

Name and period of Financial Year 2022/23	Title and commencement date	Financial Year ended 30 June 2023 <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 (\$)	
Lisa Darmanin <sup>3</sup>	Chair 06/03/2018	2023	-	-	-	-	-	-	-
Graham Sherry <sup>4</sup>	Deputy Chair 28/09/2012	2023	106,593	-	-	-	11,192	-	117,785
Joanne Dawson <sup>5</sup>	Director 08/08/2014	2023	85,270	-	-	-	8,953	-	94,223
Casey Nunn <sup>6</sup>	Director 01/07/2017	2023	78,736	-	-	-	11,711	-	90,447
Peter Gebert <sup>7</sup>	Director 01/08/2018	2023	80,704	-	-	-	8,474	-	89,178
Diane Smith	Director 31/08/2018	2023	76,067	-	-	-	7,987	-	84,054
Kerry Thompson <sup>8</sup>	Director 01/01/2020	2023	80,704	-	-	-	8,474	-	89,178
Vijaya Vaidyanath	Director 01/01/2022	2023	76,138	-	-	-	7,994	-	84,132
Stephen Brown <sup>9</sup>	Director 17/10/2022	2023	52,776	-	-	-	5,541	-	58,317
Peter Wilson <sup>10</sup>	Director 01/07/2012	2023	18,877	-	-	-	1,982	-	20,859

<sup>1</sup> The 2022/23 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> \$178,297.53 (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.

<sup>4</sup> Graham Sherry was the Chair of the Remuneration Committee during the 2022/23.

<sup>5</sup> Joanne Dawson was the Chair of the Investment Committee during the 2022/23 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 2022/23 year. A \$5,000 p.a. committee chair fee is included in her remuneration.

<sup>7</sup> Peter Gebert was the Chair of the Benefits Committee during the 2022/23 year. A \$5,000 p.a. committee chair fee is included in his remuneration.

<sup>8</sup> Kerry Thompson was the Chair of the Governance Risk and Appointments Committee during the 2022/23 year. A \$5,000 p.a. committee chair fee is included in her remuneration.

<sup>9</sup> Stephen Brown was appointed as a director on 17 October 2022.

<sup>10</sup> Peter Wilson's term ended on 30 September 2022.

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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	2023	780,808	-	12,328	-	27,500	-	820,636
Sean Ellis	General Manager Strategy & Growth 16/06/2014	2023	343,629	-	3,557	-	27,500	-	374,686
Noelle Kelleher	Chief Financial Officer 16/05/2013	2023	405,490	-	-	-	27,500	-	432,990
Michael Wyrsh	Chief Investment Officer & Deputy CEO 02/06/2014	2023	505,924	-	-	-	27,500	-	533,424
Nicole Schimmel	Chief Risk Officer 25/02/2019	2023	336,785	-	-	-	27,500	-	364,285
Steven Leach	General Manager Operation & Transitions 13/01/2020	2023	352,067	-	-	-	27,500	-	379,567
Nicholas Pratley	Head of Human Resources 21/06/2021	2023	225,345	-	-	-	23,661	-	249,006

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 – \$20,143; Sean Ellis – \$(33,485); Noelle Kelleher - \$38,495; Michael Wyrsh - \$36,932; Nicole Schimmel - \$48,115; Steven Leach - \$51,339; Nicholas Pratley - \$16,187.

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 - \$37,090; Sean Ellis - \$22,658; Noelle Kelleher - \$15,577; Michael Wyrsh - \$20,904; Nicole Schimmel - \$12,348; Steven Leach - \$7,641; Nicholas Pratley - \$2,052.

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 2022/23 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.