



## Executive Officer remuneration disclosure for the year ended 30 June 2023

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 (\$)
Ariane Barker	Director	13 Sep 2016	N/A	69,177	–	–	–	69,177	7,264	–	7,264	–	–	–	76,440
Juliet Brown	Director	13 Sep 2021	N/A	85,936	–	–	–	85,936	9,023	–	9,023	–	–	–	94,960
Melissa Donnelly	Director	1 Jul 2020	N/A	69,177	–	–	–	69,177	10,653	–	10,653	–	–	–	79,830
Christopher Ellison	Director	1 Jul 2014	30 Jun 2023	69,177	–	–	–	69,177	10,653	–	10,653	–	–	–	79,830
Lee Goddard	Director	1 Jul 2022	N/A	74,016	–	–	–	74,016	7,837	–	7,837	–	–	–	81,853
Jacqueline Hey	Director	21 Oct 2021	N/A	69,177	–	–	–	69,177	7,264	–	7,264	–	–	–	76,440
Garry Hounsell	Chair	25 Jul 2021	N/A	144,610	–	–	–	144,610	15,184	–	15,184	–	–	–	159,794
David Mulhall	Director	2 May 2023	N/A	11,663	–	–	–	11,663	1,225	–	1,225	–	–	–	12,888
Margaret Staib	Director	2 May 2014	1 May 2023	71,994	–	–	–	71,994	11,087	–	11,087	–	–	–	83,081
Alistair Waters	Director	25 Feb 2020	N/A	77,562	–	–	–	77,562	11,945	–	11,945	–	–	–	89,506
Paul Abraham	Executive Manager, Investment Operations	21 Mar 2016	N/A	307,259	70,953	–	–	378,212	27,500	–	27,500	10,543	–	–	416,255
Catharina Armitage	Executive Manager, People	17 May 2019	N/A	301,071	61,992	–	–	363,063	27,500	–	27,500	14,647	–	–	405,210
Robert Firth	Chief Risk Officer	1 Jan 2017	N/A	320,199	65,931	–	–	386,130	27,500	–	27,500	8,858	–	–	422,488
Philip George	Executive Manager, Transformation	3 Feb 2020	N/A	354,928	62,661	–	–	417,589	6,216	–	6,216	10,836	–	–	434,641
Damian Hill	Chief Executive Officer	13 Jul 2020	N/A	832,113	146,170	–	–	978,283	27,500	–	27,500	32,691	–	–	1,038,474
Peter Jamieson	Chief Customer Officer	21 Jan 2019	23 Dec 2022	212,540	83,492	–	–	296,032	20,185	–	20,185	(40,029)	96,740	–	372,928
Andrew Matuszczyk	Chief Transformation and Information Officer	31 Aug 2020	N/A	445,231	80,688	–	–	525,919	27,500	–	27,500	9,806	–	–	563,225
Adam Nettheim	Executive Manager, Customer Operations Acting Chief Customer Officer	6 Aug 2018 24 Dec 2022	23 Dec 2022 30 Jun 2023	390,677	59,262	–	–	449,939	27,500	–	27,500	18,999	–	–	496,438
Alana Scheiffers	General Counsel	1 Jul 2018	N/A	370,741	70,798	–	–	441,539	27,500	–	27,500	36,181	–	–	505,220
Alison Tarditi	Chief Investment Officer	1 Jul 2011	N/A	724,047	539,232	–	–	1,263,279	27,500	–	27,500	34,774	–	–	1,325,553
Andy Young	Chief Operating Officer	30 Jul 2012	N/A	463,343	88,971	–	–	552,314	27,500	–	27,500	23,646	–	–	603,461

### 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.
- The bonuses disclosed above were granted on 25 August 2022 with regard to performance for the financial year ended 30 June 2022 and the amounts granted were paid in full (100%) on 29 September 2022.