

OnePath Custodians Pty Limited Executive Officer Remuneration

1. Basis of preparation

Remuneration disclosures for Executive Officers¹ of OnePath Custodians Pty Limited (OnePath Custodians) for the OnePath Custodians financial year commencing on 1 July 2020 and ending on 30 June 2021 have been prepared in accordance with Section 29QB (1)(a) of the Superannuation Industry Supervision Act 1993 and Regulations and 2.37 of the Superannuation Industry (Supervision) Regulations 1994.

All Executive Officer remuneration disclosures are for the portion of remuneration which relates to their OnePath Custodians role.

For information regarding the total remuneration package for Renato Mota (Chief Executive Officer), Mark Oliver (Chief Distribution Officer), Lorna Stewart (Chief Risk Officer), David Chalmers (Chief Financial Officer) and Frank Lombardo (Chief Operating Officer) refer to the Remuneration Report that forms part of the IOOF Holdings Limited Annual Financial Report. This report is available on the IOOF website at ioof.com.au.

¹ For the purposes of this disclosure an Executive Officer is a non-executive, or executive, director or senior manager as defined in paragraphs 16 (a), 16 (b) or 16 (c) of APRA Prudential Standard SPS 520 Fit and Proper dated July 2013.

1. OnePath Custodians Executive Officers as at 30 June 2021

Information regarding Executive Officers for the period from 1 July 2020 to 30 June 2021.

Name	Position Held	Date appointed and concluded	Term as an Executive Officer in 2021 Financial Year
Non-Executive Directors as at 30 June 2021			
Lindsay Smartt	Non-Executive Director	Appointed: 18 January 2021	Part year
Alan Chonowitz	Non-Executive Director	Appointed: 01 March 2015	Full year
Carolyn Colley	Non-Executive Director	Appointed: 01 January 2018	Full year
Andrew Bloore	Non-Executive Director	Appointed: 03 February 2020	Full year
Jane Harvey	Non-Executive Director	Appointed: 03 February 2020	Full year
Martin Walsh	Non-Executive Director	Appointed: 31 March 2021	Part year
Karen Gibson	Non-Executive Director	Appointed: 31 March 2021	Part year
Former Non-Executive Directors in the period 1 July 2020 to 30 June 2021			
Victoria Weekes	Non-Executive Director	Appointed: 22 August 2011 Ceased: 31 December 2020	Part year
Management as at 30 June 2021			
Mark Oliver	Chief Distribution Officer	Appointed: 03 February 2020	Full year
Renato Mota	Chief Executive Officer	Appointed: 03 February 2020	Full year
Lorna Stewart	Chief Risk Officer	Appointed: 15 June 2020	Full year
Adrianna Bisogni	Group Company Secretary	Appointed: 21 December 2020	Part year
David Chalmers	Chief Financial Officer	Appointed: 02 December 2020	Part year
Frank Lombardo	Chief Operating Officer	Appointed: 02 December 2020	Part year
Sharam Hekmat	Chief Technology Officer	Appointed: 02 December 2020	Part year

Daniel Farmer	Chief Investment Officer	Appointed: 02 December 2020	Part year
Brett Marshall	Head of the Office of the Superannuation Trustee	Appointed: 02 December 2020	Part year

Former Management during the period 1 July 2020 to 30 June 2021			
Manish Utreja	Head of Alternatives & PM – Smart Choice	Appointed: 03 February 2020 Ceased: 02 December 2020	Part year
Miguel Da Silva	General Manager, Planning & Analysis	Appointed: 03 February 2020 Ceased: 02 December 2020	Part year
Geoffrey Allanson	General Manger, Product Operational Accounting	Appointed: 10 June 2016 Ceased: 02 December 2020	Part year
David Callan	Head of Superannuation	Appointed: 24 November 2017 Ceased: 02 December 2020	Part year
Kieu Hanh Tran	Company Secretary	Appointed: 24 March 2020 Ceased: 21 December 2020	Part year

Daniel Farmer	2021	20,165	-	8,652	-	1,085	-	-	-	-	-	-	29,902
Chief Information Officer	2020	66,243	-	8,120	60,000	5,725	777	-	15,558	1,633	-	-	158,056
Brett Marshall	2021	23,515	-	-	-	1,085	-	-	-	-	-	-	24,600
Head of the Office of the Superannuation Trustee	2020	-	-	-	-	-	-	-	-	-	-	-	0
Former Management													
Alexis George	2021	-	-	-	-	-	-	-	-	-	-	-	0
Group Executive, Wealth Australia	2020	53,116	1,334	18,513	0	1,650	1,303	13,844	-526	2,271	0	0	91,505
Manish Utreja	2021	109,789	-	-	-	9,226	-	-	-	-	-	-	119,015
Head of Alternatives & PM – Smart Choice	2020	35,274	-	6,701	-	3,172	-	-	-	-	-	-	45,147
Miguel Da Silva	2021	48,996	-	-	-	3,317	-	-	-	-	-	-	52,313
General Manager Planning & Analysis	2020	29,858	-	7,180	-	2,433	-	-	-	-	-	-	39,471
Geoffrey Allanson	2021	52,009	-	-	-	3,757	-	-	-	-	-	-	55,767
General Manger, Product Operational Accounting	2020	66,243	-	8,120	60,000	5,725	777	-	15,558	1,633	-	-	158,056
David Callan	2021	30,708	-	500	-	2,211	-	-	-	-	-	-	33,419
Head of Superannuation, IDPS and Insurance	2020	18,908	-	2,838	1,098	1,718	-	158	-	23	-	-	24,743
Kieu Hanh Tran	2021	92,975	-	1,370	-	8,833	-	-	-	-	-	-	103,177
Company Secretary	2020	-	-	-	-	-	-	-	-	-	-	-	0
Dean Faglioni	2021	-	-	-	-	-	-	-	-	-	-	-	0
Head of Wrap & SMSF	2020	4,018	0	774	0	384	126	21	0	3	0	0	5,326
Ian Wong	2021	-	-	-	-	-	-	-	-	-	-	-	0
Chief Actuary, Wealth Australia	2020	0	0	0	0	0	0	0	0	0	0	0	0
Jaimie Sach	2021	-	-	-	-	-	-	-	-	-	-	-	0
Chief Financial Officer, Wealth Australia	2020	0	0	0	0	0	0	0	0	0	0	0	0
John Frechtling	2021	-	-	-	-	-	-	-	-	-	-	-	0
Chief Financial Officer, Wealth Australia	2020	17,310	0	2,470	0	1,050	590	3,994	496	0	0	0	25,909
Karen Malzard	2021	-	-	-	-	-	-	-	-	-	-	-	0
Acting Chief Risk Officer, Wealth Australia	2020	46,575	0	0	79,727	4,660	868	25,013	0	130	0	0	156,971
Mark Rider	2021	-	-	-	-	-	-	-	-	-	-	-	0
Chief Investment Officer, Wealth Australia	2020	36,679	0	0	48,000	2,478	1,225	0	0	65	0	0	88,447
Peter Mullin	2021	-	-	-	-	-	-	-	-	-	-	-	0
Managing Director Pensions & Investments	2020	31,562	0	0	40,200	1,575	1,755	7,678	1,269	0	0	0	84,039
Mark Pankhurst	2021	-	-	-	-	-	-	-	-	-	-	-	0
Head of Superannuation, Wealth Australia	2020	5,040	0	0	0	2,084	108	-1,250	0	55	14,957	-	20,995
Paul White	2021	-	-	-	-	-	-	-	-	-	-	-	0
Chief Operating Officer, Wealth Australia	2020	15,490	0	2,655	0	840	508	3,832	350	0	0	0	23,674

¹ For Non-Executive Directors cash salary includes the sum of Board fees and Committee fees. For all other disclosed individuals, cash salary includes any reductions made in relation to the utilisation of the Leave Policy, where applicable.

² Non-monetary benefits generally consist of company-funded benefits such as subsidised car parking. The fringe benefits tax payable on any benefits is also included in this item.

³ The total cash incentive relates to the cash component of any Variable Remuneration (VR) only. The deferred component is included in share-based payments and has been amortised over the vesting period. 100% of the cash component of the VR awarded for the 2020 and 2021 years vested to the Disclosed Executive in the applicable financial year.

⁴ Other cash relates to cash retention awards and other allowances.

⁵ For 2021 and 2020, the superannuation contribution reflects the Maximum Superannuation Guarantee Contribution based on the Maximum Contribution Base (MCB) for disclosed individuals to whom this applied. Where MCB did not apply, the superannuation contributions reflect the Superannuation Guarantee Contribution of 9.5% of cash salary. Voluntary contributions are included in cash salary.

	Performance Rights	446	0	22/11/2016	22/11/2019	22/11/2021	0	0	0	-446	100	-11,058	0	-	-	-	-
Alexis George	Deferred Shares	360	0	22/11/2016	22/11/2019		360	100	8,926	-	-	-	-	-	-	360	-
	Deferred Shares	464	0	22/11/2017	22/11/2019		464	100	11,504	-	-	-	-	-	-	464	-
	Deferred Shares	525	0	22/11/2018	22/11/2019		525	100	13,017	-	-	-	-	-	-	525	-
	Deferred Shares	1,268	25	22/11/2019	22/11/2020		-	-	-	-	-	-	-	-	-	-	1,268
	Deferred Shares	951	25	22/11/2019	22/11/2021		-	-	-	-	-	-	-	-	-	-	951
	Deferred Shares	634	25	22/11/2019	22/11/2022		-	-	-	-	-	-	-	-	-	-	634
	Deferred Shares	317	25	22/11/2019	22/11/2023		-	-	-	-	-	-	-	-	-	-	317
	Performance Rights	412	0	18/11/2015	18/11/2018	18/11/2020	-	-	-	-	-	-	-269	65	7,003	143	-
	Performance Rights	711	0	22/11/2016	22/11/2019	22/11/2021	-	-	-	-711	100	-17,629	-	-	-	-	-
	Performance Rights	4,898	10	22/11/2019	22/11/2023	22/11/2025	-	-	-	-	-	-	-	-	-	-	4,898
Performance Rights	1,633	5	22/11/2019	22/11/2023	22/11/2025	-	-	-	-	-	-	-	-	-	-	1,633	
Karen Malzard	Deferred Shares	307	0	22/11/2017	22/11/2019		307	100	7,612	-	-	-	-	-	-	307	-
	Deferred Shares	277	0	22/11/2018	22/11/2019		277	100	6,868	-	-	-	-	-	-	277	-
	Deferred Shares	581	25	22/11/2019	22/11/2020		-	-	-	-	-	-	-	-	-	-	581
	Deferred Shares	580	25	22/11/2019	22/11/2021		-	-	-	-	-	-	-	-	-	-	580
	Deferred Shares	580	25	22/11/2019	22/11/2022		-	-	-	-	-	-	-	-	-	-	580
	Deferred Shares	768	0	22/11/2017	22/11/2020		-	-	-	-	-	-	-	-	-	-	768
	Deferred Shares	537	0	22/11/2016	22/11/2019		537	100	13,314	-	-	-	-	-	-	537	-
	Employee Share Offer	20	25	2/12/2019	2/12/2022		-	-	-	-	-	-	-	-	-	-	-
John Frechtling	Deferred Shares	88	0	22/11/2016	22/11/2019		88	100	2,182	-	-	-	-88	100	2,190	-	-
	Deferred Shares	212	0	22/11/2017	22/11/2019		212	100	5,256	-	-	-	-212	100	5,277	-	-
	Deferred Shares	213	0	22/11/2018	22/11/2019		213	100	5,281	-	-	-	-213	100	5,302	-	-
	Deferred Shares	256	25	22/11/2019	22/11/2020		-	-	-	-	-	-	-	-	-	-	256
	Deferred Shares	256	25	22/11/2019	22/11/2021		-	-	-	-	-	-	-	-	-	-	256
	Deferred Shares	256	25	22/11/2019	22/11/2022		-	-	-	-	-	-	-	-	-	-	256
	Performance Rights	173	0	22/11/2016	22/11/2019	22/11/2021	-	-	-	-173	100	-4,289	-	-	-	-	-
Paul White	Deferred Shares	175	0	22/11/2017	22/11/2019		175	100	4,339	-	-	-	-175	100	4,382	-	-
	Deferred Shares	189	0	22/11/2018	22/11/2019		189	100	4,686	-	-	-	-189	100	4,733	-	-
	Deferred Shares	250	25	22/11/2019	22/11/2020		-	-	-	-	-	-	-	-	-	-	250
	Deferred Shares	250	25	22/11/2019	22/11/2021		-	-	-	-	-	-	-	-	-	-	250
	Deferred Shares	250	25	22/11/2019	22/11/2022		-	-	-	-	-	-	-	-	-	-	250

¹ For current management, equity is based on the total allocation of Performance Rights for the period. For the purposes of the disclosure the Performance Rights are allocated based on substantive position rather than their commitment to the board.

² Equity Table showing grant of either IOOF or ANZBGL shares