

### Executive Officers during financial year 2020/21

The following table shows details<sup>1</sup> of the Executive Officers of Motor Trades Association of Australia Superannuation Fund Pty Limited (ABN 14 008 650 628), the trustee of Spirit Super (formerly MTAA Superannuation Fund) (ABN 74 559 365 915)

Name	Position Held	Date began holding the position	Date ceased holding position	Date Ceased as executive officer
John Brumby	Board Chairman	04/04/2011	01/04/2021	01/04/2021
Anne O'Donnell	Director	01/03/2017		
Susanne Dahn	Director	01/01/2012		
Peter Savige	Director	01/01/2018		
Don Rowland	Director	23/11/2009	01/04/2021	01/04/2021
Geoffrey Lowe	Director	01/03/2019		
Rhonda O'Donnell	Director	25/05/2015		
Susan Walpole	Director	03/12/2013	01/04/2021	01/04/2021
David Smith	Director	13/09/2012		
Naomi Edwards	Board Chairman	01/04/2021		
Susan Parr	Director	01/04/2021		
John Mazengarb	Director	01/04/2021		
Jessica Munday	Director	01/04/2021		
Tom Lynch	Director	01/04/2021		
Leeanne Turner <sup>2</sup>	Chief Executive Officer	24/11/2011		
Michael Sykes	Deputy Chief Executive Officer	09/09/2013	31/03/2021	31/03/2021
Philip Brown	Executive Manager, Investments	02/08/2007	16/10/2020	16/10/2020
Chris Porter	Executive Manager, Operations	01/05/2012	31/03/2021	31/03/2021
Michael Irving	Executive Manager, Marketing, Education Communication and Advice	30/04/2012	31/03/2021	31/03/2021
Grace Angeles	Acting Executive Manager, Finance	01/08/2019	31/03/2021	
Grace Angeles	Chief Financial Officer	01/04/2021		
Amy Ward	Chief Governance, Risk and Compliance Officer	01/04/2021		
Ningning Lyons	Chief Strategy Officer	01/04/2021		
Ross Barry	Chief Investment Officer <sup>3</sup>	28/09/2020		
Kathleen Crawford	Chief Operations Officer	01/04/2021		
Robyn Judd	Chief of People and Culture	01/04/2021		
Alan Thuaux	Head of Member Growth	01/04/2021		
Shaun O'Malley	Head of Investments	01/04/2021		
Sally Tallentire	Head of Risk	01/04/2021		
Alex Mehl	Head of Technology	01/04/2021		

<sup>1</sup> As required by items 1 to 4 of the table in Regulation 2.37(1) of the Superannuation Industry (Supervision) Regulations

<sup>2</sup> Leeanne Turner was appointed as Chief Executive Officer of MTAA Superannuation Fund on 24 November 2011 and continues in the position of Chief Executive Officer of Spirit Super (formerly MTAA Superannuation Fund) from 1 April 2021.

<sup>3</sup> Ross Barry was appointed as Chief Investments Officer of MTAA Superannuation Fund on 28 September 2020 and continues in the position of Chief Investments Officer of Spirit Super (formerly MTAA Superannuation Fund) from 1 April 2021.

## Executive Officer Remuneration for 2019/20 financial year - Directors

Directors are remunerated for their services to Motor Trades Association of Australia Superannuation Fund Pty Ltd (**the Trustee**) and the MTAA Superannuation Fund (**the Fund**). For 2019/20 the Chair and other Directors were paid a fixed annual fee as compensation for their services on the Trustee Board and its Committees. In recognition of the responsibilities and additional duties required, Board Committee Chairs received an additional flat fee. Directors are also reimbursed for any reasonable expenses incurred in carrying out their duties for the Trustee.

During 2019/20 and in consideration of the economic difficulties being experienced as a result of the COVID-19 Pandemic, the Directors resolved to take a 10% reduction for six months from 1 July 2020. The fees saved have been donated to establish through the Australian Communities Foundation, the MTAA Super Scholarship program. The purpose of the Scholarship program is to provide a number of scholarships for people needing to retrain as a result of lost work because of COVID-19. The following table discloses details<sup>4</sup> of Directors' remuneration for the financial years ended 30 June 2019 and 30 June 2020.

Name	Cash and monetary benefits <sup>5</sup>	Short-term cash and other bonuses	Non-monetary benefits	Superannuation <sup>6</sup>	Total
Director		Short Term Benefits		Post-employment Benefits	
<b>John Brumby</b>					
2019	140,039		-	13,304	153,343
2020	143,259		-	13,610	156,869
<b>Anne O'Donnell</b>					
2019	84,823		-	8,058	92,881
2020	86,774		-	8,244	95,018
<b>Susanne Dahn</b>					
2019	94,131		-	8,942	103,073
2020	96,296		-	9,148	105,444
<b>Peter Savige</b>					
2019	73,751		-	7,006	80,757
2020	75,447		-	7,167	82,614
<b>Don Rowland</b>					
2019	84,823		-	8,058	92,881
2020	79,223		-	7,526	86,749
<b>Geoffrey Lowe<sup>7</sup></b>					
2019	24,584		-	2,335	26,919
2020	82,998		-	7,885	90,883
<b>Rhonda O'Donnell</b>					
2019	82,609		-	7,848	90,457
2020	84,509		-	8,028	92,537
<b>Susan Walpole</b>					
2019	82,609		-	7,848	90,457
2020	84,509		-	8,028	92,537
<b>David Smith</b>					
2019	76,703		-	7,287	83,990
2020	84,509		-	8,028	92,537

<sup>4</sup> As required by items 5 to 16 of the table in Regulation 2.37(1) of the Superannuation Industry (Supervision) Regulations

<sup>5</sup> Includes all salary sacrifice amounts

<sup>6</sup> Includes superannuation guarantee contributions only

<sup>7</sup> Geoffrey Lowe commenced on 1 March 2019

## Executive Officer Remuneration for 2019/20 financial year – Fund Executives

Executive remuneration is reviewed annually against independent comparative salary benchmark data, and consideration is given to external economic indicator, individual performance and contribution to the Fund.

All Executives are remunerated by way of a fixed salary package. In 2019/20 MTAA Super introduced a Short-Term Incentive (STI) program whereby Executives would be eligible to earn a further variable remuneration component upon achieving set Key Performance Indicators (KPIs) which were endorsed by the Trustee. A review of the achievement of KPIs and the percentage of variable remuneration attained will be determined and paid in 2020/21.

The following table discloses details<sup>8</sup> of MTAA Super Executives' remuneration for the financial years ended 30 June 2019 and 30 June 2020.

Name	Cash and monetary benefits <sup>9</sup>	Short-term cash and other bonuses	Non-monetary benefits <sup>10</sup>	Superannuation <sup>11</sup>	Total
Executive		Short-Term Benefits		Post-employment Benefits	
<b>Philip Brown</b>					
2019	258,167		6,103	24,526	288,796
2020	287,070		4,543	24,999	316,611
<b>Michael Irving</b>					
2019	205,614		6,734	19,533	231,881
2020	225,210		9,732	21,395	256,337
<b>Chris Porter</b>					
2019	224,037		7,664	21,284	252,985
2020	234,917		4,816	22,317	262,050
<b>Michael Sykes</b>					
2019	285,358		7,604	25,000	317,962
2020	290,893		5,119	24,999	321,011
<b>Leeanne Turner</b>					
2019	415,246		17,419	24,359	457,024
2020	459,772		8,176	26,579	494,528
<b>Grace Angeles<sup>12</sup></b>					
2019	-		-	-	-
2020	207,840		4,676	19,745	232,261

For further information on Director and Executive remuneration or the Trustee's Remuneration Policy please refer to the MTAA Super 2020 Annual Report.

<sup>8</sup> As required by items 5 to 16 of the table in Regulation 2.37(1) of the Superannuation Industry (Supervision) Regulations

<sup>9</sup> Includes all salary sacrifice amounts

<sup>10</sup> Includes car parking, group salary continuance and group life insurance plans

<sup>11</sup> Includes superannuation guarantee contributions only

<sup>12</sup> Grace Angeles commenced as Acting Executive Manager, Finance from 1 August 2019