

CPS 511 Remuneration Disclosures

FY 2025

Introduction

Peoplecare Health Limited (Peoplecare) is a private health insurance company regulated by the Australian Prudential Regulation Authority (APRA). *Prudential Standard CPS 511 Remuneration* (CPS 511) contains remuneration disclosure requirements that are designed to provide transparency on remuneration practices across APRA regulated entities. CPS 511 requires entities to publicly disclose information on their remuneration framework design, governance and outcomes.

Peoplecare is a non-significant financial institution (non-SFI) for the purposes of CPS 511. This document has been prepared by Peoplecare in accordance with the remuneration disclosures requirements under CPS 511. The information reported in this disclosure is for the period 1 July 2024 to 30 June 2025.

Remuneration Framework

Peoplecare maintains a remuneration framework that meets the requirements of CPS 511 and the Financial Accountability Regime. The remuneration framework comprises:

- *Remuneration Framework* – reviewed annually by the PCC and approved by the Board. The last review of the Remuneration Framework was in March 2025.
- *Remuneration Policy* – reviewed every three years by the PCC and approved by the Board. The last review of the Remuneration Policy was in March 2025.

The Remuneration Framework and Policy applies to all remuneration decisions made for:

- all staff employed directly by Peoplecare, including persons in Specified Roles as defined under CPS 511 and Accountable Persons as defined under the Financial Accountability Regime (FAR) Act; and
- any other individual or provider who through the provision of services may materially affect the management of financial or non-financial risks, and where there is a material payment amount based on performance.
- specified Roles include:
 - Directors,
 - the CEO,
 - Executive Leaders (Accountable People),
 - Responsible People,
 - Material Risk Takers; and
 - Risk and Financial Control Personnel.



Remuneration structure and terms are aligned to the complexity and business size of Peoplecare. The structure and terms also recognise the challenges of ensuring appropriate incentives exist to attract and retain high level talent to support Peoplecare's regional location. The Remuneration Policy ensures employees are remunerated through salary that aligns with comparative benchmarks and individual skills, experience and contribution.

The following forms of remuneration are available under the Remuneration Policy:

- Fixed remuneration – base salary, superannuation, cash and non-cash benefits.
- Variable remuneration – Annual Bonus Program.

Peoplecare's Remuneration Framework and Policy is designed to:

- Promote effective management of both financial and non-financial risks, sustainable performance and Peoplecare's long-term soundness.
- Rewards responsible behaviours, aligns remuneration with risk and performance outcomes and regulatory requirements.
- Ensures that all decisions-making processes support the principle of equal remuneration for all genders doing work of equal or comparable value.
- Supports the prevention and mitigation of conduct risk.

Governance

Board

The Peoplecare Board comprises seven Directors (including one Associate Director) and meets at least six times per year (and at any other times as the Board may determine). The Board is ultimately responsible for Peoplecare's remuneration framework and its effective application ensuring that remuneration practices are supported by policies and procedures that influence behaviour aligned with the organisation's values and behaviours, risk culture and broader organisational culture. This includes clear accountabilities and expectations for risk management, effective consequence management and a strong tone from the top on risk culture. The Board has discretion to adjust variable components of remuneration downwards, to zero if appropriate.

The Board Governance Statement and Terms of Reference assist the Board and its Committees to carry out their responsibilities.

People and Culture Committee

The Board has established a Board People & Culture Committee (PCC) with a written Terms of Reference that sets out its roles, responsibilities and terms of operation. The PCC is delegated responsibility by the Board for providing governance oversight of remuneration design and practice across Peoplecare in application of CPS 511. The PCC comprises no less than three members, all of whom are independent non-executive Directors. The PCC meets at least twice in a year and fulfils the corporate governance responsibilities in relation to the remuneration and performance

incentives of all specified roles having regard to the performance of Peoplecare, individual performance, and the Risk Management Framework. Specific responsibilities of the PCC in relation to remuneration include:

- Review and recommend the Remuneration Framework and Remuneration Policy to the Board.
- Ensure remuneration and performance of Board of Directors, Responsible Persons and Accountable Persons is aligned to the Remuneration Framework and any regulatory requirements.
- Assess remuneration and performance to ensure it is consistent with regulator, member and community expectation.
- Review and make recommendations to the Board about the performance, conduct and remuneration outcomes of the Board of Directors.
- Review and make recommendations to the Board about the performance, conduct and remuneration outcomes of the CEO, Responsible Persons, Accountable Persons and other applicable roles covered by CPS511.
- Support the engagement of external remuneration advisors to assist in benchmarking remuneration, seeking guidance on compliance obligations and providing insights on industry best practice.
- Review and recommend to the Board the appropriate benchmark survey.
- Ensure the Remuneration Framework is reviewed by the Committee annually; and
- Ensure the Remuneration Framework is reviewed externally every 3 years.

On an annual basis the CEO provides a report to the PCC on the performance outcomes of:

- executive leadership roles taking into account the requirements of the Remuneration Framework, FAR Accountability Regime and Risk Management framework.
- the list of persons in specified roles required under CPS511 and recommends to the Board for approval performance and associated remuneration outcomes.

Accompanying the year-end performance summary for the CEO that is presented to both PCC and the Board, is a statement from the CRO providing commentary on any performance or risk outcomes (financial or non-financial) that may impact the determination of remuneration outcomes for the CEO.

The PCC has free and unfettered access to the Board Risk Committee, Board Audit Committee, Chief Risk Officer (CRO), Chief People & Culture Officer (CPCO) and other relevant parties (both internal and external) in the course of its duties to enable risk outcomes to be appropriately reflected in remuneration outcomes for persons in specified roles.