

Prescribed remuneration details for Total Risk Management Pty Ltd (TRM) as required under s29QB of the *Superannuation Industry (Supervision) Act 1993* (“SIS Act”) and Regulation 2.37 of the *Superannuation Industry (Supervision) Regulations 1994*.

- Reg 2.37
- (1) For paragraph 29QB(1)(a) of the Act, details of the kind set out in the table are prescribed in relation to:
 - (a) an executive officer of the RSE licensee of a registrable superannuation entity (a *relevant executive officer*) or
 - (b) an individual trustee of a registrable superannuation entity (a *relevant individual trustee*).
 - (2) If:
 - (a) a person is:
 - (i) an executive officer of the RSE licensee of a registrable superannuation entity (the **reporting entity**); or
 - (ii) an individual trustee of a registrable superannuation entity (the **reporting entity**); and
 - (b) the person receives a payment, benefit or compensation from a related entity of the reporting entity;
 - (c) all or part of the payment, benefit or compensation relates to work performed for the reporting entity;then, to the extent that the payment, benefit or compensation relates to that work, the payment, benefit or compensation must be disclosed in the table in the same way as it would be disclosed if it had been paid or given by the reporting entity
 - (3) The RSE licensee entity must apply the requirements of relevant accounting standards when disclosing the information mentioned in the table.
 - (4) If an expression used in the table is defined in an accounting standard that is applied for the purpose of disclosing information, the expression has the meaning given by the standard.
 - (5) A disclosure required by item 14 or 15 of the table must:
 - (a) be separated into each class of equity instrument; and
 - (b) identify each class of equity instrument by:
 - (i) the name of the issuing entity;
 - (ii) the class of equity instrument; and
 - (iii) if the instrument is an option or right—the class and number of equity instruments for which it may be exercised.

* *TRM's financial year is from 1 January to 31 December each year and data in the following table is shown accordingly.*

List of Directors and Executive Officers at 31 December 2022:

Name	Position Held	Date Commenced
James O'Connor	Chair, Director of TRM	19 April 2012
Alexis Dodwell	Director of TRM	18 December 2015
Keith Knapman	Director of TRM	1 June 2020
Patricia Montague	Director of TRM	1 October 2020
Luan Atkinson	Director of TRM	12 July 2021
Magali Azema-Barac	Director of TRM	12 July 2021
Leigh Robinson	Head of the Office of the Superannuation Trustee, an executive officer of TRM	1 October 2020
Liam Nevin	Senior Manager, Vendor Oversight and Risk for the Office of the Superannuation Trustee), an executive officer of TRM	9 November 2021
Rebecca Devon	Head of Legal & Compliance for the Office of the Superannuation Trustee, an executive officer of TRM	1 March 2022

During the period from 1 January 2022 to 31 December 2022, the following Directors or Executive Officers retired from their positions:

Name	Position Held	Date Retired from Position
No Directors or Executive officers retired.		

Required Disclosure

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
2.	If a person: a) retired from a position as a relevant executive officer or relevant individual trustee during the current financial year; then Provide the date	n/a	n/a	n/a	n/a	n/a	n/a	n/a
3.	If the position of a person who is either of the following changes during the current financial year: (a) a relevant executive officer who is a chief executive officer or director;	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
	(b) a relevant individual trustee then The person's name, position, and date of the change							
4.	If a relevant executive officer who is not mentioned in item 3 has retired during the current financial year; then The person's name, position, and effective date	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Payments and benefits								
5.	The short-term employee benefits of each relevant executive officer or relevant individual trustee for the 2 most recently completed financial years, divided into at least the following components: (a) cash salary, fees and short-term compensated absences; (b) short-term cash profit-sharing and other bonuses; (c) non-monetary benefits;	2021 a) \$96,864 b) nil c) nil d) nil 2022 a) \$100,000 b) nil c) nil d) nil	2021 a) \$68,574 b) nil c) nil d) nil 2022 a) \$77,273 b) nil c) nil d) nil	2021 a) \$50,232 b) nil c) nil d) nil 2022 a) \$68,182 b) nil c) nil d) nil	2021 a) \$34,091 b) n/a c) n/a d) n/a 2022 a) \$68,182 b) nil c) nil d) nil	2021 a) \$66,301 b) nil c) nil d) nil 2022 a) \$68,182 b) nil c) nil d) nil	2021 a) \$34,091 b) n/a c) n/a d) n/a 2022 a) \$83,333 b) nil c) nil d) nil	2021 a) \$596,324 b) \$38,490 c) provision of mobile telephone and death & disability cover d) nil 2022 a) \$624,730 b) \$149,873 c) provision of mobile telephone and death & disability cover d) nil

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
	(d) other short-term employee benefits							
6.	The post-employment benefits of each relevant executive officer or relevant individual trustee for the 2 most recently completed financial years, divided into at least the following components: (a) pension and superannuation benefits; (b) other post-employment benefits	2021 a) \$9,452 b) nil 2022 a) \$10,250 b) nil	2021 a) \$6,696 b) nil 2022 a) \$7,920 b) nil	2021 a) \$2,283 b) nil 2022 a) \$6,989 b) nil	2021 a) \$3,409 b) n/a 2022 a) \$6,989 b) nil	2021 a) \$6,469 b) nil 2022 a) \$6,989 b) nil	2021 a) \$3,409 b) n/a 2022 a) \$8,549 b) nil	2021 a) \$53,436 b) nil 2022 a) \$57,687 b) nil
7.	The long-term employee benefits other than benefits mentioned in items 5 and 6 for each relevant executive officer or relevant individual trustee for the 2 most recently completed financial years (any amount attributable to a long-term incentive plan being separately identified)	2021 nil 2022 nil	2021 nil 2022 nil	2021 nil 2022 nil	2021 nil 2022 nil	2021 nil 2022 nil	2021 nil 2022 nil	2021 nil 2022 nil

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
8.	If a person's position as a relevant executive officer or relevant individual trustee was terminated during the current financial year the person's termination benefits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
9.	If a person: (a) began to hold a position as relevant executive officer or relevant individual trustee during the most recently completed financial year; and (b) received a payment as part of the consideration for agreeing to hold the position then Details of the payment including monetary value and date	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
10.	The share-based payments made to each person who was a relevant executive officer or relevant individual trustee during the 2 most recently completed financial years, divided into at least the following components: (a) equity-settled share-based payment transactions, showing separately: (i) shares and units; and (ii) options and rights; (b) cash-settled share-based payment transactions; (c) all other forms of share-based payment compensation (including hybrids)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Compensation								

11.	<p>If a grant of a cash bonus, performance-related bonus or share-based payment compensation benefit, whether part of a specific contract for services or not, was made to a relevant executive officer or relevant individual trustee during the most recently completed financial year then</p> <p>The terms and conditions of each grant affecting compensation, including</p> <p>(a) the grant date;</p> <p>(b) the nature of the compensation granted;</p> <p>(c) the service and performance criteria used to determine the amount of compensation;</p> <p>(d) if there has been any alteration of the terms or conditions of the grant since the grant date--the date, details and effect of each alteration;</p> <p>(e) the percentage of the bonus or grant for the financial year that was paid to the person, or that vested in the person, in the financial year;</p> <p>(f) the percentage of the bonus or grant for the</p>	n/a	n/a	n/a	n/a	n/a	n/a	<p>a) Feb 2022</p> <p>b) cash bonus</p> <p>c) linked to both individual and company performance</p> <p>d) n/a</p> <p>e) 100%</p> <p>f) n/a</p> <p>g) bonus is payable annually, at discretion of employer</p> <p>h) minimum is zero and maximum is unlikely to be significantly higher than figure specified in 5 above</p>
-----	---	-----	-----	-----	-----	-----	-----	---

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
	<p>financial year that was forfeited by the person (because the person did not meet the service and performance criteria for the bonus or grant) in the financial year;</p> <p>(g) the financial years, after the most recently completed financial year, for which the bonus or grant will be payable if the person meets the service and performance criteria for the bonus or grant;</p> <p>(h) estimates of the maximum and minimum possible total value of the bonus or grant (other than option grants) for financial years after the most recently completed financial year</p>							
12.	<p>If, during the most recently completed financial year, a contract for services was negotiated between the RSE licensee and a relevant executive officer or relevant individual trustee</p> <p>then</p> <p>An explanation of how the amount was determined</p>	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
	and will affect future periods							
13.	If the terms of share-based payment transactions (including options or rights) granted as compensation to a relevant executive officer were altered or modified by the RSE licensee during the most recently completed financial year then Details of those changes	n/a	n/a	n/a	n/a	n/a	n/a	n/a
14.	If, during the most recently completed financial year, options and rights over an equity instrument issued or issuable by the RSE licensee or by a related body corporate were provided as compensation to a person who was a relevant executive officer or relevant individual trustee then Details of those options and rights	n/a	n/a	n/a	n/a	n/a	n/a	n/a
15.	If an equity instrument that is issuable by the RSE	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Item	Event							
1.	Name of the relevant executive officer	James O'Connor	Alexis Dodwell	Keith Knapman	Magali Azema-Barac	Patricia Montague	Luan Atkinson	Executive Officers
	licensee or a related body corporate was issued as a result of the exercise, during the most recently completed financial year, of options and rights that were granted as compensation to a relevant executive officer or relevant individual trustee then Details of those instruments							
16.	If an amount attributable to the service of a relevant executive officer who is a director, or a relevant individual trustee, for the most recently completed financial year is paid to an organisation or entity rather than to the relevant executive officer or relevant individual trustee then The amount paid and the name of the organisation or entity	n/a	n/a	n/a	n/a	n/a	n/a	n/a