

Name and period of financial year 2016/2017	Title and commencement date	Financial year ended 30 June 2017 <sup>1</sup>	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) <sup>2</sup> (\$)	Termination payments (\$)	
Brian Parkinson	Chair 01/07/2011	2017	116,912	-	-	-	11,106	-	128,018
Geoff Lake	Deputy Chair 31/07/2009	2017	81,839	-	-	-	7,775	-	89,614
Russell Atwood	Director 01/07/2009	2017	58,456	-	-	-	5,553	-	64,009
Joanne Dawson	Director 08/08/2014	2017	53,006	-	-	-	11,003	-	64,009
Richard Duffy	Director 28/08/2012 <sup>3</sup>	2017	2,060	-	-	-	5,553	-	7,613
Wendy Phillips	Director 31/07/1998	2017	58,456	-	-	-	5,553	-	64,009
Graham Sherry	Director 28/09/2012	2017	58,456	-	-	-	5,553	-	64,009
Rob Spence	Director 25/07/2003	2017	58,456	-	-	-	5,553	-	64,009
Peter Wilson	Director 01/07/2012	2017	58,456	-	-	-	5,553	-	64,009

<sup>1</sup> The 2016/2017 remuneration disclosed for Vision Super's directors covers 26 pay periods.

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

<sup>3</sup> From 18 July 2016, fees totalling \$56,396 were paid to the ASU - Victorian and Tasmanian Authorities & Services Branch (the ASU) in lieu of directors fees (net of super) being paid to Mr Duffy. Superannuation contributions continued to be paid for Mr Duffy as outlined above.

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			Salary and fees <sup>2</sup> (\$)	Short term incentives (\$)	Non-monetary benefits (\$) <sup>3</sup>	Other short term employee benefits (\$)	Superannuation (Employer + Salary Sacrifice) <sup>4</sup> (\$)	Termination payments (\$) <sup>5</sup>	
Stephen Rowe	Chief Executive Officer 13/01/2014	2017	500,500	-	8,713	-	35,000	-	544,213
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2017	258,709		3,483	-	23,627	-	285,819
Noelle Kelleher	Chief Financial Officer 16/05/2013	2017	312,405		-	-	35,988	-	348,393
Michael Wyrsh	Chief Investment Officer 02/06/2014	2017	350,979		-	-	32,393	-	383,372
Fiona Fleming	Head of Human Resources 13/01/2014	2017	201,574		-	-	18,674	-	220,248
Mark Newman	Head of Fund Administration 27/02/1989	2017	188,293		-	-	22,287	-	210,580

<sup>1</sup> The 2016/2017 remuneration disclosed for Vision Super executive officers covers 26 pay periods.

<sup>2</sup> 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.

<sup>3</sup> Non-monetary benefits include motor vehicle and parking benefits and any associated fringe benefits tax.

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

<sup>5</sup> Termination payments include unused annual and long service leave entitlements.