

**Towers Watson Superannuation Pty Ltd
Deseret Benefit Plan for Australia
Remuneration Report**

With effect from 29 January 2021, the Individual Trustees at that date resigned, and Towers Watson Superannuation Pty Ltd was appointed, as Trustee of the Deseret Benefit Plan for Australia. Towers Watson Superannuation Pty Ltd has been provided with the following information.

During the financial years ending 30 June 2019 and 30 June 2020, none of the former Individual Trustees received any additional remuneration from their employer (as listed below) in relation to their role as Trustees. All former Individual Trustees, with the exception of the positions held by Steven Peterson and Wayne Maurer, were employees of The Church of Jesus Christ of Latter-Day Saints Australia, the principal employer of the Plan. All their remuneration was paid for by The Church of Jesus Christ of Latter Day Saints Australia, including in relation to the services provided in respect of Trustee duties. The following table sets out the remuneration of each Individual Trustee:

Executive officer	Role	Employer	Total remuneration* for the Financial Year to 30 June	
			2019	2020
Paul Gray	Trustee	The Church of Jesus Christ of Latter -Day Saints Australia	\$4,000	\$4,000
Melinda Kelly	Trustee	The Church of Jesus Christ of Latter -Day Saints Australia	\$15,000	\$15,000
Joyce Smith**	Trustee	The Church of Jesus Christ of Latter -Day Saints Australia	\$4,000	\$2,600
Richard Chadderton**	Trustee	The Church of Jesus Christ of Latter-day Saints - Pacific Area	n/a	nil***
Wayne Maurer**	Trustee	Retired	n/a	nil***
Steven Peterson**	Trustee	The Church of Jesus Christ of Latter-day Saints - Pacific Area	nil***	n/a

* "Total Remuneration" includes:

- any short-term employee benefits consisting of the following components: (a) cash salary, fees and short-term compensated absences; (b) short-term cash profit-sharing and other bonuses; (c) non-monetary benefits; (d) other short-term employee benefits;
- any post-employment benefits consisting of the following components: (a) pension and superannuation benefits; (b) other post-employment benefits;
- other long-term employee benefits;
- any termination benefits;
- any payments received for agreeing to hold the position;
- any share-based (a) equity-settled share-based payment transactions, consisting of (i) shares and units; and (ii) options and rights; (b) cash-settled share-based payment transactions; (c) all other forms of share-based payment compensation (including hybrids);
- any cash bonus, performance-related bonus or share-based payment compensation benefit, whether part of a specific contract for services or not;
- any options and rights over an equity instrument issued or issuable by the Trustee;
- any equity instrument that is issued by the Trustee or a related body corporate;
- any amount attributable to the service of the relevant executive officer which is paid to an organisation or entity rather than to the relevant executive officer.

** Resignations/Appointments:

- Steven Peterson appointed as Trustee effective 31 August 2018 and resigned effective 29 April 2019
- Richard Chadderton appointed as Trustee effective 12 June 2019
- Joyce Smith resigned effective 20 February 2020
- Wayne Maurer appointed as Trustee effective 6 April 2020

*** Note that neither Steven Peterson, Richard Chadderton or Wayne Maurer were employed by the principal employer of the Plan. Their participation as Trustees was on a volunteer basis.