

Disclosures under regulation 2.37 of the Superannuation Legislation (MySuper Measures) Amendment Regulation 2013

Directors' remuneration

The following table sets out the Directors' remuneration for FY2020 and FY2019. Togethr Trustees Pty Ltd acts as Trustee for multiple funds and the remuneration disclosed are in respect of responsibilities of directors across all funds under trusteeship.

Director of Togethr Trustees Pty Ltd	Date appointed	Date retired	Financial year ended	Directors' fees paid	Superannuation SG benefit paid	Total directors' remuneration
Andrew Fairley AM¹ Chair & Independent Director	1/01/2009		2020	\$ 156,271	\$ 14,846	\$ 171,117
			2019	\$ 136,576	\$ 12,975	\$ 149,551
Danny Casey² Deputy Chair & Independent Director	21/10/2019		2020	\$ 74,774	\$ 7,104	\$ 81,877
			2019	\$ -	\$ -	\$ -
Penny Davy-Whyte³ Independent Director	1/07/2018		2020	\$ 82,461	\$ 7,834	\$ 90,295
			2019	\$ 68,288	\$ 6,487	\$ 74,775
Justine Hickey⁴ Independent Director	1/07/2017		2020	\$ 96,640	\$ 9,181	\$ 105,821
			2019	\$ 85,360	\$ 8,109	\$ 93,469
Jan Dekker⁵ Member Director	1/04/2016		2020	\$ 86,154	\$ 8,185	\$ 94,339
			2019	\$ 79,669	\$ 7,569	\$ 87,238
Peter Haysey⁶ Member Director	21/10/2019		2020	\$ 60,364	\$ 5,735	\$ 66,099
			2019	\$ -	\$ -	\$ -
Debra James Member Director	21/10/2019		2020	\$ 56,039	\$ 5,324	\$ 61,362
			2019	\$ -	\$ -	\$ -
Mark Cerche⁷ Employer Director	1/07/2017		2020	\$ 90,472	\$ 8,595	\$ 99,067
			2019	\$ 73,979	\$ 7,028	\$ 81,007
Michael Clinch⁸ Employer Director	1/04/2016		2020	\$ 79,986	\$ 7,599	\$ 87,585
			2019	\$ 73,979	\$ 7,028	\$ 81,007
Carolyn Harkin Employer Director	21/10/2019		2020	\$ 56,039	\$ 5,324	\$ 61,362
			2019	\$ -	\$ -	\$ -
Simone Thompson Employer Director	21/10/2019		2020	\$ 56,039	\$ 5,324	\$ 61,362
			2019	\$ -	\$ -	\$ -
Wayne Walker Independent Director	1/07/2017	21/10/2019	2020	\$ 24,658	\$ 2,342	\$ 27,000
			2019	\$ 71,608	\$ 6,803	\$ 78,411
Lisbeth Rasmussen Member Director	1/07/2018	14/04/2020	2020	\$ 64,817	\$ 6,158	\$ 70,975
			2019	\$ 68,288	\$ 6,487	\$ 74,775
John Azaris Employer Director	1/06/2007	21/10/2020	2020	\$ 24,658	\$ 2,342	\$ 27,000
			2019	\$ 68,288	\$ 6,487	\$ 74,775
TOTAL REMUNERATION			2020	\$ 1,009,371	\$ 95,890	\$ 1,105,261
			2019	\$ 726,035	\$ 68,973	\$ 795,008

Notes:

- Board chair from 1 January 2009.
- Audit and Compliance Committee chair from 21 October 2019.
- Innovation and Technology Committee chair from 21 October 2019.
- Investment Committee chair from 1 July 2018.
- Risk Committee chair from 21 October 2019. Audit, Risk and Compliance Committee chair from 1 January 2018 to 20 October 2019.
- Governance and Rewards Committee chair from 21 October 2019.
- Member and Employer Engagement Committee from 1 July 2018.
- Governance and Rewards Committee chair from 1 July 2018 to 20 October 2019.
- No Director is provided with non-monetary benefits or other short term benefits.
- No Director is provided with any other post-employment benefit.
- No Director is provided with any short term or long term financial incentive or benefit.
- Togethr Trustees Pty Ltd acts as Trustee for multiple funds and the remuneration disclosed are in respect of responsibilities of directors across all funds under trusteeship.

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Executives' remuneration

The following table sets out the executive's remuneration for FY2020 and FY2019. Togethr Trustees Pty Ltd acts as Trustee for multiple funds and the salaries disclosed are in respect of responsibilities of executives across all funds under trusteeship.

Executive's name / position	Date appointed to current role	Date retired / ceased to act	Financial year ended	Salary paid	Superannuation SG benefit paid	Non-monetary benefits/Fringe benefits based on 2019/20 FBT year)	Termination benefit paid	Incentive payment ¹	One-off Retention Payment ⁵	Long service leave accrued	Total executive's remuneration
Scott Cameron³ Chief Executive Officer	3/09/2019		2020	\$ 519,998	\$ 17,502	\$ -	\$ -	\$ -	\$ -	\$ 483	\$ 537,983
			2019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Natalie Alford⁶ Executive Officer, Governance and Risk	8/11/2017		2020	\$ 178,092	\$ 16,563	\$ -	\$ -	\$ 81,967	\$ -	\$ 1,114	\$ 277,736
			2019	\$ 220,548	\$ 20,531	\$ -	\$ -	\$ 42,000	\$ -	\$ 510	\$ 283,589
Tania Cumming Chief Member Officer	9/04/2018		2020	\$ 285,058	\$ 21,003	\$ -	\$ -	\$ 102,000	\$ -	\$ 1,895	\$ 409,956
			2019	\$ 279,469	\$ 20,531	\$ -	\$ -	\$ 60,000	\$ -	\$ 786	\$ 360,786
John Farrington² Executive Officer, Corporate Development and Growth	1/08/2012	22/11/2019	2020	\$ 99,481	\$ 8,474	\$ -	\$ 82,918	\$ 90,958	\$ -	\$ -	\$ 281,832
			2019	\$ 221,661	\$ 20,531	\$ -	\$ -	\$ 82,000	\$ -	\$ 11,358	\$ 335,550
Brett Grant Chief Operating Officer	4/07/2017		2020	\$ 256,791	\$ 21,003	\$ -	\$ -	\$ 96,282	\$ -	\$ 1,384	\$ 375,459
			2019	\$ 251,758	\$ 20,531	\$ -	\$ 646	\$ 87,000	\$ -	\$ -	\$ 359,935
Wayne Grant² Executive Officer, Investment Integration	4/07/2017	21/11/2019	2020	\$ 86,370	\$ 8,211	\$ -	\$ 31,537	\$ 80,605	\$ -	\$ -	\$ 206,723
			2019	\$ 216,542	\$ 20,531	\$ -	\$ 554	\$ 95,000	\$ -	\$ -	\$ 332,627
Sarah Guthleben Executive Officer, People and Enablement	1/10/2014		2020	\$ 201,597	\$ 19,152	\$ -	\$ -	\$ 75,026	\$ -	\$ 6,293	\$ 302,067
			2019	\$ 201,520	\$ 19,144	\$ -	\$ 10,689	\$ 66,000	\$ -	\$ -	\$ 297,353
Camille Magee² Executive Officer, Member Engagement	11/09/2017	25/10/2019	2020	\$ 71,348	\$ 8,723	\$ -	\$ 170,785	\$ 56,781	\$ -	\$ -	\$ 307,636
			2019	\$ 220,000	\$ 20,531	\$ -	\$ 13,171	\$ 96,000	\$ -	\$ -	\$ 349,702
Troy Rieck² Executive Officer, Investment Performance	15/07/2016	20/09/2019	2020	\$ 78,756	\$ 5,251	\$ -	\$ 22,342	\$ 124,789	\$ -	\$ -	\$ 231,138
			2019	\$ 346,496	\$ 20,531	\$ -	\$ 5,002	\$ 112,000	\$ -	\$ -	\$ 484,029
Nicholas Vamvakas² Chief Executive Officer	1/07/2017	21/08/2019	2020	\$ 66,937	\$ 7,876	\$ -	\$ 378,766	\$ -	\$ -	\$ -	\$ 453,579
			2019	\$ 482,740	\$ 20,531	\$ -	\$ 14,693	\$ 72,000	\$ -	\$ -	\$ 589,964
Mark Ellis⁴ Executive Officer, Corporate Development and Catholic Super Growth	18/12/2019		2020	\$ 256,743	\$ 17,500	\$ 6,661	\$ -	\$ -	\$ 145,264	\$ 30,451	\$ 456,619
			2019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
David O'Sullivan⁴ Executive Officer, Joint Venture Integration and Catholic Super Legal Counsel	18/12/2019		2020	\$ 403,047	\$ 25,192	\$ 8,100	\$ -	\$ -	\$ 165,349	\$ -	\$ 601,688
			2019	\$ 473,378	\$ 25,000	\$ 9,841	\$ 46,380	\$ -	\$ -	\$ -	\$ 554,599
Marc Pizzichetta⁴ Chief Financial Officer	18/12/2019		2020	\$ 359,242	\$ 25,192	\$ 15,352	\$ -	\$ -	\$ 124,775	\$ 9,803	\$ 534,364
			2019	\$ 236,480	\$ 14,918	\$ -	\$ 5,775	\$ -	\$ -	\$ -	\$ 257,173
Anna Shelley⁴ Chief Investment Officer	23/09/2020		2020	\$ 520,925	\$ 25,192	\$ -	\$ -	\$ -	\$ -	\$ 17,644	\$ 563,761
			2019	\$ 410,000	\$ 25,000	\$ -	\$ 11,963	\$ -	\$ -	\$ -	\$ 446,963
TOTAL REMUNERATION			2020	\$ 3,384,384	\$ 226,833	\$ 30,112	\$ 686,348	\$ 708,407	\$ 435,388	\$ 69,067	\$ 5,540,540
			2019	\$ 3,560,592	\$ 248,310	\$ 9,841	\$ 108,873	\$ 712,000	\$ -	\$ 12,654	\$ 4,652,270

Notes:

1. The Executive was paid an incentive payment by the Equisuper Superannuation Fund on 23 September 2019 in relation to targets achieved in the previous year ending 30 June 2019.
2. The Executive ceased to act as an Executive Officer during the Financial year. The remuneration was paid by the Equisuper Superannuation Fund and included leave and termination benefits. The remuneration for these executives were not applicable to the MyLifeMyMoney Superannuation Fund and therefore have not been disclosed within MyLifeMyMoney Superannuation Fund's Financial Statements note on Remuneration of Key Management Personnel.
3. The Executive was appointed Chief Executive Officer during the Financial year.
4. The Executive was appointed Executive Officer during the Financial year and was paid by the MyLifeMyMoney Superannuation Fund to 21 October 2019 and for the remainder of the year the cost was paid by the MyLifeMyMoney Superannuation and Equisuper Superannuation Funds.
5. Three Executive team members received a one-off retention payment by the MyLifeMyMoney Superannuation Fund on 31 March 2020 under an agreement dated 21 August 2019.
6. The Executive was on parental leave during the Financial year.



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7. Togethr Trustees Pty Ltd acts as Trustee for multiple funds and the salaries disclosed are in respect of responsibilities of executives across all funds under trusteeship.

8. During the period of the Joint Venture and pre Successor Fund Transfer, the remuneration of key management personnel will be allocated between the MyLifeMyMoney Superannuation Fund and Equisuper Superannuation Funds in fair and reasonable manner which is consistent with the best interests of both Funds member beneficiaries.

9. The Trustee company's remuneration policy sets out the remuneration philosophy, principles and governance on executive remuneration which is designed to attract, motivate and retain high performing individuals and align the interests of stakeholders. Executive remuneration is set by reference to external benchmark data based on comparable roles in other financial services organisations and is market competitive. Incentives are based on sustainable performance that reflects the Fund's strategic priorities, business goals and objectives. It is also based on both financial and non-financial key performance indicators, supports the Fund's risk management objectives and does not reward excessive risk taking.

10. From 1 July 2020 Equisuper as part of the transition to Togethr Trustees Pty Ltd has removed all incentive schemes from all staff.