

Executive remuneration

The remuneration of Executives is set out in the Remuneration Policy. Executives are remunerated by way of Total Remuneration Cost (TRC) which includes a fixed salary, superannuation, and other benefits (eg motor vehicle). TRC packages are reviewed annually and benchmarked to relevant market data surveys. CareSuper's target salary position is the 50th percentile (median) of the 'all profit-to-members' financial services sector (covering superannuation funds and credit unions). Executive salaries are approved by the Governance and Remuneration Committee and advised to the Board. The CEO's salary is approved by the Board. CareSuper has a corporate salary continuance policy, which provides all employees with a two-year salary continuation benefit of 75% of salary and 10.5% super contributions. The premium is paid by CareSuper and is in addition to employee's TRC.

	Julie Lander¹ Chief Executive Officer	Michael Dundon² Chief Executive Officer	Suzanne Branton Chief Investment Officer	Sam Horskins Chief Financial Officer	Paul Northey Chief Growth Officer	Mark Lyons Chief Capability Officer	Christine Nguyen Chief Risk Officer	Jean-Luc Ambrosi Chief Experience Officer
a) Cash salary, fees and short-term compensated absences	2022/23 - \$662,820 2021/22 - \$604,219	2022/23 - \$187,500 2021/22 - Nil	2022/23 - \$655,367+ 2021/22 - \$597,420	2022/23 - \$385,100 2021/22 - \$358,800	2022/23 - \$374,783## 2021/22 - \$349,756	2022/23 - \$401,920 2021/22 - \$368,419	2022/23 - \$355,794 2021/22 - \$8,910	2022/23 - \$351,144 2021/22 - \$5,423
b) Short-term cash profit sharing and other bonuses##	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - \$223,487 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil
c) Deferral - Short-term cash profit sharing and other bonuses**	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - \$89,395 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil
d) Non-monetary benefits~	2022/23 - \$5,762 2021/22 - \$5,354	2022/23 - \$460 2021/22 - Nil	2022/23 - \$3,184 2021/22 - \$2,998	2022/23 - \$1,242 2021/22 - \$1,156	2022/23 - \$1,800 2021/22 - \$1,666	2022/23 - \$1,435 2021/22 - \$1,333	2022/23 - \$2,119 2021/22 - \$33	2022/23 - \$3903 2021/22 - \$36
e) Other short-term employee benefits	2022/23 - \$4,232 2021/22 - \$13,587	2022/23 - Nil 2021/22 - Nil	2022/23 - \$1,833 2021/22 - \$4,285	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil

	Julie Lander¹ Chief Executive Officer	Michael Dundon² Chief Executive Officer	Suzanne Branton Chief Investment Officer	Sam Horskins Chief Financial Officer	Paul Northey Chief Growth Officer	Mark Lyons Chief Capability Officer	Christine Nguyen Chief Risk Officer	Jean-Luc Ambrosi Chief Experience Officer
Post-employment benefits								
a) Pension and superannuation benefits	2022/23 - \$27,500 2021/22 - \$27,500	2022/23 - \$7,933 2021/22 - Nil	2022/23 - \$27,500 2021/22 - \$27,500	2022/23 - \$27,500 2021/22 - \$27,500	2022/23 - \$27,500 2021/22 - \$27,500	2022/23 - \$27,500 2021/22 - \$27,500	2022/23 - \$27,500 2021/22 - \$705	2022/23 - \$27,923 2021/22 - \$423
Long-term employee benefits								
a) Long-term incentive plan	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil
b) Long service leave [#]	2022/23 - \$365,629 2021/22 - \$313,027	2022/23 - Nil 2021/22 - Nil	2022/23 - \$132,166 2021/22 - \$110,183	2022/23 - Nil 2021/22 - Nil	2022/23 - \$55,050 2021/22 - \$42,982	2022/23 - \$58,322 2021/22 - \$44,266	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil
Other payments								
a) Termination benefits	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil	2022/23 - Nil 2021/22 - Nil
	Julie Lander¹ Chief Executive Officer	Michael Dundon² Chief Executive Officer	Suzanne Branton Chief Investment Officer	Sam Horskins Chief Financial Officer	Paul Northey Chief Development Officer	Mark Lyons Chief Capability Officer	Christine Nguyen Chief Risk Officer	Jean-Luc Ambrosi Chief Experience Officer
Total (excluding non-monetary benefits)	2022/23 - \$694,552 2021/22 - \$645,306	2022/23 - \$195,433 2021/22 - Nil	2022/2023 - \$908,187 2021/22 - \$629,205	2022/23 - \$412,600 2021/22 - \$386,300	2022/23 - \$402,283 2021/22 - \$377,256	2022/23 - \$429,420 2021/22 - \$395,919	2022/23 - \$383,294 2021/22 - \$9,615	2022/23 - \$379,067 2021/22 - \$5,846

[~] Includes Salary Continuance Insurance and any associated fringe benefits (note that income protection premiums are calculated at the start of each financial year therefore commencements during the year will not reflect an insurance premium cost).

[#] Long service leave accrued but not paid. Entitlement commences after five years of continuous service.

^{##} Represents the performance payment accrued in respect of the performance year (payment made in the 2023/24 financial year). The amount is inclusive of the deferred performance payment.

^{**} In accordance with the Variable Remuneration Annual Plan 2022/23 the Chief Investment Officer has 40% of the FY22/23 performance payment deferred with 2 equal portions vesting in FY26/27 and FY27/28.

^{*} Suzanne Branton cashed out annual leave of \$24,246 during the financial year 2022/23

^{##} Paul Northey cashed out annual leave of \$13,823 during the financial year 2022/23

1. Julie Lander resigned with an employment end date of 31 July 2023

2. Michael Dundon commenced 20 March 2023