Year in Review
2025-2026

# Good for you - Good for your community.

cbb Not for Profit Advisory & Salary Packaging



30 YEARS

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# We're CBB, The Salary Packaging People **making a difference**

CBB is Australia's only not-for-profit salary packaging provider, helping make doing good even better. We exist to support the people and organisations who build and strengthen communities.

We partner with more than 1,270 not-for-profits across the country, offering salary packaging and novated leasing solutions that help them to attract and retain great people.

We also advocate for the sector, with a particular focus on the financial wellbeing of the people and organisations who build stronger communities.

Our clients trust us because we know the sector inside out, and the savings we achieve can be returned to create real social impact. At CBB, we understand business and purpose and turn both into lasting good.

## Why we exist and what we strive for

### Purpose
Why we exist

We exist to support the people and organisations who build and strengthen communities.

### Vision
What we strive for

A future where every employee and organisation we serve feels valued, supported and financially empowered, so they can focus on creating stronger, thriving communities.

## The year at a glance

- **1,270** clients nationally
- **82,000** employees serviced
- **$342m** employee savings
- **$900m+** payments processed
- **98%** client retention
- **$1m** community support through CBB and our partners

## Our national reach

Based entirely in Australia, CBB has more than 80 staff supporting organisations across Australia, and we remain committed to continually developing our products and services to better serve the community.

We partner with a wide range of sectors, including disability, youth, aged care, health services, childcare, First Nations services, community services, and mental health support services.

### For our clients

- **340** First Nations organisations
- **2,640** site visits
- **67** Net Promoter Score
- **100%** PCI DSS compliant*

### For their employees

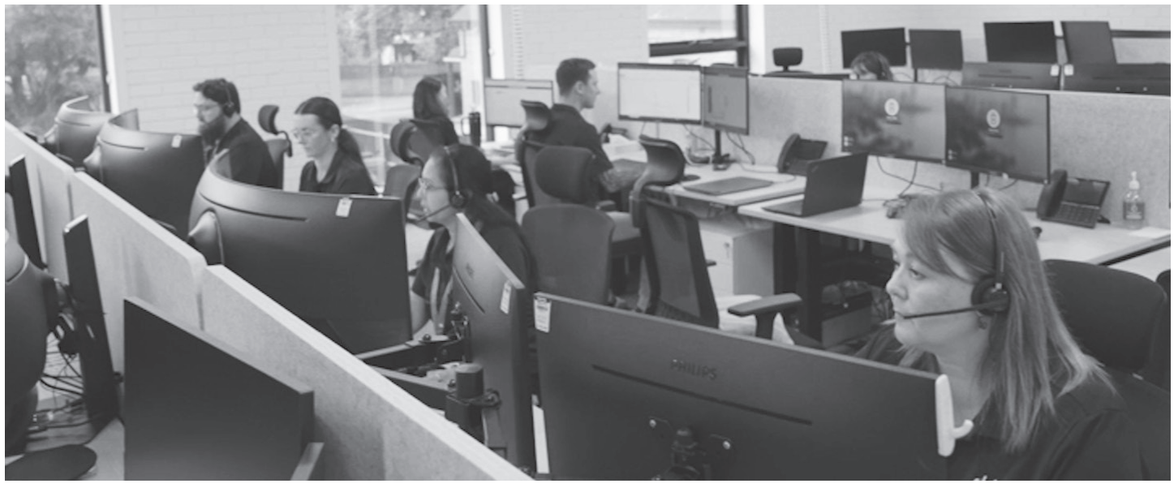
- **82%** salary packaging participation rate
- **804** new novated leases
- **3,000+** education sessions with employees

** Payment Card Industry Data Security Standard (PCI DSS)*

## We share with our community

As a not-for-profit, we put our surplus back where it belongs – helping our client organisations and their people to strengthen communities. Through our partners and our own Community Development Program, we've now returned more than $7 million to the community.

**$7m+**
returned to the community since our inception



## Supporting leaders in our community

The Keith Fulton Memorial Scholarship was established in honour of founding CBB board member Keith Fulton and supports leaders to participate in the Leaders Institute of South Australia's Governor's Leadership Foundation.

Through this scholarship, CBB invests in developing future leaders committed to creating positive impact across the not-for-profit sector and the wider community. This year we proudly supported two participants, Bec Normington and Lisa Kostuik.



Left to right – Shane Farley, Bec Normington, Kathryn Eaton and Lisa Kostuik

## Australia Day Active Citizen Award

This year, CBB sponsored the Australia Day Council Award for South Australia's Active Citizen Award and was proud to present this award to David Richardson, Mount Barker District Council.



## Strategic partners

CBB has formal partnership arrangements with a group of carefully selected organisations committed to providing exceptional service to our clients. We select our partners based on the quality of their services and their alignment with our purpose of supporting the people and organisations who build and strengthen communities.

**Beyond Bank** is a mutual bank with credit union heritage. It was formed more than 60 years ago by people who felt left behind by a banking system that didn't meet their needs or expectations. Beyond Bank is 100% member-owned, a Certified B Corp, and 5% of its profits go to community programs and events.

**Medibank** is a private health insurer with more than 45 years of experience delivering better health to Australians.

Our clients and customers are eligible for better pricing and better cover for the things that matter most – your health, travel, pet and life insurance, with Medibank Corporate Cover.

> **We select our partners based on the quality of their services and their alignment with our purpose**



# Our people

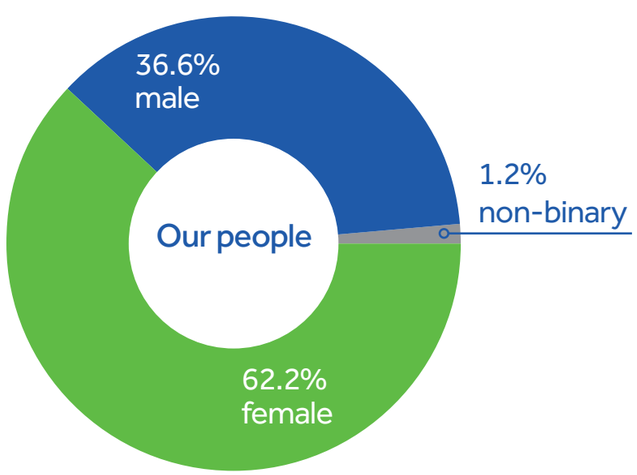
At CBB, our values-driven culture empowers our people to make a meaningful and lasting impact, not only for our client organisations and their employees, but also on the communities around us. It's one of the reasons our people feel so connected to our purpose, with 84% agreeing that CBB allows them to make a positive difference through their work.



# How we work - our values and behaviours




**"our values-driven culture empowers our people to make a meaningful and lasting impact"**




**82** employees

**2%** First Nations

**1,672** volunteering hours

**"At CBB, we're building a culture where our people can thrive and feel a genuine sense of belonging"**

We're proud to have been recognised by Mental Health First Aid® Australia with 'Skilled' Workplace Accreditation, acknowledging the meaningful investment we've made in developing mental health first aid skills and embedding wellbeing into everyday practice across our organisation.

This commitment is felt across our teams, with 84% of our people telling us their manager genuinely cares about their wellbeing.

# We celebrated our 30th birthday!

It was wonderful to celebrate 30 years of service to the not-for-profit sector in November 2025.

As we celebrated the past, we also looked to the future and everything we aspire to achieve on behalf of our people, our clients, our customers and the communities we serve.







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# 30 years of supporting those who build and strengthen communities

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