           | 164,568          | 166,242          | 0           | 166,242          |
| <b>Total Fixed</b>           | <b>2,605,761</b> | <b>0</b>    | <b>2,605,761</b> | <b>2,627,836</b> | <b>0</b>    | <b>2,627,836</b> |
| <b>Variable Remuneration</b> |                  |             |                  |                  |             |                  |
| Cash Based                   | 0                | 0           | 0                | 0                | 0           | 0                |
| Shares                       | 0                | 0           | 0                | 0                | 0           | 0                |
| Other                        | 0                | 0           | 0                | 0                | 0           | 0                |
| <b>Total Variable</b>        | <b>0</b>         | <b>0</b>    | <b>0</b>         | <b>0</b>         | <b>0</b>    | <b>0</b>         |
| <b>Total Value</b>           | <b>2,605,761</b> | <b>0</b>    | <b>2,605,761</b> | <b>2,627,836</b> | <b>0</b>    | <b>2,627,836</b> |