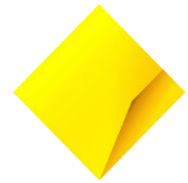


# Commonwealth Bank of Australia

ABN 48 123 123 124

Level 3

Commonwealth Bank Place North  
1 Harbour Street  
Sydney NSW 2000



Ms Julia Angrisano  
National Secretary  
Finance Sector Union of Australia  
GPO Box 9893  
MELBOURNE VIC 3001

25 March 2026

Dear Ms Angrisano

**Re: Suspension of office attendance requirements**

Thank you for your correspondence addressed to Commonwealth Bank of Australia and Bankwest dated 23 March 2026 regarding office attendance requirements.

We recognise the ongoing cost of living pressures facing employees, including increases in transport, fuel and broader household expenses. Supporting our people through these conditions remains an important priority.

Our current approach to hybrid working, which requires an average of 50% office attendance across the month, is designed to provide an appropriate balance between flexibility and the needs of the organisation. This model enables employees to manage commuting costs and personal circumstances, while also supporting collaboration, connection and operational effectiveness.

At this time, we do not consider that current economic or geopolitical conditions warrant a temporary suspension or broader revision of these arrangements. However, we will continue to monitor the external environment and will review our settings if circumstances materially change.

We also note that individual circumstances can continue to be considered through the flexible working arrangements available to employees. These pathways provide the ability to address specific needs on a case-by-case basis.

We trust this has addressed the matter raised and would be happy to discuss this further if required.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Tim Clift', enclosed in a light blue oval.

Tim Clift  
General Manager Industrial Relations