



Disclosures under regulation 2.37 of the Superannuation Legislation (MySuper Measures) Amendment Regulation 2013

1. Directors' remuneration

The following table sets out the Directors' remuneration for FY2023 and FY2022. Togethr Trustees Pty Ltd acts as Trustee for the Equisuper fund and the remuneration disclosed are in respect of responsibilities of directors across the fund under trusteeship. Directors are paid by the Trustee company.

Director of Togethr Trustees Pty Ltd	Date appointed	Date retired	Financial year ended	Total directors' remuneration
Danny Casey¹			2023	\$ 175,796
Chair & Independent Director	21/10/2019		2022	\$ 175,000
Matthew Cassin			2023	\$ 87,898
Member Director	1/08/2021		2022	\$ 80,208
Mark Cerche³			2023	\$ 102,966
Employer Director	1/07/2017		2022	\$ 102,500
Penny Davy-Whyte⁴			2023	\$ 102,966
Independent Director	1/07/2018		2022	\$ 102,500
Jan Dekker⁵		30/06/2023	2023	\$ 95,432
Member Director	1/04/2016		2022	\$ 102,500
David Doolan²			2023	\$ 95,432
Member Director	11/10/2020		2022	\$ 87,500
Justine Hickey⁶			2023	\$ 113,012
Deputy Chair & Independent Director	1/07/2017		2022	\$ 112,500
Sharife Rahmani			2023	\$ 87,898
Employer Director	1/06/2021		2022	\$ 87,500
Simone Thompson⁷			2023	\$ 102,966
Employer Director	21/10/2019		2022	\$ 102,500
TOTAL REMUNERATION			2023	\$ 964,364
			2022	\$ 952,708

Notes:

1. Board chair from 1 July 2021.
2. Risk and Compliance Committee chair from 1 January 2023.
3. Audit and Finance Committee chair from 1 January 2021.
4. Stakeholder Engagement and Innovation Committee chair from 1 January 2021.
5. Risk and Compliance Committee chair from 21 October 2019 to 31 December 2022..
6. Board deputy chair from 1 April 2023 and Investment Committee chair from 1 July 2018.
7. Governance and Culture Committee chair from 1 January 2021.
8. Directors are paid director fees and superannuation benefits. No other post-employment benefits, termination benefits, non-monetary benefits or other short-term benefits, short-term or long-term financial incentives or benefits are provided. Director's fees are based on market rates and are reviewed annually against comparable superannuation funds.



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2. Executives' remuneration

The following table sets out the executive's remuneration for FY2023 and FY2022. The table includes permanent appointments only. Togethr Trustees Pty Ltd acts as Trustee for the Equisuper fund and the remuneration disclosed are in respect of responsibilities of executives across the fund under trusteeship. Executive's remuneration costs are paid by either the Trustee company, Togethr Financial Planning Pty Ltd or the Fund.

Executive's name / position	Date appointed	Date retired /ceased to act	Financial year ended	Salary paid	Superannuation SG benefit paid	Termination benefit paid ²	One-off Retention Payment ³	Long service leave accrued	Total executive's remuneration
Scott Cameron			2023	\$ 691,137	\$ 25,292	\$ -	\$ -	\$ 11,351	\$ 727,780
Chief Executive Officer	3/09/2019		2022	\$ 675,429	\$ 23,568	\$ -	\$ -	\$ 3,679	\$ 702,676
Natalie Alford¹			2023	\$ 184,946	\$ 25,292	\$ -	\$ -	\$ 10,178	\$ 220,416
Executive Officer, Governance and Risk	8/11/2017		2022	\$ 298,289	\$ 23,568	\$ -	\$ -	\$ 4,933	\$ 326,790
Tania Cumming²			2023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chief Member Officer	9/04/2018	5/05/2022	2022	\$ 327,972	\$ 21,604	\$ 49,760	\$ -	\$ -	\$ 399,336
Mark Ellis^{2,3}			2023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Executive Officer, Employer Relations	12/12/2016	6/08/2021	2022	\$ 35,523	\$ 9,903	\$ 43,080	\$ 72,727	\$ -	\$ 161,232
Sarah Guthleben²		22/07/2022	2023	\$ 16,511	\$ 1,734	\$ 101,047	\$ -	\$ -	\$ 119,292
Executive Officer, People and Culture	1/10/2014		2022	\$ 268,306	\$ 23,568	\$ -	\$ -	\$ 8,423	\$ 300,297
Alexis Harrison			2023	\$ 325,000	\$ 25,292	\$ -	\$ -	\$ 1,117	\$ 351,410
Chief Member Officer	1/07/2022		2022	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Andrew Howard			2023	\$ 616,708	\$ 25,292	\$ -	\$ -	\$ 1,861	\$ 643,861
Chief Investment Officer	8/11/2021		2022	\$ 373,942	\$ 15,289	\$ -	\$ -	\$ 352	\$ 389,583
Anna-Maria Papile			2023	\$ 346,708	\$ 25,292	\$ -	\$ -	\$ 1,827	\$ 373,827
Executive Officer, Strategic Operations and Delivery	1/02/2021		2022	\$ 328,306	\$ 23,568	\$ -	\$ -	\$ 773	\$ 352,647
Marc Pizzichetta			2023	\$ 386,708	\$ 25,292	\$ -	\$ -	\$ 11,013	\$ 423,013
Chief Financial Officer	1/10/2018		2022	\$ 389,223	\$ 24,474	\$ -	\$ -	\$ 8,028	\$ 421,725
Brent Retallick⁴			2023	\$ 400,000	\$ 25,292	\$ -	\$ -	\$ 914	\$ 426,206
Executive Officer, Transformation and Technology	27/04/2022		2022	\$ 33,333	\$ 1,964	\$ -	\$ -	\$ 31	\$ 35,328
Anna Shelley²			2023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chief Investment Officer	30/04/2018	9/07/2021	2022	\$ 15,034	\$ 1,503	\$ 60,221	\$ -	\$ -	\$ 76,758
Amanda Veldman			2023	\$ 271,139	\$ 22,656	\$ -	\$ -	\$ 297	\$ 294,092
Executive Officer, People and Culture	22/08/2022		2022	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Andrew Vogt			2023	\$ 310,708	\$ 25,292	\$ -	\$ -	\$ 4,777	\$ 340,777
Executive Officer, Financial Planning	1/02/2021		2022	\$ 291,434	\$ 23,568	\$ -	\$ -	\$ 1,357	\$ 316,359
Charles Gianni			2023	\$ 301,631	\$ 25,292	\$ -	\$ -	\$ 6,081	\$ 333,004
Executive Officer, Employer Relationships and Growth	1/08/2021		2022	\$ 279,986	\$ 21,604	\$ -	\$ -	\$ 4,229	\$ 305,819
TOTAL REMUNERATION			2023	\$ 3,851,194	\$ 252,021	\$ 101,047	\$ -	\$ 49,416	\$ 4,253,678
			2022	\$ 3,316,776	\$ 214,182	\$ 153,060	\$ 72,727	\$ 31,804	\$ 3,788,549

Notes:

1. The Executive was on parental leave during the previous financial year.

2. The Executive ceased to act as an Executive Officer during the financial year. The total remuneration included leave and termination benefits.



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3. The Executive received a one-off retention payment on 6 August 2021 under an agreement dated 23 December 2020.

4. Mr. B.A. Retallick is a director of Retavest Pty Ltd. The Trustee company paid Retavest Pty Ltd for the services of Mr. B. A. Retallick as Executive Officer, Transformation and Technology for the period 27 April 2022 to 31 May 2022 the amount of \$49,500 which was in addition to the 2022 total executive remuneration in the table above of \$35,328.

5. There was a non-permanent appointment as Acting Executive Officer, Governance and Risk for the period 18 July 2022 to 28 July 2023. Mr. I. Lancaster is a director of Lancaster Partners Pty Ltd. The Trustee company paid Lancaster Partners Pty Ltd for the services of Mr. I. Lancaster as Acting Executive Officer, Governance and Risk during a period of paternal leave taken by the Executive Officer, Governance and Risk. Total service fees paid to Lancaster Partners Pty Ltd during the 2023 year were \$357,480.

6. From 1 July 2020 all incentive schemes ceased for all executives.

7. Togethr Trustees Pty Ltd.'s remuneration policy sets out the remuneration philosophy, principles and governance on executive remuneration which is aligned to our vision, strategy and goals, and designed to attract, motivate and retain talented employees by rewarding them for performance; and aligned with sound risk management and governance principles, by appropriately incentivising individuals to prudently manage risks. Executive remuneration is set by reference to external benchmark data based on comparable roles in other financial services organisations and is market competitive. Togethr pays fixed remuneration comprising of market comparable base salary, salary sacrifice items and statutory superannuation. Togethr does not pay any variable remuneration to any executive. Executive salaries are reviewed annually.