

Towers Watson Superannuation Pty Ltd
(ABN 56 098 527 256, AFSL 236049)
Remuneration Report

Towers Watson Superannuation Pty Ltd (“TWS”) acts as the trustee for a number of superannuation funds. During the financial years ending 31 December 2020 and 31 December 2021, all of the trustee’s executive officers were also employees of Towers Watson Australia Pty Ltd (“Willis Towers Watson”). All their remuneration is paid for by Willis Towers Watson, including in relation to the services provided in respect of TWS, and as a result they do not receive any remuneration direct from TWS.

The executive officers of TWS include all of the Directors, the Finance Manager/Company Secretary, the Client Relationship Manager and the Compliance Manager who either take part in the management of TWS or significantly influence the RSE licensee’s financial standing or a substantial part of its business operations.

The remuneration paid to each executive officer by Willis Towers Watson includes fixed salary and a performance related bonus. They may also hold shares in Willis Towers Watson Public Limited Company, a public company listed on the NASDAQ. As a general principle, the performance related bonuses paid to the executive officers of TWS are designed to encourage behaviour that supports:

- Protecting the interests, and meeting the reasonable expectations, of superannuation fund members and beneficiaries;
- The long term financial soundness of TWS and the superannuation funds for which it acts as trustee; and
- The risk management framework of TWS and other prudential matters.

The following tables set out the remuneration of each executive officer attributable to TWS acting as trustee of the Heidelberg Australia Superannuation Fund:

1 January 2021 to 31 December 2021	Short-term benefits Cash salary, fees & short-term compensated absences	Post-employment benefits Superannuation	Total
Directors			
John Burnett ^{1, 3}	\$2,521	\$239	\$2,760
Luke Carroll ^{1, 2}	\$3,960	\$390	\$4,350
Travis Dickinson ³	\$2,492	\$248	\$2,740
Jackie Downham	\$4,601	\$449	\$5,050
Kate Maartensz ^{1, 2}	\$1,397	\$133	\$1,530
Andrea Piaia ¹	\$5,175	\$505	\$5,680
Finance Manager			
Peter Skliris	\$1,312	\$128	\$1,440
Compliance Manager			
Laurence Dalton	\$5,913	\$577	\$6,490
Client Relationship Manager			
Andrew Hawthorn	\$5,040	\$491	\$5,531

1. John Burnett, Luke Carroll, Kate Maartensz and Andrea Piaia were also regular members of the Claims Committee, which meets as required each quarter to consider death and disability claims and related matters.
2. Kate Maartensz retired as a director with effect from 31 March 2021. Luke Carroll was appointed as the replacement director with effect from 15 April 2021.
3. John Burnett retired as a director with effect from 11 June 2021. Travis Dickinson was appointed as the replacement director with effect from 14 June 2021.

1 January 2020 to 31 December 2020	Short-term benefits Cash salary, fees & short- term compensated absences	Post-employment benefits Superannuation	Total
Directors			
John Burnett ¹	\$5,178	\$492	\$5,670
Jackie Downham	\$3,982	\$378	\$4,360
Kate Maartensz ¹	\$5,178	\$492	\$5,670
Andrea Piaia	\$3,982	\$378	\$4,360
Finance Manager			
Peter Skliris	\$1,059	\$101	\$1,160
Compliance Manager			
Laurence Dalton	\$4,785	\$455	\$5,240
Client Relationship Manager			
Andrew Hawthorn	\$4,960	\$471	\$5,431

1. John Burnett and Kate Maartensz were also regular members of the Claims Committee, which meets several times each quarter to consider death and disability claims and related matters.