



23 October 2026

The Manager – Listings
Australian Securities Exchange Limited
Level 27, 39 Martin Place
Sydney NSW 2000

FY27 CEO Fixed Annual Remuneration

As announced to the ASX on 26 September 2024, Mr Bennett is presently on a fixed annual remuneration of \$620,000, inclusive of superannuation contributions.

The Board, taking into consideration his performance and other external factors such as CPI movements over the past 2 years and a broader market comparison with comparable ASX-listed entities, has updated Mr Bennett's annual remuneration for FY 27 effective 1 July 2026, to the following:

1. Base or fixed remuneration: Increase from \$620,000 (inclusive of superannuation contributions) to \$660,000 (inclusive of superannuation contributions), an increase of 6%;
2. Short Term Incentive (maximum): Unchanged, being 50% of Base, subject to specified KPIs for achievement; and
3. Long Term Incentive (maximum): Unchanged at 50% of Base.

Announcement authorised by: Tony Robinson, Chair

For further information please contact:

Andrew Bennett
Chief Executive Officer
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Who we are:

COG Financial Services Limited (COG) has three complementary businesses:

1. Broking & Aggregation (formerly known as Finance Broking & Aggregation) ("FB&A"): Through its membership group of independent and equity owned brokers (brokers in which COG has invested), COG is Australia's largest asset finance group, representing \$8.5 billion per annum of Net Assets Finance (NAF). Further growth is being achieved through organic growth in equipment finance, insurance broking, and through equity investment in brokers.
2. Salary Packaging segment (formerly known as Novated Leasing): Through Fleet Network and its subsidiaries, Paywise, EasiFleet and Be Car Wise, COG operates in the novated lease and salary packaging sector. Further growth is being achieved through organic growth, with a significant opportunity arising from existing tax incentives associated with electric cars financed through a novated lease arrangement.
3. Lending (formerly known as Asset Management & Lending): Through broker distribution, COG provides equipment finance to SMEs, and real property loans via its subsidiary Westlawn Finance Limited.