A Registered Private Health Insurer
ABN 43 009 579 088

HCi Remuneration Disclosure
for the financial year ended 30 June 2025

This disclosure is provided in accordance with [APRA Prudential Standard CPS 511 Remuneration](#).

Paragraph 96 - Governance of the remuneration framework	
96(a) Main bodies that oversee remuneration and the number of meetings during the financial year	The Board Performance and Remuneration Committee (the Committee) is a committee of the Board of Directors (Board) of HCi. The Committee oversees the operation of the Remuneration Policy and makes recommendations to the Board on remuneration matters. The Committee periodically reviews the effectiveness of the Remuneration Policy, including its compliance with CPS 511, and reports to the Board. The Committee met twice in FY25.
96(b) How the Board exercises its discretion in determining remuneration	The Board exercises its discretion in determining remuneration by considering recommendations from the Committee and having regard to performance outcomes and HCi's risk profile.
(c) How the Board oversees remuneration policies and the input provided by the Board Risk Committee, other Board committees, or the risk function, including the Chief Risk Officer.	The Board oversees the Remuneration Policy, which is subject to periodic review. Input from the Committee and the risk function is considered as part of the Board's oversight of the remuneration framework.

Paragraph 97 - Design and structure of the remuneration framework	
(a) Alignment to HCi's business plan, strategic objectives and risk management framework;	The Remuneration Policy is approved by the Board and is designed to align remuneration outcomes with HCi's business plan, strategic objectives and risk management framework.
(b) Promotion of effective management of both financial and non-financial risks, sustainable performance and long-term soundness;	HCi's remuneration framework is designed to support prudent risk management, sustainable performance and the long-term soundness of the organisation. Remuneration is fixed in nature and structured to avoid incentives that may encourage excessive risk taking or undermine independent judgement. Remuneration arrangements are designed to support effective management of both financial and non-financial risks, including conduct risk.
(c) Supports the prevention and mitigation of conduct risk;	HCi supports the prevention and mitigation of conduct risk through clearly defined roles and responsibilities, performance and conduct expectations, and consequence management processes for employees and directors.

Paragraph 98 - Information on HCi's remuneration policy	
(a) How HCi aligns variable remuneration outcomes with performance	HCi does not pay variable remuneration.
(b) A description of the types of positions included in specified roles under CPS 511	The persons covered by HCi's Remuneration Policy as at the date of this report, as required under CPS511, include the Directors of HCi as well as: • the Chief Executive Officer, • the Governance, Risk & Compliance Manager, who performs the Chief Risk Officer function, and • the Finance Manager.
(c) How consequence management is applied in the event of a material breach or misconduct	The Board is responsible for determining consequences for material breaches or misconduct by Directors and senior management. Management is responsible for applying consequences to other employees in accordance with the Remuneration Policy. Consequences are applied having regard to the nature and materiality of the matter and relevant legal and regulatory requirements.
(d) A description of the different forms of variable remuneration offered to employees	HCi does not pay variable remuneration.
(e) Where no variable remuneration is offered (excluding one-off payments), a description of the method used to ensure risk management outcomes are assessed and consequence management applied in the event of a material breach or misconduct	In the absence of variable remuneration, HCi assesses risk management outcomes by considering the materiality of non-compliance. Materiality assessments take into account individual responsibility, the impact on HCi's risk profile and culture, and any underlying weaknesses in the risk management framework. Consequences are scaled according to materiality and are applied consistently and fairly.
(f) A description of the ways in which HCi defers and adjusts variable remuneration to take account of longer-term performance, including risk performance.	HCi does not pay variable remuneration.