

Director & executive officer information & board attendance

The trustee has a Board of nine directors. Three independent directors are appointed by the Board, three employer directors are appointed by Commonwealth Bank as the fund's employer sponsor, and three member directors are elected to the Board by eligible voting members. All directors generally serve three-year terms, to a maximum of 12 years.

Summary of directors and executive officers

A summary of directors and executive officers holding office over the current financial year and the last financial year is provided below.

Name	Date appointed	Date ceased
Independent directors		
Rosemary Vilgan (Chair)	1 Feb 2017	
Ian Ward-Ambler	1 Feb 2017	
Susan Allen	1 Jan 2021	
John Atkin	28 Nov 2017	28 Nov 2020
Employer directors		
Cara Botha	20 Mar 2021	
Janet Linklater	1 Feb 2017	
Chris Williams	11 June 2020	
Kylie Macfarlane ¹	22 Aug 2013	26 Feb 2021
Member directors		
Poon Fletcher	1 Dec 2018	
Stephen Halmarick	23 Jun 2016	
Magda West	20 Jun 2021	
Chris Loong	1 Dec 2017	25 Mar 2021

Name	Date appointed	Date ceased
Non-director committee members		
Daniel Nott	24 Jun 2019	
Anthony Carey	1 Jul 2017	31 Mar 2021
Executive officers		
Scott Durbin (CEO) ²	6 Aug 2019	
Ruwanie Dias (CIO) ²	20 Mar 2017	
Briony Zetlitz-Larsen ²	1 Jul 2018	
James Stanley ²	18 Apr 2019	

Notes on this table:

- 1 Previously Alternate Member Director (1 Dec 2006–30 Nov 2008) and Member Director (1 Dec 2008–23 May 2011).
- 2 Dates reflect appointment as Executive Officer, which does not necessarily reflect date of employment or tenure.

Director and executive officer details

Additional information for each director and executive officer, appointed as at the date this document was issued, is provided in the following sections.

Board attendance for the last seven financial years is included on page 5.



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Independent directors

Rosemary Vilgan (Chair)

Board role: Rosemary has been an independent director on the Board since February 2017 and was appointed as chair in November 2017. She is a member of the Member Services and Claims Committee and the Investment Committee, and chair of the Governance Committee.

Rosemary is an experienced executive and non-executive director with a successful track record of delivering business growth and innovation in the superannuation industry, after leading QSuper for 18 years as Chief Executive Officer. In this role she transformed a public sector superannuation fund to become an award-winning, global business with \$90 billion in accounts and \$60 billion in funds under direct management.

In addition to her QSuper CEO role, Rosemary gained a deep understanding of and advocacy for the superannuation industry as Chairman of the Association of Superannuation Funds of Australia (ASFA).

Qualifications: Bachelor of Business (Marketing); Diploma of Superannuation Management; Graduate of Australian Institute of Company Directors.

Other relevant fiduciary roles: Member of Advancement Committee of Queensland University of Technology; member of Investment Committee of Cambooya Services Pty Limited; director of Vincent Fairfax Family Foundation; Guardians board member of New Zealand Superannuation; board member of Queensland Treasury Corporation Capital Markets.

Susan Allen

Board role: Susan has been an independent director on the Board since January 2021 and is chair of the Member Services and Claims Committee.

Susan is an experienced non-executive director and senior executive. Susan held senior roles in both commonwealth and state governments, and then spent 16 years as a senior executive leading several divisions of RACV, one of Australia's largest membership organisations. She was responsible for change programs that drove major improvements in member communications, benefits and service delivery, including the implementation of digital communications and services.

Susan also serves on the boards of companies in the financial services sector and is a corporate adviser and executive coach.

Qualifications: Bachelor of Arts; Master of Arts; Bachelor of Economics; Master of Business Administration; London Business School Senior Executive Program; Level 2 Organisational Coach (IECL); Graduate of Australian Institute of Company Directors.

Other relevant fiduciary roles: Director of Ontoit Global Pty Ltd; director of OpenInvest Holdings Ltd and OpenInvest Limited; director of Australian Securities Limited and Australian Securities (Custodian) Pty Ltd.

Ian Ward-Ambler

Board role: Ian has been an independent director on the Board since February 2017 and is chair of the Investment Committee and a member of the Governance Committee.

Ian is an experienced non-executive director and senior executive who had a successful career over 21 years with Goldman Sachs and JBWere, beginning in Institutional Equity Sales and eventually becoming president for North American operations. He later led the Australian Asset Management business, responsible for \$12 billion in assets under management and providing investment products and services to the superannuation and wealth management industry. Ian also serves on the boards of a range of not-for-profit organisations and is an executive coach.

Qualifications: Bachelor of Arts; INSEAD Advanced Management Program; Level 1 Executive Coaching and Leadership; Accredited Coach.

Other relevant fiduciary roles: Member of Investment Committee of Trinity College, University of Melbourne; chair of Investment Committee of Melbourne Grammar School; member of Council of Melbourne Grammar School; chair of The Man Cave; director and member of Investment Committee of NSW Business Chamber (trading as Business NSW and Business Australia).

Employer-appointed directors

Cara Botha

Board role: Cara has been an employer director on the Board since March 2021 and is a member of the Risk and Audit Committee.

Group/Bank role: General Manager Treasury Finance, Financial Services (employee since 2019).

In her current role, Cara leads a team responsible for delivering the Business Banking consolidated financial results, performing strategic planning and financial forecasting, and capital reporting.

Cara was previously the head of the Group Accounting Policy team, providing specialist technical accounting support to finance, risk, treasury and business teams across the Group. Prior to this, Cara was the head of accounting and regulatory policy at Absa Group Limited (formerly Barclays Africa Group Limited).

Qualifications: Bachelor of Business Science Finance (CA); Post-graduate Diploma in Accounting; Post-graduate Diploma in Tax Law.

Other relevant fiduciary roles: Director of Investorweb.com Pty Limited.

Janet Linklater

Board role: Janet has been an employer director on the Board since February 2017 and is chair of the Risk and Audit Committee and a member of the Investment Committee.

From 2010 until her retirement in late 2016, Janet was the Executive General Manager, Performance & Reward for the Commonwealth Bank Group. Prior to this, Janet was Head of Reward for Westpac Group, spending five years with Westpac following a 17-year career as a consulting superannuation actuary. Janet's experience includes advising superannuation trustee and listed company boards on strategy, regulatory, compliance and governance issues.

Qualifications: Fellow of Institute of Actuaries of Australia; Master of Economics (Actuarial Studies); Bachelor of Arts (Hons) (Pure Maths); Graduate of Australian Institute of Company Directors.

Other relevant fiduciary roles: Member of City East Community College Council.

Chris Williams

Board role: Chris has been an employer director on the Board since June 2020 and is a member of the Risk and Audit Committee.

Group/Bank role: Executive General Manager Major Client Group, Business Banking (employee since 1981).

In his current role, Chris leads a relationship team of approximately 140 business banking employees across Australia, providing dedicated support and expertise to the Bank's largest business banking customers.

Chris was previously the Chief Risk Officer for the Bank's Business & Private Banking team, leading a large team across various risk disciplines including credit, operational risk and compliance, and reporting and analytics, as well as the CommSec Risk areas.

Chris's previous roles include General Manager Institutional Client Coverage and General Manager Business & Private Banking within the Bank's Risk Management team. He has worked in various locations across Australia, as well as four years in New York, USA.

Qualifications: Master of Arts in Banking Management.

Other relevant fiduciary roles: Director of CBFC Leasing Pty Ltd, CBFC Pty Ltd and CBFC Premium Custody.

Member-elected directors

Poon Fletcher

Board role: Poon has been a member director on the board since December 2018 and is a member of the Risk and Audit Committee and the Governance Committee.

Group/Bank role: Senior Legal and Governance Consultant – Projects, Legal & Group Governance (employee since 2009)

Poon has extensive legal experience in an in-house financial services function, together with a proven track record for leading transformational change and growing high-performing, customer-centric legal teams that operate with agility, embrace collaboration and champion change.

Prior to joining the Group, Poon was a legal counsel within Westpac's Banking Products Group, and has also worked with legal firms Kemp Strang Lawyers (Sydney) and DLA Solicitors (UK).

Qualifications: BSc (Hons) Agriculture; CPE in Law; Admitted Solicitor of the Supreme Court of NSW.

Other relevant fiduciary roles: None.

Stephen Halmarick

Board role: Stephen has been a member director on the Board since June 2016 and is a member of the Member Services and Claims Committee.

Group/Bank role: Chief Economist – Managing Director, Head of Global Economic & Markets Research, Institutional Banking and Markets (employee since 2009).

In his current role, Stephen and his team of economists and strategists cover research related to Australian and international economics, rates, fixed income, foreign exchange, credit and commodities. He is also a key spokesperson to clients and media on macroeconomic themes and a broad range of financial market issues.

Stephen previously spent 8 years as the Chief Economist for Colonial First State Global Asset Management. Prior to joining the Group, he was Co-Head of Economic Analysis for Citigroup Australia/NZ and has held senior economist positions in both Australian and global institutions. He has a deep understanding of Australian and global macroeconomic factors and their impact on markets, along with strong relationships with key policy makers, government members and advisors in Australia and globally.

Qualifications: Bachelor of Economics; Graduate Diploma in Financial Markets; Graduate of Australian Institute of Company Directors.

Other relevant fiduciary roles: Director of Australian Business Economists.

Magda West

Board role: Magda has been a member director on the board since June 2021 and is a member of the Risk and Audit Committee.

Group/Bank role: Executive Advisor Business Lending, Business Banking (employee since 2011).

Magda is an experienced advisor and lawyer having worked for over 14 years in the finance industry, including over 8 years working for the Group's super and investments areas. She has expertise in member rights and advocacy, trustee duties, corporate and investment governance, and setting strategic direction.

Before joining the Group, Magda was a solicitor at law firm Mallesons Stephen Jaques (Sydney and London), where she specialised in mergers and acquisitions and regulatory compliance.

Qualifications: Master of Applied Finance; Bachelor of Laws (Honours Class I); Bachelor of Arts (Languages); Graduate of Australian Institute of Company Directors; Admitted Solicitor of Supreme Court of NSW; Fellow of Governance Institute of Australia.

Other relevant fiduciary roles: None.

Non-director committee members

Daniel Nott

Board role: Daniel has been a non-director committee member appointed by the Board since June 2019 and is a member of the Member Services & Claims Committee.

Group title: Head of Forensic Accounting, Customer and Community Advocacy, Deputy CEO Office (employee since 2014)

Daniel established the Bank's Forensic Accounting team which provides investigation and remediation expertise to various business units across the Bank. He has led the development of the remediation methodology for the advice review program and delivered remediation capability, tools and models to allow for fair and consistent customer outcomes on a large scale. He also acts in an advisory capacity, providing independent validation of compensation models, methodologies and other aspects of remediation projects.

Before joining the Group, Daniel was an Associate Director at Axiom Forensics, specialising in expert reports for the Courts, regulators, financial investigations and data analytics. He has also held roles with Clifford Chance and KPMG in London, and with Ferrier Hodgson and Deloitte in Sydney.

Qualifications: Bachelor of Business; Chartered Accountants Program; Certificate IV in Fraud & Investigations; Graduate Certificate in Forensic Studies (Accounting).

Other relevant fiduciary roles: None.

Executive officers

Scott Durbin

Group/Bank role: Chief Executive Officer, Commonwealth Bank Group Super (employee since 2001).

Scott has been Chief Executive Officer of the fund and Public Officer since August 2019. He has previously held director and non-director committee member roles with the Board since December 2012.

Scott has over 20 years of professional experience and a proven record in developing and executing market leading strategies at corporate, product and sales levels.

Prior to his appointment as CEO, Scott was General Manager Strategy Development for Wealth Management within the Group. He has also held senior roles in strategy, marketing and distribution, product and sales with Colonial First State.

Scott has previously worked for Macquarie Bank, Deutsche Asset Management and Newton Asset Management in Australia and the UK and has over 20 years of experience in superannuation and funds management.

Qualifications: Master of Business Administration (MIT); Master of Applied Finance and Investments; Bachelor of Business (Marketing); Graduate of Australian Institute of Company Directors.

Other relevant fiduciary roles: None.

Ruwanie Dias

Group/Bank role: Chief Investment Officer, Commonwealth Bank Group Super (employee since 2014).

Ruwanie has been Chief Investment Officer of the fund since July 2018 after acting in this capacity since March 2017.

Ruwanie joined the Group in 2014 as Head of Investment Operations for the fund. Prior to joining the Group she held a senior role for eight years as Director of Investment Operations for a large Australian insurer, and has previously worked within investment consulting.

Qualifications: Bachelor of Commerce (Finance); Bachelor of Science (Mathematics); Holds the Chartered Financial Analyst® designation.

Other relevant fiduciary roles: None.

Briony Zetlitz-Larsen

Group/Bank role: Executive Manager Finance & Risk Management, Trustee Services, Legal & Group Governance (employee since 2005)

Briony has more than 15 years of experience in risk and compliance. She has led the fund's risk, compliance, governance and finance functions since joining the Trustee Services team in February 2007, and previously held risk management and compliance roles within the Group's Commlnsure business and within the Westpac/BT group.

Briony has also worked in risk consulting and project roles in the UK with Spirent PLC, National Society for the Prevention of Cruelty to Children and the Hertsmere Borough Council, and with Pricewaterhousecoopers in Australia.

Qualifications: Bachelor of Commerce (Accounting); Member of Institute of Chartered Accountants, Australia; Graduate of Australian Institute of Company Directors.

Other relevant fiduciary roles: None.

James Stanley

Group/Bank role: Executive Manager Member Services, Trustee Services, Legal & Group Governance (employee since 2009)

James has more than 20 years of experience in the superannuation industry. He has worked with the fund since 2009, initially with our administration service provider and since 2013, as part of the Trustee Services team.

James has extensive experience with both accumulation and defined benefit superannuation arrangements, product management, managing stakeholder and service provider relationships, and supporting senior leadership and the trustee board. Prior to joining the Group, James held superannuation consulting and administration roles with KPMG, Mercer and Australian Administration Services (AAS).

Qualifications: Bachelor of Arts (Economics/Psychology); Diploma of Financial Advising; Graduate Certificate of Australian Migration Law and Practice; Certificate of Superannuation Management.

Other relevant fiduciary roles: None.

Board attendance

A record of Board meeting attendance for all directors having tenure over the last seven financial years is provided below. Prior to 30 November 2015, our Board comprised 10 directors, being four employer directors (plus one alternate) and four member directors (plus one alternate). From 1 December 2015, the Board composition changed to nine directors, incorporating an independent chair, four employer directors and four member directors. Since 1 February 2017, the nine director roles have included three independent directors, three employer directors and three member directors.

Name	Date appointed	Date ceased	2014–15		2015–16		2016–17		2017–18		2018–19		2019–20		2020–21	
			H	A	H	A	H	A	H	A	H	A	H	A	H	A
<i>Meetings held (H) and attended (A) during term</i>			H	A	H	A	H	A	H	A	H	A	H	A	H	A
Independent directors																
Rosemary Vilgan	1 Feb 2017				3	3	7	7	4	4	6	6	8	7		
Ian Ward-Ambler	1 Feb 2017				3	3	7	7	4	3	6	6	8	8		
Susan Allen	1 Jan 2021												4	4		
John Atkin	28 Nov 2017	28 Nov 2020					4	4	4	4	6	6	3	3		
Neil Cochrane	1 Dec 2015	27 Nov 2017			4	4	7	7	3	3						
Employer directors																
Cara Botha	20 Mar 2021												3	3		
Janet Linklater	1 Dec 2017				3	3	7	7	4	4	6	6	8	8		
Chris Williams	11 Jun 2020										1	1	8	7		
Kylie Macfarlane	22 Aug 2013	26 Feb 2021	7	5	7	7	7	7	4	4	6	6	5	5		
Cassandra Williams	15 Nov 2018	15 Mar 2020							3	2	4	3				
Joanna White	10 Oct 2016	17 Aug 2018			5	5	7	7	0	0						
Adrian Hondros	4 Jul 2012	30 Sep 2016	7	5	7	4	2	1								
Greg Ballard	25 Aug 2011	31 Jan 2017	7	6	7	6	4	3								
George Confos	27 Feb 2014	31 Jan 2017	7	6	7	5	4	2								
Neil Cochrane	1 Nov 2009	30 Nov 2015	7	7	3	3										
Member directors																
Poon Fletcher	1 Dec 2018								3	3	6	6	8	7		
Stephen Halmarick	23 Jun 2016			1	1	7	6	7	7	4	4	6	4	8	8	
Magda West	20 Jun 2021												1	1		
Chris Loong	1 Dec 2017	25 Mar 2021						4	4	4	4	6	6	5	5	
Edmond U	10 Dec 2015	30 Nov 2018			4	4	7	7	7	6	1	1				
Deborah Wixted	23 May 2011	30 Nov 2017	7	7	7	7	7	6	3	3						
Anthony Ferraro	16 Sep 2011	31 Jan 2017	7	7	7	6	4	4								
Scott Durbin	1 Dec 2012	20 May 2016	7	6	6	6										
Tony Togher	19 Dec 2003	30 Nov 2015	7	7	3	3										
Richard Pinker	1 Dec 2010	15 Sep 2015	7	6	1	1										



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