

# STEPHEN HARDY

**1 Executive officer's position and date commenced:**

Company Secretary, 30 April 2021

**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 2 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	Not Applicable	Not Applicable
(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	Not Applicable	Not Applicable
(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**

### **Qualifications of the Executive Officer**

- Associate Diploma in Welfare Studies, Chisholm Institute of Technology (now Monash University), 1978
- Bachelor of Social Work, Phillip Institute of Technology (now RMIT), 1984
- Bachelor of Law Honours (Hons), Deakin University, 1998

### **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.**

Not Applicable

### **Current role, recent and past directorships held**

Company Secretary of the following:

- Equity Trustees Superannuation Limited (30 April 2021 - present)
- Equity Trustees Wealth Services Limited (30 April 2021 - present)
- APEX Super Pty Ltd (30 April 2021 - present)
- EQT Structured Finance Services Pty Ltd (30 April 2021 - present)
- EQT Legal Services Pty Ltd (30 April 2021 - present)
- EQT Services Pty Ltd (30 April 2021 - present)
- Equity Nominees Limited (30 April 2021 - present)
- Equity Superannuation Administration Pty Ltd (30 April 2021 - present)
- Equity Superannuation Management Pty Ltd (30 April 2021 - present)
- EQT Australia Pty Ltd (30 April 2021 - present)
- Simple Wrap Pty Ltd (30 April 2021 - present)
- Super.com.au Pty Limited (30 April 2021 - present)
- Super.com Pty Ltd (30 April 2021 - present)
- EQT Corporate Securities Limited (30 April 2021 - present)
- EQT Responsible Entity Services Ltd (30 April 2021 - present)
- EQT Securitisation Services Pty Ltd (30 April 2021 - present)
- EQT International Holdings Ltd (30 April 2021 - present)



- HTFS Nominees Pty Ltd (formerly Zurich Australian Superannuation Pty Ltd) (30 April 2021 - present)
- HTFS Holdings Pty Ltd (30 April 2021 - present)

**Board Committee Membership**

- Not applicable

**16 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.egt.com.au/corporate-and-employer-super/etsl-registrable-superannuation-entity-disclosures](http://www.egt.com.au/corporate-and-employer-super/etsl-registrable-superannuation-entity-disclosures) and [www.egt.com.au/superannuation/htfs-nominees-pty-ltd-registrable-superannuation-entity-disclosures](http://www.egt.com.au/superannuation/htfs-nominees-pty-ltd-registrable-superannuation-entity-disclosures)