

| Director Remuneration <sup>1</sup> |                      |           |                               |                                    |                    |                                    |                       |                               |
|------------------------------------|----------------------|-----------|-------------------------------|------------------------------------|--------------------|------------------------------------|-----------------------|-------------------------------|
| Directors                          | Position Held        | FY Year   | Meeting Fees Paid and Payable | Travel allowance and expenses paid | Total remuneration | Remuneration from related entities |                       | Recipient Organisation/Entity |
|                                    |                      |           |                               |                                    |                    | SBA <sup>2</sup>                   | Frontier <sup>3</sup> |                               |
| Candy Broad                        | Independent Director | 2018/2019 | \$66,700                      | \$22,989                           | \$89,689           | n/a                                | n/a                   | Candy Broad                   |
|                                    |                      | 2017/2018 | \$50,800                      | \$1,875                            | \$52,675           |                                    |                       |                               |
| Robyn Burns <sup>4</sup>           | Director             | 2018/2019 | \$4,500                       | \$1,000                            | \$5,500            | n/a                                | n/a                   | Robyn Burns                   |
| Denise Campbell - Burns            | Director             | 2018/2019 | \$38,696                      | \$0                                | \$38,696           | n/a                                | n/a                   | CFMMEU <sup>5</sup>           |
|                                    |                      | 2017/2018 | \$28,050                      | \$1,100                            | \$29,150           |                                    |                       |                               |
| Timothy Chatfield                  | Independent Director | 2018/2019 | \$32,250                      | \$2,178                            | \$34,428           | n/a                                | n/a                   | Timothy Chatfield             |
|                                    |                      | 2017/2018 | \$31,500                      | \$1,875                            | \$33,375           |                                    |                       |                               |
| Julie George                       | Director             | 2018/2019 | \$39,600                      | \$12,341                           | \$51,941           | \$16,500                           | n/a                   | Busi Culture Pty Ltd          |
|                                    |                      | 2017/2018 | \$36,300                      | \$12,751                           | \$49,051           | \$2,860                            |                       |                               |
| Janet Gilbert                      | Director             | 2018/2019 | \$28,000                      | \$9,004                            | \$37,004           | n/a                                | n/a                   | Janet Gilbert                 |
|                                    |                      | 2017/2018 | \$10,500                      | \$1,796                            | \$12,296           |                                    |                       | Crescor Pty Ltd               |
|                                    |                      | 2017/2018 | \$23,100                      | \$10,862                           | \$33,962           |                                    |                       |                               |
| David Kirner <sup>6</sup>          | Director             | 2018/2019 | n/a                           | n/a                                | n/a                | n/a                                | n/a                   | CFMMEU <sup>5</sup>           |
|                                    |                      | 2017/2018 | \$1,650                       | \$1,100                            | \$2,750            |                                    |                       |                               |
| Lisa Marty                         | Co-Chair             | 2018/2019 | \$69,300                      | \$12,294                           | \$81,594           | n/a                                | n/a                   | Lisa Marty                    |
|                                    |                      | 2017/2018 | \$81,015                      | \$19,461                           | \$100,476          |                                    |                       |                               |
| Scott McDine                       | Director             | 2018/2019 | \$41,987                      | \$9,235                            | \$51,222           | n/a                                | \$15,014              | CFMMEU <sup>5</sup>           |
|                                    |                      | 2017/2018 | \$37,770                      | \$12,838                           | \$50,608           |                                    | \$11,003              |                               |
| Alex Millar                        | Director             | 2018/2019 | \$31,664                      | \$0                                | \$31,664           | n/a                                | n/a                   | CFMMEU <sup>5</sup>           |
|                                    |                      | 2017/2018 | \$24,750                      | \$2,062                            | \$26,812           |                                    |                       |                               |
| Michael O'Connor                   | Co-Chair             | 2018/2019 | \$82,115                      | \$3,900                            | \$86,015           | \$4,950                            | n/a                   | CFMMEU <sup>5</sup>           |
|                                    |                      | 2017/2018 | \$75,350                      | \$22,704                           | \$98,054           | \$9,900                            |                       |                               |
| Mike Radda                         | Director             | 2018/2019 | \$19,800                      | \$0                                | \$19,800           | n/a                                | n/a                   | Sterad Pty Ltd                |
|                                    |                      | 2017/2018 | \$9,900                       | \$0                                | \$9,900            |                                    | \$2,046               |                               |
| Bob Smith <sup>7</sup>             | Independent Director | 2018/2019 | n/a                           | n/a                                | n/a                | n/a                                | n/a                   | Robert Patrick Smith          |
|                                    |                      | 2017/2018 | \$0                           | \$815                              | \$815              |                                    |                       |                               |
| Allan Stewart <sup>8</sup>         | Director             | 2018/2019 | \$37,100                      | \$17,313                           | \$54,413           | \$15,600                           | n/a                   | Allan Stewart                 |
|                                    |                      | 2017/2018 | \$34,100                      | \$16,432                           | \$50,532           | \$15,600                           |                       |                               |
| Frank Vari                         | Director             | 2018/2019 | \$31,232                      | \$0                                | \$31,232           | n/a                                | n/a                   | CFMMEU <sup>5</sup>           |
|                                    |                      | 2017/2018 | \$31,350                      | \$2,062                            | \$33,412           |                                    |                       |                               |

Note:

<sup>1</sup> The remuneration above includes GST and Superannuation where applicable. Not all directors are registered for GST.

<sup>2</sup> SBA = Super Benefits Administration Pty Ltd.

<sup>3</sup> Frontier = Frontier Advisors Pty Ltd.

<sup>4</sup> Robyn Burns was appointed as director on 1 July 2019 but attended meetings and training in the 2018/19 financial year.

<sup>5</sup> The full name of the recipient organisation is the Construction Forestry Maritime Mining & Energy Union – Manufacturing Division.

<sup>6</sup> David Kirner resigned as a director on 1 September 2017.

<sup>7</sup> Bob Smith resigned as a director on 30 June 2017.

<sup>8</sup> Allan Stewart resigned as a director on 30 June 2019.

## Executive<sup>1</sup> Remuneration Report for last two Financial Years

| Executive Officers          | Position Held                                    | FY Year   | Paid - Cash Component | Superannuation Contributions includes SG and Salary Sacrifice | Remuneration from Related Entities | Non-monetary Benefit | Long Service Leave Accrued |
|-----------------------------|--|-----------|-----------------------|---|------------------------------------|----------------------|----------------------------|
| Bill Watson                 | CEO  | 2018/2019 | \$356,022             | \$24,978  | nil                                | nil                  | \$8,900                    |
|                             |  | 2017/2018 | \$333,315             | \$24,960  | nil                                | \$1,875              | \$8,434                    |
| Maxine Jacona <sup>2</sup>  | Executive Manager Governance                     | 2018/2019 | \$183,095             | \$17,394  | nil                                | nil                  | \$4,635                    |
|                             |  | 2017/2018 | \$162,524             | \$16,105  | nil                                | nil                  | \$4,500                    |
| Andrew Jewell               | Executive Manager Financial Advice and Education | 2018/2019 | \$150,493             | \$14,297  | nil                                | nil                  | \$4,000                    |
|                             |  | 2017/2018 | \$134,169             | \$12,746  | nil                                | nil                  | \$3,382                    |
| Laurie Kennedy <sup>3</sup> | Risk Manager                                     | 2018/2019 | \$106,160             | \$17,505  | nil                                | nil                  | \$2,711                    |
|                             |  | 2017/2018 | \$98,725              | \$16,279  | nil                                | nil                  | \$2,632                    |
| David Galloway <sup>4</sup> | Operations & Governance Manager                  | 2017/2018 | \$77,326              | \$243   | nil                                | nil                  | nil                        |
| David Goodear <sup>5</sup>  | SBA CEO  | 2018/2019 | \$188,797             | \$25,000  | nil                                | \$23,396             | \$5,303                    |
|                             |  | 2017/2018 | \$183,284             | \$30,560  | nil                                | \$23,396             | \$5,413                    |

**Note:**

<sup>1</sup> First Super Executives are not entitled to any other entitlements other than those listed.

<sup>2</sup> Maxine Jacona was appointed as company secretary on 19 July 2017. The remuneration above for 2017/18 is for the period 19 July 2017 to 30 June 2018.

<sup>3</sup> Laurie Kennedy is employed on a part-time basis.

<sup>4</sup> David Galloway resigned on 7 July 2017. The remuneration above is for payment of his accrued entitlements such as long service leave and unused annual leave.

<sup>5</sup> David Goodear is remunerated by Super Benefits Administration Pty Ltd, a wholly owned subsidiary company of First Super.