

DISCLOSURE OF REMUNERATION

1. Background

This Disclosure of Remuneration of NESS Super Directors and Executive Officers is required by Section 29QB of the Superannuation Industry (Supervision) Act 1993 and Regulation 2.37 of the Superannuation Industry (Supervision) Regulations 1994.

2. Remuneration of Directors

Table 1 provides a list of Directors of NESS Super Pty Ltd and their remuneration during the year ended 30 June 2020 and the year ended 30 June 2021.

Table 1

Name	Position Held	Position start	Position cease	Year	Fees	Super	Total	Recipient
Paul Lahiff	Director	21/3/19		2021	\$55,462.25	\$5,097.27	\$60,559.49	Director
				2020	\$52,602.74	\$4,997.26	\$57,600.00	Director
Chris Madson	Director	12/12/19		2021	\$46,675.21		\$46,675.21	Stowe Australia Pty Ltd
				2020	\$30,157.60		\$30,157.60	Stowe Australia Pty Ltd
John Williams	Director	21/5/21		2021	\$4,638.22		\$4,638.00	Director
Reg Young	Director	23/8/05	20/5/21	2021	\$50,087.31		\$50,087.31	Beech Pty Ltd
				2020	\$59,241.60		\$59,241.60	Beech Pty Ltd
Bruce Duff	Alternate Director	31/1/21		2021	Nil		Nil	
Steve Robinson	Director	7/10/15		2021	\$42,187.20		\$42,187.20	ETU of Australia NSW Branch
				2020	\$42,187.20		\$42,187.20	ETU of Australia NSW Branch
Brad McDougall	Director	1/3/19		2021	\$42,464.00		\$42,464.00	ETU of Australia NSW Branch
				2020	\$41,360.00		\$41,360.00	ETU of Australia NSW Branch
Ben Lister	Alternate Director	7/6/19		2021	\$4,785.00		\$4,785.00	ETU of Australia NSW Branch
				2020	\$7,590.00		\$7,590.00	ETU of Australia NSW Branch

3. Remuneration of Executive Officers

Table 2 provides a list of Executive Officers of NESS Super Pty Ltd and their remuneration during the year ended 30 June 2020 and the year ended 30 June 2021.

Table 2

Name	Position Held	Position start	Position cease	Year	Salary	Bonus	Non-monetary benefits	Super
Paul Cahill	CEO	2/1/18		2021	\$244,708.73	\$25,000.00 ¹	\$27,999.88	\$25,812.44
				2020	\$230,789.19		\$29,999.89	\$25,000.05
Felix Feist	Risk & Compliance Manager	8/2/21		2021	\$70,080.82			\$7,358.50
Philip Grindley	AROCC Manager	28/5/18	12/2/21	2021	\$133,946.32			\$11,435.10
				2020	\$187,076.06			\$17,772.15

¹ The bonus was paid on 1 September 2020 as a cash payment. The bonus was at the discretion of the Board of Directors. 100% of the bonus was paid to the executive and none of the bonus was forfeited. There are no financial years after the year ending 30 June 2021 for which the bonus will be payable because it is of a discretionary nature. There are accordingly no maximum and minimum possible total value of the bonus for any financial years subsequent to the year ending 30 June 2021.