

KEY MANAGEMENT PERSONNEL

The information in this document is in relation to the remuneration of a member of the Key Management Personnel of Equity Trustees Superannuation Limited (ETSL) and HTFS Nominees Pty Ltd (HTFS). The information is prescribed and is in relation to the most recently completed financial year (2022/2023).

1 The member's name

Paul Douglas Rogan

2 The member's position:

Non-Executive Director, Equity Trustees Superannuation Limited (ETSL)

3 The date on which the member began holding the position:

27 August 2019

4 The date on which the member retired from the position:

Not applicable

PAYMENTS AND BENEFITS

5 The short-term employee benefits of the member for the most recently completed financial year, divided into at least the following components:

- (a) **Cash salary, fees and short-term compensated absences**
Salary \$76,923
- (b) **Short-term cash profit –sharing and other bonuses**
Not Applicable
- (c) **Non-monetary benefits**
Not Applicable
- (d) **Other short-term employee benefits**
Not Applicable

6 The member's post-employment benefits for the most recently completed financial year, divided into at least the following components:

- (a) **Pension and superannuation benefits**
Superannuation \$8,077
- (b) **Other post-employment benefits**
Not Applicable

Prescribed items 7 to 10 are not applicable

COMPENSATION

Prescribed items 11 to 16 are not applicable

ADDITIONAL INFORMATION

17 Qualifications of the member.

- Bachelor of Business (with credit), University of Technology Sydney
- Member - Australian Society of Certified Practising Accountants
- Member – Australian Institute of Company Directors (diploma)
- Chartered Institute of Company Secretaries in Australia (diploma) (now Governance Institute of Australia)



18 Summary of the member's experience as a trustee or board member, including the periods during which the person served as a trustee or board member.

Mr Rogan joined ETSL in August 2019, bringing more than 25 years' of industry and Board experience. A senior financial services executive with a proven track record for delivering results in different regions and markets, Mr Rogan has successfully driven businesses through rapid growth phases and major change projects (honed within the environments of Lendlease/MLC and Challenger). He has also been a Non-Executive Director of HUB24 Limited (ASX:HUB) since 2017.

Current role, recent and past directorships held

Director of the following:

- ETSL (27 August 2019 to present)
- Fourth Line Pty Ltd (22 February 2023 to present)
- Household Capital Pty Ltd (27 April 2023 to present)
- Hub24 Ltd (ASX: HUB) (20 December 2017 to present)
- Northbridge Holdings Pty Ltd (13 September 2005 to present)

Former Directorships:

- Pension Boost Pty Ltd (March 2019 to 30 November 2022)
- Retirement Essentials Pty Ltd (October 2016 to December 2018)
- SuperEd Pty Ltd (July 2018 to December 2018)
- Macular Disease Foundation Australia (MDFA) (2005 to 2017)

Board Committee Membership

- Member of the ETSL Audit Committee
- Member of the ETSL Board Investment Committee
- Chair of the ETSL Small APRA Funds Committee
- Acting Chair of the ETSL Remuneration and Nominations Committee

19 The record of attendance at board meetings for each director for the last seven years, or period of service if less than this.

The record of attendance at ETSL and HTFS board meetings is viewable on our website at www.egt.com.au/superannuation/board-and-governance.

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