

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 July 2020 and ending on 30 June 2021 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), Lorna Stewart (Chief Risk Officer), Adrianna Bisogni (Group Company Secretary), David Chalmers (Chief Financial Officer) and Sharam Hekmat (Chief Technology 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 July 2020 to 30 June 2021.

Name	Position Held	Date appointed and concluded	Term as an Executive Officer in 2021 Financial Year
Non-Executive Directors as at 30 June 2021			
Lindsay Smartt	Non-Executive Director	Appointed: 18 January 2021	Part year
Alan Chonowitz	Non-Executive Director	Appointed: 01 March 2015	Full year
Carolyn Colley	Non-Executive Director	Appointed: 01 January 2018	Full year
Andrew Bloore	Non-Executive Director	Appointed: 03 February 2020	Full year
Jane Harvey	Non-Executive Director	Appointed: 03 February 2020	Full year
Martin Walsh	Non-Executive Director	Appointed: 31 March 2021	Part year
Karen Gibson	Non-Executive Director	Appointed: 31 March 2021	Part year
Former Non-Executive Directors in the period 1 July 2020 to 30 June 2021			
Victoria Weekes	Non-Executive Director	Appointed: 22 August 2011 Ceased: 31 December 2020	Part year
Management as at 30 June 2021			
Mark Oliver	Chief Distribution Officer	Appointed: 03 February 2020	Full year
Renato Mota	Chief Executive Officer	Appointed: 03 February 2020	Full year
Lorna Stewart	Chief Risk Officer	Appointed: 15 June 2020	Full year
Adrianna Bisogni	Group Company Secretary	Appointed: 21 December 2020	Part year
David Chalmers	Chief Financial Officer	Appointed: 02 December 2020	Part year
Frank Lombardo	Chief Operating Officer	Appointed: 02 December 2020	Part year
Sharam Hekmat	Chief Technology Officer	Appointed: 02 December 2020	Part year



Daniel Farmer	Chief Investment Officer	Appointed: 02 December 2020	Part year
Brett Marshall	Head of the Office of the Superannuation Trustee	Appointed: 02 December 2020	Part year

Former Management during the period 1 July 2020 to 30 June 2021			
Manish Utreja	Head of Alternatives & PM – Smart Choice	Appointed: 03 February 2020 Ceased: 02 December 2020	Part year
Miguel Da Silva	General Manager, Planning & Analysis	Appointed: 03 February 2020 Ceased: 02 December 2020	Part year
Geoffrey Allanson	General Manger, Product Operational Accounting	Appointed: 10 June 2016 Ceased: 02 December 2020	Part year
David Callan	Head of Superannuation	Appointed: 24 November 2017 Ceased: 02 December 2020	Part year
Kieu Hanh Tran	Company Secretary	Appointed: 24 March 2020 Ceased: 21 December 2020	Part year

2. Statutory Remuneration Disclosure for Executive Officers

Name		Short-Term Employee Benefits				Post-Employment	Long-Term Employee Benefits	Share-Based Payment Total amortisation value of				Termination benefits \$	Grand Total Remuneration \$
		Cash Salary \$ ¹	Non-monetary Benefits \$ ²	Total cash Incentive \$ ³	Other Cash \$ ⁴	Super Contributions \$ ⁵	Long service leave accrued during the year \$	Variable Remuneration		Other Equity allocations			
							Shares \$	Performance Rights \$	Shares \$	Rights \$			
Non-Executive Directors													
Lindsay Smartt	2021	29,398	-	-	-	2,793	-	-	-	-	-	-	32,191
Non-Executive Director	2020	-	-	-	-	-	-	-	-	-	-	-	-
Martin Walsh	2021	10,769	-	-	-	1,023	-	-	-	-	-	-	11,792
Non-Executive Director	2020	-	-	-	-	-	-	-	-	-	-	-	-
Karen Gibson	2021	12,928	-	-	-	1,228	-	-	-	-	-	-	14,156
Non-Executive Director	2020	-	-	-	-	-	-	-	-	-	-	-	-
Alan Chonowitz	2021	55,940	-	-	-	5,314	-	-	-	-	-	-	61,254
Non-Executive Director	2020	34,940	-	-	-	3,480	-	-	-	-	-	-	38,420
Carolyn Colley	2021	54,455	-	-	-	5,173	-	-	-	-	-	-	59,628
Non-Executive Director	2020	33,674	-	-	-	3,354	-	-	-	-	-	-	37,028
Jane Harvey	2021	43,626	-	-	-	4,144	-	-	-	-	-	-	47,770
Non-Executive Director	2020	15,115	-	-	-	1,436	-	-	-	-	-	-	16,551
Andrew Bloore	2021	40,412	-	-	-	3,839	-	-	-	-	-	-	44,251
Non-Executive Director	2020	14,816	-	-	-	1,408	-	-	-	-	-	-	16,224
Former Non-Executive Directors													
Victoria Weekes	2021	44,294	-	-	-	3,949	-	-	-	-	-	-	48,243
Non-Executive Director, Chairperson	2020	46,823	-	-	-	4,664	-	-	-	-	-	-	51,487
Management													
Mark Oliver	2021	33,481	-	-	-	1,519	-	-	-	-	-	-	35,000
Chief Distribution Officer	2020	40,080	-	8,251	-	1,733	-	-	-	-	-	-	50,064
Renato Mota	2021	52,915	-	-	-	1,085	-	-	-	-	-	-	54,000
Chief Executive Officer	2020	118,246	-	-	-	2,100	-	-	-	-	-	-	120,346
Lorna Stewart	2021	29,915	-	-	-	1,085	-	-	-	-	-	-	31,000
Chief Risk Officer	2020	2,304	-	-	-	81	-	-	-	-	-	-	2,385
Adrianna Bigoni	2021	21,415	-	-	-	1,085	-	-	-	-	-	-	22,500
Group Company Secretary	2020	-	-	-	-	-	-	-	-	-	-	-	-
David Chalmers	2021	19,206	-	-	-	563	-	-	-	-	-	-	19,769
Chief Financial Officer	2020	-	-	-	-	-	-	-	-	-	-	-	-



Frank Lombardo	2021	26,415	-	-	-	1,085	-	-	-	-	-	-	27,500
Chief Operating Officer	2020	-	-	-	-	-	-	-	-	-	-	-	-
Sharam Hekmat	2021	26,415	-	-	-	1,085	-	-	-	-	-	-	27,500
Chief Technology Officer	2020	-	-	-	-	-	-	-	-	-	-	-	-

Statutory Remuneration Disclosure for Executive Officers (Continued)

Name		Short-Term Employee Benefits				Post-Employment	Long-Term Employee Benefits	Share-Based Payment				Termination benefits	Grand Total Remuneration
		Cash Salary \$ ¹	Non-monetary Benefits \$ ²	Total cash Incentive \$ ³	Other Cash \$ ⁴			Super Contributions \$ ⁵	Long service leave accrued during the year \$	Shares \$	Performance Rights \$		
Daniel Farmer	2021	20,165	-	-	-	1,085	-	-	-	-	-	-	21,250
Chief Information Officer	2020	66,243	-	8,120	60,000	5,725	777	-	15,558	1,633	-	-	158,056
Brett Marshall	2021	23,515	-	-	-	1,085	-	-	-	-	-	-	24,600
Head of the Office of the Superannuation Trustee	2020	-	-	-	-	-	-	-	-	-	-	-	-
Former Management													
Manish Utreja	2021	109,789	-	-	-	9,226	-	-	-	-	-	-	119,015
Head of Alternatives & PM – Smart Choice	2020	10,078	-	1,915	-	906	-	-	-	-	-	-	12,899
Miguel Da Silva	2021	32,664	-	-	-	2,211	-	-	-	-	-	-	34,875
General Manager Planning & Analysis	2020	11,943	-	2,872	-	973	-	-	-	-	-	-	-
Geoffrey Allanson	2021	21,416	-	-	-	1,547	-	-	-	-	-	-	22,963
General Manger, Product Operational Accounting	2020	18,741	-	3,248	12,000	1,614	155	-	-	21	-	-	35,779
David Callan	2021	30,708	-	500	-	2,211	-	-	-	-	-	-	33,419
Head of Superannuation	2020	-	-	-	-	-	-	-	-	-	-	-	-
Kieu Hanh Tran	2021	92,975	-	-	-	8,833	-	-	-	-	-	-	101,807
Company Secretary	2020	-	-	-	-	-	-	-	-	-	-	-	-
Alexis George	2021	-	-	-	-	-	-	-	-	-	-	-	-
Group Executive, Wealth Australia	2020	3,541	89	1,234	-	110	87	923	-	35	-	-	5,949
Dean Faglioni	2021	-	-	-	-	-	-	-	-	-	-	-	-
Head of Wrap & SMSF	2020	2,679	-	516	-	256	84	14	-	-	2	-	3,551
John Frechtling	2021	-	-	-	-	-	-	-	-	-	-	-	-
Chief Financial Officer, Wealth Australia	2020	8,655	-	1,235	-	525	295	1,997	-	248	-	-	12,954
Karen Malzard	2021	-	-	-	-	-	-	-	-	-	-	-	-
Acting Chief Risk Officer, Wealth Australia	2020	5,589	-	-	9,567	559	104	3,002	-	-	16	-	18,837
Mark Rider	2021	-	-	-	-	-	-	-	-	-	-	-	-
Chief Investment Officer, Wealth Australia	2020	7,336	-	-	9,600	496	245	-	-	-	13	-	17,689



Peter Mullin	2021	-	-	-	-	-	-	-	-	-	-	-	-
Managing Director Pensions & Investments	2020	10,521	-	-	13,400	525	585	2,559	-	423	-	-	28,013

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 2021 and 2020, 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.



3. Equity

All shares underpinning equity awards may be purchased on market or be newly issued shares or a combination of both. Details of deferred equity granted to Management during the 2021 financial year and in prior years which vested, were exercised/sold or which lapsed/were forfeited during the 2021 financial year are set out in 3.1 below.

3.1 Equity Granted, Vested, Exercised/Sold and Lapsed/Forfeited

Name	Type of equity	Number granted ¹	Equity fair value at grant ² \$	Grant date ³	First date exercisable	Date of expiry	Vested			Lapsed / Forfeited		Exercised / Sold			Vested and exercisable as at 30 Jun 2021	Unexercisable as at 30 Jun 2021
							Number	%	Value \$	Number	%	Value \$	Number	%		
Management																
Mark Oliver	Executive Equity Plan	88,181		21-Dec-20	21-Dec-24		88,181	100	-	-	-	-	-	-	-	88181
Renato Mota	Executive Equity Plan	239,597		21-Dec-20	21-Dec-24		239,597	100	-	-	-	-	-	-	-	239597
Lorna Stewart	Executive Equity Plan	43,738		21-Dec-20	21-Dec-24		43,738	100	-	-	-	-	-	-	-	43738
Adrianna Bigoni	Executive Equity Plan	44,925		21-Dec-20	21-Dec-24		44,925	100	-	-	-	-	-	-	-	44925
David Chalmers	Executive Equity Plan	141,090		21-Dec-20	21-Dec-24		141,090	100	-	-	-	-	-	-	-	141090
Frank Lombardo	Executive Equity Plan	114,114		21-Dec-20	21-Dec-24		114,114	100	-	-	-	-	-	-	-	114114
Sharam Hekmat	Executive Equity Plan	96,999		21-Dec-20	21-Dec-24		96,999	100	-	-	-	-	-	-	-	96999
Daniel Farmer	Executive Equity Plan	42,429		21-Dec-20	21-Dec-24		42,429	100	-	-	-	-	-	-	-	42429
Former Management																
Miguel Da Silva	Employee Plan	637		14-Dec-20	14-Dec-23		-	-	-	-	-	-	-	-	-	637
Manish Utreja	Employee Plan	318		14-Dec-20	14-Dec-23		-	-	-	-	-	-	-	-	-	318
Geoff Allanson	Employee Share Offer	16		2-Dec-19	2-Dec-22		-	-	-	-	-	-	-	-	-	16
	Employee Plan	956		21-Dec-20	21-Dec-23		-	-	-	-	-	-	-	-	-	956

¹ For current management, equity is based on the total allocation of Performance Rights for the period. For the purposes of the disclosure the Performance Rights are allocated based on substantive position rather than their commitment to the board.

² Fair value at grant provided for grants made in 2021 financial year, (TSR FV \$1.495 & non-TSR FV \$2.823 per Performance Right).

³ No equity allocated for FY2020 (01 July 19 - 30 June 2020)



3.2 Performance-based remuneration

	Total Fixed Remuneration	Employee Plan (Long Term Variable Reward)	Executive Equity Plan (Long Term Variable Reward)
Participants	<ul style="list-style-type: none"> All Executives and Employees 	<ul style="list-style-type: none"> All eligible employees 	<ul style="list-style-type: none"> All Senior Executives
Rationale	<ul style="list-style-type: none"> Provides market competitive remuneration to attract and retain high quality talent while reflecting role size and accountabilities 	<ul style="list-style-type: none"> Relative TSR against ASX 200 (50%) assessed over 3 years Service Hurdle (50%) assessed over 3 years, rewards for continuity of service with the IOOF Group from the date the Performance Rights are granted until released after 3 years. 	<ul style="list-style-type: none"> Relative TSR against ASX 200 (40%) assessed over 4 years Financial Measure (10%) measured by achieved of annual UNPAT target (released after 4 years) Non-financial component (50%) – set and assessed annually (released after 4 years) with one measure in each category being (1) ESG, (2) client (3) people (4) individual.
Structure	<ul style="list-style-type: none"> Base remuneration and superannuation 	<ul style="list-style-type: none"> Performance Rights to shares with no dividend equivalent payments, with vesting subject to performance over a three-year period 	<ul style="list-style-type: none"> Performance Rights to shares with no dividend equivalent payments, with vesting subject to performance over a four-year period.
Approach	<ul style="list-style-type: none"> TFR is determined by taking into consideration expertise, responsibility, knowledge, experience and market competitiveness. Reviewed annually against relevant comparator group remuneration benchmarks. Primary comparator group is the other wealth management and superannuation, with further business and talent. Adjustments only made for changes in role or promotion, internal relativities and significant market changes. 	<p>Quantum: Up to value maximum value \$40,000, which is determined by management and Board.</p> <p>Business Performance Measures: LTIs are discretionary and determined for eligible employees based on individual performance measures and including assessment of risk goals and behaviours.</p> <p>Risk and Governance assessment (gate/modifier): Outcomes subject to Board consideration of conduct and risk and reputation matters.</p>	<p>Quantum (% of TFR): Maximum face value allocation of 133% (100% for Group CEO)</p> <p>Business Performance Measures:</p> <ul style="list-style-type: none"> Relative TSR against ASX 200 (40%) assessed over 4 years Financial Measure (10%) measured by achieved of annual UNPAT target (released after 4 years) Non-financial component (50%) – set and assessed annually (released after 4 years) with one measure in each category being (1) ESG, (2) client (3) people (4) individual <p>Risk and Governance assessment (gate/modifier): Outcomes subject to Board consideration of conduct and risk and reputation matters.</p>