

Remuneration of Executive Management paid by TWU Nominees Pty Ltd 2022/23

Name	Financial Year End	Short Term Employee Benefits				Post-Employment Benefits		Total Remuneration	Movement in Leave Accrual	
		Base Salary ¹	Short Term Incentives ²	Long term Incentives ³	Non-Monetary Benefits ⁴	Superannuation contributions ⁵	Termination Payments – leave entitlements due	Total Remuneration	Annual Leave movement during the year ⁶	Long Service Leave movement during the year ⁷
Frank Sandy Chief Executive Officer	2023	\$420,926	0	0	0	\$27,415	0	\$448,341	\$15,842	\$25,501
	2022	\$389,723	0	0	0	\$27,722	0	\$417,445	-\$310	\$12,930
Edward Smith Chief Investment Officer	2023	\$355,276	0	0	0	\$27,415	0	\$382,691	-\$22,369	\$10,261
	2022	\$339,063	0	0	0	\$27,468	0	\$366,531	\$4,623	\$8,939
Matt Licheri Chief Operations Officer	2023	\$262,427	0	0	0	\$27,272	0	\$289,699	\$3,260	\$9,809
	2022	\$250,194	0	0	0	\$27,357	0	\$277,551	\$1,623	\$7,539
Lou Coia Manager, Trustee Services	2023	\$243,981	0	0	0	\$26,396	0	\$270,377	\$13,343	\$11,503
	2022	\$232,368	0	0	0	\$26,568	0	\$258,936	-\$735	\$7,925
Tony Buckley Executive Manager, Stakeholders & Marketing	2023	\$246,188	0	0	0	\$24,188	0	\$270,376	-\$12	\$18,752
	2022	\$205,908	0	0	0	\$26,768	0	\$232,676	\$3,880	\$4,972
John Arnott Chief Financial Officer	2023	\$277,628	0	0	0	\$27,500	0	\$305,128	\$23,424	\$8,525
	2022	\$264,755	0	0	0	\$27,468	0	\$292,223	\$16,347	\$7,203
Sue Lowe Human Resources Manager ⁸	2023	\$131,902	0	0	0	\$26,660	0	\$158,562	\$4,534	\$13,815
	2022	\$98,994	0	0	0	\$25,650	0	\$124,644	\$1,487	\$3,073
Tom Jarosz Chief Governance Officer ⁹	2023	\$272,162	0	0	0	\$27,172	0	\$299,334	-\$4,334	\$7,961
	2022	\$197,797	0	0	0	\$25,126	0	\$222,923	\$14,870	\$5,140
Matt Rocks Head, Growth, Retention & Advocacy ¹⁰	2023	\$158,018	0	0	0	\$27,395	0	\$185,413	\$3,979	\$9,550
	2022	\$0	0	0	0	\$0	0	\$0	\$0	\$0

¹ Base Salary is taxable base includes annual leave and long service leave taken during the year. Base salary reflects the payments processed via payroll in the 2022/23 year.

² No short-term incentives are payable to any Executive Manager.

³ No long-term incentives are payable to any Executive Manager.

⁴ There were no reportable fringe benefits for any Executive Manager.

⁵ Superannuation contributions comprise of employer contributions and employee superannuation salary sacrifice processed via payroll in the 2021/22 year.

⁶ Annual Leave reflects the movement during the financial year.

⁷ Long Service Leave reflects the movement during the financial year and may not be an entitlement. Long Service Leave generally cannot be accessed until 7 years continuous service has been reached.

⁸ Sue Lowe was employed as 80% of 1 FTE and appointed to 1 FTE on 1 June 2023. The salary reflects the proportionate FTE.

⁹ Tom Jarosz was appointed on 20 September 2021, and therefore the 2022 data reflects a part year.

¹⁰ Matt Rocks was appointed on 1 January 2023, and therefore there is no data for 2022.
Executive Management remuneration disclosure 2022/23 July 2023