

# NGS Super Remuneration Disclosures

## Director Remuneration

For the period ending 30 June 2023

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 2023 and 30 June 2022 are set out below:

Name and Position	Appointment date	Paid to	FY 2022-23						FY 2021-22					
			Short-term employee benefits <sup>1</sup>		Post-employment benefits <sup>2</sup>	Long term benefits <sup>3</sup>	Termination benefits <sup>4</sup>	Total	Short-term employee benefits <sup>1</sup>		Post-employment benefits <sup>2</sup>	Long term benefits <sup>3</sup>	Termination benefits <sup>4</sup>	Total
			Cash salary, fees and short-term compensated absences	Non-monetary benefits					Cash salary, fees and short-term compensated absences	Non-monetary benefits				
<b>Dick Shearman</b> (Chair) Resigned: 31/12/2022	03/04/2012	Individual	\$50,911	\$0	\$6,109	\$0	\$0	\$57,020	\$86,615	\$0	\$23,834	\$0	\$0	\$110,449
<b>Geoff Newcombe</b> (Chair) Appointed: 01/02/2023	01/03/2013	Individual	\$92,890	\$0	\$11,147	\$0	\$0	\$104,037	\$81,314	\$0	\$9,758	\$0	\$0	\$91,072
<b>Patrick Anderson</b> (Director)	12/05/2022	Individual	\$53,590	\$0	\$6,431	\$0	\$0	\$60,021	n/a	n/a	n/a	n/a	n/a	n/a
<b>David Brear</b> (Director)	02/04/2022	Individual	\$53,590	\$0	\$6,431	\$0	\$0	\$60,021	\$9,515	\$0	n/a	\$0	\$0	\$9,515
<b>Terence Burke</b> (Director)	06/05/2019	Individual	\$59,842	\$0	\$7,181	\$0	\$0	\$67,023	\$51,903	\$0	\$6,228	\$0	\$0	\$58,131
<b>Micheline Collopy</b> (Director)	26/08/2019	Individual	\$66,095	\$0	\$7,931	\$0	\$0	\$74,026	\$64,013	\$0	\$7,682	\$0	\$0	\$71,695
<b>Kathryn Dickson</b> (Director)	17/07/2015	Individual	\$53,590	\$0	\$6,431	\$0	\$0	\$60,021	\$51,903	\$0	\$6,228	\$0	\$0	\$58,131
<b>Cathryn Hickey</b> (Director) Resigned: 17/02/2022	17/02/2006	Individual	n/a	n/a	n/a	n/a	n/a	n/a	\$42,820	\$0	\$0	\$0	\$0	\$42,820
<b>Mark Northam</b> (Director)	01/02/2023	IEU NSW/ACT	\$18,667	\$0	\$0	\$0	\$0	\$18,667	n/a	n/a	n/a	n/a	n/a	n/a
<b>Patrick Ponting</b> (Director) Resigned: 17/12/2021	06/05/2019	Individual	n/a	n/a	n/a	n/a	n/a	n/a	\$25,951	\$0	\$3,114	\$0	\$0	\$29,065
<b>Deborah Ponting</b> (Director)	01/01/2022	Individual	\$53,590	\$0	\$6,431	\$0	\$0	\$60,021	\$30,277	\$0	\$3,633	\$0	\$0	\$33,910
<b>John Quesy</b> (Director) Resigned: 28/06/2023	01/07/2020	Individual	\$53,590	\$0	\$6,431	\$0	\$0	\$60,021	\$51,903	\$0	\$6,228	n/a	n/a	\$58,131
<b>Margaret Sansom</b> (Director) Resigned: 05/05/2022	13/05/2008	Individual	n/a	n/a	n/a	n/a	n/a	n/a	\$51,903	\$0	\$6,228	\$0	\$0	\$58,131
<b>Georgina Smith</b> (Director)	01/07/2014	Individual	\$68,276	\$0	\$15,753	\$0	\$0	\$84,029	\$55,013	\$0	\$16,682	\$0	\$0	\$71,695
<b>Christine Wilkinson</b> (Director)	12/02/2013	Individual	\$50,795	\$0	\$23,231	\$0	\$0	\$74,026	\$64,013	\$0	\$7,682	\$0	\$0	\$71,695
<b>Wendy Wills</b> (Director)	17/12/2018	Individual	\$42,537	\$0	\$5,104	\$0	\$0	\$47,641	\$38,927	\$0	\$4,671	\$0	\$0	\$43,598
		Pembroke School	\$14,000	\$0	\$0	\$0	\$0	\$14,000	\$14,273	\$0	n/a	n/a	\$0	\$14,273

- Directors do not receive other forms of short-term benefits, including profit sharing or bonuses.
- Post employment benefits include Superannuation Guarantee and salary sacrifice superannuation contributions.
- Long term benefits represents payments for long service leave.
- Termination benefits include payments for unused annual leave on leaving service.

## Management Remuneration

For the period ending 30 June 2023

The following staff are responsible for the management of the Trustee company.

The amounts paid to them for the financial years ending 30 June 2023 and 30 June 2022 are set out below:

Name and Position	FY 2022-23						FY 2021-22					
	Short-term employee benefits <sup>5</sup>						Short-term employee benefits <sup>5</sup>					
	Cash salary, fees and short-term compensated absences	Non-monetary benefits <sup>6</sup>	Post-employment benefits <sup>7</sup>	Long term benefits <sup>8</sup>	Termination benefits <sup>9</sup>	Total	Cash salary, fees and short-term compensated absences	Non-monetary benefits <sup>6</sup>	Post-employment benefits <sup>7</sup>	Long term benefits <sup>8</sup>	Termination benefits <sup>9</sup>	Total
<b>Laura Wright</b> (Chief Executive Officer) Resigned: 31/12/2022	\$289,531	\$0	\$15,365	\$0	\$282,309	\$587,205	\$560,635	\$2,057	\$27,490	\$0	\$0	\$590,182
<b>Natalie Previtera</b> (Chief Risk and Governance Officer) To 7 August 2022	\$28,365	\$0	\$2,644	\$0	\$0	\$31,009	\$265,227	\$0	\$27,425	\$0	\$0	\$292,652
(Acting Chief Executive Officer/ Chief Executive Officer) Appointed 8 August 2022	\$426,164	\$0	\$24,856	\$0	\$0	\$451,020	n/a	n/a	n/a	n/a	n/a	n/a
<b>Melissa Adam</b> (Chief Experience Officer)	\$288,596	\$0	\$27,394	\$0	\$0	\$315,990	\$273,031	\$0	\$27,490	\$0	\$0	\$300,521
<b>Ben Facer</b> (Chief Strategy Officer)	\$453,606	\$0	\$27,500	\$0	\$0	\$481,106	\$424,525	\$0	\$27,490	\$0	\$0	\$452,015
<b>Jo Klingberg</b> (Chief Growth Officer) Appointed: 24/03/2022)	\$55,288	\$0	\$5,288	\$0	\$0	\$60,576	n/a	n/a	n/a	n/a	n/a	n/a
<b>Christopher McManamon</b> (Chief Service Delivery Officer)	\$272,660	\$0	\$27,500	\$0	\$0	\$300,160	\$257,433	\$0	\$27,490	\$0	\$0	\$284,923
<b>Lynn Monk</b> (Chief People and Culture Officer)	\$174,321	\$0	\$25,150	\$35,267	\$0	\$234,738	\$211,508	\$0	\$29,151	\$0	\$0	\$240,659
<b>Darryn Studdert</b> (Chief Advice Officer)	\$204,107	\$0	\$28,686	n/a	\$0	\$232,793	\$194,209	\$0	\$27,498	\$0	\$0	\$221,707
<b>Ben Squires</b> (Chief Investment Officer)	\$470,289	\$57,658	\$27,500	\$0	\$0	\$555,447	\$446,575	\$52,338	\$27,490	\$0	\$0	\$526,403

5. Executive Officers do not receive other forms of short-term benefits, including profit sharing or bonuses.

6. Includes packaging arrangements such as motor vehicle, parking, and education fees.

7. Post-employment benefits include Superannuation Guarantee and salary sacrifice superannuation contributions.

8. Long term benefits represents payments for long service leave.

9. Termination benefits include payments for unused annual leave on leaving service.