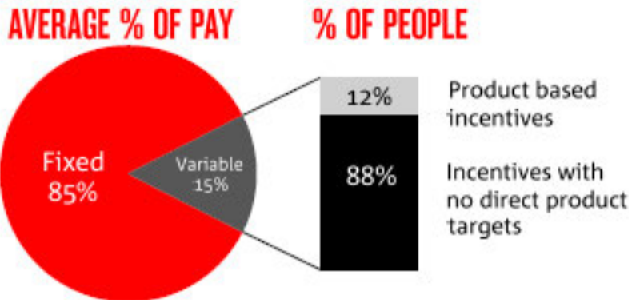


2.10 QW: What was the average bonus or incentive payment made by job classification across your bank last year?

Answer

Every NAB staff member has a balanced scorecard for assessing their performance. On average, 85% of staff pay is fixed and the vast majority of staff incentives have no direct link to product sales.



Provided in this response in Annexure H is commercial-in-confidence data relating to gross incentives paid via NAB’s Short-Term Incentive (STI) and Sales Incentive Period (SIP) plans. NAB requests the Committee keep this information confidential.