

Name and period of Financial Year 2018/2019	Title and commencement date	Financial Year ended 30 June 2019 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	Chair 31/07/2009	2019	132,180	-	-	-	12,557	-	144,737
Lisa Darmanin ³	Director 06/03/2018	2019	-	-	-	-	-	-	-
Joanne Dawson	Director 08/08/2014 ⁷	2019	71,043	-	-	-	6,749	-	77,792
Diane Smith ⁴	Director 31/08/2018	2019	54,905	-	-	-	5,216	-	60,121
Casey Nunn	Director 01/07/2017	2019	62,974	-	-	-	9,395	-	72,369
Wendy Phillips ⁵	Deputy Chair (former) 31/07/1998	2019	16,779	-	-	-	1,594	-	18,373
Graham Sherry	Director 28/09/2012	2019	66,090	-	-	-	6,278	-	72,368
Rob Spence	Director 25/07/2003	2019	66,090	-	-	-	6,278	-	72,368
Peter Wilson	Director 01/07/2012	2019	66,090	-	-	-	6,278	-	72,368
Peter Geberts	Director 01/08/2018	2019	59,958	-	-	-	6,287	-	66,245

¹ The 2018/2019 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 Lisa Darmanin was appointed Deputy chair on 27 July 2018. Fees of \$85,433 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.

⁴ Diane Smith was appointed as a director on 31 August 2018.

⁵ Wendy Phillips resigned as Deputy Chair on 31 July 2018.

⁶ Peter Gebert was appointed as a director on 1 August 2018.

⁷ Joanne Dawson is the Chair of the Investment Committee. A \$10,000 committee fee is included in her remuneration effective 14 December 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	2019	552,469	-	11,453	-	25,000	-	588,922
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2019	316,634	-	3,790	-	25,000	-	345,424
Noelle Kelleher	Chief Financial Officer 16/05/2013	2019	343,902	-	-	-	24,000	-	367,902
Michael Wyrsh	Chief Investment Officer 02/06/2014	2019	339,478	-	-	-	25,000	-	364,478
Emma Brennan	Head of Human Resources 15/01/2018	2019	177,534	-	-	-	16,866	-	194,400
Mark Newman	Head of Fund Administration 27/02/1989	2019	188,233	-	-	-	23,529	-	211,762
Nicole Schimmel	Chief Risk Officer 25/02/2019 ⁶	2019	82,192	-	-	-	8,035	-	90,227

¹ The 2018/2019 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 Nicole Schimmel was appointed Chief Risk Officer on 25 February 2019.