

# Key Management Personnel Remuneration

RSE Licensee: Avanteos Investments Limited ABN 20 096 259 979 (AIL)

RSE Licence Number: L00092691

AFS Licence Number: 245531

Current as at: 30 June 2023



## Remuneration of Key Management Personnel

The Key Management Personnel (KMPs) of AIL for the 2023 financial year (FY23) are listed in the table below.

Name	Position	Term as KMP
Gregory Cooper	Independent Non-Executive Director, Chair	Full Year
Benjamin Heap	Independent Non-Executive Director	Full Year
Jo-Anne Bloch	Independent Non-Executive Director	Full Year
John Brogden	Independent Non-Executive Director	Full Year
Kelly Power	Executive Director	Full Year

This report has been prepared in accordance with the disclosure requirements of section 300C of the Corporations Act 2001 and regulation 2M.3.04 of the Corporations Regulations 2001. A KMP is defined under AASB 124 Related Party Disclosures as persons having authority and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly, including any Director (whether Executive or otherwise) of that entity.

## Remuneration Report FY23

The table below details the remuneration for the KMPs of AIL for FY23.

KMP	Short Term				Post-Employment benefits			Termination benefits \$	Share based payments <sup>5</sup> \$
	Cash salary, fees and short-term compensated absences <sup>1</sup> \$	Profit Sharing and other bonuses <sup>2</sup> \$	Non-monetary benefits <sup>3</sup> \$	Other short-term employee benefits \$	Pension and superannuation benefits <sup>4</sup> \$	Other post-employment benefits \$	Other long term employee benefits \$		
<b>Gregory Cooper</b>	417,640	0	0	0	6,210	0	0	N/A	0
<b>Benjamin Heap</b>	215,609	0	0	0	22,639	0	0	N/A	0
<b>Jo-Anne Bloch</b>	185,854	0	0	0	19,515	0	0	N/A	0
<b>John Brogden</b>	154,327	0	0	0	16,204	0	0	N/A	0
<b>Kelly Power</b>	237,605	228,880	8,615	0	12,646	0	0	N/A	17,777

1. Includes salary and fees payable for the AIL Board directors

2. Profit sharing and other bonuses includes the short-term variable remuneration (STVR) relating to FY23, payable in September 2023

3. Non-monetary benefits relate to company funded car parking and associated fringe benefits tax

4. Superannuation contributions payable as per the Superannuation Guarantee legislation

5. Share-based payments includes the accounting expense of shares in the Management Equity Plan

Colonial First State (CFS) is Superannuation and Investments HoldCo Pty Limited ABN 64 644 660 882 and its subsidiaries which include Avanteos Investments Limited ABN 20 096 259 979, AFSL 245531 (AIL) CFS is majority owned by an affiliate of Kohlberg Kravis Roberts & Co. L.P. (KKR), with the Commonwealth Bank of Australia ABN 48 123 123 124 AFSL 234945 (CBA) holding a significant minority interest.

AIL is the trustee of Colonial First State FirstChoice Superannuation Trust ABN 26 458 298 557, Avanteos Superannuation Trust ABN 38 876 896 681, Commonwealth Essential Super ABN 56 601 925 435, encircle Superannuation Fund ABN 68 486 630 403, Star Portfolio Superannuation Fund ABN 24 276 733 959, Symetry Personal Retirement Fund ABN 24 685 968 122 and Ultimate Superannuation Fund ABN 97 900 294 767 and issuer of a range of super and pension products. 28766/FS8225/1023