

Name and period of Financial Year 2017/2018	Title and commencement date	Financial Year ended 30 June 2018 ¹	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) ² (\$)	Termination payments (\$)	
Geoff Lake ³	Chair 31/07/2009	2018	95,309	-	-	-	9,054	-	104,363
Lisa Darmanin ⁴	Director 06/03/2018	2018	-	-	-	-	-	-	-
Joanne Dawson	Director 08/08/2014	2018	60,646	-	-	-	7,599	-	68,245
Richard Duffy ⁵	Director 28/08/2012	2018	-	-	-	-	2,277	-	2,277
Casey Nunn	Director 01/07/2017	2018	59,208	-	-	-	9,037	-	68,245
Wendy Phillips ⁶	Deputy Chair 31/07/1998	2018	67,694	-	-	-	6,431	-	74,125
Graham Sherry	Director 28/09/2012	2018	62,324	-	-	-	5,921	-	68,245
Rob Spence	Director 25/07/2003	2018	62,324	-	-	-	5,921	-	68,245
Peter Wilson	Director 01/07/2012	2018	62,324	-	-	-	5,921	-	68,245
Brian Parkinson ⁷	Chair (former) 01/07/2011	2018	83,898	-	-	-	7,970	-	91,868

¹ The 2017/2018 remuneration disclosed for Vision Super's directors covers 26 pay periods.

² Represents company contributions to superannuation as well as any additional contributions made through salary sacrifice by directors.

³ Geoff Lake was appointed Chair of the Board on 13 April 2018.

⁴ Fees of \$20,136 were paid directly to the nominating body in lieu of directors fees being paid to Ms Darmanin. No superannuation contributions are required to be paid.

⁵ Fees of \$23,971 were paid directly to the nominating body in lieu of directors fees (net of super) being paid to Mr Duffy. Superannuation contributions continue to be paid for the director. Richard Duffy died on 12 February 2018.

⁶ Wendy Phillips was appointed Deputy Chair on 13 April 2018.

⁷ Brian Parkinson was ceased as a director on 13 April 2018.

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			Salary and Fees ² (\$)	Short Term Incentives (\$)	Non-Monetary benefits (\$) ³	Other short term employee benefits (\$)	Superannuation (Employer + Salary Sacrifice) ⁴ (\$)	Termination payments (\$) ⁵	
Stephen Rowe	Chief Executive Officer 13/01/2014	2018	537,844	-	11,547	-	25,000	-	574,391
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2018	258,925	-	4,012	-	24,630	-	287,567
Noelle Kelleher	Chief Financial Officer 16/05/2013	2018	322,496	-	-	-	24,000	-	346,496
Michael Wyrsh	Chief Investment Officer 02/06/2014	2018	353,411	-	-	-	25,000	-	378,411
Emma Brennan	Head of Human Resources 15/01/2018 ⁶	2018	75,870	-	-	-	7,208	-	83,078
Fiona Fleming ⁷	Head of Human Resources 13/01/2014	2018	147,900	-	-	-	29,646	19,794	197,340
Mark Newman	Head of Fund Administration 27/02/1989	2018	183,642	-	-	-	22,955	-	206,597

¹ The 2017/2018 remuneration disclosed for Vision Super executive officers covers 26 pay periods.

² 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 3 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.

³ Non-monetary benefits include motor vehicle and parking benefits and any associated fringe benefits tax.

⁴ Represents company contributions to superannuation as well as any additional super contributions made through salary sacrifice by senior executive officers.

⁵ Termination payments include unused annual and long service leave entitlements.

⁶ Emma Brennan was appointed Head of Human Resources on 15 January 2018.

⁷ Fiona Fleming resigned effective 16 March 2018.