

| Name and period of Financial Year 2020/21 | Title and commencement date | Financial Year ended 30 June 2021 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 ³ 31/07/2009 | 2021 | 135,484 | - | - | - | 12,871 | - | 148,355 |
| Lisa Darmanin ⁴ | Deputy Chair ³ 06/03/2018 | 2021 | - | - | - | - | - | - | - |
| Peter Wilson | Director 01/07/2012 | 2021 | 67,742 | - | - | - | 6,436 | - | 74,178 |
| Graham Sherry ⁵ | Director ³ 28/09/2012 | 2021 | 72,308 | - | - | - | 6,869 | - | 79,177 |
| Joanne Dawson ⁶ | Director 08/08/2014 | 2021 | 76,875 | - | - | - | 7,303 | - | 84,178 |
| Casey Nunn ⁷ | Director 01/07/2017 | 2021 | 69,192 | - | - | - | 9,985 | - | 79,177 |
| Peter Gebert ⁸ | Director 01/08/2018 | 2021 | 58,268 | - | - | - | 20,909 | - | 79,177 |
| Diane Smith | Director 31/08/2018 | 2021 | 67,742 | - | - | - | 6,436 | - | 74,178 |
| Kerry Thompson | Director 01/01/2020 | 2021 | 67,742 | - | - | - | 6,436 | - | 74,178 |

¹ The 2020/21 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 Until 30 June 2021. On 1 July 2021, Lisa Darmanin became the Chair and Graham Sherry became the Deputy Chair.

⁴ \$116,115.82 (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 are required to be paid.

⁵ Graham Sherry was the Chair of the Governance Risk and Appointments Committee and the Remuneration Committee during the 2020/21 year. A \$5,000 p.a. committee chair fee is included in his remuneration.

⁶ Joanne Dawson was the Chair of the Investment Committee during the 2020/21 year. A \$10,000 p.a. committee chair fee is included in her remuneration.

⁷ Casey Nunn was the Chair of the Audit Committee during the 2020/21 year. A \$5,000 p.a. committee chair fee is included in her remuneration.

⁸ Peter Gebert was the Chair of the Benefits Committee during the 2020/21 year. A \$5,000 p.a. committee chair fee is included in his remuneration.

| Name and period of Financial Year 2020/2021 | Title and commencement date | Financial Year ended 30 June 2021 ¹ | Short Term Employee Benefits | | | | Post-employment benefits | Termination benefits | Total (\$) |
|---|--|--|-----------------------------------|----------------------------|---|---|--|--|------------|
| | | | 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 | 2021 | 631,250 | - | 11,519 | - | 25,000 | - | 667,769 |
| Sean Ellis | General Manager Strategy & Growth 16/06/2014 | 2021 | 291,318 | - | 3,335 | - | 25,000 | - | 319,653 |
| Noelle Kelleher | Chief Financial Officer 16/05/2013 | 2021 | 371,141 | - | - | - | 25,000 | - | 396,141 |
| Michael Wyrsh | Chief Investment Officer 02/06/2014 | 2021 | 418,469 | - | - | - | 25,000 | - | 443,469 |
| Emma Brennan ⁶ | Head of Human Resources 15/01/2018 | 2021 | 146,218 | - | - | - | 15,508 | 18,640 | 180,366 |
| Nicole Schimmel | Chief Risk Officer 25/02/2019 | 2021 | 274,916 | - | - | - | 25,000 | - | 299,916 |
| Steven Leach | General Manager Operation & Transitions 13/01/2020 | 2021 | 318,408 | - | - | - | 25,000 | - | 343,408 |
| Nicholas Pratley ⁷ | Head of Human Resources 21/06/2021 | 2021 | 3,512 | - | - | - | 334 | - | 3,846 |

¹ The 2020/2021 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 Emma Brennan resigned as Head of Human Resources on 16 April 2021.

⁷ Nicholas Pratley was appointed Head of Human Resources on 21 June 2021.