



Executive Officer remuneration disclosure for the year ended 30 June 2021 - Board members

Name	Position	Date commenced	Date ceased	Cash salary, fees & short-term compensated absences	Short-term cash profit-sharing & other bonuses	Non-monetary benefits	Other short-term employee benefits	Total short-term employee benefits	Pension & superannuation benefits	Other post-employment benefits	Total post-employment benefits	Long-term employee benefits	Termination benefits	Share-based payment compensation	Total payments & benefits
Patricia Cross	Chair	1 Jul 2014	30 Jun 2021	\$140,820	–	–	–	\$140,820	\$13,378	–	\$13,378	–	–	–	\$154,197
Ariane Barker	Director	13 Sep 2016	N/A	\$67,485	–	–	–	\$67,485	\$6,411	–	\$6,411	–	–	–	\$73,896
Melissa Donnelly	Director	1 Jul 2020	N/A	\$66,323	–	–	–	\$66,323	\$10,214	–	\$10,214	–	–	–	\$76,537
Chris Ellison	Director	1 Jul 2014	N/A	\$70,700	–	–	–	\$70,700	\$10,888	–	\$10,888	–	–	–	\$81,588
Garry Hounsell	Director	1 Jul 2016	N/A	\$83,680	–	–	–	\$83,680	\$7,950	–	\$7,950	–	–	–	\$91,629
Tony Needham	Director	1 Jul 2016	N/A	\$74,048	–	–	–	\$74,048	\$11,403	–	\$11,403	–	–	–	\$85,451
Margaret Staib	Director	2 May 2014	N/A	\$83,470	–	–	–	\$83,470	\$12,854	–	\$12,854	–	–	–	\$96,324
Michael Vertigan	Director	1 Jul 2017	30 Jun 2021	\$75,394	–	–	–	\$75,394	\$7,163	–	\$7,163	–	–	–	\$82,557
Alistair Waters	Director	25 Feb 2020	N/A	\$78,404	–	–	–	\$78,404	\$12,074	–	\$12,074	–	–	–	\$90,479

The attached notes form part of these Executive Officer remuneration disclosures.



Executive Officer remuneration disclosures for the year ended 30 June 2021 - Executives

Name	Position	Date commenced	Date ceased	Cash salary, fees & short-term compensated absences	Short-term cash profit-sharing & other bonuses	Non-monetary benefits	Other short-term employee benefits	Total short-term employee benefits	Pension & superannuation benefits	Other post-employment benefits	Total post-employment benefits	Long-term employee benefits	Termination benefits	Share-based payment compensation	Total payments & benefits
Paul Abraham	Executive Manager, Investment Operations	21 Mar 2016	N/A	\$272,554	\$57,737	–	–	\$330,291	\$25,000	–	\$25,000	\$11,169	–	–	\$366,461
Catharina Armitage	Executive Manager, People (Previously Head Of People until 30 June 2021)	17 May 2019	N/A	\$236,611	\$32,558	–	–	\$269,169	\$25,000	–	\$25,000	\$6,419	–	–	\$300,589
Peter Carrigy-Ryan	Chief Executive Officer	1 Jul 2011	12 Jul 2021	\$137,687	\$128,521	–	–	\$266,208	\$20,292	–	\$20,292	(\$1,498)	–	–	\$285,001
Robert Firth	Chief Risk Officer	1 Jan 2017	N/A	\$278,967	\$55,116	–	–	\$334,083	\$25,000	–	\$25,000	\$17,448	–	–	\$376,532
Philip George	Executive Manager, Transformation (Previously Special Advisor, Member Outcomes until 31 July 2020 and Chief Transformation Officer from 1 August 2020 until 30 June 2021)	3 Feb 2020	N/A	\$343,404	\$16,459	–	–	\$359,863	\$2,541	–	\$2,541	\$15,327	–	–	\$377,731
Damian Hill	Chief Executive Officer	13 Jul 2021	N/A	\$615,821	–	–	–	\$615,821	\$25,000	–	\$25,000	\$18,426	–	–	\$659,247
Peter Jamieson	Chief Customer Officer	21 Jan 2019	N/A	\$384,807	\$76,188	–	–	\$460,995	\$25,000	–	\$25,000	\$19,187	–	–	\$505,183
Andrew Matuszczak	Chief Transformation and Information Officer (Previously Executive Manager, Technology from 31 August 2020 until 30 June 2021)	31 Aug 2020	N/A	\$301,530	–	–	–	\$301,520	\$25,942	–	\$25,942	\$4,035	–	–	\$331,508
Adam Nettheim	Executive Manager, Customer Operations (Previously Head of Customer Operations until 30 June 2021)	6 Aug 2018	N/A	\$284,522	\$36,399	–	–	\$320,921	\$25,000	–	\$25,000	\$17,631	–	–	\$363,552
Alana Scheiffers	General Counsel	1 Jul 2018	N/A	\$322,649	\$52,401	–	–	\$375,050	\$25,000	–	\$25,000	\$10,006	–	–	\$410,056
Alison Tarditi	Chief Investment Officer	1 Jul 2011	N/A	\$640,295	\$417,129	–	–	\$1,057,424	\$25,000	–	\$25,000	\$27,684	–	–	\$1,110,109
Andy Young	Chief Operating Officer	30 Jul 2012	N/A	\$397,030	\$79,997	–	–	\$477,027	\$25,000	–	\$25,000	\$13,349	–	–	\$515,377



Notes

- No sign-on payments were made to any executive officers during the year.
- Employee benefits & compensation in respect of the director positions of Melissa Donnelly and Alistair Waters were paid to the Community and Public Sector Union (CPSU), other than travel allowances and superannuation, which were paid to the individual directors and their superannuation funds respectively.
- Director remuneration is established by the Remuneration Tribunal, an independent statutory body.
- Individual employment contracts specify an employee's total remuneration package (TRP), out of which is paid their cash salary, superannuation and any packaged benefits. The TRP is reviewed annually using FIRG (Financial Institutions Remuneration Group) survey data to determine whether employees are paid at market levels.
- Long-term employee benefits represent the movement in accrued long service leave during the year (or the period of service as an executive officer, if shorter). The calculation of the movement factors in the accrual methodology outlined in AASB 119 for which parameters and assumptions can change from year to year. This takes into account the probability of the employee reaching an unconditional entitlement for LSL and that the amount be discounted to a present value.

Bonuses

- Individual employment contracts indicate the maximum percentage of TRP that the Board may determine to pay as a short-term cash bonus each year, however bonus payments are made entirely at the discretion of the Board of Directors.
- Given this absolute discretion, the effective grant date for bonuses is the date of approval by the Board of Directors, and no part of any bonus granted can therefore be forfeited.
- No part of any bonus granted is payable in future financial years.
- When determining the bonus payment to an individual, the Board of Directors has regard to investment performance, corporate performance, individual performance and adherence to CSC's values.
- Investment performance is measured relative to the achievement of the published return target of the default investment option over a rolling 3 year period.
- Corporate performance is measured relative to the achievement of the strategic and operational targets agreed by and reported to the Board of Directors.
- Individual performance is measured relative to the achievement of key individual performance objectives agreed at the start of each financial year.
- In consideration of the economic and social impacts of the COVID-19 pandemic the Board decided to pay a reduced bonus under a tiered structure, amounting to a 30% reduction in bonus payments for eligible executives.
- The bonuses disclosed above were granted on 20 August 2020 with regard to performance for the financial year ended 30 June 2020 and the amounts granted were paid in full (100%) on 17 September 2020.