

Name and period of Financial Year 2021/22	Title and commencement date	Financial year ended 30 June 2022 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 (\$)	
Lisa Darmanin ³	Chair ⁴ 06/03/2018	2022	-	-	-	-	-	-	-
Graham Sherry ⁵	Deputy Chair 28/09/2012	2022	101,952	-	-	-	10,195	-	112,147
Peter Wilson	Director 01/07/2012	2022	70,086	-	-	-	7,009	-	77,095
Joanne Dawson ⁶	Director 08/08/2014	2022	79,218	-	-	-	7,922	-	87,140
Casey Nunn ⁷	Director 01/07/2017	2022	59,377	-	-	-	8,838	-	68,215
Peter Gebert ⁸	Director 01/08/2018	2022	60,612	-	-	-	21,505	-	82,117
Diane Smith ⁹	Director 31/08/2018	2022	70,858	-	-	-	7,086	-	77,944
Kerry Thompson ¹⁰	Director 01/01/2020	2022	70,507	-	-	-	7,051	-	77,558
Vijaya Vaidyanath ¹¹	Director 01/01/2022	2022	33,708	-	-	-	3,371	-	37,079
Geoff Lake ¹²	Director 31/07/2009	2022	37,159	-	-	-	3,716	-	40,875

¹ The 2021/22 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 \$169,578.73 (including GST) was paid directly to the nominating body (Australia Services Union Victorian and Tasmanian Authorities and Services Branch) in lieu of directors fees being paid to Ms Darmanin. No superannuation contributions were required to be paid.

⁴ Lisa Darmanin became Chair on 1 July 2021.

⁵ Graham Sherry became Deputy Chair on 1 July 2021. He was the Chair of the Governance Risk and Appointments Committee until 23 May 2022 and the Remuneration Committee during the 2021/22 year. A committee chair fee is included in his remuneration for the period of his appointment as Chair of the Governance Risk and Appointments Committee based on \$5,000 pa on a pro-rata basis.

⁶ Joanne Dawson was the Chair of the Investment Committee during the 2021/22 year. A committee chair fee is included in her remuneration based on \$10,000 pa.

⁷ Casey Nunn was the Chair of the Audit Committee during the 2021/22 year. Casey had a leave of absence between 26 April 2022 and 23 June 2022 (inclusive) during which Casey was not paid. A committee chair fee is included in her remuneration based on \$5,000 pa on a pro-rata basis.

⁸ Peter Gebert was the Chair of the Benefits Committee during the 2021/22 year. A committee chair fee is included in his remuneration based on \$5,000 pa.

⁹ Diane Smith was appointed Chair of the Audit Committee while Casey Nunn was on her leave of absence. A committee chair fee is included in her remuneration for the period of her appointment as Chair based on \$5,000 pa on a pro-rata basis.

¹⁰ Kerry Thompson was the Chair of the Governance Risk and Appointments Committee from 24 May 2022. A committee chair fee is included in her remuneration for the period of her appointment as Chair based on \$5,000 pa on a pro-rata basis.

¹¹ Vijaya Vaidyanath was appointed as a director on 1 January 2022.

¹² Geoff Lake's term ended on 31 December 2021.

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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	2022	677,370	-	11,351	-	27,500	-	716,221
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2022	305,341	-	2,890	-	27,500	-	335,731
Noelle Kelleher	Chief Financial Officer 16/05/2013	2022	379,495	-	-	-	27,500	-	406,995
Michael Wyrsh	Chief Investment Officer & Deputy CEO 02/06/2014	2022	457,492	-	-	-	27,500	-	484,992
Nicole Schimmel	Chief Risk Officer 25/02/2019	2022	309,758	-	-	-	27,500	-	337,258
Steven Leach	General Manager Operation & Transitions 13/01/2020	2022	322,787	-	-	-	36,540	-	359,327
Nicholas Pratley	Head of Human Resources 21/06/2021	2022	194,678	-	-	-	19,468	-	214,146

Any annual leave taken during the financial year by the executive is included in the salary and fees paid to the executive. The movement in the annual leave accrual for each person for the 2022 financial year per AASB 119 was as follows: Stephen Rowe - \$12,770; Sean Ellis - \$6,015; Noelle Kelleher - \$16,852; Michael Wyrsh - \$31,175; Nicole Schimmel - \$15,665; Steven Leach - \$11,862; Nicholas Pratley - \$12,645.

Any long service leave taken during the financial year by the executive is included in the salary and fees paid to the executive. The movement in long service leave accrual during the 2022 financial year per AASB 119 was as follows: Stephen Rowe - \$26,432; Sean Ellis - \$11,882; Noelle Kelleher - \$14,073; Michael Wyrsh - \$17,090; Nicole Schimmel - \$6,040; Steven Leach - \$3,101; Nicholas Pratley - \$542.

All Vision Super employees receive five days of Vision Super leave each financial year. Any Vision Super leave taken during the financial year by the executive is included in the salary and fees paid to the executive. Unused Vision Super leave does not accrue if it is not used.

¹ The 2021/2022 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.