

## Key management personnel and remuneration disclosure for the year ended 30 June 2021

Key management personnel include both Directors and executives who have authority and responsibility for planning, directing and controlling the activities of the Fund.

### (a) Directors

The following persons were Directors of LGIAsuper Trustee for the year ended 30 June 2021:

Director	Director and committee member	Representative body	Appointment date	Resignation / term expired date
Mr M W Bourke	Director and committee member	Employer representative	1 July 2016	30 September 2020
Cr C J O'Neil	Director and committee member	Employer representative	20 October 2016	-
Mr J S Smith	Chair and committee member	Independent	1 December 2013 1 October 2016 - Chair	-
Mr P Kazacos	Director and committee member	Independent	8 December 2016	-
Mr R R Dewhurst	Director and committee member	Independent	6 June 2018	-
Ms J Sanders	Director	Member representative	1 July 2018	-
Mr R Burton	Director and committee member	Member representative	1 July 2018	-
Ms R Heit	Director and committee member	Member representative	1 July 2018	-
Cr M Jamieson	Director and committee member	Employer representative	1 July 2018	-
Mr Greg Hallam	Director and committee member	Employer representative	1 October 2020	-

### Special Advisors

Name	Position	Committee	Appointment date
Mr M Petrie	Special Advisor	Audit and Risk Management Committee	1 February 2017
Mr A Cormie	Special Advisor	Investment Committee	2 February 2017
Mr J F Wilson	Special Advisor	Investment Committee	6 February 2019

## Key management personnel and remuneration disclosure for the year ended 30 June 2021

### (b) Executives

The Chief Executive Officer (CEO) is appointed by LGIAsuper Trustee. The CEO in turn appoints the executives. The following persons were executives of LGIAsuper Trustee for the year ended 30 June 2021:

Name	Position	Appointment date	Employment terms
Ms K L Farrar	Chief Executive Officer	16 April 2018	Executive contract
Mrs E K Noonan <sup>1</sup>	Chief Operating Officer	11 August 2018	Executive contract
Mr G Hollier	Chief Financial Officer	3 September 2018	Executive contract
Mr I Ortiz	Chief Technology Officer	1 January 2019	Executive contract
Ms A Peters	Chief Growth Officer	2 October 2018	Executive contract
Mr T Rieck	Chief Investment Officer	23 September 2019	Executive contract
Mr S Chan	Chief Risk Officer	1 October 2019	Executive contract
Ms S Sorrenson <sup>1</sup>	General Counsel and Company Secretary	1 October 2019	Executive contract

**Key management personnel and remuneration disclosure  
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(c) Remuneration of Directors

Directors		Short-term		Post-employment	Total remuneration
Name	Position	Trustee fee \$'000	Trustee committee fee \$'000	Superannuation \$'000	\$'000
<b>2020 - 2021</b>					
Mr J S Smith	Chair	131	19	25	175
Mr P Kazacos	Director	88	36	0	124
Mr M Bourke	Director	16	5	2	23
Cr C O'Neil	Director	74	33	9	116
Mr R R Dewhurst	Director	73	20	9	102
Ms J Sanders	Director	62	0	12	74
Mr R Burton	Director	53	8	25	86
Ms R Heit	Director	72	21	15	108
Cr M Jamieson	Director	62	9	13	84
Mr G Hallam <sup>6</sup>	Director	55	0	0	55
<b>Total remuneration</b>		<b>686</b>	<b>151</b>	<b>110</b>	<b>947</b>
<b>Special Advisors</b>					
<b>2020 - 2021</b>					
Mr A Cormie	-	-	26	3	29
Mr M Petrie	-	-	17	-	17
Mr J F Wilson	-	-	29	-	29
<b>Total remuneration</b>		<b>-</b>	<b>72</b>	<b>3</b>	<b>75</b>

**Key management personnel and remuneration disclosure  
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Directors		Short-term		Post-employment	Total remuneration
Name	Position	Trustee fee \$'000	Trustee committee fee \$'000	Superannuation \$'000	\$'000
<b>2019 - 2020</b>					
Mr J S Smith	Chair	128	19	25	172
Mr P Kazacos	Director	86	38	-	124
Mr M Bourke	Director	65	20	8	93
Cr C O'Neil	Director	72	32	9	113
Mr R R Dewhurst	Director	72	20	9	101
Ms J Sanders	Director	51	-	22	73
Mr R Burton	Director	57	9	17	83
Ms R Heit	Director	67	20	15	102
Cr M Jamieson	Director	62	9	13	84
<b>Total remuneration</b>		<b>660</b>	<b>167</b>	<b>118</b>	<b>945</b>
<b>Special Advisors</b>					
<b>2019 - 2020</b>					
Mr A Cormie	-	-	24	2	26
Mr M Petrie	-	-	28	-	28
Mr J F Wilson	-	-	20	-	20
<b>Total remuneration</b>		<b>-</b>	<b>72</b>	<b>2</b>	<b>74</b>

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(d) Remuneration of executives

Executives		Short-term			Post-employment		Termination benefits	Total remuneration
Name	Position	Salary(1) \$'000	Non-monetary benefits(2) \$'000	Bonus \$'000	Super \$'000	Other(3) \$'000	\$'000	\$'000
<b>Total remuneration</b>								
Ms K Farrar	Chief Executive Officer	534	-	-	25	-	-	559
Mrs E Noonan	Chief Operating Officer	340	-	-	25	-	-	365
Mr G Hollier	Chief Financial Officer	305	-	-	25	8	-	338
Mr I Ortiz	Chief Technology Officer	309	-	-	25	-	-	334
Ms A Peters	Chief Growth Officer	353	-	-	25	-	-	378
Mr T Rieck	Chief Investment Officer	437	-	-	25	-	-	462
Mr S Chan	Chief Risk Officer	260	-	-	25	-	-	285
Ms S Sorrenson	General Counsel and Company Secretary	261	-	-	24	-	-	285
<b>Total remuneration</b>		<b>2,799</b>	<b>-</b>	<b>-</b>	<b>199</b>	<b>8</b>	<b>-</b>	<b>3,006</b>

**Key management personnel and remuneration disclosure  
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Executives		Short-term			Post-employment		Termination benefits	Total remuneration
Name	Position	Salary(1) \$'000	Non-monetary benefits(2) \$'000	Bonus \$'000	Super \$'000	Other(3) \$'000	\$'000	\$'000
<b>2019 - 2020</b>								
Ms K Farrar	Chief Executive Officer	516	1	-	25	-	-	542
Mr D J Todd <sup>2</sup>	Chief Investment Officer	477	13	-	22	3	324	839
Mr P C Gamin <sup>2</sup>	Chief Financial Officer/ Chief Risk Officer	262	1	-	17	2	162	444
Mrs E Noonan	Chief Operating Officer	324	-	-	25	-	-	349
Mr G Hollier	Chief Financial Officer	303	-	-	25	7	-	335
Mr I Ortiz	Chief Technology Officer	300	-	-	25	-	-	325
Ms A Peters	Chief Growth Officer	326	-	-	25	-	-	351
Mr T Rieck <sup>3</sup>	Chief Investment Officer	339	-	-	19	-	-	358
Mr S Chan <sup>4</sup>	Chief Risk Officer	230	-	-	25	-	-	255
Ms S Sorrenson <sup>5</sup>	General Counsel and Company Secretary	226	-	-	25	-	-	251
<b>Total remuneration</b>		<b>3,303</b>	<b>15</b>	<b>-</b>	<b>233</b>	<b>12</b>	<b>486</b>	<b>4,049</b>

1 Resigned 30 June 2021

2 Finished 30 September 2019

3 Appointed to Chief Investment Officer 23 September 2019

4 Appointed to Chief Risk Officer 1 January 2020

5 Appointed to General Counsel and Company Secretary 1 January 2020

6 Remuneration paid to Local Government Association of Queensland Ltd

(1) Salary includes base pay plus annual leave accrued less annual leave taken less salary sacrificed non-monetary benefits

(2) Non-monetary benefits includes salary sacrificed benefits

(3) Other post-employment includes long service leave accrued less long service leave taken

Executives and management staff are employed under individual employment contracts. Remuneration is benchmarked with market rates for employees in the financial services industry each year or as and when required by the role. Other staff are employed in line with award-based and contract and employment conditions.