

NGS SUPER REMUNERATION DISCLOSURES

FOR THE PERIOD ENDING 30 JUNE 2021

DIRECTOR REMUNERATION

Our remuneration practices reflect our core values, placing our members at the centre of what we do. We also recognise that we need to resource the Fund in order to provide quality benefits and services to members.

Director remuneration consists of Board and Committee fees and superannuation guarantee contributions. These fees reflect the demands and responsibilities of the Directors.

The amounts paid to the Directors for the financial years ending 30 June 2021 and 30 June 2020 are set out below:

Name and Position	Appointment date	Paid to	FY 2020/21						FY 2019/20					
			Short-term employee		Post-employment benefits ³	Long term benefits ⁴	Termination benefits ⁵	Total	Short-term employee		Post-employment benefits ³	Long term benefits ⁴	Termination benefits ⁵	Total
			Cash salary, fees and short-term compensated absences	Non-monetary benefits ²					Cash salary, fees and short-term compensated absences	Non-monetary benefits ²				
Dick Shearman (Chair)	03/04/2012	Individual	\$81,999	\$0	\$23,280	\$0	\$0	\$105,279	\$81,999	\$0	\$23,280	\$0	\$0	\$105,279
David Buley (Director) Retirement date: 30/06/2021	06/12/2005	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410
Kathy Dickson (Director)	17/07/2015	Individual	\$53,926	\$0	\$1,484	\$0	\$0	\$55,410	\$49,473	\$0	\$10,731	\$0	\$0	\$60,204
Cathryn Hickey (Director)	17/02/2006	IEU VIC/ TAS	\$49,473	\$0	n/a	\$0	\$0	\$49,473	\$54,421	\$0	n/a	\$0	\$0	\$54,421
Geoff Newcombe (Director) (Deputy Chair)	01/03/2013	Individual	\$77,508	\$0	\$9,301	\$0	\$0	\$86,809	\$64,590	\$0	\$7,751	\$0	\$0	\$72,341
Margaret Sansom (Director)	13/05/2008	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410
Glen Seidel (Director) Retirement date: 30/06/2021	01/07/2005	Individual	\$34,170	\$0	\$741	\$0	\$0	\$34,911	\$31,205	\$0	\$4,629	\$0	\$0	\$35,834
		IEU SA	\$30,508	\$0	n/a	\$0	\$0	\$30,508	\$33,559	\$0	n/a	\$0	\$0	\$33,559
Georgina Smith (Director)	01/07/2014	Individual	\$53,667	\$0	\$14,672	\$0	\$0	\$68,339	\$53,367	\$0	\$14,972	\$0	\$0	\$68,339
John Quessy (Director)	01/07/2020	IEU NSW/ ACT	\$49,473	\$0	n/a	\$0	\$0	\$49,473	n/a	n/a	n/a	n/a	n/a	n/a
Christine Wilkinson (Director)	01/03/2013	Individual	\$61,017	\$0	\$7,322	\$0	\$0	\$68,339	\$60,055	\$0	\$11,911	\$0	\$0	\$71,966
Wendy Wills (Director)	17/12/2018	Individual	\$24,737	\$0	\$2,968	\$0	\$0	\$27,705	\$24,737	\$0	\$3,364	\$0	\$0	\$28,101
		Pembroke School	\$24,737	\$0	n/a	\$0	\$0	\$24,737	\$27,210	\$0	n/a	\$0	\$0	\$27,210
Terry Burke (Director)	06/05/2019	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$57,569	\$0	\$6,908	\$0	\$0	\$64,477
Patrick Ponting (Director)	06/05/2019	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$57,569	\$0	\$6,908	\$0	\$0	\$64,477
Michlene Collopy (Director)	26/08/2019	Individual	\$49,473	\$0	\$5,937	\$0	\$0	\$55,410	\$39,853	\$0	\$4,782	\$0	\$0	\$44,635

- Directors do not receive other forms of short-term benefits, including profit sharing or bonuses.
- Includes packaging arrangements such as motor vehicle, parking, and education fees.
- Post employment benefits include Superannuation Guarantee and salary sacrifice superannuation contributions.
- Long term benefits include payments for long service leave.
- Termination benefits include payments for unused annual leave on leaving service.

MANAGEMENT REMUNERATION

The following staff are responsible for the management of the Trustee company. The amounts paid to them for the financial years ending 30 June 2021 and 30 June 2020 are set out below:

Name and Position	FY 2020/21						FY 2019/20					
	Short-term employee benefits ⁶		Post-employment benefits ⁸	Long term benefits ⁹	Termination benefits ¹⁰	Total	Short-term employee benefits ⁶		Post-employment benefits ⁸	Long term benefits ⁹	Termination benefits ¹⁰	Total
	Cash salary, fees and short-term compensated absences	Non-monetary benefits ⁷					Cash salary, fees and short-term compensated absences	Non-monetary benefits ⁷				
Laura Wright (Chief Executive Officer)	\$533,125	\$829	\$25,000	\$0	\$0	\$558,954	\$553,630	\$3,567	\$25,000	\$0	\$0	\$582,197
Ben Facer (Chief Strategy and Risk Officer)	\$405,500	\$0	\$25,000	\$0	\$0	\$430,500	\$421,096	\$0	\$25,000	\$0	\$0	\$446,096
Ben Squires (Chief Investment Officer)	\$426,609	\$45,001	\$25,000	\$0	\$0	\$496,610	\$437,486	\$33,683	\$25,000	\$0	\$0	\$496,169
Melissa Adam (Head of Brand and Marketing) ¹¹	\$196,154	\$0	\$25,000	\$0	\$0	\$221,154	\$257,062	\$0	\$25,000	\$0	\$0	\$282,062
Lynn Monk (Head of People and Culture)	\$183,112	\$0	\$24,999	\$0	\$0	\$208,111	\$178,314	\$0	\$25,000	\$0	\$0	\$203,314
Chris McManamon (appointed 1 July 2020) (Senior Manager, Business Operations)	\$233,265	\$0	\$27,992	\$0	\$0	\$261,257	n/a	n/a	n/a	n/a	n/a	n/a

6. Executive Officers do not receive other forms of short-term benefits, including profit sharing or bonuses.
7. Includes packaging arrangements such as motor vehicle, parking, and education fees.
8. Post-employment benefits include Superannuation Guarantee and salary sacrifice superannuation contributions.
9. Long term benefits include payments for long service leave.
10. Termination benefits include payments for unused annual leave on leaving service.
11. Remuneration reflects a period of unpaid maternity leave.