



Disclosures under regulation 2.37 of the Superannuation Legislation (MySuper Measures) Amendment Regulation 2013

Date of Issue: 30 September 2023

For the year ended 30 June 2024 and subsequent years, information about the remuneration of directors and executives will be included in the Fund's financial statements within the Directors' Report.

1. Directors' remuneration

The following table sets out the Directors' remuneration for FY2023 and FY2022. Togethr Trustees Pty Ltd acts as Trustee for the Equisuper fund and the remuneration disclosed are in respect of responsibilities of directors across the fund under trusteeship. Directors are paid by the Trustee company.

| Director of Togethr Trustees Pty Ltd | Date appointed | Date retired | Financial year ended | Total directors' remuneration |
|--|----------------|--------------|----------------------|-------------------------------|
| Danny Casey¹ Chair & Independent Director | 21/10/2019 | | 2023 | \$ 175,796 |
| | | | 2022 | \$ 175,000 |
| Matthew Cassin Member Director | 1/08/2021 | | 2023 | \$ 87,898 |
| | | | 2022 | \$ 80,208 |
| Mark Cerche³ Employer Director | 1/07/2017 | | 2023 | \$ 102,966 |
| | | | 2022 | \$ 102,500 |
| Penny Davy-Whyte⁴ Independent Director | 1/07/2018 | | 2023 | \$ 102,966 |
| | | | 2022 | \$ 102,500 |
| Jan Dekker⁵ Member Director | 1/04/2016 | 30/06/2023 | 2023 | \$ 95,432 |
| | | | 2022 | \$ 102,500 |
| David Doolan² Member Director | 11/10/2020 | | 2023 | \$ 95,432 |
| | | | 2022 | \$ 87,500 |
| Justine Hickey⁶ Deputy Chair & Independent Director | 1/07/2017 | | 2023 | \$ 113,012 |
| | | | 2022 | \$ 112,500 |
| Sharife Rahmani Employer Director | 1/06/2021 | | 2023 | \$ 87,898 |
| | | | 2022 | \$ 87,500 |
| Simone Thompson⁷ Employer Director | 21/10/2019 | | 2023 | \$ 102,966 |
| | | | 2022 | \$ 102,500 |
| TOTAL REMUNERATION | | | 2023 | \$ 964,364 |
| | | | 2022 | \$ 952,708 |

Notes:

- Board chair from 1 July 2021.
- Risk and Compliance Committee chair from 1 January 2023.
- Audit and Finance Committee chair from 1 January 2021.
- Stakeholder Engagement and Innovation Committee chair from 1 January 2021.
- Risk and Compliance Committee chair from 21 October 2019 to 31 December 2022..
- Board deputy chair from 1 April 2023 and Investment Committee chair from 1 July 2018.
- Governance and Culture Committee chair from 1 January 2021.
- Directors are paid director fees and superannuation benefits. No other post-employment benefits, termination benefits, non-monetary benefits or other short-term benefits, short-term or long-term financial incentives or benefits are provided. Director's fees are based on market rates and are reviewed annually against comparable superannuation funds.



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2. Executives' remuneration

The following table sets out the executive's remuneration for FY2023 and FY2022. The table includes permanent appointments only. Togethr Trustees Pty Ltd acts as Trustee for the Equisuper fund and the remuneration disclosed are in respect of responsibilities of executives across the fund under trusteeship. Executive's remuneration costs are paid by either the Trustee company, Togethr Financial Planning Pty Ltd or the Fund.

| Executive's name / position | Date appointed | Date retired /ceased to act | Financial year ended | Salary paid | Superannuation SG benefit paid | Termination benefit paid ² | One-off Retention Payment ³ | Long service leave accrued | Total executive's remuneration |
|--|----------------|-----------------------------|----------------------|--------------|--------------------------------|---------------------------------------|--|----------------------------|--------------------------------|
| Scott Cameron Chief Executive Officer | 3/09/2019 | | 2023 | \$ 691,137 | \$ 25,292 | \$ - | \$ - | \$ 11,351 | \$ 727,780 |
| | | | 2022 | \$ 675,429 | \$ 23,568 | \$ - | \$ - | \$ 3,679 | \$ 702,676 |
| Natalie Alford¹ Executive Officer, Governance and Risk | 8/11/2017 | | 2023 | \$ 184,946 | \$ 25,292 | \$ - | \$ - | \$ 10,178 | \$ 220,416 |
| | | | 2022 | \$ 298,289 | \$ 23,568 | \$ - | \$ - | \$ 4,933 | \$ 326,790 |
| Tania Cumming² Chief Member Officer | 9/04/2018 | 5/05/2022 | 2023 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | 2022 | \$ 327,972 | \$ 21,604 | \$ 49,760 | \$ - | \$ - | \$ 399,336 |
| Mark Ellis^{2,3} Executive Officer, Employer Relations | 12/12/2016 | 6/08/2021 | 2023 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | 2022 | \$ 35,523 | \$ 9,903 | \$ 43,080 | \$ 72,727 | \$ - | \$ 161,232 |
| Sarah Guthleben² Executive Officer, People and Culture | 1/10/2014 | 22/07/2022 | 2023 | \$ 16,511 | \$ 1,734 | \$ 101,047 | \$ - | \$ - | \$ 119,292 |
| | | | 2022 | \$ 268,306 | \$ 23,568 | \$ - | \$ - | \$ 8,423 | \$ 300,297 |
| Alexis Harrison Chief Member Officer | 1/07/2022 | | 2023 | \$ 325,000 | \$ 25,292 | \$ - | \$ - | \$ 1,117 | \$ 351,410 |
| | | | 2022 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Andrew Howard Chief Investment Officer | 8/11/2021 | | 2023 | \$ 616,708 | \$ 25,292 | \$ - | \$ - | \$ 1,861 | \$ 643,861 |
| | | | 2022 | \$ 373,942 | \$ 15,289 | \$ - | \$ - | \$ 352 | \$ 389,583 |
| Anna-Maria Papile Executive Officer, Strategic Operations and Delivery | 1/02/2021 | | 2023 | \$ 346,708 | \$ 25,292 | \$ - | \$ - | \$ 1,827 | \$ 373,827 |
| | | | 2022 | \$ 328,306 | \$ 23,568 | \$ - | \$ - | \$ 773 | \$ 352,647 |
| Marc Pizzichetta Chief Financial Officer | 1/10/2018 | | 2023 | \$ 386,708 | \$ 25,292 | \$ - | \$ - | \$ 11,013 | \$ 423,013 |
| | | | 2022 | \$ 389,223 | \$ 24,474 | \$ - | \$ - | \$ 8,028 | \$ 421,725 |
| Brent Retallick⁴ Executive Officer, Transformation and Technology | 27/04/2022 | | 2023 | \$ 400,000 | \$ 25,292 | \$ - | \$ - | \$ 914 | \$ 426,206 |
| | | | 2022 | \$ 33,333 | \$ 1,964 | \$ - | \$ - | \$ 31 | \$ 35,328 |
| Anna Shelley² Chief Investment Officer | 30/04/2018 | 9/07/2021 | 2023 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | 2022 | \$ 15,034 | \$ 1,503 | \$ 60,221 | \$ - | \$ - | \$ 76,758 |
| Amanda Veldman Executive Officer, People and Culture | 22/08/2022 | | 2023 | \$ 271,139 | \$ 22,656 | \$ - | \$ - | \$ 297 | \$ 294,092 |
| | | | 2022 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
| Andrew Vogt Executive Officer, Financial Planning | 1/02/2021 | | 2023 | \$ 310,708 | \$ 25,292 | \$ - | \$ - | \$ 4,777 | \$ 340,777 |
| | | | 2022 | \$ 291,434 | \$ 23,568 | \$ - | \$ - | \$ 1,357 | \$ 316,359 |
| Charles Yanni Executive Officer, Employer Relationships and Growth | 1/08/2021 | | 2023 | \$ 301,631 | \$ 25,292 | \$ - | \$ - | \$ 6,081 | \$ 333,004 |
| | | | 2022 | \$ 279,986 | \$ 21,604 | \$ - | \$ - | \$ 4,229 | \$ 305,819 |
| TOTAL REMUNERATION | | | 2023 | \$ 3,851,194 | \$ 252,021 | \$ 101,047 | \$ - | \$ 49,416 | \$ 4,253,678 |
| | | | 2022 | \$ 3,316,776 | \$ 214,182 | \$ 153,060 | \$ 72,727 | \$ 31,804 | \$ 3,788,549 |

Notes:

1. The Executive was on parental leave during the previous financial year.
2. The Executive ceased to act as an Executive Officer during the financial year. The total remuneration included leave and termination benefits.



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3. The Executive received a one-off retention payment on 6 August 2021 under an agreement dated 23 December 2020.
4. Mr. B.A. Retallick is a director of Retavest Pty Ltd. The Trustee company paid Retavest Pty Ltd for the services of Mr. B. A. Retallick as Executive Officer, Transformation and Technology for the period 27 April 2022 to 31 May 2022 the amount of \$49,500 which was in addition to the 2022 total executive remuneration in the table above of \$35,328.
5. There was a non-permanent appointment as Acting Executive Officer, Governance and Risk for the period 18 July 2022 to 28 July 2023. Mr. I. Lancaster is a director of Lancaster Partners Pty Ltd. The Trustee company paid Lancaster Partners Pty Ltd for the services of Mr. I. Lancaster as Acting Executive Officer, Governance and Risk during a period of paternal leave taken by the Executive Officer, Governance and Risk. Total service fees paid to Lancaster Partners Pty Ltd during the 2023 year were \$357,480.
6. From 1 July 2020 all incentive schemes ceased for all executives.
7. Togethr Trustees Pty Ltd.'s remuneration policy sets out the remuneration philosophy, principles and governance on executive remuneration which is aligned to our vision, strategy and goals, and designed to attract, motivate and retain talented employees by rewarding them for performance; and aligned with sound risk management and governance principles, by appropriately incentivising individuals to prudently manage risks. Executive remuneration is set by reference to external benchmark data based on comparable roles in other financial services organisations and is market competitive. Togethr pays fixed remuneration comprising of market comparable base salary, salary sacrifice items and statutory superannuation. Togethr does not pay any variable remuneration to any executive. Executive salaries are reviewed annually.