

Cbus Executive Remuneration Report 2021/2022

As at 30 June 2022

Executive	Date Started in Role	Date Ceased in Role	Financial Year End	Salary (A)	Superannuation	Fixed Remuneration (B)	Variable Pay Program ('C')	Termination Payments / Other Payments (D)	Non Monetary (E)	Total (F)
J Arter Chief Executive Officer	24/08/2020		2022	\$1,103,608	\$27,500	\$1,131,108	\$68,803		\$55	\$1,199,966
K Fok Chief Investment Officer	03/12/2012		2022	\$852,206	\$27,500	\$879,706	\$304,656	\$594		\$1,184,956
W Martin Chief Risk Officer	01/07/2019		2022	\$553,354	\$27,500	\$580,854	\$30,568			\$611,422
M Walker Chief Member Officer	28/10/2019		2022	\$579,346	\$27,500	\$606,846	\$62,938		\$708	\$670,492
K Wells-Jansz Chief Financial Officer	16/2/2009		2022	\$471,599	\$24,402	\$496,001	\$56,851	\$297		\$553,149
M Robinson Chief Information & Technology Officer	18/01/2021		2022	\$579,346	\$27,500	\$606,846	\$19,927			\$626,773
K Miller Group Executive People & Culture	22/02/2021		2022	\$537,731	\$27,500	\$565,231	\$15,142		\$3,859	\$584,232
Executives who left during the period										
R Campo Group Executive Brand, Advocacy and Product	31/07/2017	30/06/2022	2022	\$468,501	\$27,500	\$496,001	\$58,596	\$39,813	\$1,889	\$596,299
N Vamvakas Group Executive, Strategy & Growth	26/08/2019	30/06/2022	2022	\$508,808	\$27,500	\$536,308	\$70,119			\$606,427

Disclosure Elements

(A) Represents accrued remuneration and short term compensated absences during FY22 before superannuation and variable performance payments.

(B) Represents accrued remuneration paid during FY22 inclusive of superannuation and before variable performance payments.

(C) Represents the performance payments made during FY22. The payments made in FY22 relate to vested non-deferred payments from FY21 and deferred payments from FY20 and FY19, vesting in FY22.

(D) Includes termination payments and other monetary payments and allowances.

(E) Includes motor vehicle benefits.

(F) Represents the total remuneration paid for the year being the sum of (B), (C), (D) and (E).

*The achievement of business, team and individual performance measures formed the basis for performance payments of the executives. For the Chief Investment Officer, the performance measures included the investment and individual measures. CEO performance measures included business and individual measures.

The remuneration disclosures presented above have been prepared on an accruals basis in accordance with relevant accounting standards

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As at 30 June 2021

Executive	Date Started in Role	Date Ceased in Role	Financial Year End	Salary (A)	Superannuation	Fixed Remuneration (B)	Variable Pay Program ('C)*	Termination Payments / Other Payments (D)	Non Monetary (E)	Total (F)
J Arter Chief Executive Officer	24/08/2020		2021	\$587,942	\$20,673	\$608,615			\$384	\$608,999
R Campo Group Executive Brand, Advocacy and Product	31/07/2017		2021	\$375,030	\$25,000	\$400,030	\$53,894	\$297	\$2,521	\$456,742
K Fok Chief Investment Officer	03/12/2012		2021	\$672,907	\$25,000	\$697,907	\$238,178	\$594		\$936,679
W Martin Chief Risk Officer	01/07/2019		2021	\$348,085	\$25,000	\$373,085	\$20,233			\$393,317
N Vamvakas Group Executive, Strategy & Growth	26/08/2019		2021	\$375,000	\$25,000	\$400,000	\$41,990			\$441,990
M Walker Group Executive, Member & Employer Experience	28/10/2019		2021	\$375,000	\$25,000	\$400,000	\$31,847		\$3,568	\$435,415
K Wells-Jansz Group Executive Finance, Performance & Governance	16/2/2009		2021	\$379,027	\$21,003	\$400,030	\$50,745	\$297		\$451,072
M Robinson Chief Information & Technology Officer	18/01/2021		2021	\$158,654	\$10,577	\$169,231				\$169,231
K Miller Group Executive People & Culture	22/02/2021		2021	\$116,058	\$8,173	\$124,231				\$124,231
Executives who left during the period										
D Atkin Chief Executive Officer	29/01/2008	30/10/2020	2021	\$259,554	\$9,135	\$268,688	\$180,911	\$355,994	\$4,698	\$810,291
M Boucher Group Executive People, Technology & Enablement	15/04/2013	3/1/2021	2021	\$212,949	\$16,672	\$229,621	\$102,617	\$439,106	\$2,313	\$773,656

Disclosure Elements

(A) Represents accrued remuneration and short term compensated absences during FY21 before superannuation and variable performance payments.

(B) Represents accrued remuneration paid during FY21 inclusive of superannuation and before variable performance payments.

(C) Represents the performance payments made during FY21. The payments made in FY21 relate to vested non-deferred payments from FY20 and deferred payments from FY19 and FY18, vesting in FY21.

(D) Includes termination payments and other monetary payments and allowances.

(E) Includes motor vehicle benefits.

(F) Represents the total remuneration paid for the year being the sum of (B), (C), (D) and (E).

*The achievement of business, team and individual performance measures formed the basis for performance payments of the executives. For the Chief Investment Officer, the performance measures included the investment and individual measures. CEO performance measures included business and individual measures.

The remuneration disclosures presented above have been prepared on an accruals basis in accordance with relevant accounting standards

The 2021 Variable Pay Program disclosure included amounts not approved by the Board as at 30 June 2021. The 30 June 2021 Variable Pay Program disclosures have been restated to be recognised on an accruals basis in accordance with relevant accounting standards.