

**Prudential Disclosure Document** 

as at June 2017

Regional Australia Bank is a trading name of Community Mutual Ltd ABN 21 087 650 360 AFSL and Australian Credit Licence 241167.

### Introduction

In accordance with Australian Prudential Standard APS 330, locally incorporated ADI's using the standardised approach under the Basel III regulatory regime such as Regional Australia Bank are required to disclose information about their Capital, Capital Instruments, Credit Risk exposure and Remuneration.

The frequency and timing of Regional Australia Bank's disclosure's as required under the Prudential Standard APS 330 Public Disclosure are:

Table	Frequency of Disclosure
Table 1: Composition of Capital	Annual
Regulatory Capital reconciliation	Annual
Table 2: Main features of Capital Instruments	Continuously
Table 3: Capital Adequacy	Quarterly
Table 4: Credit Risk	Quarterly
Table 5: Securitisation	Quarterly
Table 18: Remuneration	Annual

### **Capital Management**

Regional Australia Bank maintains an actively managed capital base to cover risks inherent in its business. The adequacy of Regional Australia Bank's capital is monitored using, among other measures, the rules and ratios established by the Australian Prudential Regulation Authority.

Regional Australia Bank has complied in full with all its externally imposed capital requirements. The primary objectives of Regional Australia Bank's capital management are to ensure that the business complies with externally imposed capital requirements and that Regional Australia Bank maintains healthy capital ratios in order to support its activities.

For the purposes of Capital disclosures Regional Australia Bank is using the post 1 January 2018 common disclosure template because it is fully applying the Basel III regulatory adjustments as implemented by APRA.



ABLE 1	Composition of Capital	as at 30 June 2017	Reference to reconciliation
Item No	Common Equity Tier 1 Capital: instruments and reserves	000's	
1	Directly issued qualifying ordinary shares (and equivalent for mutually owned entities) capital	-	
2	Retained Earnings	102,855	
3	Accumulated other comprehensive income (and other reserves)	1,426	
4	Directly issued capital subject to phase-out from CET1 (only applicable to mutually owned companies)	_	
5	Ordinary share capital issued by subsidiaries and held by third parties (amount allowed in group CET1)	_	
6	Common Equity Tier 1 capital before regulatory adjustments	- 104,280	(a) + (b)
	Common Equity Tier 1 Capital: Regulatory adjustments	000's	
7	Prudential valuation adjustments	-	
8	Goodwill (Net of related tax liability)	-	
9	Other intangibles other than mortgage servicing rights (net of related tax liability)	898	
10	Deferred Tax Assets that rely on future profitability excluding those arising from		
	temporary differences (net of related tax liability)	2,214	(C)
11	Cash Flow hedge reserve	-	
12	Shortfall of provisions to expected losses	-	
13	Securitisation gain on sale (as set out in paragraph 562 of Basel II framework)	-	
14	Gains and losses due to changes in own credit risk on fair valued liabilities	-	
15	Defined benefit superannuation fund net assets	-	
16	Investments in own shares (if not already netted off paid in capital on reported		
17	balance sheet)	-	
17	Reciprocal cross-holdings in common equity	-	
18	Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the ADI does not own more than 10% of the issued share capital (amount above 10% threshold)	500	
19	Significant investments in the ordinary shares of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of		
	eligible short positions (amount above 10% threshold)	-	
20	Mortgage service rights (amount above 10% threshold	-	
21	Deferred tax assets arising from temporary differences (amount above 10%		
22	threshold, net of related tax liability) Amount exceeding 15% threshold	-	
	Amount exceeding 10% threshold	-	
23	of which: significant investments of the ordinary shares of financial entities	-	
24	of which: mortgage servicing rights	-	
25	of which: deferred tax assets arising from temporary differences	-	
26	National specific regulatory adjustments (sum of rows 26a, 26b, 26c, 26d, 26e,		
20	26f, 26g,26h, 26i, 26j)	-	
26a	of which: treasury shares	-	
0.0%	of which: offset to dividends declared under a dividend reinvestment plan		
26b	(DRP), to the extent that the dividends are used to purchase new ordinary		
26c	shares issued by the ADI of which: deferred fee income	-	
	of which: equity investments in financial institutions not reported in rows	_	
26d	18,19,23	629	
26e	of which: deferred tax assets not reported in rows 10,21,25	-	
26f	of which: capitalised expenses	-	
26g	of which: investments in commercial (non financial) entities that are deducted under APRA rules	-	
26h	of which: covered bonds in excess of asset cover in pools	-	
26i	of which: undercapitalisation of a non consolidated subsidiary	-	
26j	of which: other national specific regulatory adjustments not reported in rows 26a to 26i	-	
27	Regulatory adjustments applied to common equity Tier 1 due to insufficient additional Tier 1 and Tier 2 to cover deductions		
28	Total regulatory Adjustments to Common Equity Tier 1	- 4,242	
29	Common Equity Tier 1 Capital (CET1)	100,039	



		as at	Reference to
	Additonal Tier 1 Capital: Instruments	<u>30 June 2017</u> 000's	reconciliation
30	Directly issued qualifying Additional Tier 1 instruments	-	
31	of which: classified as Equity under applicable accounting standards	-	
32	of which: classified as liabilities under applicable accounting standards	-	
33	Directly issued Capital Instruments subject to phase-out from Additional Tier 1	-	
34	Additional Tier 1 instruments (and CET1 instruments not included in row 5)		
05	issued by subsidiaries and held by third parties (amount allowed in group AT1)	-	
35 36	of which: instruments issued by subsidiaries subject to phase-out Additional Tier 1 Capital before regulatory adjustments	-	
	Additional Tier 1 Capital: Regulatory adjustments		
37	Investments in own Additional Tier 1 instruments	-	
38	Reciprocal cross-holdings in Additional Tier 1 instruments	-	
39	Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, net of eligible short positions, where the ADI does not own more than 10% of the issued share capital (amount above 10% threshold)	-	
40	Significant investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation (net of eligible short positions)		
41	National specific regulatory adjustments (sum of rows 41a, 41b,41c)	-	
41a	of which: holdings of capital instruments in group members by other group members on behalf of third parties		
		-	
41b	of which: investments in the capital of financial institutions that are outside the scope of regulatory consolidations not reported in rows 39 and 40	-	
41c	of which: other national specific regulatory adjustments not reported in rows 41a and 41b	-	
42	Regulatory adjustments applied to Additional Tier 1 due to insufficient Tier 2 to		
	cover deductions	-	
43	Total Regulatory adjustments to Additional Tier 1 Capital	-	
44	Additional Tier 1 Capital (AT1)	-	
45	Tier 1 Capital (T1 = CET1 + AT1)	100,039	
	Tier 2 Capital: Instruments and Provisions	000's	
46	Directly issued qualifying Tier 2 instruments		
40	Directly issued capital instruments subject to phase-out from Tier 2	2,821	
48	Tier 2 instruments (and CET1 and AT1 instruments not included in row 5 or 34)		
	issued by subsidiaries and held by third parties (amount allowed in group T2)	-	
49	of which: instruments issued by subsidiaries subject to phase-out	-	
50 51	Provisions Tier 2 Capital before regulatory adjustments	3,019 <b>5,840</b>	
		0,040	
	Tier 2 Capital: Regulatory Adjustments		
52	Investments in own Tier 2 instruments	-	
53	Reciprocal cross-holdings in Tier 2 instruments	-	
54	are outside the scope of regulatory consolidation, net of eligible short positions, where the ADI does not own more than 10% of the issued share capital	-	
55	entities that are outside the scope of regulatory consolidation, net of eligible short positions	-	
56	National specific regulatory adjustments (sum of rows 56a, 56b, 56c)	-	
560	of which: holdings of Capital instruments in group members by other group		
56a	members on behalf of third parties	-	
56b	of which: investments in the capital of financial institutions that are outside the scope of regulatory consolidation not reported in rows 54 and 55		
56c	of which: other national specific regulatory adjustments not reported in rows		
	56a and 56b	-	
57	Total Regulatory adjustments to Tier 2 Capital		
57	Total Regulatory adjustments to Tier 2 Capital		



	-	as at 30 June 2017	Reference to reconciliatio
59	Total Capital (TC = T1 + T2)	105,879	
60	Total Risk Weighted Assets based on APRA standards	668,805	
	Capital Ratios and Buffers		
61	Common Equity Tier 1 as a percentage of Risk Weighted Assets	14.96%	
62	Tier 1 (as a percentage of Risk Weighted Assets)	14.96%	
63	Total Capital (as a percentage of Risk Weighted Assets)	15.83%	
64	Institution-specific buffer requirement (minimum CET1 requirement plus capital conservation buffer plus countercyclical buffer requirements plus G-SIBs buffer requirement, expressed as a percentage of Risk Weighted Assets)	7.00%	
65	of which: capital conservation buffer requirement	2.50%	
66	of which: ADI-specific countercyclical buffer requirements	0.00%	
67	of which: G-SIB buffer requirement	0.00%	
68	Common Equity Tier 1 available to meet buffers ( as a percentage of Risk Weighted Assets)	7.50%	
	National Minima (if different from Basel III)	000's	
69	National Common Equity Tier 1 minimum ratio (if different from Basel III minimum)	-	
70	National Tier 1 minimum ratio (if different from Basel III minimum)	-	
71	National Total Capital minimum ratio (if different from basel III minimum)	-	
	Amount below threshholds for deductions (not Risk Weighted)	000's	
72	Non-significant investments in the capital of other financial entities	-	
73	Significant investments in the ordinary shares of financial entities	-	
74	Mortgage servicing rights (net of related tax liability)	-	
75	Deferred tax assets arising from temporary differences (net of related tax liability)	-	
	Applicable caps on the inclusion of provisions in Tier 2	000's	
76	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardised approach (prior to application of cap)	3,019	(b)
77	Cap on inclusion of provisions in Tier 2 under standardised approach	8,360	(-)
78	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to internal ratings-based approach (Prior to application of cap)	-	
79	Cap for inclusion of provisions in Tier 2 under internal ratings-based approach	-	
	Capital instruments subject to phase-out arrangements (only applicable between 1st Jan 2018 and 1st Jan 2022)	000's	
80	Current cap on CET1 instruments subject to phase-out arrangements	-	
81	Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)	-	
82	Current cap on AT1 instruments subject to phase-out arrangements	-	
83	Amount excluded from AT1 instruments due to cap (excess over cap after redemptions and maturities)	-	
84	Current cap on T2 instruments subject to phase-out arrangements	2,821	
85	Amount excluded from T2 due to cap excess over cap	-	



Regulatory Capital Reconciliation		as at 30-June-2017		
	Balance Sheet per Audited Financial Statements	Adjustments	Balance Sheet Under Regulatory Scope of Consolidation	Reference
	\$'000	\$'000	\$'000	
ASSETS				
Cash and cash equivalents	89,212	-	89,212	
Due from other financial institutions	-	-	-	
Trade and other receivables	8,409	-	8,409	
Loans and advances to members	1,066,896	-	1,066,896	
Less: Provision	(2,800)	109	(2,691)	(a)
Less: General Reserve for Credit Losses	-	(3,019)	(3,019)	(b)
Financial assets - available-for-sale	1,129	-	1,129	
Financial assets - held-to-maturity	138,654	-	138,654	
Property, plant and equipment Intangible assets	5,968 892	-	5,968 892	
Deferred tax assets		- 94		
Loss reserve loan	2,214	- 94	2,308	(c)
Total Assets	1,310,574	(2,816)	1,307,758	
LIABILITIES				
Deposits	1,176,723	-	1,176,723	
Trade and other payables	20,027	-	20,027	
Current tax liabilities		-		
Deferred tax liabilities	-	94	94	(c)
Provisions	3,084	-	3,084	
Lease liabilities	-	-	-	
Subordinated debt	3,994	-	3,994	
Total Liabilities	1,203,828	94	1,203,922	
Net Assets	106,746	(2,910)	103,836	
EQUITY				
Preference shares	-	_	-	
Redeemable member shares	657	-	657	
Reserves	768	_	768	
Retained earnings	97,306	109	97,415	(a)
Contributed equity	8,451	-	8,451	()
Transfer of General Reserve for Credit Losses	-	(3,019)	(3,019)	(b)
Total Equity	107,182	(2,910)	104,272	





# **TABLE 2: Capital Instruments**

	Main Features	Instrument 1
1	lssuer	Australian Mutual Investment Trust
_	Unique identifier (eg. CUSIP, ISIN or Bloomberg	
2	identifier for private placement)	N/a
3	Governing law(s) of the instrument	NSW Australia
	Regulatory Treatment	
4	Transitional Basel III rules	Tier 2 Capital
5	Post-transitional Basel III rules	Non-eligible Capital
6	Eligible as solo/group/group and solo	N/a Term Unsecured Subordinated
7	Instrument Type (ordinary shares/preference shares/subordinated notes/other)	
1	shares/subordinated hotes/other)	Debt Instrument
8	Amount recognised in regulatory capital (currency in mil, as of most recent reporting date)	\$2.821 mill
9	Par Value of instrument	\$4.0 mill
<u> </u>	Accounting classification	Subordinated Debt
11	Original date of issuance	9-Nov-12
12	Perpetual or dated	Dated
12	Original maturity date	9-Nov-22
14	Issuer call subject to prior supervisory approval	Yes
		On any Interest payment date
		following 5th anniversary,
	Optional call date, contingent call dates and	redmption of all, or some of the
	redemption amount	debt with a minimum and
15		multiples of AUD\$100,000
16	Subsequent call dates if applicable	As above
	Coupons/Dividends	
17	Fixed or floating Dividend/Coupon	Floating
18	Coupon Rate and any related index	AUD BBSW + 593 bps
19	Existence of a Dividend stopper	N/a
20	Fully discretionary, partially discretionary or mandatory	Mandatory
21	Existence of step-up or other incentive to redeem	No
22 23	Noncumulative or cumulative Convertible or non-convertible	Non cumulative
20		
		Non convertible
24	If convertible, conversion trigger(s)	N/a
24 25	If convertible, conversion trigger(s) If convertible, fully or partially	N/a N/a
24 25 26	If convertible, conversion trigger(s) If convertible, fully or partially If convertible, conversion rate	N/a N/a N/a
24 25	If convertible, conversion trigger(s) If convertible, fully or partially	N/a N/a
24 25 26 27	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion	N/a N/a N/a N/a
24 25 26	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into	N/a N/a N/a
24 25 26 27	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion	N/a N/a N/a N/a
24 25 26 27 28	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts	N/a N/a N/a N/a N/a
24 25 26 27 28 29	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into	N/a N/a N/a N/a N/a N/a
24 25 26 27 28 29 30	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature	N/a N/a N/a N/a N/a N/a No
24 25 26 27 28 29 30 31	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, write-down trigger(s)	N/a N/a N/a N/a N/a No N/a
24 25 26 27 28 29 30 31 32	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, write-down trigger(s)         If write-down, full or partial	N/a N/a N/a N/a N/a No N/a N/a N/a
24 25 26 27 28 29 30 31 32	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, write-down trigger(s)         If write-down, full or partial         If write-down, permanent or temporary	N/a N/a N/a N/a N/a No N/a N/a N/a
24 25 26 27 28 29 30 31 32 33	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, write-down trigger(s)         If write-down, full or partial         If write-down, permanent or temporary         If temporary write-down, description of write-up	N/a N/a N/a N/a N/a N/a N/a N/a N/a
24 25 26 27 28 29 30 31 32 33	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, write-down trigger(s)         If write-down, full or partial         If write-down, permanent or temporary         If temporary write-down, description of write-up mechanism	N/a N/a N/a N/a N/a N/a N/a N/a N/a
24 25 26 27 28 29 30 31 32 33	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, full or partial         If write-down, full or partial         If temporary write-down, description of write-up mechanism         Position in subordination heirarchy in liquidation	N/a N/a N/a N/a N/a N/a N/a N/a N/a
24 25 26 27 28 29 30 31 32 33 33 34	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, full or partial         If write-down, full or partial         If temporary write-down, description of write-up mechanism         Position in subordination heirarchy in liquidation (specify instrument type immediately senior to	N/a N/a N/a N/a N/a N/a N/a N/a N/a N/a
24 25 26 27 28 29 30 31 32 33 33 34 35	If convertible, conversion trigger(s)         If convertible, fully or partially         If convertible, conversion rate         If convertible, mandatory or optional conversion         If convertible, specify instrument type convertible into         If convertible, specify issuer of instrument it converts into         Write-down feature         If write-down, full or partial         If write-down, permanent or temporary         If temporary write-down, description of write-up mechanism         Position in subordination heirarchy in liquidation (specify instrument type immediately senior to instrument)	N/a N/a N/a N/a N/a N/a N/a N/a N/a N/a



TABLE 3:	Capital Adequacy	<b>30 Jun 2017</b> 000's	<b>31 Mar 2017</b> 000's
TADLE J.	Capital Adequacy	0003	0003
	Capital requirements (in terms of risk weighted assets)		
	for :		
	Credit Risk		
	Residential Mortgages	357,973	350,392
	Other Retail Loans	50,476	58,119
	Corporate Loans	115,962	108,318
	Funds Deposited with ADI's	50,053	51,453
	Government		
	Securitisation		
	Fixed Assets	6,860	6,954
	Other Assets	25,009	41,498
	Total Credit Risk	606,332	616,735
	Market risk	-	-
	Operational risk	62,473	60,005
	Total Assessed Risk	668,805	676,740
	Common Equity Tier 1	14.96%	14.53%
	Tier 1	14.96%	14.53%
	Total Capital	15.83%	15.40%



TABLE 4:	Credit Risk June Quarter	30 Jun 17 000's	Qtr Average 000's
	Total Gross Credit Risk exposures, plus		
	average gross exposure over the period, broken		
	down by;		
	Cash and cash equivalents	227,866	224,721
	Trade and other receivables	8,845	15,110
	Loans and advances to members	,	,
	Personal Loans	76,896	77,810
	Mortgage Loans	855,912	845,191
	Commercial Loans	104,522	101,601
	Revolving Credit	26,766	26,383
	Available for sale investments	1,129	1,127
	Property, plant and equipment	5,968	6,060
	Intangible assets	892	847
	Deferred tax assets	2,214	2,192
	Loss reserve loan	0	0
		1,311,010	1,301,043
	Claims secured by residential mortgage	902,089	890,063
	Other retail Corporate (excluding secured by residential	103,266	103,996
	mortgage)	58,741	56,926
		1,064,096	1,050,985
By portfolio	:		
		lun 17	

	Jun 17				
	Impaired	Past	Specific		Write
	Facilities	Due	Provision	Charges	Offs
	\$'000	\$'000	\$'000	\$'000	\$'000
Claims secured by residential mortgage	1,395	3,231	450	0	0
Other retail	2,505	2,971	0	0	264
Corporate	0	0	0	0	0
Bank	0	0	0	0	0
Government	0	0	0	0	0
All other	0	0	0	0	0
Total	3,900	6,202	450	0	264

The General Reserve for Credit Losses

3,019

TABLE 4:	Credit Risk March Quarter	31 Mar 17 000's	Qtr Average 000's
	Total Gross Credit Risk exposures, plus average gross exposure over the period, broken down by;		
	Cash and cash equivalents Trade and other receivables Loans and advances to members	221,576 21,376	213,537 25,141
	Personal Loans	78,724	78,103
	Mortgage Loans	834,471	820,860
	Commercial Loans Revolving Credit Available for sale investments Property, plant and equipment Intangible assets Deferred tax assets Loss reserve loan	98,679 26,000 1,126 6,152 802 2,170 0 1,291,076	98,879 25,563 1,126 6,149 814 2,170 37 1,272,378
	Claims secured by residential mortgage (reflect Other retail Corporate (excluding secured by residential mortgage)	878,038 104,725 55,112	863,966 103,666 55,773
		1,037,875	1,023,405
By portfolio	:		
		Mar 17	

	Mar 17				
	Impaired	Past	Specific		Write
	Facilities	Due	Provision	Charges	Offs
	\$'000	\$'000	\$'000	\$'000	\$'000
Claims secured by residential mortgage	2,534	4,136	407	0	0
Other retail	2,038	3,339	0	0	105
Corporate	0	0	0	0	0
Bank	0	0	0	0	0
Government	0	0	0	0	0
All other	0	0	0	0	0
Total	4,572	7,475	407	0	105

The General Reserve for Credit Losses

3,093



		June	March
TABLE 5:	Securitisation exposures	000's	000's
	Loans Securitised during the quarter	33,193	17,708
	On-Balance Sheet Securitisation Exposures		
	Claims secured by residential mortgage Off-Balance Sheet Securitisation Exposures	138,962	121,142
	Claims secured by residential mortgage	1,272	1,315
	Total	140,235	122,457



Regional Australia Bank's Board Corporate Governance Committee is responsible for overseeing remuneration across the organisation. Regional Australia Bank uses an independent remuneration specialist to ensure that remuneration for Executive Management and the Board is prudent and consistent with market practices. The Board Corporate Governance Committee reviews the Board Remuneration Policy annually and has a process in place to ensure that remuneration for the Chief Executive Officer (CEO) and individual Executive Management has clear approval and oversight.

Regional Australia Bank's remuneration is unrestricted cash based remuneration, including superannuation payments. Remuneration for staff is determined by the relevant Executive Manager and the CEO where necessary for endorsement of key staff. Regional Australia Bank's remuneration structure is salary based. There is a Long Term Incentive remuneration structure for the CEO and Executive Management which is benchmarked against strategic key performance indicators aligned to strategy, which is set and monitored by the Board.

Regional Australia Bank's "senior managers" and "material risk takers" as defined in paragraph 17 of this Prudential Standard include those persons defined as Regional Australia Bank's "executive management team". They include the Chief Executive Officer, Company Secretary / Chief Governance Officer, Chief Financial Officer, Chief Risk Officer, Chief Operations Officer, Chief Information Officer, Chief Marketing Officer and Chief Sales Officer.

General staff at Regional Australia Bank have a performance remuneration structure that is aligned to business plans and key performance indicators. Any performance remuneration for staff is approved by respective Executive Managers, and at times by the CEO, to ensure the achievement against performance measures.

#### **Quantitative Disclosure**

Regional Australia Bank's Corporate Governance Committee met on 4 occasions during the last financial year. The total remuneration paid to the members of the Corporate Governance Committee in 2016/2017 was \$263,370.

<ul> <li>The number of persons having received a variable remuneration award during the financial year.</li> </ul>	Nil	
- Number and total amount of guaranteed bonuses awarded during the financial year.	Nil	
- Number and total amount of sign-on awards made during the financial year.	Nil	
- Number and total amount of termination payments made during the financial year.	0	\$0
<ul> <li>Total amount of outstanding deferred remuneration, split into cash, shares and share- linked instruments and other forms.</li> <li>Total amount of deferred remuneration paid out in the financial year.</li> </ul>	\$0 \$0	
- Breakdown of the amount of remuneration awards for the financial year in accordance with Table 18A below to show:		
<ul> <li>fixed and variable;</li> </ul>	See table 18A	
<ul> <li>deferred and non-deferred; and</li> </ul>		
- the different forms used (cash, shares and share-linked instruments and other forms).		
Quantitative information about persons' exposure to implicit (e.g. fluctuations in the value of shares or performance units) and explicit adjustments (e.g. malus, clawbacks or similar reversals or downward revaluations of awards) of deferred remuneration and retained remuneration:		
- Total amount of outstanding deferred remuneration and retained remuneration exposed to ex post explicit and/or implicit adjustments.	Nil	
- Total amount of reductions during the financial year due to ex pose explicit adjustments.	Ν	lil
- Total amount of reductions during the financial year due to ex post implicit adjustments.	Nil	

## TABLE 18A: Total Remuneration rewards of Material Risk Takers

Total value of remuneration awards for the current financial year	Unrestricted	Deferred
Fixed remuneration		•
- Cash-based	\$2,289,942	n/a
- Shares and share-linked instruments	n/a	n/a
- Other	\$179,612	n/a
/ariable remuneration		
- Cash-based	n/a	n/a
- Shares and share-linked instruments	n/a	n/a
- Other	n/a	n/a

