

# 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 2018 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 2017 to 30 September 2018) 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 2018 Executive Officers**

<b>Name</b>	<b>Position Held</b>	<b>Date appointed and concluded</b>	<b>Term as an Executive Officer in 2018</b>
<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
Caroline Colley	Non-Executive Director	Appointed 1 January 2018	Part year
<b>Current Management</b>			
Peter Mullin	Managing Director Pensions and Investments	Appointed 25 November 2014	Full year
Alexis George	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
Paul White	Chief Operating Officer, Wealth Australia	Appointed 10 June 2016	Full year
Carolyn Tatley <sup>2</sup>	Director	Appointed 26 October 2016	Full year
Ian Wong	Chief Actuary	Appointed 16 December 2016	Full year
Mark Rider	Chief Investment Officer	Appointed 10 March 2017	Full year
Jaimie Sach	Chief Financial Officer, Wealth Australia	Appointed 8 September 2017	Full year
David Callan <sup>3</sup>	Head of Product Development and Platform Strategy	Appointed 24 November 2017	Part year

<sup>2</sup> Carolyn Tatley was appointed Director effective 26 October 2016. Her remuneration is not included in the following information.

<sup>3</sup> David Callan commenced in the role of Head of Product Development and Platform Strategy effective 24 November 2017.

Karen Malzard <sup>4</sup>	Acting Chief Risk Officer, Wealth Australia	Appointed 30 July 2018	Part year
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<b>Former Management</b>			
Stewart Brentnall	Chief Investment Officer, Wealth Australia	Appointed 22 October 2010 Ceased in role effective 10 March 2017	-
Craig Brackenrig	Managing Director Finance & Operations, Wealth Australia	Appointed 25 November 2014 Ceased in role effective 8 September 2017	-
Kylie Rixon	Chief Risk Officer, Wealth Australia	Appointed 31 March 2014 Ceased in role effective 30 July 2018	Part year
Patrick Clarke	Head of Product Development & Platform Strategy	Appointed 10 June 2016 Ceased in role effective 24 November 2017	Part year

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.

NEDs are not eligible to receive variable remuneration awards.

<sup>4</sup> Karen Malzard commenced in the role of Acting Chief Risk Officer, Wealth Australia effective 30 July 2018.

## 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 ANZBGL Remuneration policy is applied globally and is underpinned by the following reward principles, which:

- Attract, motivate and keep great people;
- Reward our people for doing the right thing having regard to our customers and shareholders;
- Focus on how things are achieved (values, culture and risk) as much as what is achieved (performance);
- Are fair and simple to understand.

In addition to the requirements outlined in the ANZBGL Remuneration Policy, for ANZBGL RSE Licensees, additional policy requirements exist. These require an RSE Licensee to, among other things, ensure performance based components of remuneration are designed to encourage behaviour that supports:

- protecting the interests, and meeting the reasonable expectations, of beneficiaries; and
- 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 deferred equity awards. Each year the mix of cash and deferred 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 (Integrity, Collaboration, Accountability, Respect and Excellence) 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 2018 financial year ANZ's standard practice for Management (excluding Group Executive roles) is that:

- If an employee's variable remuneration is below A\$150,000, then the variable remuneration is paid in cash.
- If an employee's variable remuneration is at or exceeds A\$150,000, then mandatory deferral will apply:
  - The first A\$80,000 of the variable remuneration is paid in cash (no deferral);
  - Of the variable remuneration 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 2018 financial year was delivered as ANZ Performance Rights subject to performance and time based hurdles and/or 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 2018 and 30 September 2017.

**Table B: Statutory Remuneration Disclosure**

	Financial Year	Short-Term Employee Benefits				Post-Employment Super contributions <sup>6</sup>	Long-Term Employee Benefits Long service leave accrued during the year	Share-Based Payments <sup>7</sup>				
		Cash salary <sup>1</sup>	Non monetary benefits <sup>2</sup>	Total cash incentive <sup>3,4</sup>	Other cash <sup>5</sup>			Total amortisation value of			Termination benefits	Grand total remuneration
								Variable remuneration	Performance rights	Other equity allocations <sup>8</sup>		
		\$	\$	\$	\$	\$	Shares	\$	\$	Shares	\$	\$
<b>Non Executive Directors</b>												
<b>Victoria Weekes</b>	<b>2018</b>	<b>120,982</b>	-	-	-	<b>11,493</b>	-	-	-	-	-	<b>132,475</b>
Non Executive Director, Chairman	2017	89,000	-	-	-	8,455	-	-	-	-	-	97,455
<b>Stephen Chapman</b>	<b>2018</b>	<b>85,297</b>	-	-	-	<b>8,103</b>	-	-	-	-	-	<b>93,400</b>
Non Executive Director	2017	52,500	-	-	-	4,988	-	-	-	-	-	57,488
<b>Charles "Sandy" Clark</b>	<b>2018</b>	<b>90,674</b>	-	-	-	<b>8,614</b>	-	-	-	-	-	<b>99,288</b>
Non Executive Director	2017	52,830	-	-	-	5,019	-	-	-	-	-	57,849
<b>Alan Chonowitz</b>	<b>2018</b>	<b>85,297</b>	-	-	-	<b>8,103</b>	-	-	-	-	-	<b>93,400</b>
Non Executive Director	2017	43,379	-	-	-	4,121	-	-	-	-	-	47,500
<b>Carolyn Colley<sup>10</sup></b>	<b>2018</b>	<b>69,472</b>	-	-	-	<b>6,600</b>	-	-	-	-	-	<b>76,072</b>
Non Executive Director												
<b>Management</b>												
<b>Alexis George<sup>11</sup></b>	<b>2018</b>	<b>168,717</b>	<b>8,051</b>	<b>70,950</b>	<b>50,000</b>	<b>4,134</b>	<b>5,353</b>	<b>61,675</b>	<b>38,956</b>	-	-	<b>407,836</b>
Group Executive, Wealth Australia	2017	134,540	4,303	69,515	47,875	13,059	3,554	60,553	27,824	-	-	361,222
<b>Peter Mullin</b>	<b>2018</b>	<b>77,375</b>	-	<b>40,200</b>	<b>33,750</b>	<b>3,025</b>	<b>1,789</b>	<b>36,018</b>	<b>7,729</b>	-	-	<b>199,886</b>
Managing Director Pensions & Investments	2017	70,685	-	43,200	14,550	6,715	1,173	37,088	9,025	-	-	182,436
<b>Kylie Rixon<sup>15</sup></b>	<b>2018</b>	<b>18,542</b>	<b>118</b>	<b>12,782</b>	<b>10,300</b>	<b>988</b>	<b>356</b>	<b>11,182</b>	<b>2,247</b>	-	-	<b>56,514</b>
Chief Risk Officer, Wealth Australia	2017	21,461	-	14,400	4,400	2,064	356	12,501	2,888	-	-	58,070
<b>Paul White</b>	<b>2018</b>	<b>26,090</b>	-	<b>12,000</b>	<b>7,860</b>	<b>1,210</b>	<b>496</b>	<b>8,938</b>	<b>857</b>	-	-	<b>57,451</b>
Chief Operating Officer, Wealth Australia	2017	16,689	-	8,944	2,408	1,586	343	3,952	332	31	-	34,285
<b>Geoffrey Allanson</b>	<b>2018</b>	<b>83,949</b>	-	<b>25,200</b>	-	<b>6,051</b>	<b>1,876</b>	<b>426</b>	-	-	-	<b>117,501</b>
Head of Finance Operations	2017	72,831	-	27,500	-	6,919	1,636	3,335	-	30,186	-	142,407
<b>Dean Faglioni</b>	<b>2018</b>	<b>16,883</b>	-	<b>5,250</b>	-	<b>2,017</b>	<b>579</b>	<b>357</b>	-	<b>44</b>	-	<b>25,130</b>
Head of Wrap & SMSF	2017	5,216	-	1,500	-	496	191	320	-	17	-	7,740
<b>Mark Pankhurst<sup>18</sup></b>	<b>2018</b>	<b>132,518</b>	-	<b>42,000</b>	<b>47,200</b>	<b>8,068</b>	<b>4,196</b>	<b>10,452</b>	-	<b>236</b>	-	<b>244,671</b>
Head of Superannuation	2017	61,363	-	23,400	10,000	5,830	1,018	6,561	-	135	-	108,307

	Financial Year	Short-Term Employee Benefits				Post-Employment	Long-Term Employee Benefits	Share-Based Payments <sup>7</sup>				
		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 \$	Grand total remuneration \$
								Variable remuneration		Other equity allocations <sup>8</sup>		
							Shares \$	Performance rights \$	Shares \$			
<b>Management</b>												
<b>Patrick Clarke<sup>13</sup></b>	<b>2018</b>	-	-	-	-	-	-	-	-	-	-	-
Head of Product Development and Platform Strategy	2017	5,534	-	1,900	900	537	94	679	-	13	-	9,657
<b>Jaimie Sach<sup>14</sup></b>	<b>2018</b>	<b>3,898</b>	-	<b>1,180</b>	<b>1,370</b>	<b>202</b>	<b>150</b>	<b>772</b>	-	<b>6</b>	-	<b>7,578</b>
Chief Financial Officer, Wealth Australia	2017	1,639	-	566	-	156	27	307	-	3	-	2,699
<b>David Callan<sup>1,2</sup></b>	<b>2018</b>	<b>21,052</b>	-	<b>7,055</b>	-	<b>1,516</b>	<b>572</b>	-	-	<b>50</b>	-	<b>30,244</b>
Head of Product Development and Platform Strategy												
<b>Karen Malzard<sup>1,2</sup></b>	<b>2018</b>	<b>21,630</b>	-	<b>8,262</b>	-	<b>1,162</b>	<b>3,329</b>	<b>5,156</b>	-	<b>45</b>	-	<b>39,584</b>
Acting Chief Risk Officer, Wealth Australia												
<b>Ian Wong<sup>16</sup></b>	<b>2018</b>	<b>8,621</b>	<b>698</b>	<b>2,175</b>	<b>2,730</b>	<b>605</b>	<b>333</b>	<b>208</b>	-	<b>18</b>	-	<b>15,388</b>
Chief Actuary, Wealth Australia	2017	9,966	401	3,318	1,950	977	171	499	-	27	-	17,308
<b>Mark Rider<sup>17</sup></b>	<b>2018</b>	<b>54,725</b>	-	<b>18,000</b>	<b>18,675</b>	<b>3,025</b>	<b>875</b>	<b>417</b>	-	<b>35</b>	-	<b>95,752</b>
Chief Investment Officer, Wealth Australia	2017	29,534	-	12,180	8,025	2,806	622	1,742	-	-	-	54,909

<sup>1</sup> For Non-Executive Directors 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. Variable Remuneration (VR) deferred component is included in share-based payments and has been amortised over the vesting period. 100% of the cash component of the VR awarded for the 2017 and 2018 years vested to the Disclosed Executive in the applicable financial year.

<sup>4</sup> The typical range of incentive is between 0 and 2 times target incentive. The actual incentive received is dependent on ANZBGL and individual performance. The 2018 incentive awarded (cash and equity component) as a percentage of target incentive was: A George 61% (2017: 76%); P Mullin 119% (2017: 111%); K Rixon 165% (2017: 116%); P White 122% (2017: 118%); G Allanson 97% (2017: 86%); D Faglioni 250% (2017: 167%); M Pankhurst 111% (2017: 87%); P Clarke n/a (2017: 77%); Ian Wong 129% (2017: 118%); Mark Rider 80% (2017: 84%); Carolyn Tatley 108% (2017: n/a); Karen Malzard 219% (2017: n/a); Jaimie Sach 152% (2017: n/a) and David Callan 148% (2017: n/a). Anyone who received less than 100% of target forfeited the rest of their incentive opportunity at target. 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 2017 or 2018.

<sup>5</sup> Other cash relates to cash retention award approved by the Board vested in December 2017.

<sup>6</sup> In 2018, the superannuation contribution reflects the Maximum Superannuation Guarantee Contribution based on the Maximum Contribution Base for all disclosed individuals. In 2017, the superannuation contributions reflected the Superannuation Guarantee Contribution of 9.5% of cash salary and have not been restated - individuals may have elected to take this contribution as superannuation or a combination of superannuation and cash salary. 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 2017 year, no shares were granted under the ESO plan. During the 2018 year, shares were granted with an issue price of \$26.91 under the ESO plan to employees on the 3rd of December 2018.

<sup>9</sup> A review of Non Executive Director fees was undertaken in 2017 culminating in a revised fee structure being effected from 1 October 2017. In October 2018, an increase to Board fees was effected for a fixed period being 1 January 2018 and in place to 30 April 2019 (FY2019), commensurate with the increase in meeting attendance required by Non-Executive Directors during this period.

<sup>10</sup> Carolyn Colley commenced in the role of Non-Executive Director effective 1 January 2018.

<sup>11</sup> Alexis George commenced in the role of Group Executive, Wealth Australia effective 1 December 2016. Values reflect the partial service for the 2017 year. Alexis' fixed remuneration was adjusted in May 2018 when she commenced in the expanded role of Deputy CEO and Group Executive, Wealth Australia.

<sup>12</sup> David Callan and Karen Malzard commenced in their roles 24 November 2017 and 30 July 2018 respectively. Values reflect the partial service for the year.

<sup>13</sup> Patrick Clarke ceased in the role of Head of Product Development and Platform Strategy effective 24 November 2017. Values reflect the partial service for the year.

<sup>14</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>15</sup> Kylie Rixon ceased in the role of Chief Risk Officer, Wealth Australia effective 30 July 2018. Values reflect the partial service for the year.

<sup>16</sup> Ian Wong commenced in his role of Chief Actuary effective 16 December 2016. Values reflect the partial service for the 2017 year.

<sup>17</sup> Mark Rider commenced in his role of Chief Investment Officer effective 10 March 2017. Values reflect the partial service for the 2017 year.

<sup>18</sup> Mark Pankhurst's apportionment increased by 100%, therefore values for this service year are not comparable this year due to the increase.

## 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 2018 and in prior years which vested, were exercised/sold or which lapsed/were forfeited during the 2018 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 2018 grants only) \$	Grant date	First date exercisable	Date of expiry	Vested		Lapsed/Forfeited		Exercise / sold		Vested and exercisable as at 30 Sep 2018	Unexercisable as at 30 Sep 2018		
							Number	%	Value <sup>1</sup> \$	Number	%	Value <sup>1</sup> \$			Number	%
Alexis George	Deferred shares	486		21-Nov-14	21-Nov-17	-	486	100	14,258	-	-	-	-	486	-	
	Deferred shares	830		18-Nov-15	18-Nov-17	-	830	100	24,435	-	-	-	-	830	-	
	Deferred shares	960		22-Nov-16	22-Nov-17	-	960	100	28,116	-	-	-	-	960	-	
	Deferred shares	619	29.28	22-Nov-17	22-Nov-18	-	-	-	-	-	-	-	-	-	619	
	Deferred shares	619	29.28	22-Nov-17	22-Nov-19	-	-	-	-	-	-	-	-	-	619	
	Deferred shares	619	29.28	22-Nov-17	22-Nov-20	-	-	-	-	-	-	-	-	-	619	
	Deferred shares	619	29.28	22-Nov-17	22-Nov-21	-	-	-	-	-	-	-	-	-	619	
	Performance rights	544		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(544)	100	(15,966)	-	-	-	-
	Performance rights	501		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(501)	100	(14,693)	-	-	-	-
	Performance rights	3,828	13.40	22-Nov-17	22-Nov-20	22-Nov-22	-	-	-	-	-	-	-	-	-	3,828
Performance rights	1,276	7.68	22-Nov-17	22-Nov-20	22-Nov-22	-	-	-	-	-	-	-	-	-	1,276	
Peter Mullin	Deferred shares	312		21-Nov-14	21-Nov-17	-	312	100	9,140	-	-	(312)	100	9,061	-	-
	Deferred shares	530		18-Nov-15	18-Nov-17	-	530	100	15,609	-	-	(530)	100	15,413	-	-
	Deferred shares	452		22-Nov-16	22-Nov-17	-	452	100	13,225	-	-	(452)	100	13,136	-	-
	Deferred shares	532	29.28	22-Nov-17	22-Nov-18	-	-	-	-	-	-	-	-	-	-	532
	Deferred shares	532	29.28	22-Nov-17	22-Nov-19	-	-	-	-	-	-	-	-	-	-	532
	Deferred shares	266	29.28	22-Nov-17	22-Nov-20	-	-	-	-	-	-	-	-	-	-	266
	Performance rights	349		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(349)	100	(10,236)	-	-	-	-
	Performance rights	321		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(321)	100	(9,422)	-	-	-	-
Performance rights	532	13.40	22-Nov-17	22-Nov-20	22-Nov-22	-	-	-	-	-	-	-	-	-	532	
Kylie Rixon	Deferred shares	78		21-Nov-14	21-Nov-17	-	78	100	2,299	-	-	(78)	100	-	-	-
	Deferred shares	167		18-Nov-15	18-Nov-17	-	167	100	4,923	-	-	(167)	100	-	-	-
	Deferred shares	177	27.98	22-Nov-16	22-Nov-17	-	177	100	5,193	-	-	(177)	100	-	-	-
	Deferred shares	177	29.28	22-Nov-17	22-Nov-18	-	-	-	-	-	-	-	-	-	-	177
	Deferred shares	177	29.28	22-Nov-17	22-Nov-19	-	-	-	-	-	-	-	-	-	-	177
	Deferred shares	89	29.28	22-Nov-17	22-Nov-20	-	-	-	-	-	-	-	-	-	-	89
	Performance rights	88		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(88)	100	(2,574)	-	-	-	-
	Performance rights	81		21-Nov-14	21-Nov-17	21-Nov-19	-	-	-	(81)	100	(2,371)	-	-	-	-
Performance rights	177	13.40	22-Nov-17	22-Nov-20	22-Nov-22	-	-	-	-	-	-	-	-	-	177	

Name	Type of equity	Number granted	Equity fair value at grant (for 2018 grants only) \$	Grant date	First date exercisable	Date of expiry	Vested			Lapsed/Forfeited			Exercise / sold		Vested and exercisable as at 30 Sep 2018	Unexercisable as at 30 Sep 2018
							Number	%	Value <sup>1</sup> \$	Number	%	Value <sup>1</sup> \$	Number	%		
Paul White	Deferred shares	131		22-Nov-17	22-Nov-18	-	-	-	-	-	-	-	-	-	-	131
	Deferred shares	131	29.28	22-Nov-17	22-Nov-19	-	-	-	-	-	-	-	-	-	-	131
	Deferred shares	65	29.28	22-Nov-17	22-Nov-20	-	-	-	-	-	-	-	-	-	-	65
	Performance rights	131	13.40	22-Nov-17	22-Nov-20	22-Nov-22	-	-	-	-	-	-	-	-	-	131
Geoff Allanson	Deferred shares	282		21-Nov-14	21-Nov-17	-	282	100	8,273	-	-	-	-	-	282	-
	Employee Share Offer	9		04-Dec-14	04-Dec-17	-	9	100	247	-	-	-	-	-	9	-
	Employee Share Offer	9		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	9
Dean Faglioni	Deferred shares	94		21-Nov-14	21-Nov-17	-	94	100	2,758	-	-	-	-	-	94	-
	Employee Share Offer	3		04-Dec-14	04-Dec-17	-	3	100	82	-	-	-	-	-	3	-
	Employee Share Offer	3		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	3
David Callan	Employee Share Offer	3		04-Dec-14	04-Dec-17	-	3	100	82	-	-	-	-	-	3	-
	Employee Share Offer	3		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	3
Mark Pankhurst	Deferred shares	251		21-Nov-14	21-Nov-17	-	251	100	7,358	-	-	-	-	-	251	-
	Employee Share Offer	1		04-Dec-14	04-Dec-17	-	1	100	33	-	-	-	-	-	1	-
	Employee Share Offer	1		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	1
Patrick Clarke <sup>2</sup>																
Jaimie Sach	Deferred shares	9		21-Nov-14	21-Nov-17	-	9	100	276	-	-	-	-	-	9	-
	Deferred shares	6	29.28	22-Nov-17	22-Nov-18	-	-	-	-	-	-	-	-	-	-	6
	Deferred shares	6	29.28	22-Nov-17	22-Nov-19	-	-	-	-	-	-	-	-	-	-	6
	Deferred shares	6	29.28	22-Nov-17	22-Nov-20	-	-	-	-	-	-	-	-	-	-	6
	Employee Share Offer	0		04-Dec-14	04-Dec-17	-	0	100	8	-	-	-	-	-	0	-
	Employee Share Offer	0		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	0
Mark Rider	Deferred shares	212		21-Nov-14	21-Nov-17	-	212	100	6,209	-	-	-	-	-	212	-
	Deferred shares	85	27	18-Nov-15	18-Nov-17	-	85	100	2,514	-	-	-	-	-	85	-
	Employee Share Offer	4		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	4
Ian Wong	Employee Share Offer	1		04-Dec-14	04-Dec-17	-	1	100	25	-	-	-	-	-	1	-
	Employee Share Offer	1		01-Dec-17	01-Dec-20	-	-	-	-	-	-	-	-	-	-	1
	Deferred shares	19		21-Nov-14	21-Nov-17	-	19	100	552	-	-	-	-	-	19	-
Karen Malzard <sup>3</sup>																

<sup>1</sup> The point in time value of shares/share rights and/or performance rights is based on the one day VWAP of the Company's shares traded on the ASX on the date of vesting, lapsing/forfeiture or exercising/sale/transfer out of trust, multiplied by the number of shares/share rights and/or performance rights. The exercise price for all share rights/performance rights is \$0.00. No terms of share-based payment transactions have been altered or modified during the reporting period.

<sup>2</sup> Patrick Clarke ceased role on 24 November 2017 and there are no disclosable transactions from this date.

<sup>3</sup> Karen Malzard had no disclosable transactions.