

Oasis Fund Management Limited Executive Officer Remuneration

Basis of preparation

Remuneration disclosures for Executive Officers¹ of Oasis Fund Management Limited (Oasis Fund Management) for the Oasis Fund Management financial year commencing on 1 October 2019 and ending on 30 June 2020 have been prepared in accordance with Section 29QB (1)(a) of the Superannuation Industry Supervision Act 1993 and Regulation 2.37 of the Superannuation Industry (Supervision) Regulations 1994.

All Executive Officer remuneration disclosures are for the portion of remuneration which relates to their Oasis Fund Management role.

For information regarding the total remuneration package for Renato Mota (Chief Executive Officer), Mark Oliver (Chief Distribution Officer) and Lorna Stewart (Chief Risk Officer), refer to the Remuneration Report that forms part of the IOOF Holdings Limited Annual Financial Report. This report is available on the IOOF website at ioof.com.au.

¹ For the purposes of this disclosure an Executive Officer is a non-executive, or executive, director or senior manager as defined in paragraphs 16 (a), 16 (b) or 16 (c) of APRA Prudential Standard SPS 520 Fit and Proper dated July 2013

1. Oasis Fund Management Executive Officers

Information regarding Executive Officers for the period from 1 October 2019 to 30 June 2020.

Name	Position Held	Date appointed and concluded	Term as an Executive Officer in 2020 Financial Year
Non-Executive Directors as at 30 June 2020			
Victoria Weekes	Non-Executive Director, Chairperson	Appointed: 22 August 2011	Full year
Alan Chonowitz	Non-Executive Director	Appointed: 1 March 2015	Full year
Carolyn Colley	Non-Executive Director	Appointed: 1 January 2018	Full year
Robert Bloore	Non-Executive Director	Appointed: 01 February 2020	Part year
Jane Harvey	Non-Executive Director	Appointed: 01 February 2020	Part year
Former Non-Executive Directors in the period 1 October 2019 to 30 June 2020			
Charles Clark	Non-Executive Director	Appointed: 1 March 2013 Ceased: 31 January 2020	Full year
Management as at 30 June 2020			
Geoffrey Allanson	General Manger, Product Operational Accounting	Appointed: 10 June 2016	Full year
Renato Mota	Chief Executive Officer	Appointed: 01 February 2020	Part year
Manish Utreja	Head of Alternatives & PM – Smart Choice	Appointed: 01 February 2020	Part year
Mark Oliver	Chief Distribution Officer	Appointed 01 February 2020	Part year
Lorna Stewart	Chief Risk Officer	Appointed: 15 June 2020	Part year
Miguel Da Silva	General Manager Planning & Analysis	Appointed: 01 February 2020	Part year
Former Management in the period 1 October 2019 to 30 June 2020			
Peter Mullin	Director and Managing Director Pensions and Investments	Appointed: 25 November 2014 Ceased: 31 January 2020	Part year

Alexis George	Group Executive, Wealth Australia	Appointed 2 March 2016 Ceased: 31 January 2020	Part year
Dean Faglioni	Head of Wrap & SMSF	Appointed 10 June 2016 Ceased: 6 November 2019	Part year
Carolyn Tatley	Director	Appointed: 26 October 2016 Ceased: 31 January 2020	Part year
Mark Rider	Chief Investment Officer, Wealth Australia	Appointed: 10 March 2017 Ceased: 31 January 2020	Part year
Karen Malzard	Acting Chief Risk Officer, Wealth Australia	Appointed: 30 July 2018 Ceased: 31 January 2020	Part year
John Frechtling	Chief Financial Officer, Wealth Australia	Appointed: 1 December 2018 Ceased: 31 January 2020	Part year

Lorna Stewart	2020	1,152	-	-	-	40	-	-	-	-	-	-	1,192
Chief Risk Officer	2019												0
Former Management													
Alexis George	2020	3,541	89	1,234	-	110	87	923	-	-35	-	-	5,949
Group Executive, Wealth Australia	2019	9,411	377	5,280	-	211	152	3,926	-	2,603	-	-	21,961
Dean Faglioni	2020	2,679	-	516	-	256	84	14	-	-	2	-	3,551
Head of Wrap & SMSF	2019	25,482	-	10,000	7,550	1,856	798	334	-	-	60	-	46,079
Ian Wong	2020	-	-	-	-	-	-	-	-	-	-	-	-
Chief Actuary, Wealth Australia	2019	1,883	175	-	1,445	154	34	8	-	-	16	-	3,714
Carolyn Tatley⁶	2020	-	-	-	-	-	-	-	-	-	-	-	-
Director	2019	-	-	-	-	-	-	-	-	-	-	-	-
Jaimie Sach	2020	-	-	-	-	-	-	-	-	-	-	-	-
Chief Financial Officer, Wealth Australia	2019	-	-	-	-	-	-	-	-	-	-	-	-
John Frechtling	2020	8,655	-	1,235	-	525	295	1,997	-	248	-	-	12,954
Chief Financial Officer, Wealth Australia	2019	18,601	-	8,632	-	776	294	6,452	-	800	-	-	35,554
Karen Malzard	2020	5,589	-	-	9,567	559	104	3,002	-	-	16	-	18,837
Acting Chief Risk Officer, Wealth Australia	2019	16,635	-	8,280	1,322	1,269	304	4,924	-	-	36	-	32,770
Mark Rider	2020	7,336	-	-	9,600	496	245	-	-	-	13	-	17,689
Chief Investment Officer, Wealth Australia	2019	18,218	-	6,500	-	1,032	292	-	-	-	27	-	26,069
Peter Mullin	2020	10,521	-	-	13,400	525	585	2,559	-	423	-	-	28,013
Managing Director Pensions & Investments	2019	25,893	-	13,600	-	1,032	434	12,633	-	1,647	-	-	55,238

1 For Non-Executive Directors cash salary includes the sum of Board fees and Committee fees. For all other disclosed individuals, cash salary includes any reductions made in relation to the Subsidised of the Leave Policy, where applicable.

2 Non-monetary benefits generally consist of company-funded benefits such as subsidised car parking. The fringe benefits tax payable on any benefits is also included in this item.

3 The total cash incentive relates to the cash component of any Variable Remuneration (VR) only.

4 Other cash relates to cash retention awards and other allowances.

5 For 2020 and 2019, the superannuation contribution reflects the Maximum Superannuation Guarantee Contribution based on the Maximum Contribution Base (MCB) for disclosed individuals to whom this applied. Where MCB did not apply, the superannuation contributions reflect the Superannuation Guarantee Contribution of 9.5% of cash salary. Voluntary contributions are included in cash salary.

6 Carolyn Tatley was appointed Director effective 26 October 2016. Her remuneration is not included in the following information.

Mark Rider	Employee Share Offer	2	25.05	02-Dec-19	02-Dec-22	-	-	-	-	-	-	-	-	-	2
Karen Malzard	Deferred Shares	37	-	22-Nov-17	22-Nov-19	37	100	917	-	-	-	-	-	37	-
	Deferred Shares	33	-	22-Nov-18	22-Nov-19	33	100	818	-	-	-	-	-	33	-
	Deferred Shares	70	24.79	22-Nov-19	22-Nov-20	-	-	-	-	-	-	-	-	-	70
	Deferred Shares	70	24.79	22-Nov-19	22-Nov-21	-	-	-	-	-	-	-	-	-	70
	Deferred Shares	70	24.79	22-Nov-19	22-Nov-22	-	-	-	-	-	-	-	-	-	70
	Deferred Shares	92	-	22-Nov-17	22-Nov-20	-	-	-	-	-	-	-	-	-	92
	Deferred Shares	64	-	22-Nov-16	22-Nov-19	64	100	1,587	-	-	-	-	-	64	-
	Employee Share Offer	2	25.05	02-Dec-19	02-Dec-22	-	-	-	-	-	-	-	-	-	2
John Frechtling	Deferred Shares	44	-	22-Nov-16	22-Nov-19	44	100	1,091	-	-	-	(44)	100	1,095	-
	Deferred Shares	106	-	22-Nov-17	22-Nov-19	106	100	2,628	-	-	-	(106)	100	2,638	-
	Deferred Shares	106	-	22-Nov-18	22-Nov-19	106	100	2,628	-	-	-	(106)	100	2,638	-
	Deferred Shares	128	24.79	22-Nov-19	22-Nov-20	-	-	-	-	-	-	-	-	-	128
	Deferred Shares	128	24.79	22-Nov-19	22-Nov-21	-	-	-	-	-	-	-	-	-	128
	Deferred Shares	128	24.79	22-Nov-19	22-Nov-22	-	-	-	-	-	-	-	-	-	128
	Performance Rights	87	-	22-Nov-16	22-Nov-19	22-Nov-21	-	-	-	(87)	100	(4,289)	-	-	-

¹ Equity Table showing grant of either IOOF or ANZBGL shares