

REMUNERATION

NON-EXECUTIVE DIRECTORS

The Group has a strong composition of skilled, knowledgeable and experienced non-executive directors on the Board.

Non-executive directors' fees reflect the scope of their roles and responsibilities. They receive fees for services on the Board and Committees. Fee levels are fixed and

the total amount of all fees for Non-Executive Directors on the Board is capped by a shareholder-approved pool (currently \$4 million per year).

NON-EXECUTIVE DIRECTORS

REMUNERATION IN RELATION TO THE 2011 FINANCIAL YEAR

	Fees (\$000)	Superannuation (\$000)	Post Employment Benefits (\$000)	Total Payments (\$000)
Chairman				
David Turner	759	50	–	809
Non-Executive Directors				
John Anderson	245	18	–	263
Colin Galbraith	270	19	–	289
Jane Hemstritch	285	21	–	306
Launa Inman (joined 16 March 2011)	67	5	–	72
Carolyn Kay	285	21	–	306
Brian Long (joined 1 September 2010)	210	15	–	225
Andrew Mohl	244	35	–	279
Fergus Ryan	285	21	–	306
Harrison Young	285	21	–	306

Further information about non-executive directors' remuneration is available on page 86 of the 2011 Annual Report and on the Group's website at www.commbank.com.au/shareholder

THE CEO AND GROUP EXECUTIVES

The CEO and Group Executives receive a mix of fixed and incentive-based remuneration that is market competitive.

Incentive-based remuneration includes short term incentives (STI) and long term incentives (LTI). These incentives are aligned to the

Group's short term and long term business strategies and reflect the Group's strategic priorities.

CEO AND GROUP EXECUTIVES

REMUNERATION IN RELATION TO THE 2011 FINANCIAL YEAR

	Fixed Remuneration ¹ (\$000)	STI ² (not deferred) (\$000)	Total payments received (\$000)	Previous years' deferred STI awards that vested during 2011 ³ (\$000)	Previous years' LTI awards that vested during 2011 ³ (\$000)
Ralph Norris (CEO)	3,120	1,638	4,758	1,944	5,780
Simon Blair	800	509	1,309	488	–
David Cohen	865	524	1,389	528	1,190
David Craig	1,350	827	2,177	672	1,360
Michael Harte	1,050	549	1,599	608	1,190
Ross McEwan	1,250	648	1,898	768	1,700
Ian Narev	900	488	1,388	544	357
Grahame Petersen	1,150	489	1,639	704	1,530
Ian Saines	1,330	613	1,943	832	684
Alden Toevis	1,400	798	2,198	895	2,068

¹ Base Remuneration and Superannuation make up an executive's Fixed Remuneration.

² This is the 50% of the 2011 STI payable in cash for performance during the 12 months to 30 June 2011. The remaining 50% is deferred until 1 July 2012.

³ The value of deferred and/or LTI awards that vested during the 2011 financial year. This is calculated as the value of the award that vested, plus any dividends (for equity awards) or interest (for cash awards) accrued during the vesting period.

Further information about executives' remuneration is available on pages 75 and 87 of the 2011 Annual Report and on the Group's website at www.commbank.com.au/shareholder