

A photograph of a person with a dog walking on a grassy path. The person is wearing a black jacket and a backpack, and the dog is a medium-sized, light-colored breed. They are walking away from the camera towards the ocean. The sky is clear and blue, and the ocean is visible in the distance.

IOOF

# Information and Remuneration details of Executive Officers

IOOF Investment Management Limited ABN 53 006 695 021  
RSE L0000406

April 2021

IOOF Investment Management Limited (**IIML**) as a licensee of a Registrable Superannuation Entity (**RSE**), is required to publicly disclose certain information of its Executive Officers<sup>1</sup> in accordance with section 29QB of the *Superannuation Industry (Supervision) Act 1993 (Act)* and *Superannuation Industry (Supervision) Regulations 1994 (Regulations)*.

## 1. Executive Officers Information

The information set out in this section outlines each Executive Officer's:

- (i) name;
- (ii) qualifications; and
- (iii) a summary of their experience as a trustee or board member, including the periods during which they served as a trustee or board member.

Table A – Current Directors	Pages 3 - 7
Table B – Current Executives	Pages 8 - 14

Remuneration details for the 2020 financial year are outlined in section 2 on pages 15 - 17.

---

<sup>1</sup> In accordance with Sect 10 of the Act, and for the purpose of this disclosure, an 'Executive Officer' means a person, by whatever name called and whether or not a Director of IIML, who is concerned, or takes part, in the management of IIML.

**Table A – CURRENT DIRECTORS****GEOFFREY MARTIN WALSH – Non-Executive Director (Chair) since 31 January 2017**

Martin has been an international partner and advisor for 35 years in assurance and advisory services, with previous roles held at both EY and Deloitte in Australia, PNG, South Korea, and USA. During his career, he has acquired experience in superannuation, asset management and trustee services, including assurance, operational due diligence, strategy, risk, compliance, and governance.

Martin is a member of the IIML Audit Committee, the IOOF Holdings Remuneration and Nominations Committee and the IOOF Ltd Audit Committee.

<b>Qualifications</b>	<b>Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Bachelor Commerce Fellow Institute of Chartered Accountant Graduate, Australian Institute of Company Directors Fellow Governance Institute of Australia	IOOF Ltd (Chair) (since Jan 2017) RACGP Oxygen Pty Ltd (since Oct 2015) The Royal Australian College of General Practitioners Limited (since Sep 2015)	Australian Executor Trustees Limited (Jan 2017 – May 2020) Aware Financial Services Australia Limited (May 2015 – May 2016) Hastings Funds Management Pty Limited (Sep 2016 – Sep 2018) Stateplus Group Limited (Apr 2016 – Aug 2016) The Surf Life Saving Foundation (Oct 2012- Dec 2020) Surf Life Saving Australia Limited (May 2013- Dec 2020)

**KAREN GIBSON – Non-Executive Director since 26 November 2018**

Karen is a Brisbane based non-executive director and consultant with significant and broad experience in the financial services industry. Building organisational capability and promoting a customer focused culture, positioning the organisations for growth, and developing ambitious member centred strategic objectives were her key achievements as CEO and as non-executive director. Karen has worked with trustees, asset consultants, investment managers, government and unions to improve the financial security for members and investors, and as a consultant, uses this experience to support organisations in developing effective governance and investment frameworks, planning and change management. Karen has worked with microfinance organisations in Cambodia and Red Cross Refugee Support in Australia.

Karen is the Chair of the IIML Risk and Compliance Committee, the ARE Remuneration and Nominations Committee and the IOOF Ltd Risk and Compliance Committee.

<b>Qualifications</b>	<b>Current Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Master of Business Administration Bachelor of Science Graduate Diploma of Teaching Advanced Diploma of Financial Services (Superannuation) Associate Diploma of Superannuation Management Graduate, Australian Institute of Company Directors	IOOF Ltd (since Nov 2018) Praxton Group Pty Ltd (since Sep 1985) Nambawan Superannuation Limited (PNG) (since Feb 2017)	Australian Executor Trustees Limited (Nov 2018 – May 2020) OneView Holdings Ltd (Mar 2014 – Oct 2016) EQT Responsible Entity Services Ltd (Mar 2016 – Mar 2018) OneView Wealth Services (Aug 2017 – Apr 2018) Diversa Trustees Limited (May 2017 – Dec 2017) MAP Funds Management Pty Ltd (Feb 2013 – Feb 2018) MAP Invest Pty Ltd (Feb 2013 – Dec 2017) Investment Gateway Pty Ltd (formerly MAP Financial Planning) (Feb 2013 – Feb 2014)

**JANE HARVEY – Independent Director (Dec 2005 – Mar 2017) reappointed 26 March 2021**

Jane has more than 30 years' experience in the financial and advisory services industry. Prior positions include a partner at PwC, a Director of David Jones Limited, a Director of UGL Limited and a Director of DUET Finance Limited, a stapled entity within the ASX Listed DUET Group. Jane was also a Director of AET Ltd between 2009-2017.

Jane is a member of the IIML Risk and Compliance Committee, the IOOF Holdings Ltd ARE Remuneration and Nominations Committee, the IOOF Holdings Ltd Board Investment Committee and the IOOF Ltd Risk and Compliance Committee. Jane is also the Chair of the OnePath Custodians Pty Limited Audit Committee, Risk and Compliance Committee and an alternate member of the Claims Review Committee.

Qualifications	Current Directorships	Summary of former Directorships and Board/Trustee
Bachelor of Commerce Master of Business Administration Fellow Institute of Chartered Accountants Australia and New Zealand Fellow, Australian Institute of Company Directors	Bupa ANZ Healthcare Holdings Pty Ltd (since Dec 2016) Bupa ANZ Insurance Pty Ltd (since Dec 2016) Bupa Foundation (Australia) Limited (since Aug 2016) Bupa HI Holdings Pty Ltd (since Aug 2016) IOOF Ltd (Dec 2005 – Jan 2017, reappointed Mar 2020) Oasis Fund Management Limited (since Jan 2020) OnePath Custodians Pty Limited (since Jan 2020) Royal Flying Doctor Service (Victoria Emeritus Council) (since 2010)	Australian Executor Trustees Limited (May 2009 – Jan 2017) Australian Health Management Group Pty Limited (Oct 2009 – Oct 2012) Australian Wealth Management Limited (May 2009 – Mar 2020) Bupa Aged Care Holdings Pty Ltd (Aug 2016 – Aug 2017) Bupa Health Services Pty Ltd (Aug 2016 – Aug 2017) Colonial Foundation Limited (Jul 2007 – Nov 2020) David Jones Ltd (Oct 2012 – Aug 2014) DUET Company Pty Limited (Apr 2013 – Aug 2013) DUET Finance Pty Limited (Aug 2013 – May 2017) DuluxGroup Ltd (Feb 2018 – Aug 2019) IOOF Global One Pty Ltd (Mar 2009 – May 2014) IOOF Group Pty Ltd (Apr 2012 – Mar 2020) IOOF Holdings Limited (Oct 2005 – Feb 2020) IOOF Investment Services Ltd (Feb 2019 – Dec 2019) IOOF Life Pty Ltd (Dec 2005 – Mar 2020)

		<p>Medibank Private Limited (Sep 2007 – Mar 2014)</p> <p>Orygen (Sep 2013 – Nov 2020)</p> <p>Questor Financial Services Pty Ltd (May 2009 – Mar 2020)</p> <p>Royal Flying Doctor Service of Australia (Victorian section) (Dec 2002 – Feb 2011)</p> <p>Telecommunications Industry Ombudsman Limited (Apr 2003 – Feb 2016)</p> <p>UGL Ltd (Aug 2015 – Jan 2017)</p> <p>Victorian Opera Company Ltd (Jun 2017 – Apr 2018)</p> <p>OnePath Investment Holdings Pty Limited (Jan 2020 – Feb 2021)</p>
--	--	---

### **ROBERT ANDREW BLOORE – Non-Executive Director since 26 November 2018**

Andrew is an experienced Non-Executive Director, entrepreneur and farmer. He has designed, built and sold several businesses, focussed on the development of key disruptive technologies and distribution services in traditional markets, to create business efficiencies. Andrew has been actively involved in, both as an Executive and/or as a Director and in the capacity of investment funding, development and leadership including: Superannuation Administration (Smartsuper and SuperIQ); Superannuation software design (Class Super); Manufacturing (marine products and surf equipment and manufacturing in China); Engineering (ignition systems for engines); Accounting (traditional tax accounting, management consulting and business advice firm); Rural Property and food production (cattle cropping and currently developing intensive agriculture indoor vertical farming).

Throughout his executive career, Andrew has worked on a range of Senate and Treasury Committees, and with the Australian Taxation Office (ATO) Regulations Committee on regulation for the superannuation industry. In 2016, Andrew sold his superannuation administration business to AMP, stepped down from the Senate and Treasury Committees and is now focussed on contributing to organisations as a Non-Executive Director.

Andrew is a member of the IIML Audit Committee, the OnePath Custodians Pty Limited Audit Committee and Risk & Compliance Committee, the Oasis Fund Management Limited Audit Committee and Risk & Compliance Committee. Andrew is also a member of the IOOF Holdings Ltd Nominations Committee, Audit Committee, Risk & Compliance Committee and Remuneration Committee, as well as a member of the IOOF Ltd Audit Committee.

<b>Qualifications</b>	<b>Current Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
N/A	IOOF Holdings Ltd (since Sep 2019)	Australian Executor Trustees Limited (Nov 2018 – Aug 2019)

	IOOF Ltd (since Nov 2018) Gold Cross Products and Services Pty Ltd (since Dec 2017) Guild Group Holdings Limited (since Sep 2016) Guild Insurance Limited (since Sep 2016) Guild Superannuation Services Limited (since Sep 2016) Guildlink Pty Limited (since Dec 2017) Meridian Lawyers Limited (since Feb 2019) Simonds Family Office Pty Limited (since Feb 20121) Oasis Fund Management Limited (since Jan 2020) OnePath Custodians Pty Limited (since Jan 2020) Vertical Farms Pty Ltd (since Apr 2016)	Australian Superannuation Nominees Pty Limited (May 2000 – Feb 2002) Corporate Custodians Pty Limited (May 1998 – Oct 2015) FBR Ltd (Aug 2018 – Oct 2019) Guild Trustee Services Pty Limited (Sep 2016 – Jun 2020) RDSS Pty Ltd (Aug 2012 – Oct 2015) SIMS Foundation Limited (Jan 2016 – Jun 2020) Smartprotect Pty Ltd (Jun 2005 – Aug 2011) Smartsuper Pty Ltd (Aug 2012 – Oct 2015) Superconcepts Ltd (Dec 2015 – May 2017) Superconcepts Administration Pty Ltd (Oct 2013 – Oct 2015) Superiq Pty Ltd (Oct 2010 – Oct 2015) Study Loans Pty Limited (since Feb 20121- April 2021) Study Loans Australia Pty Limited (since Feb 20121 – April 2021)
--	---	---

### LINDSAY SMARTT – Non-Executive Director since 6 August 2019

Lindsay has over 10 years' experience as a non-executive director, chairing boards and committees and over 30 years' experience as an executive in risk, finance, actuarial and consulting in local and global businesses in the insurance, superannuation, investments and financial services industry. Key roles have included Chief Risk Officer, Appointed Actuary, Consultant, Director and deputy Chief Financial Officer.

Lindsay is the Chair of the IIML Audit Committee and the IOOF Ltd Audit Committee. Lindsay is also a member of the IIML Risk & Compliance Committee and IOOF Ltd Risk & Compliance Committee.

Qualifications	Current Directorships	Summary of former Directorships and Board/Trustee
Bachelor of Arts	IOOF Ltd (since Aug 2019)	St. George Life Pty Limited (May 2015 – Sep 2020)

Fellow of the Institute of Actuaries Fellow, Australian Institute of Company Directors	Fidelity Life Assurance Company Limited (NZ) (since 2018) Tarpeena Consulting Pty Ltd (since Feb 2015) Tarpeena Superannuation Pty Ltd (since Nov 2002) Westpac General Insurance Limited (since May 2015) Westpac Lenders Mortgage Insurance Limited (since May 2015) Westpac Life Insurance Services Limited (since May 2015)	The Institute of Actuaries of Australia (Jan 2010 – Dec 2016)
---	--	---

### **Alan Chonowitz – Non-Executive Director since 31 March 2021**

A chartered accountant by profession, Alan has extensive experience in the financial Services Industry, including but not limited to trustee governance, risk & compliance, financial management, Investment governance and he brings a broad breadth of experience to his role as a director of a trustee company.

<b>Qualifications</b>	<b>Current Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Bacc, MCOMM, CA	IOOF Investment Management Limited (Since March 2021) Oasis Fund Management Limited (since July 2019) OnePath Custodians Pty Limited (since July 2019)	OnePath Fund Management Limited SIL Nominee Share Investing Nominee Pty Limited Share Investing Limited Custody Execution & Clearing Services (Australia) Pty Limited Nova Pacific Holdings Pty Limited



### Carolyn Colley – Non-Executive Director since 31 March 2021

Carolyn has more than 30 years leadership experience spanning financial services, product development and innovation. Carolyn was most recent a co-founder and Chief Operating Officer of Faethm Pty Limited, a global Software-as-a-Service augment and analytic platform which enables companies, governments and educators to understand the impact of emerging technologies on the Future of Work. She was the Chief Operating Officer of Asgard Wealth Solutions and St. George's Wealth Management business and was the Head of Strategy for Macquarie Advisor Services and the Head of Personal Banking at Macquarie Bank. Carolyn was also the CEO of formerly listed software business, Decimal Software Limited.

Carolyn is an Independent Non-Executive Director of the subsidiary settlement and clearing boards of the Australian Securities Exchange, an Independent Non- Executive Director, Member of the Audit and Risk Committees and Chair of the Board Claims Review Committee of OnePath Custodians and Oasis Fund Management, IOOF's Superannuation businesses and an Independent Non-Executive Director and a Member of the Information Technology Committee of ASX listed salary packaging and leasing business, Smartgroup.

Qualifications	Current Directorships	Summary of former Directorships and Board/Trustee
Bec (Accounting), FCA, GDip Applied Finance & Investment, GAICD.	IOOF Investment Management Limited (Since March 2021) Oasis Fund Management Limited (since January 2018) OnePath Custodians Pty Limited (since January 2018)	Coin Software OLICC Technologies Patronus Risk Specialists Pty Limited Investment Link Limited Kelly + Partners Chartered Accountants, Advisory Board Faethm Holdings Pty Limited and group companies The Navegar Institute Limited

**Table B – CURRENT EXECUTIVES****RENATO MOTA – Chief Executive Officer**

Renato is the Chief Executive Officer of IOOF Holdings Limited and has over 20 years' experience in financial services in senior management and corporate strategy roles. He has led IOOF through a series of forward thinking, strategic initiatives including the development of IOOF's ClientFirst transformation. He joined IOOF in 2003 and has previously worked for Rothschild, NAB and ANZ, and is a CFA charter holder.

<b>Qualifications</b>	<b>Current Board/Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Bachelor of Commerce (Honours in Finance) – University of Melbourne Bachelor of Business (Economics and Finance) – Royal Melbourne Institute of Technology Advanced Management Program Columbia University, USA Chartered Financial Analyst – CFA Institute	Actuate Alliance Services Pty Ltd (since Dec 2015) Australian Wealth Management Limited (since Dec 2018) Australian Executor Trustees Limited (since May 2020) AustSelect Pty Ltd (since Feb 2020) Bridges Financial Services Pty Limited (since Dec 2015) Bridges Financial Services Group Pty Limited (since Dec 2015) Consultum Financial Advisers Pty Ltd (since Dec 2015) Cortex Advice Solutions Pty Limited (since Dec 2015) Executive Wealth Management Financial Services Pty Limited (since Dec 2015) Financial Acuity Limited (since Dec 2015) Financial Investment Network Group Pty Limited (since Oct 2018) Financial Partnership Pty Ltd (since Feb 2020)	Bridges Financial Planning Pty Limited (Dec 2015 – Jun 2020) Bridges Nominees Pty Limited (Feb 2020 – Jun 2020) Cable Nominees Proprietary Limited (Dec 2015 – Sep 2020) Campbell Wallis Moule & Co. Pty Ltd (Dec 2105 – Jun 2020) DSMJ Pty Ltd (Jul 2018 – Apr 2019) Financial Services Partners Incentive Co Pty Limited (Oct 2018 – Jun 2020) FinHQ Pty Ltd (Dec 2015 – Sep 2020) FSP Funds Management Pty Limited (Oct 2018 – Jun 2020) FSP Portfolio Administration Pty Limited (Oct 2018 – Jun 2020) FSP Super Pty Limited (Oct 2018 – Jun 2020) IOOF Investment Services Ltd (Feb 2019 – Dec 2019) Millennium3 Mortgage Platform Services Pty Limited (Oct 2018 – Jun 2020)

	<p>Financial Planning Hotline Pty Limited (since Jan 2020)</p> <p>Financial Services Partners Holdings Pty Limited (since Oct 2018)</p> <p>Financial Services Partners Management Pty Limited (since Oct 2018)</p> <p>Financial Services Partners Pty Limited (since Oct 2018)</p> <p>FSP Group Pty Limited (since Oct 2018)</p> <p>Group Investments Nominee Pty Limited (since Apr 2019)</p> <p>Integrated Networks Pty Limited (since Oct 2018)</p> <p>IOOF Alliances Pty Limited (since Nov 2014)</p> <p>IOOF Holdings Ltd (since Jun 2019)</p> <p>IOOF Life Pty Ltd (since Apr 2019)</p> <p>IOOF New Zealand (since Jan 2019)</p> <p>IOOF Service Co Pty Ltd (since Oct 2015)</p> <p>Lonsdale Financial Group Limited (since Dec 2015)</p> <p>Managed Portfolio Services Limited (since Dec 2015)</p> <p>Mercantile Mutual Financial Services Pty Limited (since Jan 2020)</p> <p>Millennium 3 Financial Services Group Pty Ltd (since Oct 2018)</p> <p>Millennium 3 Financial Services Pty Ltd (since Oct 2018)</p> <p>OnePath Administration Pty Limited (since Jan 2020)</p> <p>Plan B Group Holdings Pty Limited (since Feb 2020)</p> <p>Plan B Trustees Pty Ltd (since Apr 2019)</p> <p>RI Advice Group Pty Ltd (since Oct 2018)</p>	<p>Perennial International Equities Management Pty Ltd (Feb 2020 – Sep 2020)</p> <p>Perennial Investment Management Limited (Aug 2014 – Sep 2016)</p> <p>Perennial Investment Partners Pty Ltd (Feb 2020 – Jul 2020)</p> <p>RACQ Financial Planning Pty Ltd (Jan 2016 – Mar 2018)</p> <p>SFG Platform Services Pty Ltd (Aug 2014 – Aug 2020)</p> <p>Shadforth Family Office Pty Ltd (Jan 2018 – Sep 2020)</p>
--	--	---

	Select Managed Funds Limited (since Feb 2020) SFG Australia Limited (since Jan 2018) Shadforth Financial Group Holdings Pty Ltd (since Jan 2018) Shadforth Financial Group Ltd (since Dec 2015) SMF Wealth Management Pty Ltd (since Dec 2015) Wealth Managers Pty Ltd (since Dec 2015) Western Pacific Financial Group Pty Ltd (since Dec 2015)	
--	--	--

### DAVID CHALMERS – Chief Financial Officer since 16 March 2020

David is the Chief Financial Officer of IOOF Holdings Ltd and has more than 20 years' global finance experience across consulting, investment banking, private equity and corporate environments with Spark New Zealand, MediaWorks and Macquarie. Most recently he was Chief Financial Officer of Spark New Zealand, the country's largest telecommunications company.

Qualifications	Current Board/Directorships	Summary of former Directorships and Board/Trustee
Master of Business Administration	Bridges Financial Services Pty Limited (since Oct 2020) Consultum Financial Advisers Pty Ltd (since Oct 2020) Financial Services Partners Pty Limited (since Oct 2020) Lonsdale Financial Group Limited (since Oct 2020) Millennium 3 Financial Services Pty Ltd (since Oct 2020) RI Advice Group Pty Ltd (since Oct 2020) Shadforth Financial Group Limited (since Oct 2020) Wealth Central Pty Ltd (since Sep 2020)	Infochoice Pty Ltd (Apr 2013 – Oct 2013) Iselect General Pty Ltd (Apr 2013 – Oct 2013) Iselect Health Pty Ltd (Apr 2013 – Oct 2013) Iselect Life Pty Ltd (Apr 2013 – Oct 2013) Iselect Limited (Apr 2013 – Oct 2013) Iselect Media Pty Ltd (Apr 2013 – Oct 2013) Iselect Mortgages Pty Ltd (Apr 2013 – Oct 2013) Iselect Saleco Pty Limited (Nov 2013 – Jun 2014) Iselect Services Pty Ltd (Apr 2013 – Oct 2013) Mobileselect Pty Ltd (Apr 2013 – Oct 2013) Time & Tide Watches Pty Ltd (Jun 2014 – Jan 2019)

		Tyrian Pty Ltd (Apr 2013 – Oct 2013)
<b>FRANK LOMBARDO – Chief Operating Officer</b>		
Frank is the Chief Operating Officer of IOOF Holdings Ltd and has over 20 years' experience across the financial services sector. He previously held senior management roles at NAB and Aviva Australia.		
<b>Qualifications</b>	<b>Current Board/Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Bachelor of Economics	<p>Australian Executor Trustees (Canberra) Pty Ltd (since Apr 2019)</p> <p>Australian Executor Trustees (SA) Pty Ltd (since Apr 2019)</p> <p>DKN Financial Group Pty Ltd (since Feb 2020)</p> <p>DKN Management Pty Ltd (since Feb 2020)</p> <p>DKN Stakeholders Pty Ltd (since Feb 2020)</p> <p>DSMJ Pty Ltd (since Apr 2019)</p> <p>Financial Acuity Limited (since Feb 2020)</p> <p>IOOF Service Co Pty Ltd (since Apr 2019)</p> <p>Managed Portfolio Services Limited (since Feb 2020)</p> <p>Oasis Asset Management Limited (since Jan 2020)</p> <p>OnePath Administration Pty Limited (since Jan 2020)</p> <p>Plan B Administration Pty Ltd (since Feb 2020)</p> <p>Plan B Group Holdings Pty Limited (since Feb 2020)</p> <p>Plan B Trustees Pty Ltd (since Feb 2020)</p> <p>Select Managed Funds Limited (since Feb 2020)</p> <p>The Association of Superannuation Funds of Australia Limited (since Nov 2020)</p>	N/A

	Wealth Central Pty Ltd (since Sep 2020)	
--	---	--

### **LORNA STEWART – Chief Risk Officer** since 15 June 2020

Lorna is the Chief Risk Officer of IOOF Holdings Ltd and is an experienced senior risk professional, with over 20 years' experience the insurance, energy and health care industry and consulting. Skilled in Accounting, Risk Management, Compliance, Business Continuity, Assurance, International Financial Reporting Standards (IFRS), Management Accounting and Project Delivery and Implementation, Lorna has worked in the UK, USA, Europe and Australia across a range of regulated industries. Most recently she was the Chief Risk Officer, Australia and New Zealand of Bupa, one of Australia's leading healthcare organisations.

<b>Qualifications</b>	<b>Current Board/Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Institute of Chartered Accountants of Scotland (ICAS) - CA, Chartered Accountancy  The Association of Corporate Treasurers - Diploma in Treasury  University of Strathclyde – Bachelor of Arts (Hons), Accounting	N/A	N/A

### **DANIEL FARMER – Chief Investment Officer**

Dan is the Chief Investment Officer of IOOF Holdings Ltd and was appointed to the role of Chief Investment Officer in July 2017 and is a member of the Investment Management Committee. Prior to this he managed the Australian Equities portfolio for seven years and successfully implemented the boutique program and defensive equities portfolio. Previously, Dan was a Senior Executive in Investments at Telstra Super.

<b>Qualifications</b>	<b>Current Board/Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
Master of Commerce  Bachelor of Economics	Global One Alternative Investments Management Pty Ltd (since Jan 2020)  IOOF New Zealand Limited (since Jan 2019)	N/A

### **SHARAM HEKMAT – Chief Information Officer**

<p>Sharam is the Chief Information Officer of IOOF Holdings Ltd and has over 25 years' experience within Information Technology including senior management positions at Aviva Australia, Kodak Australasia, Nortel Australia and Pragsoft Corporation. He most recently was Chief Technology Officer at Ezidebit and holds a PhD in Software engineering.</p>		
<b>Qualifications</b>	<b>Current Board/Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
<p>Doctor of Philosophy Bachelor of Science Diploma of Building &amp; Construction (Building) General Certificate of Education</p>	N/A	Pragsoft Corporation Pty Ltd (Aug 2003 – Aug 2015)
<p><b>MARK OLIVER – Chief Distribution Officer (since February 2020)</b></p>		
<p>Mark is the Chief Distribution Officer of IOOF Holdings Ltd and is a member of the Funds Management Committee and a member of the Board Investment Committee, Chair of the Insurance Reference Committee and a Responsible Manager of the Australian Executor Trustees Limited entity. Mark has over 30 years' experience across the financial services sector in Australia and the UK. He previously held senior management roles at Credit Suisse Asset Management, Barclays Global Investors and most recently BlackRock Australia, where he was Managing Director, Retail Advisory &amp; iShares.</p>		
<b>Qualifications</b>	<b>Current Board/Directorships</b>	<b>Summary of former Directorships and Board/Trustee</b>
<p>Certified Investment Management – UK The Society of Investment Professionals Certified of Superannuation &amp; Retirement Planning Certificate of Investment Planning 1 Diploma in Financial Services (Financial Planning) Diploma in Business Studies Certificate of Risk Management</p>	<p>Ability One (WA/SA) Pty Ltd (since Feb 2020) Austselect Pty Ltd (since Feb 2020) Australian Executor Trustees (Canberra) Pty Ltd (since Feb 2020) Australian Executor Trustees (SA) Pty Ltd (since Feb 2020) DKN Management Pty Ltd (since Apr 2019) DKN Stakeholders Pty Ltd (since Apr 2019) Financial Acuity Limited (since Apr 2019) IOOF Insurance Brokers Pty Ltd (since Feb 2020)</p>	N/A

Certificate of Entry Level Competencies	IOOF Service Co Pty Ltd (since Feb 2020) Managed Portfolio Services Limited (since Nov 2017) Mercantile Mutual Financial Services Pty Limited (since Jan 2020) Oasis Asset Management Limited (since Jan 2020) OnePath Administration Pty Limited (since Jan 2020) Plan B Administration Pty Ltd (since Apr 2019) Plan B Group Holdings Pty Limited (since Apr 2019) Plan B Superannuation Services Pty Ltd (since Apr 2019) Select Managed Funds Limited (since Apr 2019) Snowball Capital Pty Ltd (since Feb 2020) Tower Austrust Building Pty Ltd (since Feb 2020)	
---	---	--



## 2. Executive Officers Remuneration Details (FY20)

Remuneration details are for the financial years ending **30 June 2019** and **30 June 2020** and updated annually to disclose the remuneration details as required by the superannuation law.

IIML Directors sit on multiple boards and committees across the IOOF Group. The remuneration figures are rounded to the nearest dollar and represent an approximate apportionment of the Directors' salary based on the amount of time spent at *RSE board* meetings of IIML. It does not reflect the total remuneration package received by them for their directorships of companies across the IOOF Group.

The remuneration information for the Executives represents what is received for their role as officers of IOOF Holdings Ltd (as employed by IOOF Service Co Pty Ltd). The share-based payments shown are not amounts actually received by Executives during the year, as they include accounting values for unvested share awards. Actual share-based payment amounts received are shown as cash remuneration.

For further information on the aggregate compensation made to Directors and other members of key management personnel of IIML refer to the *IOOF Investment Management Ltd Annual Financial Statements*. For the total remuneration package for Executives, refer to the Remuneration Report that forms part of the *IOOF Holdings Ltd Annual Financial Report*. Both reports are available on our website at [ioof.com.au](http://ioof.com.au).

Element of Remuneration	Short-term benefits			Post-employment	Share-based payments <sup>(2)</sup>		Termination benefits	Total
	Salary	Bonus – cash	Non-monetary <sup>(1)</sup>	Superannuation	Performance rights	Bonus - deferred shares		
Component of Remuneration	Fixed \$	Variable \$	Fixed \$	Fixed \$	Variable \$	Variable \$	Fixed \$	\$
<b>Non-Executive Directors</b>								
<b>G. M. Walsh</b>	<b>2020</b>	<b>49,314</b>	-	-	<b>4,685</b>	-	-	<b>53,999</b>
	2019	48,468	-	-	4,604	-	-	53,072
<b>K. Gibson<sup>(3)</sup></b>	<b>2020</b>	<b>22,060</b>	-	-	<b>2,096</b>	-	-	<b>24,116</b>
	2019	12,081	-	-	1,148	-	-	13,229

Element of Remuneration	Short-term benefits			Post-employment	Share-based payments <sup>(2)</sup>		Termination benefits	Total
	Salary	Bonus – cash	Non-monetary <sup>(1)</sup>	Superannuation	Performance rights	Bonus - deferred shares		
Component of Remuneration	Fixed \$	Variable \$	Fixed \$	Fixed \$	Variable \$	Variable \$	Fixed \$	\$
<b>Non-Executive Directors (cont.)</b>								
<b>R. A. Bloore<sup>(3)</sup></b>	<b>2020</b>	<b>22,191</b>	-	-	<b>2,108</b>	-	-	<b>24,299</b>
	2019	11,477	-	-	1,090	-	-	12,567
<b>L. Smartt<sup>(3)</sup></b>	<b>2020</b>	<b>42,385</b>	-	-	<b>4,027</b>	-	-	<b>46,412</b>
	-	-	-	-	-	-	-	-
<b>J. Harvey<sup>(3)</sup></b>	<b>2020</b>	<b>83,587</b>	-	-	<b>7,941</b>	-	-	<b>91,528</b>
	-	-	-	-	-	-	-	-
<b>Executives</b>								
<b>R Mota</b>	<b>2020</b>	<b>1,182,459</b>	-	<b>3,316</b>	<b>21,003</b>	<b>280,677</b>	-	<b>1,487,455</b>
	2019	762,065	-	6,048	20,531	446,166	-	1,234,810
<b>D Chalmers<sup>(3)</sup></b>	<b>2020</b>	<b>209,730</b>	-	-	<b>5,655</b>	-	-	<b>215,385</b>
	-	-	-	-	-	-	-	-
<b>D Farmer</b>	<b>2020</b>	<b>403,997</b>	<b>173,036</b>	<b>8,218</b>	<b>21,003</b>	<b>93,908</b>	-	<b>700,162</b>
	2019	317,919	142,713	3,218	20,531	179,479	-	663,860
<b>S. Hekmat</b>	<b>2020</b>	<b>528,997</b>	-	-	<b>21,003</b>	-	-	<b>550,000</b>
	2019	449,119	150,000	-	20,531	-	-	619,650
<b>F Lombardo<sup>(3)</sup></b>	<b>2020</b>	<b>528,997</b>	-	-	<b>21,003</b>	<b>227,484</b>	-	<b>777,484</b>
	2019	283,347	-	-	11,845	104,331	-	399,523
<b>M Oliver<sup>(3)</sup></b>	<b>2020</b>	<b>209,392</b>	-	<b>1,008</b>	<b>8,886</b>	<b>17,936</b>	-	<b>237,222</b>
	-	-	-	-	-	-	-	-
<b>L Stewart<sup>(3)</sup></b>	<b>2020</b>	<b>23,038</b>	-	-	<b>808</b>	-	-	<b>23,846</b>
	-	-	-	-	-	-	-	-

Element of Remuneration	Short-term benefits			Post-employment	Share-based payments <sup>(2)</sup>		Termination benefits	Total
	Salary	Bonus – cash	Non-monetary <sup>(1)</sup>	Superannuation	Performance rights	Bonus - deferred shares		
Component of Remuneration	Fixed \$	Variable \$	Fixed \$	Fixed \$	Variable \$	Variable \$	Fixed \$	\$
<b>Former Directors and Executives</b>								
<b>J. Selak<sup>(3)</sup></b>	-	-	-	-	-	-	-	-
2019	26,341	-	-	2,502	-	-	-	28,843
<b>E. Flynn<sup>(3)</sup></b>	-	-	-	-	-	-	-	-
2019	27,165	-	-	2,581	-	-	-	29,746
<b>D Coulter<sup>(3)</sup></b>	<b>2020</b>	<b>303,321</b>	-	<b>3,316</b>	<b>14,136</b>	<b>(8,783)</b>	-	<b>472,165</b>
2019	451,119	-	3,218	20,531	446,166	-	-	921,034
<b>A Noble<sup>(3)</sup></b>	<b>2020</b>	<b>132,076</b>	-	-	<b>11,071</b>	-	-	<b>57,212</b>
-	-	-	-	-	-	-	-	-

(1) Non-monetary benefits include company funded benefits and fringe benefits tax payable on those benefits, typically car parking.

(2) Share-based payments include accruals in relation to the Executive Performance Share Plan and accruals in relation to other grants of performance rights over shares in IOOF Holdings Ltd. The value of the number of shares and options expected to vest has been apportioned over the term from grant date to vesting date. STIs awarded in deferred shares are also shown here.

(3) Amounts represent payments relating to the period during which the individuals were a Key Management Personnel of IOOF Holdings Ltd.