

# Philip Dean Gentry



**1 Executive Officer's Position:**

Chief Financial Officer & Chief Operations Officer  
Director and Chairman, Equity Trustees Limited  
Director and Chairman, Equity Trustees Wealth Services Limited

**2 Began to hold a position as an Executive Officer on:**

25 January 2016

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

Not Applicable

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

Not Applicable

## Payments and Benefits

**5 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:**

	2015/2016	2016/2017
(a) Cash salary, fees and short-term compensated absences	Salary - \$147,926	Salary - \$369,036
(b) Short-term cash profit –sharing and other bonuses	Bonus - \$30,000	Bonus - \$135,000
(c) Non-monetary benefits	\$4,124	\$10,125
(d) Other short-term employee benefits	Not Applicable	Not Applicable

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

	2015/2016	2016/2017
(a) Pension and superannuation benefits	Super - \$29,308	Super - \$19,616
(b) Other post-employment benefits	\$507	\$1,889

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

Share-based payments 2015/2016 – n/a 2016/2017 – \$71,583

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

Not Applicable

**9 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

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

Not Applicable

## Compensation

- 11 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	16/09/16
The nature of the compensation granted	Long Term Incentive
The service and performance criteria used to determine the amount of compensation	EPS growth over 3-year measurement period
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	2018/19
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	Max (not quantifiable until end of measurement period) / min (\$0)

- 12 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

- 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.**

Not Applicable

- 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 the relevant Executive Officer.**

13,366 share entitlements granted subject to vesting conditions in accordance with the Executive Performance Share Plan 1999

- 15 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.**

Nil

- 16 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

### 17 Qualifications of the Executive Officer.

Master of Business Administration – International Institute for Management Development (IMD) (1991)  
Bachelor of Science – University of New South Wales (1983)

### 18 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

- Executive Director - Equity Trustees Limited (Director from 29 June 2016) (Chair 30 June 2016 – present)
- Chief Financial Officer & Chief Operations Officer – Equity Trustees Limited (25 January 2016 – present)

Director of the following entities:

- Equity Trustees Wealth Services Limited (1 May 2016 – present) (Executive Chair from 23 June 2016)
- APEX Super Pty Ltd (1 May 2016 – present)
- EQT Aged Care Services Pty Ltd (1 May 2016 – present)
- EQT Legal Services Pty Ltd (1 May 2016 – present)
- EQT Services Pty Ltd (19 April 2016 – present)
- EQT International Holdings Ltd [formerly Equity Investment Management Limited] (2 May 2016 – present)
- Equity Superannuation Administration Pty Ltd (1 May 2016 – present)
- Equity Superannuation Management Pty Ltd (1 May 2016 – present)
- EQT Australia Pty Ltd [Holdfast Fund Services Pty Ltd] (1 May 2016 – present)
- Simple Wrap Pty Ltd (1 May 2016 – present)
- Super.com.au Pty Limited (1 May 2016 – present)
- Super.com Pty Ltd (1 May 2016 – present)
- EQT Corporate Securities Limited (22 August 2017 – present)
- EQT International Holdings (UK) Ltd (13 September 2017 – present)
- Hassad Australia Pty Ltd
- Hassad Australia Operations Company Pty Ltd
- CIBUS Group Pty Ltd

#### Board Committee Membership

- Not Applicable

### 19 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](http://www.eqt.com.au/corporate-and-employer-super/etsl-registrable-superannuation-entity-disclosures)