

Australian Ethical Superannuation Pty Ltd- Executive Remuneration for the Year End 30 June 2018

2018	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								
Phil Vernon	134,745	113,111	6,616	-	3,732	23,196	34,569	315,969
Karen Hughes	155,968	28,189	13,032	-	3,250	-	6,559	206,998
Allyson Lowbridge	167,971	42,650	12,029	-	3,461	-	13,800	239,912
David Macri	82,023	68,905	5,012	-	503	-	34,834	191,278
Tom May	105,769	14,637	10,025	-	3,637	-	14,762	148,829
Mark Simons (appointed 30 Jan 2018)	18,377	5,207	1,372	-	395	-	2,006	27,357
Rob Plow (appointed 30 Jan 2018)	25,701	7,159	1,887	-	543	-	2,184	37,475
Nick Parkin (appointed 22 February 2018)	21,957	352	2,119	-	488	-	1,042	25,960
Matt Gahan	134,999	11,138	13,501	-	5,491	-	12,773	177,901
Mark Shanahan (departed 24 April 2018)	125,206	13,488	8,157	31,439	-	-	24,185	202,475
Non-executive Directors								
Stephen Gibbs	31,644	-	3,006	-	-	-	-	34,650
Mara Bun	31,644	-	3,006	-	-	-	-	34,650
Kate Greenhill	37,671	-	3,579	-	-	-	-	41,250
Michael Monaghan (app 22 Sept 2017)	24,362	-	2,314	-	-	-	-	26,676

Important Information:

1. All amounts shown reflect remuneration received in relation to Australian Ethical Superannuation Pty Limited.
2. Amounts have been pro-rated to reflect the period of time the employee was a Responsible Officer
3. 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 2018 amounts are finalised at an individual level in September 2018 after performance reviews are completed and amounts are approved by the People, Remuneration and Nominations Committee.

4. The Long Term Incentive (LTI) expense for 2018 includes the relevant 2018 expense impact of each of the 2016, 2017 and 2018 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.
5. Non-Executive Directors do not receive performance-related compensation and are not provided with retirement benefits apart from statutory superannuation.
6. There were no non-monetary benefits provided to Non-Executive Directors or Executive Directors.