

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 in relation to the most recently completed financial year (2022/2023).

1 The member's name

Ellis Neville Varejes

2 The member's position:

- Non-Executive Director, Equity Trustees Superannuation Limited (ETSL)
- Non-Executive Director, HTFS Nominees Pty Ltd (HTFS)

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

- ETSL 1 July 2014
- HTFS 21 March 2019

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

- ETSL 30 June 2023
- HTFS 30 June 2023

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:

- Cash salary, fees and short-term compensated absences**
Salary \$81,447.96
- Short-term cash profit –sharing and other bonuses**
Not Applicable
- Non-monetary benefits**
Not Applicable
- 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:

- Pension and superannuation benefits**
Superannuation \$8,552.04
- 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 (as at retirement date).

- 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

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 (as at retirement date).

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 (as at retirement date):

Director of the following:

- Varecorp Pty Limited (Varejes Family Company) (28 May 2019 to present)
- Pengana Investment Management Limited (24 January 2019 to present)

Former Directorships:

- ETSL (1 July 2014 to 30 June 2023)
- HTFS (21 March 2019 to 30 June 2023)
- Greysilver Pty Ltd
- GSF Australia Pty Limited
- Transmedia Asia Pacific Inc.
- FSP Super Pty Limited

Former roles:

- Centennial Property Group (consultant)
- Linear Group (consultant)
- Cerno Group (consultant)
- Wingate Group (consultant)
- Pengana Capital Limited (Chair of Compliance Committee)
- City Developments Limited (part-time General Counsel for CDL Australia Holdings)

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.eqt.com.au/superannuation/board-and-governance.

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