



Super Trustees Australia Ltd

CPS 511 Remuneration Disclosure

Financial Year ending 30 June 2025

BOARD OVERSIGHT

Main Bodies Overseeing Remuneration

- The Board is ultimately responsible for the Trustee's remuneration framework and its effective application.
- The Board approves the remuneration structure and aggregate amounts payable as part of the annual budgeting process.
- The Board approves the offer and payment of any variable remuneration.

Board Discretion in Remuneration Outcomes

- The Board exercises discretion in determining remuneration outcomes, including any variable remuneration.
- The Board approves the outcomes of performance review processes including payment of incentives and application of any consequences for all Accountable Persons, Directors, executives, senior managers and other relevant personnel as specified under the Financial Accountability Regime Act 2023 (FAR) and APRA's CPS 511 Remuneration (CPS 511).

Board Oversight and Risk Function Input

- The Board oversees the implementation and effectiveness of remuneration policies and their alignment between remuneration outcomes and performance/risk outcomes.
- The Chief Risk Officer provides input into performance assessments, particularly regarding risk management outcomes, conduct issues, and compliance performance for all employees and specifically for Accountable Persons.

DESIGN AND STRUCTURE OF REMUNERATION FRAMEWORK

Alignment to Business Plan, Strategic Objectives and Risk Management Framework

- The remuneration framework aligns with the Trustee's business plan, strategic objectives and risk management framework.
- The remuneration framework supports the prioritisation of member best financial

interests and appropriate member outcomes.

- The remuneration framework endeavours to support the appointment and retention of high-quality individuals with relevant skills and experience, who are also engaged with the objectives of STA (i.e. facilitating member best financial interests and appropriate member outcomes).
- The strategic and business planning process informs the setting of KPIs and objectives used in performance assessments to ensure alignment with the Trustee's strategic direction and member outcomes.

Effective Management of Financial and Non-Financial Risks

- The framework promotes effective management of both financial and non-financial risks, a strong risk culture, sustainable performance and long-term objectives.
- All performance reviews consideration of risk and compliance management effectiveness, and conduct and behaviour, aligned with Trustee values.

Prevention and Mitigation of Conduct Risk

- Remuneration decisions integrate behavioural expectations, conduct standards and risk management outcomes to promote sound practices and cultural alignment.
- The framework includes graduated consequence management ranging from coaching and development interventions through to formal disciplinary action and termination.

Best Financial Interests of Beneficiaries

- All remuneration arrangements align with member interests and promote decisions made in the best financial interests of beneficiaries as well as supporting the strategic objectives of the Trustee.

REMUNERATION POLICY

Variable Remuneration Alignment with Performance

- Where variable remuneration is offered, outcomes are assessed using a balanced scorecard approach incorporating both financial and non-financial performance measures including risk management outcomes, conduct standards, member outcomes, and achievement of accountability responsibilities.
- Financial measures are capped at 60% ensuring non-financial measures comprise at least 40% and have meaningful influence over remuneration outcomes.
- The Board retains absolute discretion in respect of the payment of any variable remuneration.

Specified Roles

- Specified roles that are captured under the Remuneration Policy include Accountable Persons, directors, executives, senior managers, material risk-takers and risk and financial control personnel as defined under FAR and CPS 511.

Consequence Management

- Consequences are graduated and proportionate to the nature and severity of any issues identified.
- Formal consequence management applies to serious circumstances including misconduct, excessive risk-taking, compliance breaches, dishonesty, and fraud.
- Specific remuneration consequences may include ineligibility for remuneration increases and variable incentives where offered, and reductions in any incentives that

have not yet vested.

Forms of Variable Remuneration

- Where variable remuneration is offered and exceeds \$50,000, it is split into short-term and long-term components with at least 40% allocated to the long-term component.

Risk Management Assessment

- Risk management outcomes are built into position descriptions and ongoing performance management processes.
- Poor risk and compliance outcomes lead to inability to receive remuneration increases and may require performance improvement processes.

Deferral and Adjustment of Variable Remuneration

- Where variable remuneration is paid, the long-term component vests over four years in equal annual instalments.
- Vesting is subject to Board assessment of accountability obligations, conduct standards, and any additional performance conditions.
- The Board retains ability to reduce awards prior to vesting based on performance, risk management, conduct, or accountability issues.