

Directors and Executive Remuneration Disclosure

The following information pertains to executive officers of Intrust Super and individual trustees of IS Industry Fund Pty Ltd for the 2018-19 and 2019-20 financial years as prescribed under section 29QB of the Superannuation Industry [Supervision] Act 1993.

Remuneration details

All contracts for services for Directors, Chief Executive Officer and Executive Managers are reviewed by the Nominations and Remuneration Committee, with a recommendation being made to the Board on the appropriateness of any remuneration pursuant to a contract of services.

Individual Trustees	Short term employment benefits				Post-employment benefits		Long-term employee benefits
	Cash salary, fees and short-term compensated absences	Short-term cash profit-sharing and other bonuses	Non-monetary benefits	Other short-term employee benefits	Pension and superannuation benefits	Other post-employment benefits	
2019-20							
2018-19							
Justin O'Connor	\$33,790	-	-	-	\$3,210	-	-
	\$31,963	-	-	-	\$3,036	-	-
Director – Employer representative since 04/06/2007							
Charles [Jim] Stewart	\$33,790	-	-	-	\$3,210	-	-
	\$31,963	-	-	-	\$3,036	-	-
Director – Employer representative since 01/01/2015							
Gary Bullock*	\$46,300	-	-	-	-	-	-
	\$43,800	-	-	-	-	-	-
Director – Member representative since 02/09/2004							
Fiona Scalon*	\$37,000	-	-	-	-	-	-
	\$35,000	-	-	-	-	-	-
Director – Member representative since 25/01/2011							
Troy Burton^	\$37,000	-	-	-	-	-	-
	\$35,000	-	-	-	-	-	-
Director – Member representative since 3/03/2016							
Michael Wilson	\$33,790	-	-	-	\$3,210	-	-
	\$31,963	-	-	-	\$3,036	-	-
Director – Employer representative since 1/01/2017							

*Director fees were paid to the employer of the director, United Workers Union.

^Director fees were paid to the employer of the director, Reveille Strategy Pty. Ltd.

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Executive Officers	Short term employment benefits				Post-employment benefits		Long-term employee benefits
	Cash salary, fees and short-term compensated absences	Short-term cash profit-sharing and other bonuses	Non-monetary benefits	Other short-term employee benefits	Pension and superannuation benefits	Other post-employment benefits	
2019-20							
2018-19							
Brendan O'Farrell	\$476,400	-	\$17,000	-	\$25,000	-	-
	\$477,613	-	\$17,000	-	\$24,708	-	-
Chief Executive Officer since 16/05/2005							
Lawrence Chand	\$215,667	-	-	-	\$25,880	-	-
	\$178,667	\$13,228	-	-	\$23,027	-	-
Executive Manager – Finance & Business Operations and Company Secretary since 05/09/2019							
Executive Manager – Finance & Business Operations from 28/11/2011 until 04/09/2019							
Michelle Lawsen	\$109,733	-	-	-	\$8,812	-	-
Executive Manager – Governance, Risk and Compliance since 18/11/2019							
Aaron Lee	\$181,000	-	-	-	\$21,720	-	-
	\$177,000	\$12,841	-	-	\$22,781	-	-
Executive Manager – Marketing since 02/10/2012							
Christian Engelhardt	-	-	-	-	-	-	-
	\$72,848	\$3,313	-	-	\$8,741	-	-
Executive Manager – Risk and Company Secretary since 19/03/2018							
Executive Manager – Risk and Company Secretary until 17/10/2018							
Stephanie Langdon	\$150,540	\$25,769	-	-	\$21,092	-	-
	\$140,524	\$30,095	-	-	\$20,411	-	-
Executive Manager – Employer Services & Sales since 01/07/2018							
Lisa Swenson	\$34,597	-	-	-	\$3,682	-	-
	\$111,401	-	-	-	\$18,968	-	-
Executive Manager – Risk and Company Secretary since 17/10/2018							
Executive Manager – Risk and Company Secretary until 04/09/2019							

Intrust Super does not pay any of the following:

- Payments to an individual trustee or executive officer as part of consideration for agreeing to hold a position.
- Equity-settled share-based payment, cash-settled share based payment or any other form of share-based payment.

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Performance-related bonus

Key Performance Indicators determine any performance related bonus. For Stephanie Langdon, the criteria that relate to these Key Performance Indicators include contribution and member growth, compliance management, staff management, client servicing and new business activities. Stephanie Langdon will be eligible for performance-related bonus in the 2019-20 and 2020-21 financial years up to a maximum amount of 50% of base salary. The minimum amount payable is \$0.

Lawrence Chand, Michelle Lawsen and Aaron Lee will be eligible for a performance-related bonus relating to the 2019-20 and 2020-21 financial years up to a maximum amount of 10% of base salary. The minimum amount payable is \$0.

If applicable, the payments are made in September of the subsequent financial year.

2019-20 2018-19	Cash bonus	Grant Date	Financial year the bonus relates to	% of bonus achieved in the financial year	% of bonus forfeited in the financial year
Lawrence Chand	\$0	n/a	2018-19	0.0%	100%
	\$13,228	15/09/18	2017-18	73.9%	26.1%
Aaron Lee	\$0	n/a	2018-19	0.0%	100%
	\$12,841	15/09/18	2017-18	72.1%	27.9%
Stephanie Langdon	\$25,769	15/10/19	2018-19	36.8%	63.2%
	\$30,095	15/09/18	2017-18	43.0%	57.0%
Christian Engelhardt	-	-	-	-	-
	\$3,313	15/09/18	2017-18	69.1%	30.9%

Long term incentive

Brendan O'Farrell is eligible for incentive payments for long term retention payable in 2020 [minimum 0% and maximum 5% of total remuneration], 2022 [minimum 0% and maximum 10% of total remuneration] and 2024 [minimum 0% and maximum 20% of total remuneration].

The Trustee of Intrust Super is IS Industry Fund Pty Ltd | MySuper Unique Identifier: 65704511371601 | ABN: 45 010 814 623 | AFSL No: 238051
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