

DIVERSA
TRUSTEES LIMITED



DISCLOSURE OF REMUNERATION

AS REQUIRED BY SECTION 29QB OF
THE SUPERANNUATION INDUSTRY (SUPERVISION) ACT

DIVERSA TRUSTEES LIMITED
ABN 49 006 421 638

CCSL LIMITED
ABN 51 104 967 964

**DIVERSA TRUSTEES LIMITED DIRECTORS & EXECUTIVE OFFICERS
("RELEVANT EXECUTIVE OFFICERS")**

An executive officer is defined as a member of the Diversa Trustees Limited Executive Group. The Diversa Trustees Limited Executive Group has authority and responsibility for planning, directing and controlling the activities of Diversa Trustees Limited. The following is a list of the Directors and Executive Officers of Diversa Trustees Limited at any time during the financial years ending 30 June 2016 and 30 June 2017 and during the current financial year, being the year ended 30 June 2018.

DIRECTORS

Name	Position	Date began holding position	Date ceased holding position
Vincent Plant	Director	4 May 2017	
Robyn FitzRoy	Director	21 December 2017	
Karen Gibson	Director	4 May 2017	20 December 2017
Garry Wayling	Director	4 May 2017	
Vincent Parrott	Director	1 September 2014	
Murray Jones	Director	1 September 2014	
Mark Cerche	Director	1 September 2014	4 May 2017
Andrew de Vries	Director	1 September 2014	13 January 2017
Luke Barrett	Director	23 June 2016	4 May 2017

EXECUTIVE OFFICERS

Name	Position	Date began holding position	Date ceased holding position
Stephen Blood	Executive General Manager Fiduciary Services	20 April 2018	
Robert Chmielewski	Head of Trustee Services	1 September 2014	19 April 2018
Ashley Fenton	CFO & Company Secretary	3 November 2016	
Simon Duncan	Senior Account Executive	1 September 2014	
Robert Good	Company Secretary	1 September 2014	
Aamir Husain	Internal Audit Manager	1 September 2014	31 October 2016
David Naunton	Governance Risk and Compliance Manager	1 September 2014	
Brian Stieg	Senior Account Executive	21 October 2015	
Jon Addison	Investment Committee member	21 January 2011	
Pamela Panagenas	Senior Account Executive	7 October 2013	21 October 2015

**CCSL LIMITED DIRECTORS & EXECUTIVE OFFICERS
("RELEVANT EXECUTIVE OFFICERS")**

An executive officer is defined as a member of the CCSL Limited Executive Group. CCSL Limited Executive Group has authority and responsibility for planning, directing and controlling the activities of CCSL Limited. The following is a list of the Directors and Executive Officers of CCSL Limited at any time during the financial years ending 30 June 2016 and 30 June 2017 and during the current financial year, being the year ended 30 June 2018.

DIRECTORS

Name	Position	Date began holding position	Date ceased holding position
Vincent Plant	Director	4 May 2017	
Garry Wayling	Director	4 May 2017	
Vincent Parrott	Executive Director	15 April 2011	
Murray Jones	Director	13 April 2005	
Mark Cerche	Director	13 April 2005	4 May 2017
Andrew de Vries	Director	15 April 2011	13 January 2017

EXECUTIVE OFFICERS

Name	Position	Date began holding position	Date ceased holding position
Stephen Blood	Executive General Manager Fiduciary Services	20 April 2018	
Robert Chmielewski	Head of Trustee Services	29 September 2010	19 April 2018
Ashley Fenton	CFO & Company Secretary	3 November 2016	
Simon Duncan	Senior Account Executive	1 August 2006	
Robert Good	Company Secretary	12 December 2013	
Brian Stieg	Senior Account Executive	20 August 2015	
Joshua Haymes	Account Executive	13 November 2007	20 August 2015
Aamir Husain	Internal Audit Manager	11 March 2014	31 October 2016
David Naunton	Governance Risk and Compliance Manager	13 December 2010	
Angus Craig	Company Secretary and Chief Financial Officer	20 April 2011	6 October 2016
Jon Addison	Investment Committee member	21 January 2011	

Remuneration of Directors and Executive Officers is disclosed on a proportional basis based on the trustee fees received from each fund.

VALUE OF SHARES AND PERFORMANCE RIGHTS

Performance Rights

The Company may award performance rights under the PRP to eligible employees as an incentive component of their remuneration package. The number of performance rights issued to the participating employees, and the conditions that must be met for those performance rights to vest, is to be determined by the Board each year.

Options

The Board, at its discretion, may approve the issue of options under the Employee Option Plan to executive directors, senior executives and other employees. The vesting of options issued may be conditional upon the achievement of performance hurdles determined by the Board from time to time.

FY16 OPTIONS

There were no options granted to relevant Executive Officers.

FY17 OPTIONS

There were no options granted to relevant Executive Officers.

FY16 PERFORMANCE RIGHTS

	Issue date	Number granted	Number vested	Fair value per right at grant date	Expiry date
Director					
Andrew de Vries	9/08/2012	0	3,368	\$0.75	9/08/2017
	16/08/2013	0	11,389	\$0.45	16/08/2018
	25/06/2015	0	21,677	\$0.46	25/06/2020
	20/07/2015	122,951	0	\$0.46	20/07/2020
Vincent Parrott	9/08/2012	0	3,188	\$0.75	9/08/2017
	16/08/2013	0	12,672	\$0.45	16/08/2018
	25/06/2015	0	25,924	\$0.46	25/06/2020
	20/07/2015	205,663	0	\$0.46	20/07/2020
Executives					
Angus Craig	9/08/2012	0	3,510	\$0.75	9/08/2017
	16/08/2013	0	10,375	\$0.45	16/08/2018
	25/06/2015	0	20,000	\$0.46	25/06/2020
	20/07/2015	118,125	0	\$0.46	20/07/2020
Robert Chmielewski	9/08/2012	0	3,620	\$0.75	9/08/2017
	16/08/2013	0	6,164	\$0.45	16/08/2018
	25/06/2015	0	20,870	\$0.46	25/06/2020
	20/07/2015	123,261	0	\$0.46	20/07/2020
Simon Duncan	9/08/2012	0	2,168	\$0.75	9/08/2017
	16/08/2013	0	3,899	\$0.45	16/08/2018
Robert Good	9/08/2012	0	2,780	\$0.75	9/08/2017
	16/08/2013	0	3,815	\$0.45	16/08/2018
Joshua Haymes	9/08/2012	0	1,870	\$0.75	9/08/2017
	16/08/2013	0	3,472	\$0.45	16/08/2018
David Naunton	9/08/2012	0	2,595	\$0.75	9/08/2017
	16/08/2013	0	4,704	\$0.45	16/08/2018

TERMINATION BENEFITS

Termination Benefits

The following termination benefits were paid in respect of Directors & Executive Officers:

Andrew de Vries	\$98,051
Angus Craig	\$106,032
Aamir Hussain	\$23,605