



2019 Australian Board Remuneration Survey Report

Contributor Details

Please supply details about your organisation from either the 2017/18 year end or the first 6 months of 2018/19 annualised, for the following:

- Q1** Name of Organisation
Q2 Revenue \$
Q3 Total Assets \$
Q4 Employees (FTE)

Type of Organisation

- Q5** Please choose only **one type** to describe your organisation from the following list below:

- ASX 200 company
- Large (200+ employees) – listed
- Large (200+ employees) – public unlisted
- Large (200+ employees) – private
- Medium (10-199 employees) – listed
- Medium (10-199 employees) – public unlisted
- Medium (10-199 employees) – private
- Small (1-9 employees) – listed
- Small (1-9 employees) – public unlisted
- Small (1-9 employees) – private
- Co-operative
- Not-for-profit:
 - Charity
 - Education
 - Health
 - Aged Care
 - Professional/Industry
 - Sport & recreation
 - Other
- Government:
 - Large (200+ employees)
 - Medium (10-199 employees)
 - Small (1-9 employees)

Type of Industry

Q6 Please choose only **one type** of industry to describe your organisation from the list below:

Agriculture, Forestry and Fishing
Mining
Mining - Junior
Manufacturing
Electricity, Gas, Water and Waste Services
Construction
Wholesale Trade
Retail Trade
Accommodation and Food Services
Transport, Postal and Warehousing
Information Media and Telecommunications
Financial and Insurance Services
Rental, Hiring and Real Estate Services
Professional, Scientific and Technical Services
Administrative and Support Services
Public Administration and Safety
Education and Training
Health Care and Social Assistance
Arts and Recreation Services
Other Services

Director Remuneration Fees (if fees are paid)

Please supply remuneration figures for your Directors expressed as a per annum amount **including** the Super Guarantee Levy, if fees are paid:

Q7	Chairman Fee	\$
Q8	Deputy Chairman Fee	\$
Q9	<u>Individual</u> Director Fee	\$

Committee Fees (if fees are paid)

If your organisation pays Directors Committee Fees, please supply remuneration figures expressed as a per annum amount **including** the Super Guarantee Levy but **excluding** Director fees:

Q10	Audit Committee Chair Fee	\$
Q11	Finance Committee Chair Fee	\$
Q12	Governance Committee Chair Fee	\$
Q13	Nominations Committee Chair Fee	\$
Q14	Remuneration Committee Chair Fee	\$
Q15	Risk Committee Chair Fee	\$
Q16	Audit Committee Director Fee	\$

Q17	Finance Committee Director Fee	\$
Q18	Governance Committee Director Fee	\$
Q19	Nominations Committee Director Fee	\$
Q20	Remuneration Committee Director Fee	\$
Q21	Risk Committee Director Fee	\$

Executive Remuneration

Please supply remuneration details for your Executive, Governance and C-Suite positions from the 1st July 2018 expressed as a Total Remuneration Package. This should **include** salary and all benefits plus FBT but should **exclude** any performance bonus payments of either a **short term or long term nature**:

Q22	Managing Director (MD)	\$
Q23	Finance Director/Executive (CFO)	\$
Q24	Chief Executive Officer, if not MD	\$
Q25	Company Secretary	\$
Q26	Deputy Company Secretary	\$
Q27	Assistant Company Secretary	\$
Q28	General Counsel & Company Secretary	\$
Q29	CFO & Company Secretary	\$
Q30	General Counsel	\$
Q31	Chief Risk Officer / Chief Governance Officer	\$
Q32	Chief Operating Officer	\$
Q33	Chief Information Officer	\$
Q34	Chief People & Culture Officer	\$
Q35	Chief Marketing Officer	\$
Q36	Chief Digital Officer	\$
Q37	Chief Sales Officer	\$
Q38	Risk Manager	\$
Q39	Compliance Manager	\$

Executive Performance Bonus % Achievable

Please supply the Maximum Performance Bonus Percentage Achievable, **not** what was paid, if your Executive, Governance and C-Suite are paid performance bonuses each year:

Q40	Managing Director (MD)	%
Q41	Finance Director/Executive (CFO)	%
Q42	Chief Executive Officer, if not MD	%
Q43	Company Secretary	%
Q44	Deputy Company Secretary	%
Q45	Assistant Company Secretary	%
Q46	General Counsel & Company Secretary	%
Q47	CFO & Company Secretary	%
Q48	General Counsel	%
Q49	Chief Risk Officer / Chief Governance Officer	%
Q50	Chief Operating Officer	%
Q51	Chief Information Officer	%

Q52	Chief People & Culture Officer	%
Q53	Chief Marketing Officer	%
Q54	Chief Digital Officer	%
Q55	Chief Sales Officer	%
Q56	Risk Manager	%
Q57	Compliance Manger	%

Remuneration Increase % Given

Please supply the remuneration increase given in the last year expressed as a percentage for each of the roles below:

Q58	Managing Director (MD)	%
Q59	Finance Director/Executive (CFO)	%
Q60	Chief Executive Officer, if not MD	%
Q61	Company Secretary	%
Q62	Deputy Company Secretary	%
Q63	Assistant Company Secretary	%
Q64	General Counsel & Company Secretary	%
Q65	CFO & Company Secretary	%
Q66	General Counsel	%
Q67	Chief Risk Officer / Chief Governance Officer	%
Q68	Chief Operating Officer	%
Q69	Chief Information Officer	%
Q70	Chief People & Culture Officer	%
Q71	Chief Marketing Officer	%
Q72	Chief Digital Officer	%
Q73	Chief Sales Officer	%
Q74	Risk Manager	%
Q75	Compliance Manger	%

Remuneration Governance Questions (if the Board pays fees)

Q76 Which month of the year does the Board usually decide on increases to remuneration for the following year?

Q77 Was there an increase given to Directors in the period 1 Jan 2018 – 31 Dec 2018
YES/NO

Q78 If yes, what was the average percentage increase received by Directors in the period 1 Jan 2018 – 31 Dec 2018?%

Q79 On what criteria are Board remuneration increases based?

- Consumer Price Index
- Wage Price Index
- AWOTE
- Organisation performance
- Industry Surveys
- Consultant Benchmarking

Q80 On what basis does the Board pay Directors for Committee work?

Included in Board fees

Board fee + Committee fees

To complete the Survey on-line please return to the website

www.mmcsurveys.com

Thank you for your participation.