

## Meat Industry Employees' Superannuation Fund Pty Ltd

### Remuneration Disclosures for the Directors and Executive Officers

Details of the remuneration paid to the Directors of the Trustee and the Executive Officers of the Fund for the past two completed years or the period in those years during which they have been in the role are set out below. The 2022/23 amount is followed by the 2021/22 amount in brackets.

Directors	Short-term employment benefits		Post-employment benefits	Long-term employee benefits
	Cash salary or fees	Non-monetary benefits	Superannuation contributions	Long service leave
Chris White	\$44,448 (\$43,010)	-	\$4,667 (\$4,301)	-
Independent Chairperson since 07/02/2014				
Paul Conway	\$26,078 (\$25,123)	-	-	-
Member Representative Director since 14/11/1995				
Robert Jackson	\$2,807 (\$10,424)	-	\$295 (\$1,042)	-
Employer Representative Director from 07/04/2005 to 29/09/2022				
Bruce Ede	\$7,575 (\$4,554)	-	\$795 (\$455)	-
Employer Representative Director since 24/11/2011				
Matt Journeaux	\$1,128 (\$6,133)	-	-	-
Member Representative Director from 11/03/2016 to 30/07/2022				
Patricia Fernandez	\$9,803 (\$6,975)	-	-	-
Member Representative Director since 04/06/2016				
James Hardwick	\$3,103 (\$4,564)	-	\$326 (\$355)	-
Employer Representative Director from 04/12/2019 to 08/12/2022				
Robin Gilmour	\$6,054 -	-	\$636 -	-
Employer Representative Director since 30/09/2022				

Directors	Short-term employment benefits		Post-employment benefits	Long-term employee benefits
	Cash salary or fees	Non-monetary benefits	Superannuation contributions	Long service leave
Adam Blyth	\$4,693 -	-	-	-
Member Representative Director since 27/10/2022				
Joanne McMahon	\$3,185 -	-	\$334 -	-
Employer Representative Director since 16/02/2023				

Executive Officers	Short-term employment benefits				Post-employment benefits		Long-term employee benefits	
	Cash salary or fees		Non-monetary benefits		Superannuation contributions		Long service leave	
Bill McRobert	-	(\$99,056)	-	-	-	(\$487)	-	(\$43,439)
Fund Manager/CEO from 26/11/2007 until 09/07/2021								
Katherine Kaspar	\$309,307	(\$294,705)	\$9,487	(\$9,313)	\$27,500	(\$27,500)	-	-
Fund Manager/CEO since 15/03/2021								
Chris Artis	\$281,502	(\$250,872)	\$6,478	(\$6,388)	\$28,691	(\$29,666)	\$6,648	(\$31,249)
Investment Manager/CIO since 01/05/2017								
Chris Salamousas	\$219,174	(\$204,199)	\$8,934	(\$9,313)	\$20,537	(\$18,364)	\$5,118	(\$4,687)
Assistant Fund Manager/Fund Accountant since 10/06/1997								
Tracey Dunstone	\$178,816	(\$163,222)	\$6,478	(\$6,388)	\$26,223	(\$27,947)	\$4,316	(\$4,148)
Administration Manager since 23/01/2008								
Aleksandra Krstevska	-	(\$87,680)	-	-	-	(\$8,304)	-	-
Compliance & Risk Specialist from 23/08/2021 until 13/05/22								
Campbell Finlayson	\$59,088	-	-	-	\$6,005	-	-	-
Compliance & Risk Manager from 01/07/2022 to 24/10/2022								
Peter Tsemtsidis	\$29,237	-	-	-	\$3,070	-	-	-
Compliance & Risk Manager from 26/04/2023								

## Notes

1. The Director fees shown for Paul Conway, Adam Blyth, Matt Journeaux and Patricia Fernandez were paid to their Employer, the Australasian Meat Industry Employees Union.
2. MIESF does not pay short-term cash profit-sharing or other bonuses.
3. The non-monetary benefits are for car parks, including fringe benefits tax.
4. There were no “other short-term employee benefits” paid.
5. MIESF does not pay post-employment benefits (other than superannuation contributions).
6. MIESF does not pay long-term employee benefits other than long service leave. The long service leave amounts shown are for entitlements accrued but not paid during the year, except for Bill McRobert in 2022.
7. During the period from 01/07/2021 to 30/06/2022 the only termination benefits paid, were to Bill McRobert for accrued entitlements.
8. No Directors or Executive Officers have received a sign-on bonus or any other payments for agreeing to take up a new position as a Director or as an Executive Officer of MIESF since 01/07/2022.
9. MIESF does not make share-based payments.