

2017	Short Term Benefits		Post Employment Benefits		Long Term Benefits	Equity	
Name	Salary	Short Term Incentives (\$)	Superannuation (\$)	Termination Benefits (\$)	Long Service Leave (\$)	Long Term Incentives (\$)	Total (\$)
Management Team							
Phil Vernon	130,163	65,672	6,473	0	6,502	13,696	222,505
Karen Hughes (appointed 1 May 2017)	24,658	0	2,342	0	520	0	27,520
Allyson Lowbridge (appointed 10 Oct 2016)	113,124	27,237	9,760	0	2,630	4,200	156,952
David Macri	78,724	31,913	4,904	0	2,811	9,950	128,301
Tom May	106,001	14,575	9,808	0	3,490	4,315	138,188
Mark Shanahan (appointed 3 Jan 2017)	90,853	34,137	8,609	0	1,978	4,667	140,244
Matt Gahan (appointed 1 June 2017)	8,792	1,021	883	0	18	364	11,078
Meagan Birch	146,610	24,265	15,067	0	474	5,982	192,398
Rebecca Davies (resigned 4 May 2017)	73,774	0	7,412	0	0	0	81,187
Rob Plow (appointed 24 Apr 2017)	23,077	0	2,192	0	0	0	25,270
Simone Thompson (resigned 15 July 2016)	13,398	0	515	0	0	0	13,913
David Barton (resigned 2 Sep 2016)	29,241	0	2,223	0	0	0	31,464
Non-executive Directors							
Stephen Gibbs	28,767	0	2,733	0	0	0	31,500
Mara Bun	28,767	0	2,733	0	0	0	31,500
Kate Greenhill	34,247	0	3,253	0	0	0	37,500
Tony Cole (resigned 30 June 2017)	28,767	0	2,733	0	0	0	31,500

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 2017 amounts will be finalised at an individual level in September 2017 after performance reviews are completed and amounts are approved by the People, Remuneration and Nominations Committee.

4. The Long Term Incentive (LTI) expense for 2017 includes the relevant 2017 expense impact of each of the 2015, 2016 and 2017 grants under the Deferred Employee Share Plan. This includes a reduction in LTI expense reflecting 50% of the 2016 LTI share issuance not vesting due to the minimum compound annual EPS growth hurdle not having been met. The vesting of the remaining 50% time based portion of the 2015 grant will be finalised at an individual level in September 2017. Under the new scheme, 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.