

Cbus Super remuneration of Executives

for the period 1 July 2022 to 30 June 2023

Executives	Short-term employment benefits				Post-employment benefits	Total remuneration (\$)
	Cash salary, fees and short-term compensated absences (\$)	Short-term cash profit-sharing and other bonuses (\$)	Non-monetary benefits ¹ (\$)	Other short-term employee benefits (\$)	Super (\$)	
Kristian Fok² Chief Executive Officer	822,500	363,390	–	587	27,500	1,213,977
Justin Arter³ (Former) Chief Executive Officer	804,375	41,282	8,536	–	20,625	874,818
Brett Chatfield⁴ Chief Investment Officer	206,734	–	–	–	6,875	213,609
Justine Hartman⁵ (Acting) Group Executive, People & Culture	34,006	–	1,468	–	4,759	40,233
Wade Martin Chief Risk Officer	537,500	19,150	11,379	–	27,500	595,529
Kristin Miller⁶ (Former) Group Executive, People & Culture	417,808	9,085	11,379	–	21,577	459,849
Mirella Robinson Chief Information & Technology Officer	562,500	11,956	11,379	400	27,500	613,735
Antony Thow Group Executive, Brand, Growth & Product	512,019	–	11,379	–	26,442	549,840
Marianne Walker Deputy CEO and Chief Member Officer	562,500	39,037	11,190	–	27,500	640,227
Keith Wells-Jansz Chief Financial Officer	489,685	30,187	11,190	594	27,238	558,894

For the period 1 July 22 to 30 June 23 the Chief Executive Officer position was considered a member of the Fund's Key Management Personnel.

¹ Includes motor vehicle benefits (including parking and any associated fringe benefits tax)

² Chief Investment Officer 1 July 2022 – 30 March 2023, Acting Chief Executive Officer 30 March 2023 – 12 June 2023, Appointed Chief Executive Officer on 13 June 2023

³ Retired as Chief Executive Officer on 30 March 2023

⁴ Acting Chief Investment Officer 30 March 2023 - 12 June 2023, Appointed Chief Investment Officer on 13 June 2023

⁵ Appointed Acting Group Executive; People and Culture on 28 April 2023

⁶ Group Executive People and Culture until 28 April 2023

Cbus Super remuneration of Directors

for the period 1 July 2022 to 30 June 2023

Directors	Short-term employment benefits				Post-employment benefits	Total remuneration paid to director (\$)	Director fees paid to an external entity (\$)
	Cash salary, fees and short-term compensated absences (\$)	Short-term cash profit-sharing and other bonuses (\$)	Non-monetary benefits (\$)	Other short-term employee benefits (\$)	Super (\$)		
Abha Devasia ⁷	–	–	–	–	–	–	55,695 ⁸
Anne Donnellan ⁹	33,817	–	–	–	3,551	37,368	21,059 ¹⁰
Anne Milner	111,989	–	–	–	11,797	123,786	–
David Noonan ¹¹	29,581	–	–	–	3,167	32,748	–
Denita Wawn	–	–	–	–	–	–	110,121 ¹²
Earl Setches	–	–	–	–	–	–	89,594 ¹³
Frank O'Grady ¹⁴	71,652	–	–	–	7,523	79,175	–
Hedley Davis	107,387	–	–	–	11,336	118,723	–
Jason O'Mara	–	–	–	–	–	–	126,922 ¹⁵
John Edwards	147,130	–	–	–	15,499	162,629	–
Michael Zelinsky	56,295	–	–	–	5,962	62,257	50,735 ¹⁶
Michelle Beveridge	112,154	–	–	–	11,802	123,956	–
Ray Sputore	125,847	–	–	–	13,275	139,122	–
Rita Mallia	–	–	–	–	–	–	121,224 ¹⁷
Stephen Dunne	171,735	–	–	–	18,122	189,857	–
Wayne Swan	199,020	–	–	–	20,980	220,000	–

For the period 1 July 22 to 30 June 23 all Director positions were considered members of the Fund's Key Management Personnel.

⁷ Commenced Director position on 1 January 2023

⁸ Fees paid to Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

⁹ Retired as a Director on 31 December 2022

¹⁰ Fees paid to Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

¹¹ Commenced Director position on 1 April 2023

¹² Fees paid to Master Builders Australia

¹³ Fees paid to Communication, Electrical and Plumbing Union

¹⁴ Retired as a Director on 31 March 2023

¹⁵ Fees paid to Construction, Forestry Mining and Energy Union

¹⁶ Fees paid to Australian Workers Union

¹⁷ Fees paid to Construction, Forestry Mining and Energy Union