

# FORESTERS

F I N A N C I A L

## Remuneration Governance Disclosure (as required under APRA CPS 511)

Foresters has a structured Remuneration Framework to ensure executive pay aligns with performance, risk outcomes and the long-term sustainability of the business.

**Governance & Oversight:** The Board is responsible for remuneration governance with oversight delegated to the People & Culture Committee (PCC).

**Risk Alignment:** Remuneration outcomes reflect both financial and non-financial performance and are reviewed annually for alignment with the company's risk management framework.

**Executive Pay Adjustments:** The CEO, CFO and Financial Controller receive fixed salaries with no guaranteed bonuses. Variable remuneration, where applicable, is only awarded for performance exceeding set benchmarks and may be reduced or withheld for compliance or conduct breaches.

**Remuneration Structure:** As a non-SFI core entity, Foresters is not required to defer remuneration under CPS 511, as no individual receives variable remuneration exceeding \$50,000.

March 2025

