

ELLIS NEVILLE VAREJES

1 Executive officer's position and date commenced:

Non-Executive Director, Equity Trustees Superannuation Limited (ETSL) 1 July 2014
 Non-Executive Director, HTFS Nominees Pty Ltd (HTFS) 1 March 2019

2 If the position of the Executive Officer is the Chief Executive Officer or a Director changes during the current financial year:

Not Applicable

3 If the relevant Executive Officer who is not mentioned in item 3 has retired during the current financial year:

Not Applicable

PAYMENTS AND BENEFITS

4 The short-term employee benefits of the relevant Executive Officer for the two most recently completed financial years, divided into at least the following components:

	2018/2019	2019/2020
(a) Cash salary, fees and short-term compensated absences	Salary - \$61,416	Salary - \$68,493
(b) Short-term cash profit –sharing and other bonuses	Not Applicable	Not Applicable
(c) Non-monetary benefits	Not Applicable	Not Applicable
(d) Other short-term employee benefits	Not Applicable	Not Applicable

5 The Executive Officer's post-employment benefits for the two most recently completed financial years, divided into at least the following components:

	2018/2019	2019/2020
(a) Pension and superannuation benefits	Super - \$5,834	Super - \$6,506
(b) Other post-employment benefits	Not Applicable	Not Applicable

6 The Executive Officer's long-term employee benefits (other than benefits mentioned in items 4 and 5) for the two most recently completed financial years (any amount attributable to a long-term incentive plan being separately identified).

Not Applicable

7 If the person's position as Executive Officer was terminated during the current financial year.

Not Applicable



8 If the person:

(a) **Began to hold the position as Executive Officer during the most recently completed financial year.**

Not Applicable

(b) **Received a payment as part of the consideration for agreeing to hold the position.**

Not Applicable

9 Share-based payments made during the two most recently completed financial years.

Not Applicable

COMPENSATION

10 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 the Executive Officer during the most recently completed financial year.

THE TERMS AND CONDITIONS OF EACH GRANT AFFECTING COMPENSATION, INCLUDING THE FOLLOWING;

The grant date	Not Applicable
The nature of the compensation granted	Not Applicable
The service and performance criteria used to determine the amount of compensation	Not Applicable
If there has been any alteration of the terms and conditions of the grant since the grant date – the date, details and effect of each alteration;	Not Applicable
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	Not Applicable
The percentage of the bonus or grant or the 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	Not Applicable
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	Not Applicable
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	Not Applicable

11 If, during the most recently completed financial year, a contract for services was negotiated between the RSE licensee and the relevant Executive Officer.

Not Applicable



- 12 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.**

Not Applicable

- 13 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 the relevant Executive Officer.**

Not Applicable

- 14 If an equity instrument that is issuable by the RSE 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 Executive Officer.**

Not Applicable

- 15 If an amount attributable to the service of a relevant Executive Officer who is a director, for the most recently completed financial year is paid to an organisation or entity rather than to the relevant Executive Officer.**

Not Applicable

ADDITIONAL INFORMATION

- 16 Qualifications of the Executive Officer.**

- B.Com LL B, University of Witwatersrand
- Admitted to practice as a legal practitioner in NSW and VIC and as a public notary in NSW

- 17 Summary of the relevant person's experience as a trustee or board member. Includes periods in which the person served as a trustee or board member.**

With extensive experience in the financial services, superannuation and property sectors, and a background in corporate law, Mr Varejes brings great expertise in managing due diligence, contract and transaction risk.

Current role, recent and past directorships held

Director of the following:

- ETSL (1 July 2014 – present)
- HTFS (formerly Zurich Australian Superannuation Pty Ltd) (21 March 2019 – present)
- Varecorp Pty Limited (Varejes Family Company)
- Pengana Investment Management Limited
- Centennial Property Group (consultant)
- Linear Group (consultant)
- Cerno Group (consultant)
- City Developments Limited (part-time General Counsel for CDL Australia Holdings)
- Formerly a Non-Executive Director of Wingate Group, Greysilver Pty Ltd, GSF Australia Pty Limited, Transmedia Asia Pacific Inc. and FSP Super Pty Limited

Board Committee Membership

- Member and Chair of the ETSL Audit Committee
- Member of the ETSL Risk and Compliance Committee
- Member of the ETSL Board Investment Committee
- Member of the ETSL Director Nominations and Remuneration Committee
- Member and Chair of the HTFS Audit Committee



- Member of the HTFS Risk and Compliance Committee
- Member of the HTFS Board Investment Committee
- Member of the HTFS Director Nominations and Remuneration Committee

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

The record of attendance at RSE Trustee board meetings is viewable on our website at www.eqt.com.au/corporate-and-employer-super/etsl-registrable-superannuation-entity-disclosures and www.eqt.com.au/superannuation/htfs-nominees-pty-ltd-registrable-superannuation-entity-disclosures

20201030