

Australian Ethical Superannuation Pty Ltd - Executive Remuneration for the Year End 30 June 2019

2019	Short Term Benefits		Post-Employment Benefits		Long Term Benefits			
Name	Salary \$	Short Term Incentives \$	Super- annuation \$	Termination Benefits \$	Long Service Leave \$	Long Term Incentives - Cash \$	Long Term Incentives - Equity \$	Total \$
Management Team								
P Vernon	134,575	117,454	6,775	-	4,465	23,100	11,697	298,066
K Heng (appointed 14 Jan 19)	93,244	27,136	8,858	-	1,964	-	-	131,201
K Hughes	163,780	33,207	13,345	-	3,665	-	12,518	226,515
A Lowbridge	140,728	38,983	12,319	-	3,170	-	12,200	207,400
D Macri	223,334	204,312	13,550	-	8,038	-	74,234	523,468
T May	117,425	22,053	10,266	-	5,973	-	11,890	167,607
M Simons	152,235	47,301	10,266	-	3,344	-	11,561	224,707
M Gahan (departed 14 Dec 18)	66,021	12,623	7,071	-	15,446	-	-	101,161
N Parkins	64,080	4,960	6,407	-	1,743	-	4,088	81,278
R Plow (departed 24 Oct 18)	137,306	-	14,372	-	-	-	-	151,678
Non-executive Directors								
Stephen Gibbs	32,594	-	3,096	-	-	-	-	35,690
Mara Bun	32,594	-	3,096	-	-	-	-	35,690
Kate Greenhill	38,802	-	3,686	-	-	-	-	42,488
Michael Monaghan	32,594	-	3,096	-	-	-	-	35,690

Important Information:

- All amounts shown reflect remuneration received in relation to Australian Ethical Superannuation Pty Limited.
- Amounts have been pro-rated to reflect the period of time the employee was a Responsible Officer.
- The Short-Term Incentive (STI) expense is the amount accrued for performance during the respective financial year using agreed KPR's plus or minus any prior year over or under accrual. The 2019 amounts have been finalised at an individual level and approved by the People, Remuneration and Nominations Committee in September 2019.
- The Long-Term Incentive (LTI) expense for 2019 includes the relevant 2019 expense impact of each of the 2017, 2018 and 2019 grants under the Deferred Employee Share Plan. The cost of shares is fixed at time of issue and expensed over a three-year vesting period using an annual probability assessment of the hurdles being met.
- Non-Executive Directors do not receive performance-related compensation and are not provided with retirement benefits apart from statutory superannuation.
- There were no non-monetary benefits provided to Non-Executive Directors or Executive Directors.