

Our remuneration practices have been designed to reward our people fairly and responsibly.

The Trustee's Remuneration & Nominations Committee, in consultation with independent external consultants, is responsible for ensuring that:

- All remuneration is in line with industry standards
- The Fund continues to attract and retain quality people to most efficiently and expertly run and operate the Fund
- The Fund's remuneration is consistent with our core tenet of being a 'profit to members' fund.

The following tables shows the total remuneration received by Directors and Executives for the last two financial years.

**Table 1: Director - 2018/2019**

| Director                   | Paid to | Short-term employee benefits                          |                       | Post-employment benefits            |
|----------------------------|---------|---|-----------------------|-------------------------------------|
|                            |         | Cash salary, fees and short-term compensated absences | Non-monetary benefits | Pension and superannuation benefits |
| Richard Haddock AO (Chair) | Self    | \$89,198  | -                     | \$8,474                             |
| Susanne Ainsworth          | Self    | \$47,005 <sup>1</sup>                                 | -                     | \$4,465                             |
| Francis Dannaher           | Self    | \$45,909 <sup>1</sup>                                 | -                     | \$4,361                             |
| Bram Green                 | Self    | \$47,005 <sup>1</sup>                                 | -                     | \$4,465                             |
| David Hartley              | Self    | \$54,183 <sup>1</sup>                                 | -                     | \$5,147                             |
| David Hutton OAM           | Self    | \$48,484 <sup>1</sup>                                 | -                     | \$4,606                             |
| Reuben Norris              | Self    | \$48,374 <sup>1</sup>                                 | -                     | \$4,596                             |
| Marie-dominique O'Connell  | Self    | \$45,178 <sup>1</sup>                                 | -                     | \$4,292                             |
| Steven Quirk               | Self    | \$45,909 <sup>1</sup>                                 | -                     | \$4,361                             |
| Kevin Twomey               | Self    | \$51,388 <sup>1</sup>                                 | -                     | \$4,882                             |
| William Walker             | Self    | \$47,393 <sup>1</sup>                                 | -                     | \$4,502                             |
| Margaret Wallace           | Self    | \$58,146 <sup>1</sup>                                 | -                     | \$5,524                             |
| JoAnna Fisher <sup>2</sup> | Self    | \$8,219 <sup>1</sup>                                  | -                     | \$781                               |

<sup>1</sup> Inclusive of payments for membership of one or more Board sub-committees. May include sub-committee chair payment.

<sup>2</sup> JoAnna Fisher is an independent member of the Investment Committee, appointed in April 2015.

Notes:

- No short-term cash profit sharing and other bonuses were paid. No other short-term employee benefits were paid. No other post-employment benefits were paid.
- Directors are not entitled to annual leave, long service leave or performance payments.

**Table 2: Director - 2017/2018**

| Director                               | Paid to                                     | Short-term employee benefits                          |                       | Post-employment benefits            |
|--|---|---|-----------------------|-------------------------------------|
|  |   | Cash salary, fees and short-term compensated absences | Non-monetary benefits | Pension and superannuation benefits |
| Richard Haddock AO (Chair)             | Self  | \$76,895  | -                     | \$7,305                             |
| Susanne Ainsworth                      | Self  | \$38,813 <sup>1</sup>                                 | -                     | \$3,687                             |
| Francis Dannaher                       | Self  | \$37,717 <sup>1</sup>                                 | -                     | \$3,583                             |
| Bram Green                             | Self  | \$38,813 <sup>1</sup>                                 | -                     | \$3,687                             |
| David Hartley                          | Self  | \$42,648 <sup>1</sup>                                 | -                     | \$4,052                             |
| David Hutton OAM                       | Self  | \$38,265 <sup>1</sup>                                 | -                     | \$3,635                             |
| Reuben Norris                          | Self  | \$40,183 <sup>1</sup>                                 | -                     | \$3,817                             |
| Marie-dominique O'Connell <sup>2</sup> | Self  | \$32,877 <sup>1</sup>                                 | -                     | \$3,123                             |
| Steven Quirk                           | Self  | \$37,717 <sup>1</sup>                                 | -                     | \$3,583                             |
| Kevin Twomey                           | Self  | \$44,680 <sup>1</sup>                                 | -                     | \$4,245                             |
| William Walker                         | Catholic Diocese of Wollongong <sup>3</sup> | \$5,455 <sup>3</sup>                                  | -                     | \$3,167                             |
|  | Self  | \$33,333 <sup>1</sup>                                 |                       |                                     |
| Margaret Wallace                       | Self  | \$49,954 <sup>1</sup>                                 | -                     | \$4,746                             |
| JoAnna Fisher <sup>4</sup>             | Self  | \$8,219 <sup>1</sup>                                  | -                     | \$781                               |

<sup>1</sup> Inclusive of payments for membership of one or more Board sub-committees. May include sub-committee chair payment.

<sup>2</sup> Marie-dominique O'Connell was appointed to the Remuneration and Nominations Committee effective from 31 May 2018.

<sup>3</sup> Paid to employer. Net of GST.

<sup>4</sup> JoAnna Fisher is an independent member of the Investment Committee, appointed in April 2015.

Notes:

- No short-term cash profit sharing and other bonuses were paid. No other short-term employee benefits were paid. No other post-employment benefits were paid.
- Directors are not entitled to annual leave, long service leave or performance payments.

**Table 3: Executive - 2018/2019**

| Executive                  | Position   | Short-term employee benefits                                       |                                    | Post-employment benefits            |
|----------------------------|--|--|------------------------------------|-------------------------------------|
|                            |  | Cash salary, fees and short-term compensated absences <sup>1</sup> | Non-monetary benefits <sup>2</sup> | Pension and superannuation benefits |
| Greg Cantor                | Chief Executive Officer                            | \$551,003  | \$2,792                            | \$38,286                            |
| Cameron Wood               | Head of Marketing and Business Development         | \$294,398  | \$2,234                            | \$34,287                            |
| Sharnie Barabas            | Head of Client Services                            | \$279,637  | \$1,357                            | \$25,055                            |
| Michael Block <sup>3</sup> | Chief Investment Officer                           | \$425,590  | \$878                              | \$33,129                            |
| Scott Mclsaac              | Head of Risk and Compliance                        | \$198,966  | -                                  | \$24,792                            |
| Alex Morelli               | Head of Information Technology                     | \$264,404  | \$2,095                            | \$25,118                            |
| Tim Poole                  | Head of Financial Advice                           | \$202,550  | -                                  | \$26,278                            |
| Sandy Rimagmos             | Head of People and Culture                         | \$228,935  | \$1,604                            | \$28,524                            |
| Chris Rutter               | Head of Finance and Accounting / Company Secretary | \$189,363  | \$1,176                            | \$21,439                            |
| Sue Willems                | Head of Special Projects                           | \$99,203   | \$367                              | \$12,360                            |

**Table 4: Executive - 2017/2018**

| Executive                  | Position                                   | Short-term employee benefits                                       |                                    | Post-employment benefits            |
|----------------------------|--|--|------------------------------------|-------------------------------------|
|                            |  | Cash salary, fees and short-term compensated absences <sup>1</sup> | Non-monetary benefits <sup>2</sup> | Pension and superannuation benefits |
| Greg Cantor                | Chief Executive Officer                    | \$498,700  | \$1,167                            | \$37,288                            |
| Cameron Wood               | Head of Marketing and Business Development | \$265,917  | \$1,351                            | \$30,600                            |
| Sharnie Barabas            | Head of Client Services                    | \$253,441  | \$1,579                            | \$22,291                            |
| Michael Block <sup>4</sup> | Chief Investment Officer                   | \$409,700  | \$978                              | \$32,178                            |
| Scott Mclsaac              | Head of Risk and Compliance                | \$172,417  | -                                  | \$21,368                            |
| Alex Morelli               | Head of Information Technology             | \$245,180  | \$1,676                            | \$22,995                            |
| Tim Poole                  | Head of Financial Advice                   | \$193,642  | -                                  | \$24,839                            |
| Sandy Rimagmos             | Head of People and Culture                 | \$211,563  | \$1,104                            | \$26,094                            |
| Chris Rutter               | Head of Finance and Accounting             | \$181,036  | \$1,260                            | \$20,974                            |
| Sue Willems                | Head of Special Projects                   | \$103,707  | \$830                              | \$12,784                            |

<sup>1</sup> May include salary packaged motor vehicle and other benefits and associated fringe benefits tax, salary sacrificed superannuation, leave loading, first aid allowance.

<sup>2</sup> May include Qantas Club membership, home phone, home internet and car parking (including GST).

<sup>3</sup> The Fund's Chief Investment Officer also received payment for an external board/committee position he holds. However, all such remuneration is paid in full to Australian Catholic Superannuation & Retirement Fund. This money is retained by the Fund. For the 2018/2019 financial year, this amounted to \$60,614 (including GST).

<sup>4</sup> The Fund's Chief Investment Officer also received payment for an external board/committee position he holds. However, all such remuneration is paid in full to Australian Catholic Superannuation & Retirement Fund. This money is retained by the Fund. For the 2017/2018 financial year, this amounted to \$2,107.88.

Note: No short-term cash profit sharing and other bonuses were paid. No other short-term employee benefits were paid. No other post-employment benefits were paid.