

FY25 Remuneration Governance and Framework Summary

The following disclosures are made in regards to the financial year ended 30 June 2025 and are made in accordance with CPS 511 paragraphs 74 to 98.

Disclosure Date: 18/12/2025

1. Overview of Remuneration Governance

Our Remuneration Framework (Framework) is designed to promote effective risk management, support long-term financial soundness, and align the interests of accountable persons, senior managers, and material risk-takers with those of our members, customers, and stakeholders. The Framework is governed by the Board, which maintains ultimate responsibility for the oversight and effectiveness of the Framework. Annual reviews are conducted to assess the effectiveness of the Framework and its alignment with prudential standards and regulatory expectations. Outcomes of these reviews are considered by the Board and may result in updates to policy, practice, or governance.

The Board is supported by the Board People & Culture Committee (P&CC), which assists in reviewing, monitoring, and making recommendations on remuneration policy and outcomes. The P&CC met 4 times during FY25. Input on risk culture is provided by the Board Risk and Compliance Committee. The Risk Function, including the Chief Risk Officer, review remuneration policies.

2. Key Remuneration Principles

Our Framework is guided by the following principles:

- Alignment with risk management and financial soundness: Remuneration outcomes reflect individual and collective performance against financial and non-financial measures, including risk outcomes.
- Accountability and transparency: Roles with significant influence over risk and performance are subject to heightened governance and clear accountability expectations.
- Long-term value creation: Remuneration encourages sustainable performance and discourages excessive risk-taking.
- Equity and fairness: Practices are free from bias and promote a diverse and inclusive culture.

3. Roles in Scope

We have identified individuals classified as:

- Accountable Persons under the Financial Accountability Regime, holding substantial responsibility for management or control of significant parts of the business;
- Specified Roles, as defined in paragraph 20(v) of CPS 511.

The types of positions included in Specified Roles are the Head of Finance and Investment Operations and the Risk and Assurance Manager. There are no identified roles at Futurity that meet the definition of a highly paid risk taker.

4. Structure of Remuneration for Roles in Scope

Remuneration for the Roles in Scope comprises:

- Fixed remuneration: Base salary and superannuation, reflecting role responsibilities and market benchmarks.
- Variable remuneration: Where applicable, short-term incentives (STI) based on performance against financial, non-financial, and risk-related criteria. Note: Futurity does not provide other forms of variable remuneration such as STI share-based incentives or long-term incentive payments.

The awarding of a bonus is discretionary; there are no guaranteed bonuses.

Variable remuneration is subject to:

- Performance assessment against pre-defined scorecards

- Risk and conduct gateways including adherence with behavioural expectations
- Deferral arrangements (as appropriate)
- Malus and claw back provisions where warranted.

5. Performance and Remuneration Link

The People & Culture Committee reviews individual and collective performance with consideration of:

- Financial results and customer outcomes
- Risk management, compliance, and audit findings
- Leadership, culture, conduct and values
- Sustainability and long-term strategy execution.

Remuneration outcomes are moderated or adjusted where risk or conduct issues are identified.

6. FY25 Variable Remuneration Outcome

For FY25, none of the Roles in Scope received variable remuneration exceeding \$50,000.

Under CPS 511, Futurity is a non-SFI core entity therefore is only required to defer remuneration where an individual receives variable remuneration exceeding \$50,000.