

Directors and Executive Officers Remuneration

On behalf of Aracon, Xplore Wealth paid the Directors and Executive Officers of Aracon the following amounts for their services to Aracon for the period 1 November 2018 to 30 June 2019 and for the period 1 July 2019 – 30 June 2020.

Director or Executive Officer	Services	Remuneration for the year ended		Post-employment benefits (Superannuation) for the year ended	
		30 June 2020	1 November 2018 - 30 June 2019	30 June 2020	1 November 2018 - 30 June 2019
Current Officers					
Geoffrey Keith Mark PECK	Director, Board Chair	\$45,591	\$0	\$4,331	\$0
Vincent John PARROTT Resigned 4 September 2020	Director, and Investment Committee Chair (until 4 September 2020)	\$29,570	\$0	\$2,809	\$0
Alan Walter HAYDEN	Director, ARCCC Committee Chair & Remuneration Committee Chair	\$40,000	\$26,667	\$3,800	\$2,533
Christine Louise CAMERON Appointed: 19 June 2020	Director and Chair of the Investment Committee from 4 September 2020	\$0	\$0	\$0	\$0
Debra Ann COMBEN Resigned 31 July 2020	Director	\$40,000	\$10,000	\$3,800	\$950
Brian John STIEG	Head of Trustee Office	\$174,913	\$116,000	\$16,616	\$11,020
Craig William GIFFIN	Chief Risk Officer	\$37,080	\$32,779	\$3,523	\$3,114
Bruce Andrew HAWKINS	Chief Financial Officer	\$38,652	\$9,487	\$3,672	\$901
Michael Wayne WRIGHT	Chief Executive Officer	\$38,652	\$0	\$3,724	\$0

Former Officers					
Peter Raymond Brook	Director, and Remuneration Committee Chair	\$17,634	\$26,667	\$1,675	\$2,533
Pamela Ruth McAlister	Director, Board Chair and Committee Member	\$0	\$26,667	\$0	\$2,533
Alan Brian RIMMER	Director	\$0	\$0	\$0	\$0

On behalf of Aracon, ARA paid the Directors and Executive Officers of Aracon the following amounts for their services to Aracon for the years ended 30 June 2018 and the period 1 July 2018 to 31 October 2018.

Director or Executive Officer	Services	Remuneration * (Cash Salary only) for the year ended		Post-employment benefits (Superannuation benefit only) for the year ended	
		1 July 2018 – 31 October 2018	30 June 2018	1 July 2018 - 31 October 2018	30 June 2018
Current Officers					
Alan Walter HAYDEN ⁽¹⁾	Director, Board Chair and Committee Member	\$13,490	\$41,675	\$0	\$0
Alan Brian RIMMER	Director	\$0	\$0	\$0	\$0
Debra Ann COMBEN	Director	\$0	\$0	\$0	\$0
Former Officers					
John REID	Director and Committee Chair	\$11,200	\$34,600	\$1,064	\$3,287
Natasha HALL ⁽²⁾	Risk and Compliance Manager	\$11,000	\$83,518	\$0	\$0
Gavin WRIGHT ⁽³⁾	Director	\$0	\$16,180	\$0	\$1,537

(1) ARA paid a combination of direct wages and consulting fees to Burgis Pty Ltd T/A Hay Enterprises (ACN 054 148 328) that were attributable to the services of Alan Hayden.

(2) ARA paid consulting fees to Hall Advisory Services Pty Ltd (ABN 63 615 549 909) that were attributable to the services of Natasha Hall.

(3) ARA paid a combination of direct wages and consulting fees to Wright Planning Pty Ltd (ABN 86 081 363 831) that were attributable for the services of Gavin Wright.

Related Party Shareholder Entitlements

Where a director is a shareholder of ARA, they may become entitled to take up additional shares and options in ARA from time to time and may receive dividends subject to ARA's profit performance and financial position.

Other payment and benefits

Aracon or Xplore Wealth did not pay any amounts to its executive officers for any of the following items for the years ended 30 June 2020 or 30 June 2019.

- Short-term cash profit sharing or other bonuses, non-monetary benefit or other short-term employee benefits;
- Long-term employee benefits;
- Termination benefits;
- Payments as consideration for agreeing to hold positions;
- Share-based payments including:
 - equity-settled share based payment transactions as either shares, units, options or rights;
 - cash-settled share-based payment transactions; or
 - any other form of share-based payment compensation;
- Cash bonus, performance related bonuses or share-based payment compensation.

Related Party Shareholder Entitlements

Where a director is a shareholder of ARA, they may become entitled to take up additional shares and options in ARA from time to time and may receive dividends subject to ARA's profit performance and financial position.

4.3 Other payment and benefits

Aracon or Xplore Wealth did not pay any amounts to its executive officers for any of the following items for the years ended 30 June 2020 or 30 June 2019.

- Short-term cash profit sharing or other bonuses, non-monetary benefit or other short-term employee benefits;
- Long-term employee benefits;
- Termination benefits;
- Payments as consideration for agreeing to hold positions;
- Share-based payments including:
 - equity-settled share based payment transactions as either shares, units, options or rights;
 - cash-settled share-based payment transactions; or
 - any other form of share-based payment compensation;
- Cash bonus, performance related bonuses or share-based payment compensation.