

Name and period of Financial Year 2014/2015	Title and commencement date	Financial Year ended 30 June 2015	Short Term Employee Benefits				Post-employment benefits	Termination benefits	Total (\$)
			Salary and Fees (\$)	Short Term Incentives (\$)	Non-monetary benefits (\$)	Other short term employee benefits (\$)	Superannuation (Employer + Salary Sacrifice) (\$)	Termination payments (\$)	
Brian Parkinson	Chair 01/07/2011	2015	102,807	-	-	-	9,766	-	112,573
Geoff Lake	Deputy Chair 31/07/2009	2015	71,998	-	-	-	6,838	-	78,826
Russell Atwood	Director 01/07/2009	2015	51,750	-	-	-	4,916	-	56,666
Joanne Dawson ¹	Director 08/08/2014	2015	40,582	-	-	-	8,673	-	49,255
Richard Duffy ²	Director 28/08/2012	2015	33,952	-	-	-	3,225	-	37,177
Wendy Phillips	Director 31/07/1998	2015	51,750	-	-	-	4,916	-	56,666
Graham Sherry	Director 28/09/2012	2015	51,750	-	-	-	4,916	-	56,666
Rob Spence	Director 25/07/2003	2015	51,750	-	-	-	4,916	-	56,666
Peter Wilson	Director 01/07/2012	2015	52,903	-	-	-	5,025	-	57,928
Harriet Shing ²	Director 01/07/2013	2015	21,153	-	-	-	2,009	-	23,162
Steve Bird ³	Alternate Director 09/08/2012	2015	2,500	-	-	-	237	-	2,737
Leigh Harder ³	Alternate Director 01/07/2007	2015	3,000	-	-	-	285	-	3,285
Alison Lyon ³	Alternate Director 27/07/2012	2015	2,000	-	-	-	190	-	2,190

¹ Joanne Dawson was appointed as an independent director on 8 August 2014.

² Harriet Shing ceased to be a director on 19 November 2014 and was replaced by Richard Duffy, who had been an alternative director since 28 August 2012. Richard Duffy ceased to be an alternate director when he replaced Harriet Shing.

³ Steve Bird, Leigh Harder and Alison Lyon ceased to be alternate directors on 1 January 2015. The board replaced the alternate director system with a proxy system.

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Stephen Rowe	Chief Executive Officer 13/01/2014	2015	410,958	-	-	-	35,000	-	445,958
Peter Rowe ³	Chief Operating Officer 01/03/1993	2015	287,551	-	-	-	35,944	-	323,495
Sean Ellis ⁴	General Manager Strategy & Growth 16/06/2014	2015	194,075	-	10,354 ⁵	-	20,575	-	225,004
Julia Pryor ⁶	General Counsel and Company Secretary 03/12/2012	2015	235,698	-	-	-	22,391	-	258,089
Noelle Kelleher	Chief Financial Officer 16/05/2013	2015	267,998	-	-	-	34,001	-	301,999
Michael Wyrsh	Chief Investment Officer 02/06/2014	2015	331,579	-	-	-	31,500	-	363,079
Fiona Fleming ⁷	Head of Human Resources 13/01/2014	2015	170,304	-	-	-	16,179	-	186,483

¹ Vision Super's executive officers are remunerated on the basis of Total Fixed Remuneration, comprising base salary plus superannuation. Vision Super does not provide any:

- non-monetary benefits (except as noted in note 5 below)
- short-term cash profit sharing or other bonuses
- long-term incentives or benefits of any kind
- share based payments of any kind, or
- performance related benefits of any kind

and does not enter into any contracts for services with any director or executive officer.

² Represents company contributions to superannuation as well as any additional super contributions made through salary sacrifice by senior executive officers.

³ Peter Rowe retired on 1 July 2015.

⁴ Sean Ellis was appointed General Manager Strategy & Growth on 23 February 2015. The remuneration shown above is for the full 2014/15 year (both pre and post the date of Sean's appointment as General Manager Strategy & Growth).

⁵ This relates to the period prior to Sean's appointment as an executive officer. Non-monetary benefits include motor vehicle and parking benefits and any associated fringe benefits tax.

⁶ Julia Pryor resigned as General Counsel on 14 October 2015 and as Company Secretary on 19 October 2015.

⁷ Fiona Fleming started reporting to the CEO from 15 September 2014. The remuneration noted is for the full 2014/15 year.

The tables in this document have been prepared in accordance with the requirements of the *Corporations Act 2001 (Cth)* and the relevant accounting standards.

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David Moxon ⁸	General Manager Fund Development 09/03/2005	2015	9,452	-	-	-	992	219,035	229,479
Richard Crow ⁹	Manager Information Technology 02/03/1998	2015	3,555	-	-	-	444	248,604	252,603

⁸ David Moxon ceased employment on 4 July 2014. David's termination payment of \$219,035 represents the redundancy payment and unused leave entitlement that David had accrued during his employment with Vision Super.

⁹ Richard Crow ceased employment on 27 June 2014. However, Richard's termination payment was processed on 10 July 2014. Richard's termination payment of \$248,604 represents the redundancy payment and unused leave entitlement that Richard had accrued during his employment with Vision Super.