

# OnePath Custodians Pty Limited Executive Officer Remuneration

## 1. Basis of preparation

Remuneration disclosures for Executive Officers<sup>1</sup> of OnePath Custodians Pty Limited (OnePath Custodians) for the year ended 30 September 2017 have been prepared in accordance with Section 29QB (1) (a) of the Superannuation Industry Supervision Act 1993 and Regulations 2.37 of the Superannuation Industry (Supervision) Regulations 1994.

To meet the obligations under the Act and Regulations, two disclosure documents are produced, aligning content to the relevant disclosure release time.

- This **“Executive Officer Remuneration”** document is updated annually to disclose the prescribed remuneration details (payments, benefits, and compensation) as set out in Regulation 2.37(2).
- Separately available on the website is a document entitled **“Executive Officers details”**. It provides a current view across the year on the other prescribed information in relation to new appointments / retirements / changes to positions. (These changes must be disclosed within 20 business days, rather than annually.)

OnePath Custodians Executive Officers include Non-Executive Directors (NEDs), directors who are also employees of Australia and New Zealand Banking Group Limited (ANZBGL), and other personnel that take part in the management of the entity (Management). All Executive Officer remuneration disclosures include the relevant portion of remuneration which relates to their OnePath Custodians role. The Executive Officers disclosed in this financial year’s (1 October 2016 to 30 September 2017) report are detailed in Table A below:

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<sup>1</sup> For the purposes of this disclosure Executive Officers include non-executive, or executive, directors or senior managers as defined in paragraphs 16 (a), 16 (b) or 16 (c) of APRA Prudential Standard SPS 520 Fit and Proper dated July 2013.

**Table A: OnePath Custodians 2017 Executive Officers**

Name	Position Held	Date appointed and concluded	Term as an Executive Officer in 2017
<b>Current Non-Executive Directors (NEDs)</b>			
Victoria Weekes	Non-Executive Director, Chairman	Appointed 1 August 2011	Full year
Stephen Chapman	Non-Executive Director	Appointed 1 August 2011	Full year
Alan Chonowitz	Non-Executive Director	Appointed 1 March 2015	Full year
Charles Clark	Non-Executive Director	Appointed 1 March 2013	Full year
<b>Current Management</b>			
Peter Mullin <sup>2</sup>	Managing Director Pensions and Investments	Appointed 25 November 2014	Full year
Kylie Rixon	Chief Risk Officer, Wealth Australia	Appointed 31 March 2014	Full year
Alexis George <sup>3</sup>	Group Executive, Wealth Australia	Appointed 2 March 2016	Full year
Mark Pankhurst	Head of Superannuation, Wealth Australia	Appointed 10 June 2016	Full year
Geoffrey Allanson	Head of Finance Operations	Appointed 10 June 2016	Full year
Dean Faglioni	Head of Wrap & SMSF	Appointed 10 June 2016	Full year
Patrick Clarke	Head of Product Development & Platform Strategy	Appointed 10 June 2016	Full year
Paul White	Chief Operating Officer, Wealth Australia	Appointed 10 June 2016	Full year
Carolyn Tatley <sup>4</sup>	Director	Appointed 26 October 2016	Part year
Ian Wong	Chief Actuary	Appointed 16 December 2016	Part year
Mark Rider	Chief Investment Officer	Appointed 10 March 2017	Part year

<sup>2</sup> Peter Mullin was appointed Managing Director Pensions and Investments, Global Wealth effective 25 November 2014. He subsequently appointed a Director of the entity on 1 March 2015.

<sup>3</sup> Alexis George commenced in the role of Group Executive effective 1 December 2016. Her previous role was Managing Director, Wealth Australia.

<sup>4</sup> Carolyn Tatley was appointed Director effective 26 October 2016. Her remuneration is not included in the following information.

Jaimie Sach <sup>5</sup>	General Manager Finance, Wealth Australia	Appointed 8 September 2017	Part year
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<sup>5</sup> Jaimie Sach ceased in the role of Chief Actuary effective 15 December 2016. He was appointed General Manager Finance effective 8 September 2017.

<b>Former Management</b>			
Jaimie Sach <sup>4</sup>	Chief Actuary, Wealth Australia	Appointed 16 April 2014 Ceased in role effective 15 December 2016	Part year
Stewart Brentnall	Chief Investment Officer, Wealth Australia	Appointed 22 October 2010 Ceased in role effective 10 March 2017	Part year
Craig Brackenrig	Managing Director Finance & Operations, Wealth Australia	Appointed 25 November 2014 Ceased in role effective 8 September 2017	Part year
Therese McGrath	Director	Appointed 1 March 2013 Ceased in role effective 7 April 2016	-
Gavin Pearce	Deputy Managing Director, Wealth Australia	Appointed 22 October 2010 Ceased in role effective 13 September 2016	-
Graeme Hosking	Chief Operating Officer, Wealth Australia	Appointed 18 July 2012 Ceased in role effective 23 September 2016	-

Any executive officers who commenced their role in the most recent financial year were contracted on standard terms and conditions.

## **2. Executive Officer Remuneration**

### **2.1 Non-Executive Directors**

ANZ Banking Group Limited (ANZBGL) has responsibility for approving the proposed appointments of NEDs of OnePath Custodians. Any appointment of directors is then approved by the Board of OnePath Custodians subject to the process as prescribed by the OnePath Custodians' constitution.

NEDs are remunerated by ANZBGL in relation to their responsibilities as Directors of OnePath Custodians.

NED fees are reviewed regularly against market practice and are set by reference to a number of relevant considerations including:

- general industry practice and best principles of corporate governance;
- the responsibilities and risks attached to the role of NEDs;
- the time commitment expected of the NEDs on OnePath Custodians matters; and
- reference to fees paid to NEDs of other comparable ANZBGL entities and external trustees.

## 2.2 Management

The OnePath Custodians remuneration practices are set out in the ANZBGL Remuneration Policy which is approved by the ANZBGL Board. The ANZBGL Remuneration Policy applies to all controlled entities within ANZBGL and ANZBGL Registrable Superannuation Entity (RSE) licensees.

The following principles underpin ANZBGL's Remuneration Policy, which is applied globally across ANZBGL:

- Create and enhance value for all ANZ stakeholders;
- Provide a competitive reward proposition to successfully attract, motivate and retain the highest quality individuals required to deliver ANZ's business and growth strategies;
- Differentiate rewards in line with ANZ's culture of rewarding behaviours which demonstrate ANZ's values and out-performance, while ensuring avoidance of inappropriate risk and utilising a balanced scorecard of measures;
- Emphasise "at risk" components of total rewards which are designed to encourage behaviour that supports:
  - ANZ's strategy and purpose and the best interests of our customers;
  - Outperformance;
  - The long-term financial soundness of ANZ; and
  - The risk management framework of ANZ;
- Deliver fair and ethical outcomes which include fair customer outcomes, supporting and enhancing the integrity of markets within which ANZ operates and seeking to avoid conflicts of interest;
- Ensure compliance with Australian Prudential Standards and ASX Principles and Recommendations.

In addition to the requirements outlined in the ANZBGL Remuneration Policy, for ANZBGL RSE Licensees, additional policy requirements exist to:

- ensure performance based components of remuneration are designed to encourage behaviour that supports protecting the interests and meeting the reasonable expectations of beneficiaries; and
- support the long term financial soundness of the RSE Licensee and any of its RSEs.

The remuneration structure for OnePath Custodians' Management who fulfil the definition of Executive Officer is detailed below.

### 2.2.1 Fixed remuneration

Fixed remuneration is designed to reward individuals for their skills and experience, and the accountability of their role. Fixed remuneration is reviewed annually with regard to local market practices and affordability. The fixed remuneration amount is expressed as a total dollar amount which can be taken as cash salary, superannuation contributions and other nominated benefits. ANZBGL reviews

fixed remuneration for OnePath Custodians' Management annually and takes into consideration role responsibilities, performance, qualifications, experience and location.

### 2.2.2 Variable remuneration

Variable remuneration awards are 'at risk' remuneration and provide individuals with discretionary payment opportunities that are designed to drive performance in the short, medium and longer term. The term 'variable remuneration' covers short term and long term incentive arrangements and may be delivered as a mix of cash and equity awards. Each year the mix of cash and equity an individual receives may vary, as the value of the variable remuneration increases or decreases, to reflect individual, business and ANZ overall performance outcomes for the year.

Individual performance metrics, which form part of an individual's annual objectives, are tailored to reflect the nature of the role. Individual remuneration outcomes are discretionary and linked to both ANZ and individual performance outcomes. Each individual's performance is assessed at year end against their agreed balanced scorecard of financial and non-financial objectives. Demonstration of the ANZ Values and an assessment of compliance, risk management and behaviour form a fundamental aspect of the performance assessment. Individual reward outcomes are then determined, taking into consideration both the individual's performance and the performance of ANZ overall. Awards may be below, at or above the individual's target opportunity.

Incentives are delivered in cash up to the mandatory deferral threshold. The ANZBGL Human Resources (HR) Committee regularly reviews the threshold at which mandatory deferral is applied, the quantum of variable remuneration which is subject to deferral and the time period over which deferral occurs.

For the 2017 financial year ANZ's standard practice for Management (excluding Group Executive roles) is that:

The first A\$80,000 of the incentive is paid in cash (no deferral);

Of the incentive amount above A\$80,000:

- 40% will be paid in cash (no deferral);
- 20% will be deferred as ANZ equity for 1 year;
- 20% will be deferred as ANZ equity for 2 years; and
- 20% will be deferred as ANZ equity for 3 years.

This means the minimum deferral amount is A\$42,000.

The deferred value is delivered as equity which remains at risk, and can be adjusted downwards at the discretion of the Board until the vesting date.

For Group Executive roles (excluding ANZBGL CEO), Variable Remuneration is delivered as follows:

- 33% paid as cash (no deferral)
- 33% delivered as ANZ shares/share rights deferred in equal tranches with pro-rata vesting over **four** years; and
- 34% delivered as two tranches of ANZ performance rights deferred for **three** years and subject to performance hurdles:

Equity granted to individuals in Management in the 2017 financial year was either delivered as a blend of ANZ Performance Rights subject to performance and time based hurdles and ANZ Deferred Equity (shares or share rights) subject to a time based hurdle only. If the performance hurdles are not met the awards lapse.

## Statutory Remuneration Disclosures for Executive Officers

The table below has been prepared in accordance with Superannuation Industry (Supervision) Regulations 1994, Division 2.6 – Regulation 2.37 for financial years ending 30 September 2017 and 30 September 2016.

**Table B: Statutory Remuneration Disclosure**

	Financial Year	Short-Term Employee Benefits				Post-Employment	Long-Term Employee Benefits	Share-Based Payments <sup>7</sup>				Grand total remuneration \$
		Cash salary <sup>1</sup> \$	Non monetary benefits <sup>2</sup> \$	Total cash incentive <sup>3,4</sup> \$	Other cash <sup>5</sup> \$	Super contributions <sup>6</sup> \$	Long service leave accrued during the year \$	Total amortisation value of			Termination benefits \$	
								Variable remuneration		Other equity allocations <sup>8</sup>		
							Shares \$	Performance rights \$	Shares \$			
<b>Non Executive Directors</b>												
<b>Victoria Weekes</b>	2017	89,000	-	-	-	8,455	-	-	-	-	-	97,455
Non Executive Director, Chairman	2016	89,000	-	-	-	8,455	-	-	-	-	-	97,455
<b>Stephen Chapman<sup>9</sup></b>	2017	52,500	-	-	-	4,988	-	-	-	-	-	57,488
Non Executive Director	2016	41,563	-	-	-	3,948	-	-	-	-	-	45,511
<b>Charles "Sandy" Clark</b>	2017	52,830	-	-	-	5,019	-	-	-	-	-	57,849
Non Executive Director	2016	52,830	-	-	-	5,019	-	-	-	-	-	57,849
<b>Alan Chonowitz</b>	2017	43,379	-	-	-	4,121	-	-	-	-	-	47,500
Non Executive Director	2016	43,379	-	-	-	4,121	-	-	-	-	-	47,500
<b>Management</b>												
<b>Alexis George<sup>10</sup></b>	2017	134,540	4,303	69,515	47,875	13,059	3,554	60,553	27,824	-	-	361,222
Group Executive, Wealth Australia	2016	27,044	-	16,202	-	2,612	760	9,679	1,940	-	-	58,237
<b>Peter Mullin</b>	2017	70,685	-	43,200	14,550	6,715	1,173	37,088	9,025	-	-	182,436
Managing Director Pensions & Investments	2016	70,685	-	37,200	-	6,715	1,560	28,284	9,716	-	-	154,159
<b>Kylie Rixon</b>	2017	21,461	-	14,400	4,400	2,064	356	12,501	2,888	-	-	58,070
Chief Risk Officer, Wealth Australia	2016	21,520	-	13,900	-	2,044	488	8,675	1,472	-	-	48,099
<b>Paul White<sup>11</sup></b>	2017	16,689	-	8,944	2,408	1,586	343	3,952	332	31	-	34,285
Chief Operating Officer, Wealth Australia	2016	7,952	-	2,547	-	755	132	339	-	-	-	11,726
<b>Geoffrey Allanson<sup>11</sup></b>	2017	72,831	-	27,500	-	6,919	1,636	3,335	-	30,186	-	142,407
Head of Finance Operations	2016	19,616	-	7,288	-	1,864	328	2,016	-	73	-	31,185
<b>Dean Faglioni<sup>11</sup></b>	2017	5,216	-	1,500	-	496	191	320	-	17	-	7,740
Head of Wrap & SMSF	2016	1,506	-	425	-	143	25	77	-	7	-	2,182
<b>Craig Brackenrig<sup>12</sup></b>	2017	11,374	498	6,157	5,938	1,081	189	5,549	1,406	-	-	32,190
Former Managing Director Finance & Operations	2016	23,452	-	12,100	-	2,228	538	7,153	1,659	-	-	47,129
<b>Mark Pankhurst<sup>11</sup></b>	2017	61,363	-	23,400	10,000	5,830	1,018	6,561	-	135	-	108,307
Head of Superannuation	2016	14,122	-	4,833	-	1,342	236	1,780	-	44	-	22,357



	Short-Term Employee Benefits				Post-Employment	Long-Term Employee Benefits	Share-Based Payments <sup>7</sup>					
	Financial Year	Cash salary <sup>1</sup> \$	Non monetary benefits <sup>2</sup> \$	Total cash incentive <sup>3,4</sup> \$			Other cash <sup>5</sup> \$	Super contributions <sup>6</sup> \$	Long service leave accrued during the year \$	Total amortisation value of		
					Variable remuneration	Other equity allocations <sup>8</sup>						
								Shares \$	Performance rights \$	Shares \$		
<b>Patrick Clarke<sup>11</sup></b>	2017	5,534	-	1,900	900	537	94	679	-	13	-	9,657
Head of Product Development and Platform Strategy	2016	1,725	-	556	-	164	29	283	-	6	-	2,761
<b>Jaimie Sach<sup>13</sup></b>	2017	1,639	-	566	-	156	27	307	-	3	-	2,699
General Manager Finance, Wealth Australia	2016	6,331	-	2,500	-	601	323	552	-	19	-	10,326
<b>Therese McGrath<sup>14</sup></b>	2017											-
Former Executive Director	2016	10,515	1,147	-	-	1,015	200	873	1,429	-	6,501	21,681
<b>Stewart Brentnall<sup>15</sup></b>	2017	8,975	476	-	-	876	-	(3,245)	(1,294)	-	6,157	11,945
Former Chief Investments Officer, Wealth Australia	2016	20,179	1,228	10,000	-	1,997	349	7,301	2,837	-	-	43,891
<b>Graeme Hosking<sup>16</sup></b>	2017											-
Former Chief Operating Officer, Wealth Australia	2016	13,967	247	4,944	-	1,408	246	4,084	1,775	-	10,084	36,754
<b>Gavin Pearce<sup>17</sup></b>	2017											-
Deputy Managing Director, Wealth Australia	2016	12,061	917	6,980	-	1,244	217	5,467	1,765	-	-	28,552
<b>Ian Wong<sup>18</sup></b>	2017	9,966	401	3,318	1,950	977	171	499	-	27	-	17,308
Chief Actuary, Wealth Australia	2016											-
<b>Mark Rider<sup>19</sup></b>	2017	29,534	-	12,180	8,025	2,806	622	1,742	-	-	-	54,909
Chief Investment Officer, Wealth Australia	2016											-

<sup>1</sup> For NEDs, cash salary includes the sum of Board fees and Committee fees. For all other disclosed individuals, cash salary includes any reductions made in relation to the utilisation of ANZ Lifestyle Leave Policy, where applicable.

<sup>2</sup> Non monetary benefits generally consist of company-funded benefits such as subsidised car parking. The fringe benefits tax payable on any benefits is also included in this item.

<sup>3</sup> The total cash incentive relates to the cash component only. The relevant amortisation of the Variable Remuneration (VR) deferred components is included in share-based payments and has been amortised over the vesting period. The total AVR/VR was approved by the Board on 18 October 2017. 100% of the cash component of the VR awarded for the 2016 and 2017 years vested to the Disclosed Executive in the applicable financial year.

<sup>4</sup> The typical range of incentive is between 0 and 2.0 times target incentive. The actual incentive received is dependent on ANZBGL and individual performance. The 2017 incentive awarded (cash and equity component) as a percentage of target incentive was: A George 76% (2016: 105%); P Mullin 111% (2016: 92%); K Rixon 116% (2016: 111%); P White 118% (2016: 84%); G Allanson 86% (2016: 85%); D Faglioni 167% (2016: 172%); C Brackenrig 92% (2016: 83%); M Pankhurst 87% (2016: 78%); P Clarke 77% (2016: 73%); S Brentnall n/a (2016: 75%); T McGrath n/a (2016: n/a); G Hosking n/a (2016: 50%); G Pearce n/a (2016: 93%); Ian Wong 118% (2016: n/a) and Mark Rider 84% (2016: n/a). Anyone who received less than 100% of target forfeited the rest of their incentive entitlement opportunity. The minimum value is nil and the maximum value is what was actually paid. There were no alterations to the terms or conditions of incentive grants made during 2016 or 2017.

<sup>5</sup> Other cash relates to cash retention award approved by the Board with partial vesting in June 2017. The remaining cash retention award will be vested in December 2017 (FY18).

<sup>6</sup> For all disclosed individuals, the superannuation contribution reflects the Superannuation Guarantee Contribution. Voluntary contributions are included in cash salary.

- <sup>7</sup> As required by AASB 2 Share-based payments, the amortisation value includes a proportion of the fair value (taking into account market-related vesting conditions) of all equity that had not yet fully vested as at the commencement of the financial year. The fair value is determined at grant date and is allocated on a straight-line basis over the relevant vesting period. The amount included as remuneration is neither related to, nor indicative of, the benefit (if any) that the executive may ultimately realise if the equity become exercisable.
- <sup>8</sup> Most permanent employees who have had continuous service for three years are eligible to participate in the Employee Share Offer (ESO) plan. This enables the grant of up to \$1,000 of ANZ Shares in a financial year subject to approval by the ANZBGL Board at a date determined by the ANZBGL Board. The shares will be granted to eligible employees using the one week weighted average price of ANZ shares traded on the ASX in the week leading up to and including the date of grant. During the 2016 year, shares were granted with an issue price of \$27.60 under the ESO plan to employees on the 3rd of December 2015. During the 2017 year, no shares were granted under the ESO plan as ESO was not awarded for the FY16 performance year.
- <sup>9</sup> Stephen Chapman is on a legacy fee arrangement. He was on unpaid leave from 15 Apr 2015 to 15 Dec 2015. Values reflect partial service for FY16.
- <sup>10</sup> Alexis George commenced in the role of Managing Director, Wealth Australia effective 2 March 2016. Values reflect the partial service for the 2016 year. She commenced in a new role Group Executive, Wealth Australia effective 1 December 2016.
- <sup>11</sup> Paul White, Geoffrey Allanson, Dean Faglioni, Mark Pankhurst and Patrick Clarke commenced in their roles effective 10 June 2016. Values reflect the partial service for the 2016 year.
- <sup>12</sup> Craig Brackenrig ceased in the role of Managing Director Finance & Operations effective 8 September 2017. Values reflect the partial service for the year.
- <sup>13</sup> Jaimie Sach ceased in the role of Chief Actuary effective 15 December 2016. He commenced in the role of GM Finance, Wealth Australia effective 8 September 2017. Values reflect the partial service for the year.
- <sup>14</sup> Therese McGrath ceased in the role of Director effective 7 April 2016. Values reflect the partial service for the year. Termination benefits reflect payment for accrued annual leave, long service pay and pay in lieu of notice payable upon termination.
- <sup>15</sup> Stewart Brentnall ceased in the role of Chief Investment Officer effective 10 March 2017. Values reflect the partial service for the year. Termination benefits reflect payment for accrued annual leave, long service pay and pay in lieu of notice payable on termination.
- <sup>16</sup> Graeme Hosking ceased in the role of Chief Operating Officer, Wealth Australia effective 23 September 2016. Values reflect the partial service for the year. Termination benefits reflect payment for accrued annual leave, long service pay and pay in lieu of notice payable upon termination.
- <sup>17</sup> Gavin Pearce ceased in the role of Deputy Managing Director, Wealth Australia effective 13 September 2016. Values reflect the partial service for the year.
- <sup>18</sup> Ian Wong commenced in his role of Chief Actuary effective 16 December 2016. Values reflect the partial service for the year.
- <sup>19</sup> Mark Rider commenced in his role of Chief Investment Officer effective 10 March 2017. Values reflect the partial service for the year.

## 4. Equity

All shares underpinning equity awards may be purchased on market, or be newly issued shares or a combination of both. Details of deferred equity granted to Management during 2017 and in prior years which vested, were exercised/sold or which lapsed/were forfeited during the 2017 year are set out in Table C below:

**Table C: Equity Granted, Vested, Exercised/ Sold and Lapsed/ Forfeited**

Name	Type of equity	Number granted	Equity fair value at grant (for 2017 grants only) \$	Grant date	First date exercisable	Date of expiry	Vested		Lapsed/Forfeited		Exercise / sold		Vested and exercisable as at 30 Sep 2017	Unexercisable as at 30 Sep 2017	
							Number	%	Value <sup>1</sup> \$	Number	%	Value <sup>1</sup> \$			Number
Alexis George	Deferred shares	294		21-Nov-14	21-Nov-16	-	294	100	8,190	-	-	-	-	294	-
	Deferred shares	623		18-Nov-15	18-Nov-16	-	623	100	17,400	-	-	-	-	623	-
	Deferred shares	720	27.98	22-Nov-16	22-Nov-17	-	-	-	-	-	-	-	-	-	720
	Deferred shares	720	27.98	22-Nov-16	22-Nov-18	-	-	-	-	-	-	-	-	-	720
	Deferred shares	360	27.98	22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	-	360
	Performance rights	711	14.14	22-Nov-16	22-Nov-19	22-Nov-21	-	-	-	-	-	-	-	-	711
Peter Mullin	Deferred shares	366		21-Nov-14	21-Nov-15	-	-	-	-	-	-	(366)	100	11,178	-
	Deferred shares	366		21-Nov-14	21-Nov-16	-	366	100	10,193	-	-	(366)	100	11,178	-
	Deferred shares	530		18-Nov-15	18-Nov-16	-	530	100	14,817	-	-	(530)	100	16,203	-
	Deferred shares	452	27.98	22-Nov-16	22-Nov-17	-	-	-	-	-	-	-	-	-	452
	Deferred shares	451	27.98	22-Nov-16	22-Nov-18	-	-	-	-	-	-	-	-	-	451
	Deferred shares	226	27.98	22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	-	226
	Deferred shares	224		22-Nov-13	22-Nov-15	-	-	-	-	-	-	(224)	100	6,859	-
	Deferred shares	969		12-Nov-12	12-Nov-15	-	-	-	-	-	-	(969)	100	29,613	-
	Deferred shares	413		22-Nov-13	22-Nov-16	-	413	100	11,560	-	-	(413)	100	12,631	-
	Performance rights	473		22-Nov-13	22-Nov-16	21-Nov-18	-	-	-	(473)	100	(13,234)	-	-	-
	Performance rights	432		22-Nov-13	22-Nov-16	21-Nov-18	-	-	-	(432)	100	(12,085)	-	-	-
Performance rights	446	14.14	22-Nov-16	22-Nov-19	22-Nov-21	-	-	-	-	-	-	-	-	446	
Kylie Rixon	Deferred shares	69		21-Nov-14	21-Nov-16	-	69	100	1,911	-	-	(69)	100	2,118	-
	Deferred shares	167		18-Nov-15	18-Nov-16	-	167	100	4,674	-	-	(167)	100	5,166	-
	Deferred shares	177	27.98	22-Nov-16	22-Nov-17	-	-	-	-	-	-	-	-	-	177
	Deferred shares	177	27.98	22-Nov-16	22-Nov-18	-	-	-	-	-	-	-	-	-	177
	Deferred shares	89	27.98	22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	-	89
	Deferred shares	94		22-Nov-13	22-Nov-16	-	94	100	2,642	-	-	-	-	94	-
	Performance rights	175	14.14	22-Nov-16	22-Nov-19	22-Nov-21	-	-	-	-	-	-	-	-	175

Name	Type of equity	Number granted	Equity fair value at grant (for 2017 grants only) \$	Grant date	First date exercisable	Date of expiry	Vested		Lapsed/Forfeited		Exercise / sold		Vested and exercisable as at 30 Sep 2017 Value <sup>1</sup> \$	Unexercisable as at 30 Sep 2017		
							Number	%	Value <sup>1</sup> \$	Number	%	Value <sup>1</sup> \$			Number	%
Geoff Allanson	Deferred shares	1,696		27-Feb-16	18-Nov-16	-	1,696	100	47,404	-	-	-	-	1,696	-	
	Deferred shares	1,696		27-Feb-16	20-Aug-17	-	1,696	100	50,712	-	-	-	-	1,696	-	
	Deferred shares	390		22-Nov-13	22-Nov-16	-	390	100	10,901	-	-	-	-	390	-	
	Employee Share Offer	9		04-Dec-13	04-Dec-16	-	9	100	243	-	-	-	-	9	-	
Dean Faglioni	Deferred shares	15		14-Nov-11	14-Nov-14	-	-	-	-	-	-	(15)	100	422	-	
	Deferred shares	1		12-Nov-10	12-Nov-11	-	-	-	-	-	-	(1)	100	29	-	
	Deferred shares	9	27.98	22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	-	9	
	Employee Share Offer	1		06-Dec-10	06-Dec-13	-	-	-	-	-	-	(1)	100	29	-	
	Employee Share Offer	1		05-Dec-11	05-Dec-14	-	-	-	-	-	-	(1)	100	34	-	
	Employee Share Offer	1		06-Dec-12	06-Dec-15	-	-	-	-	-	-	(1)	100	27	-	
Craig Brackenrig	Employee Share Offer	1		04-Dec-13	04-Dec-16	-	1	100	22	-	-	-	-	-	1	
	Deferred shares	44		12-Nov-12	12-Nov-13	-	-	-	-	-	-	(44)	100	1,320	-	
	Deferred shares	44		12-Nov-12	12-Nov-14	-	-	-	-	-	-	(44)	100	1,320	-	
	Deferred shares	66		21-Nov-14	21-Nov-16	-	66	100	1,838	-	-	(51)	77	1,512	15	
	Deferred shares	94		18-Nov-15	18-Nov-16	-	94	100	2,629	-	-	-	-	-	94	
	Deferred shares	73		22-Nov-16	22-Nov-17	-	-	-	-	-	-	-	-	-	-	73
	Deferred shares	73		22-Nov-16	22-Nov-18	-	-	-	-	-	-	-	-	-	-	73
	Deferred shares	36		22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	-	-	36
	Deferred shares	59		22-Nov-13	22-Nov-14	-	-	-	-	-	-	(31)	53	940	28	
	Deferred shares	59		22-Nov-13	22-Nov-16	-	59	100	1,652	-	-	-	-	-	59	
	Performance rights	68		22-Nov-13	22-Nov-16	21-Nov-18	-	-	-	(68)	100	(1,890)	-	-	-	
	Performance rights	62		22-Nov-13	22-Nov-16	21-Nov-18	-	-	-	(62)	100	(1,726)	-	-	-	
	Performance rights	72	14.14	22-Nov-16	22-Nov-19	22-Nov-21	-	-	-	-	-	-	-	-	-	72
Stewart Brentnall	Deferred shares	87		21-Nov-14	21-Nov-16	-	87	100	2,436	-	-	(87)	100	2,445	-	
	Deferred shares	143		18-Nov-15	18-Nov-16	-	143	100	3,983	-	-	(143)	100	3,986	-	
	Deferred shares	142		18-Nov-15	18-Nov-17	-	-	-	-	(142)	100	-	-	-	-	
	Deferred shares	71		18-Nov-15	18-Nov-18	-	-	-	-	(71)	100	-	-	-	-	
	Deferred shares	108	27.98	22-Nov-16	22-Nov-17	-	-	-	-	(108)	100	-	-	-	-	
	Deferred shares	107	27.98	22-Nov-16	22-Nov-18	-	-	-	-	(107)	100	-	-	-	-	
	Deferred shares	54	27.98	22-Nov-16	22-Nov-19	-	-	-	-	(54)	100	-	-	-	-	
	Deferred shares	122		22-Nov-13	22-Nov-16	-	122	100	3,413	-	-	(122)	100	3,413	-	
	Deferred shares	94		21-Nov-14	21-Nov-17	-	-	-	-	(94)	100	-	-	-	-	
	Employee Share Offer	2		05-Dec-11	05-Dec-14	-	-	-	-	-	-	(2)	100	69	-	
	Performance rights	140		22-Nov-13	22-Nov-16	21-Nov-18	-	-	-	(140)	100	(3,907)	-	-	-	
	Performance rights	128		22-Nov-13	22-Nov-16	21-Nov-18	-	-	-	(128)	100	(3,568)	-	-	-	
	Performance rights	105		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(105)	100	(3,357)	-	-	-	
	Performance rights	97		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(97)	100	(3,091)	-	-	-	
	Performance rights	94		18-Nov-15	18-Nov-18	18-Nov-20	-	-	-	(94)	100	(3,006)	-	-	-	
	Performance rights	104		18-Nov-15	18-Nov-18	18-Nov-20	-	-	-	(104)	100	(3,313)	-	-	-	
Performance rights	106	14.14	22-Nov-16	22-Nov-19	22-Nov-21	-	-	-	(106)	100	(3,381)	-	-	-		

Name	Type of equity	Number granted	Equity fair value at grant (for 2017 grants only) \$	Grant date	First date exercisable	Date of expiry	Vested		Lapsed/Forfeited		Exercise / sold		Vested and exercisable as at 30 Sep 2017	Unexercisable as at 30 Sep 2017	
							Number	%	Value <sup>1</sup> \$	Number	%	Value <sup>1</sup> \$			Number
Mark Pankhurst	Deferred shares	283		22-Nov-13	22-Nov-16	-	283	100	7,928	-	-	-	283	-	
	Deferred shares	179	27.98	22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	179	
	Employee Share Offer	6		04-Dec-13	04-Dec-16	-	6	100	177	-	-	-	6	-	
Patrick Clarke	Deferred shares	24		12-Nov-12	12-Nov-15	-	-	-	-	-	(22)	91	656	2	-
	Deferred shares	28		22-Nov-13	22-Nov-16	-	28	100	793	-	-	-	-	28	-
	Deferred shares	22		12-Nov-10	12-Nov-13	-	-	-	-	-	(22)	100	659	-	-
	Employee Share Offer	1		04-Dec-13	04-Dec-16	-	1	100	18	-	-	-	-	1	-
Jaimie Sach	Deferred shares	36	27.98	22-Nov-16	22-Nov-19	-	-	-	-	-	-	-	-	-	36
	Employee Share Offer	1		04-Dec-13	04-Dec-16	-	1	100	18	-	-	-	-	1	-
Mark Rider <sup>2</sup>															
Ian Wong <sup>3</sup>															

<sup>1</sup> The point in time value of shares and/or performance rights is based on the one day Volume Weighted Average Price (VWAP) of the Company's shares traded on the ASX on the date of vesting, lapsing/forefeiture or exercising/sale/transfer out of trust, multiplied by the number of shares and/or performance rights. The exercise price for all performance rights is \$0.00.

<sup>2</sup> Mark Rider commenced role on 10 March 2017 and there are no disclosable transactions from this date.

<sup>3</sup> Ian Wong commenced role on 16 December 2016 and there are no disclosable transactions from this date.