

Remuneration Disclosure

For the financial year ended 30 June 2025

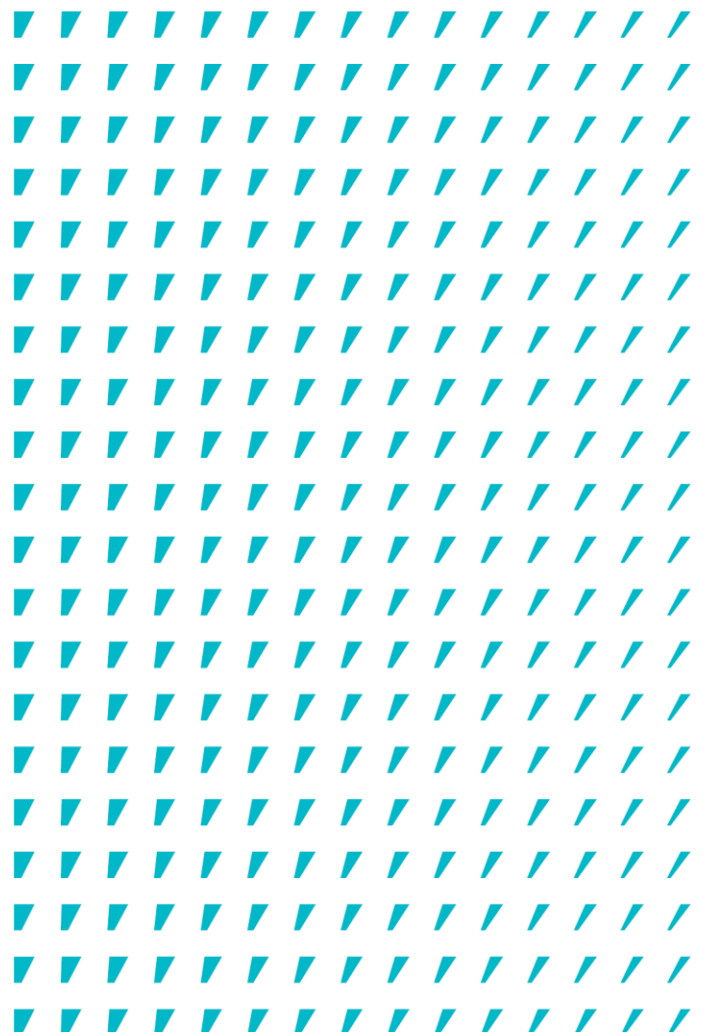




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1. About this disclosure

Avenue Bank Ltd and Avenue Hold Ltd (together, Avenue) are regulated by the Australian Prudential Regulation Authority (APRA), with Avenue Bank Ltd authorised as an authorised deposit-taking institution. For the purposes of APRA Prudential Standard CPS 511 Remuneration, Avenue is classified as a non-significant financial institution (non-SFI). This disclosure describes Avenue's remuneration framework and practices for the financial year ended 30 June 2025 and addresses the qualitative disclosure requirements applicable to non-SFIs under CPS 511.

2. Governance of the remuneration framework

The Board is ultimately responsible for Avenue's remuneration framework and its effective application and approves the Remuneration Policy. The Board Remuneration and Nominations Committee (BRemCo) assists the Board by overseeing the design, operation and monitoring of the remuneration framework and making recommendations on remuneration outcomes.

Meetings held

- Board: Six meetings held during FY2025
- BRemCo: One meeting held during FY2025

Board discretion

The Board determines remuneration outcomes for Accountable Persons and executives individually and for Material Risk Takers and Risk and Financial Control Personnel collectively. The Board may reduce variable remuneration, including to zero, and apply malus or clawback where appropriate.

The Board considers input from BRemCo, the Risk Management Committee and the risk function. The Chief Risk Officer provides an assessment of conduct and financial and non-financial risk management to support remuneration decisions.

3. Design and structure of the remuneration framework

Avenue's remuneration framework forms part of its Risk Management Framework and aligns with Avenue's business plan and strategic objectives. It promotes the effective management of financial and non-financial risks, sustainable performance and Avenue's long-term soundness.

The framework supports the prevention and mitigation of conduct risk by incorporating conduct, compliance and non-financial risk outcomes into performance assessments and remuneration decisions. Variable remuneration may be reduced, cancelled or recovered where adverse conduct or risk outcomes arise.

4. Remuneration policy

Alignment with performance

Variable remuneration outcomes take into account the performance of Avenue, the relevant business unit and the individual, together with conduct, compliance and financial and non-financial risk outcomes. Variable remuneration is only paid where the individual's compliance performance is satisfactory or above, the outcome is justified by performance and effective risk management, and Avenue's long-term financial soundness is not compromised.

Specified roles

Specified roles include senior managers, executive directors, material risk-takers, including material risk-takers, and risk and financial control personnel.

Consequence management

Avenue may reduce, cancel, vary or clawback variable remuneration for material misconduct, significant failures of financial or non-financial risk management, significant breaches of accountability, fitness and



propriety or compliance obligations, significant errors or misstatements in performance criteria, unsustainable performance involving unacceptable risk, or significant adverse outcomes for customers or counterparties. Variable remuneration does not vest while a relevant investigation is open.

Forms of variable remuneration

Variable remuneration may include options under Avenue's Employee Share Option Plan and other incentive arrangements approved by the Board. Options are used to support retention and align eligible participants with Avenue's long-term financial soundness, sustainable performance, risk management framework, prudent risk-taking, values and culture.

Deferral and adjustment, including Financial Accountability Regime (FAR)

Variable remuneration is subject to deferral requirements prescribed under the FAR, where applicable. Avenue also applies malus and clawback arrangements and may adjust remuneration outcomes to reflect longer-term performance, risk, compliance and conduct outcomes.