

Name and period of Financial Year 2015/2016	Title and commencement date	Financial Year ended 30 June 2016 <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	2016	111,103	-	-	-	10,555	-	121,658
Geoff Lake	Deputy Chair 31/07/2009	2016	77,772	-	-	-	7,388	-	85,160
Russell Atwood	Director 01/07/2009	2016	55,551	-	-	-	5,277	-	60,828
Joanne Dawson	Director 08/08/2014	2016	49,996	-	-	-	10,832	-	60,828
Richard Duffy	Director 28/08/2012	2016	55,551	-	-	-	5,277	-	60,828
Wendy Phillips	Director 31/07/1998	2016	55,551	-	-	-	5,277	-	60,828
Graham Sherry	Director 28/09/2012	2016	55,551	-	-	-	5,277	-	60,828
Rob Spence	Director 25/07/2003	2016	55,551	-	-	-	5,277	-	60,828
Peter Wilson	Director 01/07/2012	2016	55,551	-	-	-	5,277	-	60,828

<sup>1</sup> The 2015/2016 remuneration disclosed for Vision Super's directors covers 27 pay periods.

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

Name and period of Financial Year 2015/2016	Title and commencement date	Financial Year ended 30 June 2016 <sup>1</sup>	Short Term Employee Benefits				Post-employment benefits	Termination benefits	Total (\$)
			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	2016	496,349	-	7,153	-	35,000	-	538,502
Peter Rowe <sup>6</sup>	Chief Operating Officer 01/03/1993	2016	8,848	-	-	-	1,106	148,662	158,616
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2016	244,473	-	10,962	-	23,413	-	278,848
Julia Pryor <sup>7</sup>	General Counsel and Company Secretary 03/12/2012	2016	75,242	-	-	-	7,148	112,070	194,460
Noelle Kelleher	Chief Financial Officer 16/05/2013	2016	297,675	-	-	-	34,671	-	332,346
Michael Wyrsh	Chief Investment Officer 02/06/2014	2016	344,331	-	-	-	32,712	-	377,043
Fiona Fleming	Head of Human Resources 13/01/2014	2016	177,635	-	-	-	34,395	-	212,030
Mark Newman <sup>8</sup>	Head of Fund Administration 27/02/1989	2016	180,409	-	-	-	22,551	-	202,960

<sup>1</sup> The 2015/2016 remuneration disclosed for Vision Super executive officers covers 27 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.

<sup>6</sup> Peter Rowe retired on 1 July 2015.

<sup>7</sup> Julia Pryor resigned effective 14 October 2015.

<sup>8</sup> Mark Newman started reporting to the CEO from 5<sup>th</sup> July. The remuneration noted is for the full 2015/2016 year.