2026 AGM Explanatory Note

Agenda Item 5 – Remuneration of Directors

The Board proposes that the maximum aggregate annual remuneration payable to elected Directors be set at $269,810, inclusive of the Superannuation Guarantee, for the period commencing at the conclusion of the 2026 AGM. This represents an increase of $12,480, or approximately 4.85%, on the $257,330 approved by Shareholders at the 2025 AGM.

In considering the proposed level of remuneration, the Board based their decision on:

- The latest available sector benchmarking information, which indicates that BankWAW's previously approved aggregate Director remuneration remains below the median for the comparison group used.
- The performance of the Board and organisation generally.
- The current economic environment being faced by our customers and wider stakeholder group more broadly.
- The outcome of the most recent annual remuneration reviews for staff.
- The ongoing strategic, governance and regulatory responsibilities of Directors, including the demands associated with overseeing a prudentially regulated financial institution.
- The number of Directors covered by this Resolution remains at seven (7).

The proposed remuneration increase was reviewed by the Board's Executive & Remuneration Committee and subsequently considered by the full Board. The Board was satisfied that the proposed increase was reasonable, having regard to the annual staff remuneration outcomes, available market information, governance responsibilities and the organisation's financial position.

Note: Shareholders are asked to approve the maximum aggregate annual remuneration payable to elected Directors, with the allocation of this amount remaining at the Board's discretion in accordance with the Constitution. The proposed amount provides for seven elected Director positions, with remuneration associated with any vacant position remaining unspent.