# **Executive Officer Summary - 19 December 2022**

Executive Officers of IOOF Investment Management Limited (including changes since 1 July 2021)

Directors		Position
Lindsay Raymond Smartt	Appointed 6 August 2019   Appointed Chair 15 October 2021	Independent Non-Executive Director and Chair
Karen Nita Gibson	Appointed 26 November 2018	Independent Non-Executive Director
Jane Margaret Harvey	Appointed 19 March 2020	Independent Non-Executive Director
Steven Schubert	Appointed 17 March 2022	Independent Non-Executive Director
Beth McConnell	Appointed 17 March 2022	Independent Non-Executive Director
Other Executive Officers		
Renato Gaspar Mota	Appointed 1 July 2013	Chief Executive Officer
Frank Lombardo	Appointed 1 March 2016	Chief Operating & Technology Officer
Daniel Gough Farmer	Appointed 1 July 2017	Chief Investment Officer
Mark Oliver	Appointed 21 February 2020	Chief Distribution Officer
David Chalmers	Appointed 16 March 2020	Chief Financial Officer
David Patrick Flynn	Appointed 19 December 2022	Acting Chief Risk Officer
Former Executive Officers and D	Directors (1 July 2021 to date)	
Sharam Hekmat	Appointed 31 May 2017 – Retired 7 October 2021	Chief Information Officer
Alan Harold Chonowitz	Appointed 31 March 2021 – Retired 31 December 2021	Independent Non-Executive Director
Geoffrey Martin Walsh	Appointed 31 January 2017 – Retired 16 March 2022	Independent Non-Executive Director
Carolyn Judith Colley	Appointed 31 March 2021 – Retired 16 March 2022	Independent Non-Executive Director
Annette King	Appointed 17 March 2022 – Retired 20 May 2022	Independent Non-Executive Director
Robert Andrew Bloore	Appointed 26 November 2018 – Retired 09 December 2022	Non-Executive Director
Lorna Stewart	Appointed 15 June 2020 – Retired 16 December 2022	Chief Risk Officer
Sarah Burley	Appointed 26 October 2021 – Retired 16 December 2022	Chief Member Officer

#### Table A - CURRENT DIRECTORS

### LINDSAY RAYMOND SMARTT | Independent Non-Executive Director

Lindsay has over 35 years' experience in financial services as a non-executive director and as an executive in superannuation, insurance and consulting. Lindsay served as President of the Actuaries Institute and was Chief Risk Officer at Munich Re Australasia. He also held senior finance and actuarial positions at MLC and Hannover Life Re. Executive roles encompassed risk, finance, actuarial and investment performance measurement while consulting engagements covered a broad range of assignments in Australian and Asia. Lindsay is a non-executive director of a number of Insignia Financial Group Boards including chair of One-Path Custodians Pty Limited, Oasis Fund Management Limited and NULIS Nominees (Australia) Limited and a non-executive director of IOOF Ltd. Lindsay is also a non-executive director of Fidelity Life Assurance Company Limited (NZ) and Fidelity Insurance Limited (NZ) and various not for profit businesses.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Arts Fellow of the Institute of Actuaries Fellow, Australian Institute of Company Directors	Fidelity Insurance Limited (NZ) (since March 2022) NULIS Nominees (Australia) Limited (since September 2021) Oasis Fund Management Limited (since January 2021) OnePath Custodians Pty Limited (since January 2021) Tarpeena Consulting Pty Ltd (since February 2015) Fidelity Life Assurance Company Limited (NZ) (since 2018) The Infants Home, Ashfield (Registered Charity) (since May 2016) Tarpeena Superannuation Pty Ltd (since November 2002)	Allianz Australia General Insurance Limited (formerly Westpac General Insurance Limited) (May 2015 – July 2021) Arch Lenders Mortgage Indemnity Limited (formerly Westpac Lenders Mortgage Insurance Limited) (May 2015 – August 2021) St. George Life Pty Limited (May 2015 – September 2020) The Institute of Actuaries of Australia (January 2010 – December 2016) IOOF Ltd (August 2019 – July 2022) Westpac Life Insurance Services Limited (May 2015 – August 2022)

# KAREN NITA GIBSON | Independent Non-Executive Director

Karen is a Brisbane based non-executive director with over thirty years' experience in the financial services industry. Building organisational capability and driving a customer focused culture, positioning the organisations for growth, and achieving ambitious strategic objectives were her key achievements as Chief Executive Officer and as non-executive director. Karen has worked with trustees, investment managers, government, and unions to improve the financial security of members and investors, and uses this experience to support not for profit organisations in developing effective governance and investment frameworks. Karen has worked with microfinance organisations in Cambodia and Red Cross Refugee Support in Australia.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Science	NULIS Nominees (Australia) Limited (since March 2022)	Australian Executor Trustees Limited (November 2018 – May
Graduate Diploma of	Oasis Fund Management Limited (since March 2021)	2020)
Teaching	OnePath Custodians Pty Limited (since March 2021)	OneView Wealth Services (August 2017 – April 2018)

Master of Business	IOOF Ltd (since November 2018)	Diversa Trustees Limited (May 2017 – December 2017)
Administration	Nambawan Superannuation Limited (PNG) (since February	EQT Responsible Entity Services Ltd (March 2016 – March
Associate Diploma of	2017)	2018)
Superannuation	Praxton Group Pty Ltd (since September 1985)	OneView Holdings Ltd (March 2014 – October 2016)
Management		Investment Gateway Pty Ltd (formerly MAP Financial
Graduate Australian Institute		Planning Pty Ltd) (February 2013 - February 2014)
of Company Directors		MAP Funds Management Pty Ltd (February 2013 – February 2018)
		MAP Invest Pty Ltd (February 2013 – December 2017)

### JANE MARGARET HARVEY | Independent Non-Executive Director

Jane is an experienced Independent Non-Executive Director and is currently on the boards of AIA Australia Limited and the Marian and EH Flack Trust. She has also served on the boards of Insignia Financial Ltd, Dulux Group Ltd, BUPA ANZ, UGL Ltd, David Jones Ltd, Duet Finance Ltd, Medibank Private Ltd and various government boards. She has also served on the ASIC Director Advisory Panel and AICD (Vic) Council. Jane is a former partner of PricewaterhouseCoopers and is a Fellow of both the Institute of Chartered Accountants (Australia & NZ) and the Australian Institute of Company Directors. Jane has more than 30 years' experience in the financial and advisory services industry.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Commerce Master of Business Administration Fellow Institute of Chartered Accountants Australia and New Zealand Fellow Australian Institute of Company Directors	NULIS Nominees (Australia) Limited (since March 2022) AIA Australia Limited (since January 2022) IOOF Ltd (since March 2020) Oasis Fund Management Limited (since January 2020) OnePath Custodians Pty Limited (since January 2020) Marian & EH Flack Nominees Pty Ltd (since January 2018) Royal Flying Doctor Service (Victoria Emeritus Council) (since 2010)	OnePath Investment Holdings Pty Limited (January 2020 – February 2021)  IOOF Investment Services Ltd (February 2019 – December 2019)  Dulux Group Limited (February 2018 – August 2019)  Victorian Opera Company Ltd (June 2017 – April 2018)  UGL Limited (August 2015 – January 2017)  Bupa ANZ Healthcare Holdings Pty Ltd (December 2016 – September 2021)  Bupa ANZ Insurance Pty Ltd (December 2016 – September 2021)  Bupa Foundation (Australia) Limited (August 2016 – September 2021)  Bupa HI Holdings Pty Ltd (August 2016 – September 2021)  Bupa Aged Care Holdings Pty Ltd (August 2016 – August 2017)

Bupa Health Services Pty Ltd (August 2016 – August 2017) DUET Finance Pty Limited (August 2013 – May 2017) Orygen (Registered Charity) (September 2013 – November 2020) David Jones Pty Limited (October 2012 – August 2014) DUET Company Pty Limited (April 2013 – August 2013) IOOF Group Pty Ltd (April 2012 – March 2020) IOOF Global One Pty Ltd (March 2009 - May 2014) Medibank Private Limited (September 2007 – March 2014) Questor Financial Services Pty Ltd (May 2009 - March 2020) Australian Wealth Management Limited (May 2009 – March 2020) Australian Executor Trustees Limited (May 2009 – January 2017) Australian Health Management Group Pty Limited (October 2009 – October 2012) Morningstar Investment Management Australia Limited (March 2009 – June 2009) Colonial Foundation Limited (July 2007 – November 2020) IOOF Investment Management Limited (December 2005 -March 2017) IOOF Life Pty Ltd (December 2005 – March 2020) IOOF Ltd (December 2005 – January 2017) Insignia Financial Ltd (October 2005 – February 2020) (formerly IOOF Holdings Limited) Telecommunications Industry Ombudsman Limited (April 2003 - February 2014) Royal Flying Doctor Service of Australia (Victorian section) (December 2002 – February 2011) The Lyceum Club (December 2000 – October 2005)

# **STEVEN SCHUBERT | Independent Non-Executive Director**

Steve has over 40 years of experience in financial services, including management and director roles at Russell Investments and Mercer Australia. He was also Chief Executive Officer of Cooper Investors, an Australian based equities fund manager prior to becoming a non-executive director. Steve's roles have included responsibility for people management, culture, financial results, client management and sales, and he has been a director on boards of a number of financial services entities including a RSE Licensee. He has also participated in many internal and industry forums, committees, tribunals and is currently Convenor of the Institute of Actuaries of Australia's Conduct Committee. Steve has advised many private and public sector RSE Licensees including those for Telstra Corporation, National Australia Bank Limited and governments at both Federal and State level.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Science (Applied Mathematics and Physics), Monash University Fellow, Institute of Actuaries of Australia Graduate, Australian Institute of Company Directors (Order of Merit)	Oasis Fund Management Limited (since March 2022) OnePath Custodians Pty Limited (since March 2022) NULIS Nominees (Australia) Limited (since December 2019) M & S Schubert Pty Limited (since April 2018)	Mercer Consulting (Australia) Pty Limited (September 2011 – April 2015)  Mercer Outsourcing (Australia) Pty Limited (September 2011 – April 2015)  Russell Investments Employee Benefits Pty Limited (March 2002 – August 2004; September 2005 – January 2011)  Russell Investments Financial Solution Pty Limited (March 1998 – January 2011)  The Institute of Actuaries of Australia (May 2005 – December 2007)  Total Risk Management Pty Limited (June 1998 – March 2001)

### **BETH McCONNELL | Independent Non-Executive Director**

Beth has almost 30 years' experience as a corporate, trust and superannuation solicitor and corporate governance adviser, having worked at leading corporate firms, in-house with superannuation funds and in management consulting specialising in corporate governance. She has held a number of senior roles at Mercer, Freehills, Landers & Rogers, and AXA Australia. Beth's experience has been heavily focussed on superannuation and the wider financial services sector. She currently runs her own consulting company, specialising in a range of governance, facilitation and training services and board reviews. Beth is also an Industry Panel Member on the Australian Financial Complaints Authority and is Chair of Jesuit Education Australia. She previously sat on the Superannuation Complaints Tribunal for over five years until it ceased operations at the end of 2020.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Master of Commercial Laws, University of Melbourne Bachelor of Commerce, University of Melbourne	Oasis Fund Management Limited (since March 2022) OnePath Custodians Pty Limited (since March 2022) NULIS Nominees (Australia) Limited (since December 2019)	N/A

Bachelor of Laws (Honours),	Quadwell Pty Limited (since June 2009)	
University of Melbourne		
Diploma of Superannuation		
Management, Macquarie		
University		
Graduate, Australian Institute		
of Company Directors		

#### Table B - CURRENT EXECUTIVES

### **RENATO GASPAR MOTA | Chief Executive Officer**

Renato is the Chief Executive Officer of Insignia Financial Limited and has over 20 years' experience in financial services in senior management and corporate strategy roles. He has led Insignia Financial through a series of forward thinking, strategic initiatives including the development of Insignia Financial's ClientFirst transformation. He joined Insignia Financial in 2003 and has previously worked for Rothschild, NAB and ANZ, and is a CFA charter holder.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Commerce (Honours in Finance) – University of Melbourne Bachelor of Business (Economics and Finance) – Royal Melbourne Institute of Technology Advanced Management Program Columbia University, USA Chartered Financial Analyst – CFA Institute	Financial Services Council (August 2022) MLC Wealth Limited (since June 2021) Australian Executor Trustees Limited (since May 2020) AustSelect Pty Ltd (since February 2020) Financial Partnership Pty Ltd (since February 2020) Select Managed Funds Limited (since February 2020) Financial Planning Hotline Pty Limited (since January 2020) Mercantile Mutual Financial Services Pty Limited (since January 2020) OnePath Administration Pty Limited (since January 2020) Plan B Group Holdings Pty Limited (since February 2020) Insignia Financial Limited (since June 2019) Group Investments Nominee Pty Limited (since April 2019) IOOF Life Pty Ltd (since April 2019) Plan B Trustees Pty Ltd (since April 2019) IOOF New Zealand (since January 2019) Australian Wealth Management Limited (since December 2018) Financial Investment Network Group Pty Limited (since October 2018) Financial Services Partners Holdings Pty Limited (since October 2018) Financial Services Partners Management Pty Limited (since	Cortex Advice Solutions Pty Limited (December 2015 – May 2021) Actuate Alliance Services Pty Ltd (December 2015 – April 2021) Perennial International Equities Management Pty Ltd (February 2020 – September 2020) Cable Nominees Proprietary Limited (December 2015 – September 2020) FinHQ Pty Ltd (December 2015 – September 2020) Shadforth Family Office Pty Ltd (January 2018 – September 2020) SFG Platform Services Pty Ltd (August 2014 – August 2020) Perennial Investment Partners Pty Ltd (February 2020 – July 2020) Bridges Nominees Pty Limited (February 2020 – June 2020) Financial Services Partners Incentive Co Pty Limited (October 2018 – June 2020) FSP Funds Management Pty Limited (October 2018 – June 2020) FSP Portfolio Administration Pty Limited (October 2018 – June 2020) FSP Super Pty Limited (October 2018 – June 2020)
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October 2018)

Financial Services Partners Pty Limited (since October 2018)

FSP Group Pty Limited (since October 2018)

Integrated Networks Pty Limited (since October 2018)

Millennium 3 Financial Services Group Pty Ltd (since October 2018)

Millennium 3 Financial Services Pty Ltd (since October 2018)

RI Advice Group Pty Ltd (since October 2018)

SFG Australia Limited (since January 2018)

Shadforth Financial Group Holdings Pty Ltd (since January 2018)

Bridges Financial Services Group Pty Limited (since December 2015)

Bridges Financial Services Pty Limited (since December 2015)

Consultum Financial Advisers Pty Ltd (since December 2015)

Godfrey Pembroke Group Pty Limited (since December 2015)

Lonsdale Financial Group Limited (since December 2015)

Managed Portfolio Services Limited (since December 2015)

IOOF Service Co Pty Ltd (since October 2015)

Financial Acuity Limited (since December 2015)

Shadforth Financial Group Ltd (since December 2015)

SMF Wealth Management Pty Ltd (since December 2015)

Wealth Managers Pty Ltd (since December 2015)

Western Pacific Financial Group Pty Ltd (since December 2015)

IOOF Alliances Pty Limited (since November 2014)

Millennium3 Mortgage Platform Services Pty Limited (October 2018 – June 2020)

Bridges Financial Planning Pty Limited (December 2015 – June 2020)

Campbell Wallis Moule & Co. Pty Ltd (December 2015 – June 2020)

IOOF Investment Services Ltd (February 2019 – December 2019)

DSMJ Pty Ltd (July 2018 – April 2019)

RACQ Financial Planning Pty Ltd (January 2016 – March 2018)

Perennial Investment Management Limited (August 2014 – September 2016)

### FRANK LOMBARDO | Chief Operating & Technology Officer

Frank is the Chief Operating & Technology Officer of Insignia Financial Limited and has over 20 years' experience across the financial services sector. He previously held senior management roles at NAB and Aviva Australia.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Economics	MLC Lifetime Company Limited (since June 2021)	DSMJ Pty Ltd (April 2019 – November 2020)
	MLC Wealth Holdings Limited (since June 2021)	Australian Executor Trustees (SA) Pty Ltd (April 2019 –
	The Association of Superannuation Funds of Australia Limited (since November 2020)	March 2022)
	Wealth Central Pty Ltd (since September 2020)	
	DKN Financial Group Pty Ltd (since February 2020)	
	DKN Management Pty Ltd (since February 2020)	
	DKN Stakeholders Pty Ltd (since February 2020)	
	Financial Acuity Limited (since February 2020)	
	Managed Portfolio Services Limited (since February 2020)	
	Plan B Administration Pty Ltd (since February 2020)	
	Plan B Group Holdings Pty Limited (since February 2020)	
	Plan B Trustees Pty Ltd (since February 2020)	
	Oasis Asset Management Limited (since January 2020)	
	OnePath Administration Pty Limited (since January 2020)	
	Select Managed Funds Limited (since February 2020)	
	Australian Executor Trustees (Canberra) Pty Ltd (since April 2019)	
	IOOF Service Co Pty Ltd (since April 2019)	

### MARK OLIVER | Chief Distribution Officer

Mark is the Chief Distribution Officer of Insignia Financial Limited. He is a member of the Funds Management Committee, a member of the Superannuation Trustee Investment Committee and Chair of the Insurance Reference Committee. Mark has over 30 years' experience across the financial services sector in Australia and the UK. He previously held senior management roles at Credit Suisse Asset Management, Barclays Global Investors and most recently BlackRock Australia, where he was Managing Director, Retail Advisory & iShares.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Certified Investment Management – UK The Society of Investment Professionals Certified of Superannuation & Retirement Planning Certificate of Investment Planning 1 Diploma in Financial Services (Financial Planning) Diploma in Business Studies Certificate of Risk Management Certificate of Entry Level Competencies	MLC Lifetime Company Limited (since June 2021) MLC Wealth Holdings Limited (since June 2021) Ability One (WA/SA) Pty Ltd (since February 2020) Australian Executor Trustees (Canberra) Pty Ltd (since February 2020) Austselect Pty Ltd (since February 2020) IOOF Service Co Pty Ltd (since February 2020) IOOF Insurance Brokers Pty Ltd (since February 2020) Snowball Capital Pty Ltd (since February 2020) Tower Austrust Building Pty Ltd (since February 2020) Mercantile Mutual Financial Services Pty Limited (since January 2020) Oasis Asset Management Limited (since January 2020) OnePath Administration Pty Limited (since January 2020) DKN Management Pty Ltd (since April 2019) DKN Stakeholders Pty Ltd (since April 2019) Financial Acuity Limited (since April 2019) Plan B Administration Pty Ltd (since April 2019) Plan B Group Holdings Pty Limited (since April 2019) Plan B Superannuation Services Pty Ltd (since April 2019) Select Managed Funds Limited (since April 2019) Managed Portfolio Services Limited (since November 2017)	Australian Executor Trustees (SA) Pty Ltd (February 2020-March 2022)

# **DAVID CHALMERS | Chief Financial Officer**

David is the Chief Financial Officer of Insignia Financial Limited and has more than 20 years' global finance experience across consulting, investment banking, private equity and corporate environments with Spark New Zealand, MediaWorks and Macquarie. Most recently he was Chief Financial Officer of Spark New Zealand, the country's largest telecommunications company.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Master of Business Administration	Bridges Financial Services Pty Limited (since October 2020) Consultum Financial Advisers Pty Ltd (since October 2020)	Infochoice Pty Ltd (April 2013 – October 2013) Iselect General Pty Ltd (April 2013 – October 2013)

RI Advice Group Pty Ltd (since October 2020) Shadforth Financial Group Limited (since October 2020) Wealth Central Pty Ltd (since September 2020)	Iselect Health Pty Ltd (April 2013 – October 2013) Iselect Life Pty Ltd (April 2013 – October 2013) Iselect Limited (April 2013 – October 2013) Iselect Media Pty Ltd (April 2013 – October 2013) Iselect Mortgages Pty Ltd (April 2013 – October 2013) Iselect Services Pty Ltd (April 2013 – October 2013) Mobileselect Pty Ltd (April 2013 – October 2013) Tyrian Pty Ltd (April 2013 – October 2013) Iselect Saleco Pty Limited (November 2013 – June 2014) Time & Tide Watches Pty Ltd (June 2014 – January 2019)
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### **DANIEL GOUGH FARMER | Chief Investment Officer**

Dan is the Chief Investment Officer of Insignia Financial Limited and was appointed to the role of Chief Investment Officer in July 2017 and is a member of the Investment Management Committee. Prior to this he managed the Australian Equities portfolio for seven years and successfully implemented the boutique program and defensive equities portfolio. Previously, Dan was a Senior Executive in Investments at Telstra Super.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Master of Commerce Bachelor of Economics	Global One Alternative Investments Management Pty Ltd (since January 2020) IOOF New Zealand Limited (since January 2019)	N/A

### **DAVID PATRICK FLYNN | Acting Chief Risk Officer**

David is the General Manager - Operational Risk & Compliance at Insignia Financial since August 2022 and was appointed to the Acting Chief Risk Officer in December 2022. Prior to that David was the General Manager - Advice Standards & Governance at Insignia Financial. David has been in the financial services industry for over 30 years and has previously held roles at BT Financial Group, Rubik Financial Limited and ANZ.

Qualifications	Current Directorships	Former Directorships and Board/Trustee Experience
Bachelor of Commerce	Elders Financial Planning Pty Ltd (since June	Bridges Financial Services Pty Limited (November 2019 –
Fellow of the Institute of Chartered	2019)	September 2022)
Accountants		Consultum Financial Advisers Pty Ltd (November 2019 –
Australian Institute of Project		September 2022)
Management		Financial Services Partners Pty Limited (November 2019 – September 2022)

Graduate of the Australian Institute of	Godfrey Pembroke Group Pty Ltd (November 2019 –
Company Directors	September 2022)
	Lonsdale Financial Group Limited (November 2019 – September 2022)
	Millennium3 Financial Services Pty Ltd (November 2019 – September 2022)
	Plan B Wealth Management Pty Ltd (February 2020 – September 2022)
	RI Advice Group Pty Ltd (November 2019 – September 2022)
	Shadforth Financial Group Limited (November 2011 – September 2022)
	Capricorn Financial Advisers Pty Ltd (May 2019 – August 2022)
	Financial Lifestyle Solutions Pty Limited (May 2019 – August 2022)
	Project Best Advice Pty Ltd (February 2020 – May 2021)
	FSP Portfolio Administration Pty Limited (October 2013 – February 2014)
	Tandem Financial Advice Pty Limited (October 2013 – February 2014)
	RI Central Coast Pty Limited (February 2013 – February 2014)
	RI Dandenong Pty Ltd (November 2009 – February 2014)
	RI Gold Coast Pty Limited (February 2013 – February 2014)
	RI Maroochydore Pty Ltd (February 2013 – February 2014)
	RI Newcastle Pty Ltd (September 2009 – February 2014)
	RI Parramatta Pty Limited (February 2013 – February 2014)
	RI Rockhampton & Gladstone Pty Ltd (February 2013 – February 2014)
	RI Townsville Pty Ltd (February 2013 – February 2014) Rieas Pty Ltd (July 2013 – February 2014)

	Fing Services Pty Ltd (September 2009 – February 2012)
	RI Parramatta Pty Limited (November 2009 – January 2011)