

Name and period of Financial Year 2019/2020	Title and commencement date	Financial Year ended 30 June 2020 <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 (\$)	
Geoff Lake	Chair 31/07/2009	2020	135,484	-	-	-	12,871	-	148,355
Lisa Darmanin <sup>3</sup>	Director 06/03/2018	2020	-	-	-	-	-	-	-
Peter Wilson	Director 01/07/2012	2020	67,742	-	-	-	6,436	-	74,178
Graham Sherry <sup>4</sup>	Director 28/09/2012	2020	75,294	-	-	-	7,153	-	82,447
Joanne Dawson <sup>5</sup>	Director 08/08/2014	2020	76,875	-	-	-	7,303	-	84,178
Casey Nunn <sup>6</sup>	Director 01/07/2017	2020	69,192	-	-	-	9,985	-	79,177
Peter Gebert <sup>7</sup>	Director 01/08/2018	2020	55,283	-	-	-	20,626	-	75,909
Diane Smith	Director 31/08/2018	2020	67,742	-	-	-	6,436	-	74,178
Kerry Thompson <sup>8</sup>	Director 01/01/2020	2020	33,350	-	-	-	3,168	-	36,518
Rob Spence <sup>9</sup>	Director 25/07/2003	2020	36,710	-	-	-	3,487	-	40,197

<sup>1</sup> The 2019/2020 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> \$125,390 (including GST) was paid directly to the nominating body in lieu of directors fees being paid to Ms Darmanin. No superannuation contributions are required to be paid.

<sup>4</sup> Graham Sherry was the Chair of the Governance Risk and Appointments Committee and the Remuneration Committee during the 2019/20 year and Chair of the Benefits Committee from 13 December 2019 to 19 February 2020. A \$5,000 p.a. committee chair fee is included in his remuneration for the period of his appointment as Chair for each committee.

<sup>5</sup> Joanne Dawson was the Chair of the Investment Committee during the 2019/20 year. A \$10,000 p.a. committee chair fee is included in her remuneration.

<sup>6</sup> Casey Nunn was the Chair of the Audit Committee during the 2019/20 year. A \$5,000 p.a. committee chair fee is included in her remuneration.

<sup>7</sup> Peter Gebert was appointed as the Chair of the Benefits Committee from 20 February 2020. A \$5,000 p.a. committee chair fee is included in his remuneration for the period of his appointment as Chair.

<sup>8</sup> Kerry Thompson was appointed as a director on 1 January 2020.

<sup>9</sup> Robert Spence resigned as director on 31 December 2019. Robert was the Chair of the Benefits Committee up until 19 December 2019. A \$5,000 p.a. committee chair fee is included in his remuneration for the period of his appointment as Chair.

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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	2020	631,081	-	12,994	-	25,000	-	669,075
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2020	293,825	-	4,012	-	25,000	-	322,837
Noelle Kelleher	Chief Financial Officer 16/05/2013	2020	367,953	-	-	-	25,000	-	392,953
Michael Wyrsh	Chief Investment Officer 02/06/2014	2020	421,319	-	-	-	25,000	-	446,319
Emma Brennan	Head of Human Resources 15/01/2018	2020	180,047	-	-	-	17,875	-	197,922
Nicole Schimmel	Chief Risk Officer 25/02/2019	2020	258,325	-	-	-	25,000	-	283,325
Steven Leach <sup>6</sup>	General Manager Operation & Transitions 13/01/2020	2020	153,978	-	-	-	12,895	-	166,873

<sup>1</sup> The 2019/2020 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.

<sup>6</sup> Steven Leach was appointed General Manager Operations & Transitions on 13 January 2020.