

## IFI EXECUTIVE OFFICER REMUNERATION DISCLOSURE UNDER SECTION 29QB OF THE SUPERANNUATION INDUSTRY (SUPERVISION) ACT

### Industry Funds Investments Limited (IFI) Board and Management structure

An Executive Officer is defined as a person who is concerned in the management of the Trustee (whether or not a Director) who may significantly influence the Trustee's financial standing or a substantial part of its business operations. The following is a list of relevant Executive Officers at the end of the financial years ended 30<sup>th</sup> June 2023 and 30<sup>th</sup> June 2022.

Name	Position	Date began holding this position	Date ceased holding the position
Linda Rubinstein	Chair	Director from 29 <sup>th</sup> May 2013 Chair from 1 <sup>st</sup> April 2016	30 June 2022 30 June 2022
David Issa	Director	1 <sup>st</sup> October 2015	n/a
Michael Migro	Director	3 <sup>rd</sup> January 2012	31 December 2022
Chloe Shorten	Director	18 <sup>th</sup> August 2017	n/a
Felicity Pantelidis	Director	19 <sup>th</sup> September 2017	n/a
Leeanne Turner	Director	1 <sup>st</sup> October 2022	n/a
Cath Bowtell	Chief Executive Officer (CEO) – IFS; Responsible Manager & Responsible Person – IFI  Chair	Appointed CEO 1 <sup>st</sup> April 2016  1 July 2022 (Appointment date to this role)	Ceased as CEO 30 June 2022  n/a
John Meehan	Chief Financial Officer – IFS; Responsible Manager & Responsible Person – IFI	28 <sup>th</sup> December 2009	31 July 2021 (ceased all positions)
Csaba Baranyai	Executive Manager Risk & Compliance, Responsible Person – IFI Company Secretary – IFS; Company Secretary – IFI  Chief Executive Officer (CEO) – IFS, Chief Operational Officer (COO), IFS	1 <sup>st</sup> October 2019 (Appointment date to this role)	30/06/2022 (ceased as Executive Manager, Risk & Compliance, commenced as CEO/COO)  n/a
Natalie Lister	Financial Controller – IFS Responsible Manager & Responsible Person – IFI	1 August 2022 (Appointment date to this role)	n/a

### Remuneration of Executive Officers

Executive Officer remuneration comprises salaries, superannuation guarantee contributions and a short-term incentive opportunity. The Chief Executive Officer, in conjunction with the Board Remuneration Committee, is responsible for determining the remuneration of Executive Officers. The Committee makes recommendations to the Board for its approval.

Compensation for an Executive Officer role is determined through external market benchmarking which assists in

determining that the remuneration for the role is comparable and competitive with the market.

Executive Officers are paid in accordance with the IFS Remuneration & Incentive Policy which include annual remuneration reviews. Terms of employment and remuneration are reflected in individual contracts with each Executive Officer and are aligned to the terms of the IFS Enterprise Agreement. Contracts are entered into on commencement in the position as an Executive Officer with IFS.

## Disclosure of remuneration

The details of remuneration for Directors<sup>1</sup> and Executive Officers for IFI, for the financial years ended 30<sup>th</sup> June 2023 and 30<sup>th</sup> June 2022 are set out in the following tables.

Where IFI is required to disclose the remuneration arrangements set out below, it is required to do so if the payment is made on its behalf by a related entity. Industry Fund Services Ltd (IFS) is the parent company to IFI and has paid the remuneration set out in the tables shown, which is to be read subject to the explanation as to the manner of calculation.

The Executive Officers listed are employees of IFS, whose duties include provision of services to IFI are set out in the Trustee Office Managed Services Agreement between IFS & IFI. Remuneration disclosed represents the total remuneration paid to each Director and Executive Officers in respect of their roles with the IFS group, not just duties performed for IFI.

There are no share based payment transactions, nor any options or rights offered (or resulting equity instruments).

	Short term employee benefits			Post employment benefits		Other long term benefits	
	Directors fees & salary, including short-term leave	Incentive bonus	Non-monetary bonus – reportable fringe benefits	Superannuation contributions (incl. salary sacrifice superannuation payments)	Directors' retiring allowance	Long service leave	Benefits paid for commencing or ceasing to hold this position
<b>Year ended 30<sup>th</sup> June 2023</b>							
Leeanne Turner	19,392	-	-	2,327	-	-	-
David Issa	48,223	-	-	-	-	-	-
Michael Migro	28,696	-	-	3,444	-	-	-
Chloe Shorten	29,955	-	-	3,595	-	-	-
Felicity Pantelidis	38,140	-	-	-	-	-	-
Cath Bowtell	179,875	-	-	12,773	-	51,414	-
Mariam Ritchie	112,921	-	-	13,915	-	-	-
Csaba Baranyai	289,771	-	-	30,822	-	-	-
Natalie Lister	172,017	-	-	21,118	-	-	-

	Short term employee benefits			Post employment benefits		Other long term benefits	
	Directors fees & salary, including short-term leave	Incentive bonus	Non-monetary bonus – reportable fringe benefits	Superannuation contributions (incl. salary sacrifice superannuation payments)	Directors' retiring allowance	Long service leave	Benefits paid for commencing or ceasing to hold this position
<b>Year ended 30<sup>th</sup> June 2022</b>							
Linda Rubinstein	68,735	-	-	7,905	-	-	-
David Issa	44,280	-	-	-	-	-	-
Michael Migro	55,578	-	-	6,392	-	-	-
Chloe Shorten	29,005	-	-	3,335	-	-	-
Felicity Pantelidis	27,920	-	-	-	-	-	-
Cath Bowtell	318,036	-	-	36,088	-	-	-
Ned Meehan	18,452	-	-	9,623	-	-	413,711
Csaba Baranyai	223,866	-	-	26,147	-	-	-
Natalie Lister	162,366	-	-	19,173	-	-	-

1. Directors' remuneration is paid by IFS for multiple directorships across the IFS Group of companies. Remuneration disclosed represents the total remuneration paid to each Executive Officer for all roles.

2. Executive Managers' remuneration is paid by activities undertaken across the IFS group of companies. Remuneration disclosed represents the total remuneration paid to each Executive Officer for all roles.

## Termination or commencement benefits

In respect of the year ended 30<sup>th</sup> June 2022, the disclosable termination benefits paid to Executive Officers are included in the table above. There were no disclosable termination benefits paid to Executive Officers for the financial year ended 30<sup>th</sup> June 2023.

There were no payments made to an Executive Officer for the taking up of their position for the financial year ended 30<sup>th</sup> June 2023 or 30<sup>th</sup> June 2022.

## Short term incentive bonuses

No short term incentive bonuses were paid in the financial years ended 30<sup>th</sup> June 2023 and 30<sup>th</sup> June 2022.