



MDA National Group Remuneration Disclosure Statement

For the Financial Year Ended 30 June 2025

1. Introduction & Regulatory Context

This Remuneration Disclosure Statement relates to MDA National Insurance Pty Ltd (MDANI), a wholly owned subsidiary of MDA National Limited (collectively referred to as the Group). MDANI is a licensed insurer under the Australian Prudential Regulation Authority's (APRA) regulatory framework. This disclosure has been prepared in accordance with the MDANI Board approved Remuneration Policy which captures the requirements set out in paragraphs 91 to 98 of APRA Prudential Standard CPS 511 Remuneration (CPS 511) and relates to the financial year ended 30 June 2025.

The Group is committed to ensuring its remuneration framework promotes the effective management of both financial and non-financial risks, encourages a prudent risk-taking culture, and aligns outcomes with the long-term strategic goals of the Group.

2. Remuneration Governance & Board Oversight

This Remuneration Disclosure Statement relates to MDA National Insurance Pty Ltd (MDANI), a wholly owned subsidiary of MDA National Limited. The MDANI Board maintains ultimate responsibility and accountability for its Remuneration Framework, ensuring its alignment with the overall risk management strategy.

● Governance Bodies

- The MDANI Board oversees all remuneration policies and frameworks.
- The MDANI Board utilises a dedicated **Remuneration Committee (RemCo)** to review and recommend structural frameworks.

● Board Discretion

- The MDANI Board retains complete, absolute discretion to adjust annual remuneration outcomes down (including to zero) regardless of performance targets.
- Exercise of discretion is guided by holistic reviews of risk compliance, cultural alignment and performance.

● Risk Function Collaboration

- The **Group Risk Committee** and the **General Manager Risk & Compliance (GMRC)** provide formal, structured input directly to the MDANI Board regarding risk outcomes.
- Risk evaluation occurs independently of business line performance to prevent any conflicts of interest.



People & Culture

The People & Culture team is responsible for undertaking market benchmarking of salary increases and reviews and updates the remuneration framework, making recommendations to the RemCo & MDANI Board for their consideration.



Risk & Compliance

The Risk & Compliance team reviews risk behaviours and risk outcomes to ensure risk and remuneration outcomes are aligned.



Remuneration Committee /MDANI Board

Reviews the recommendations from the People & Culture and Risk & Compliance teams and determines appropriate remuneration outcomes for all Affected Persons and overall eligibility criteria and performance framework for the organisation

Board and Committee meetings held during FY2025

- 8 standard MDANI Board meetings
- 1 Remuneration Committee
- 4 Group Risk Committee meetings

2. Remuneration Framework Design & Structure

The Remuneration Framework is structured to support sustainable, long-term financial performance, in line with the Group's strategic objectives, while factoring in individual performance, behavioural attributes that is aligned with organisational culture and technical competency. The framework is underpinned by the Group's values of Care, Courage and Commitment.

The remuneration framework is developed by the People & Culture team, working with the CEO, to provide recommendations annually to the RemCo and the MDANI Board.

MDANI's remuneration framework is designed to ensure that it does not give rise to inappropriate behaviour and supports good and ethical conduct as set out in the Code of Conduct. It also aims to encourage behaviours that are in line with prudent risk management practices.

4. Remuneration Policy Components & Specified Roles

The Remuneration Policy applies proportionately to all employees, with specific, enhanced oversight directed at individuals designated as Affected Persons.

◆ Definition of Specified Roles

- **General Managers:** Executives with material responsibility for the management or governance of the group
- **Governance, Risk and Financial Control Roles:** Dedicated staff within corporate governance, risk, compliance and financial control functions.

◆ Remuneration Components

- **Fixed Remuneration:** Base salary, superannuation, and non-monetary benefits structured to reflect the role's market value, complexity, and required expertise.
- MDANI does not pay any variable remuneration to Affected Persons, which includes the CEO and General Managers.
- Remuneration for each role is benchmarked against independent data sourced from a third party and paid in accordance with employee experience and performance in the role.

◆ Performance and Remuneration Alignment

- Annual remuneration increases are determined in accordance with the performance assessment framework.
- Performance evaluations weigh individual performance in accordance with role expectations, behaviour alignment with cultural values and technical capability.

5. Consequence Management

- In the event of a material policy breach, risk boundary failure, or personal misconduct, the Group enforces a standardised consequence management framework.
- Potential actions include nil pay increment, performance management formal warning, or immediate termination.

