

Aon
Rewards Solutions
Proprietary and Confidential

Aon Executive Remuneration Survey

Participating organisations | November 2021

AON
Empower Results®



Participating Organisations

Company	Disclosed	Contributed
.au Domain Administration Limited	N	Y
[24]7.ai	N	Y
4 Pines Brewing Company	N	Y
8X8	N	Y
A.F. Gason Pty Ltd	N	Y
Abacus DX	N	Y
Abacus Property Group	Y	N
AbbVie Pty Ltd	N	Y
Abra Mining Pty Limited	N	Y
AC3	N	Y
ACCELA	N	Y
Accent Resources NL	Y	N
Accenture Australia Ltd	N	Y
Acco Brands Corporation	N	Y
AccorHotels	N	Y
Achmea Australia	N	Y
ACI Worldwide	N	Y
Acquia	N	N
Activision Blizzard	N	Y
Acushnet	N	Y
Adairs Limited	Y	N
A-dec Australia	N	Y
Adelaide Brighton	Y	N
ADG Engineers	N	Y
Adherium Limited	N	Y
Administrative Services	N	Y
Adobe Systems Inc	N	Y
Adtran	N	Y
Advanced Sterilization Products	N	Y
AECOM	N	Y
AEMO	N	Y
Aeris Resources Limited	N	Y
Afterpay Touch Group Limited	Y	Y
Agilent Technologies Australia Pty Ltd	N	Y
AGL Energy Limited	Y	N
AIA Australia	N	Y
AIG Australia Limited	N	Y
Aioi Nissay Dowa Insurance	N	Y
Akamai Technologies	N	Y
Alcoa of Australia Limited	N	Y
Alexion Pharmaceuticals Australasia Pty Ltd	N	Y
Alibaba Group Inc	N	Y

Company	Disclosed	Contributed
Align Technology Inc.	N	Y
Alkane Resources Limited	Y	Y
Allianz Australia Ltd	N	Y
Allscripts	N	Y
ALS Limited	Y	N
Altium Ltd	Y	Y
Altogether Group	N	Y
Alumina	Y	N
AMA Group Ltd	Y	N
amaysim Australia Ltd	N	Y
Amazon	N	Y
Amazon.com	N	Y
Ancor Limited	Y	N
Amdocs	N	Y
AMEC Foster Wheeler Australia Pty Ltd	N	Y
American Express Australia Ltd	N	Y
Amgen Australia Pty Ltd	N	Y
AMP Services Limited	Y	Y
Amplifon	N	Y
Ampol Limited	Y	N
Analog Devices	N	Y
Anaplan	N	Y
Ancestry.com	N	Y
Anglo American Metallurgical Coal Pty Ltd	N	Y
AngloGold Ashanti Australia Limited	N	Y
Ansell	Y	N
ANZ Banking Group Ltd	Y	Y
Aon Corporation Australia	N	Y
AP Eagers Ltd	Y	N
APA Group	Y	Y
APPEN LTD	Y	Y
Apple and Pear Australia Ltd	N	Y
Apple Pty Ltd	N	Y
Apptio	N	Y
APRA AMCOS	N	Y
Aquila Resources	N	Y
ARB Corporation Ltd	Y	N
Arcadis	N	Y
Architectus	N	Y
Arena REIT	Y	N
Aristocrat Technologies Australia Pty Ltd	Y	N
Arkose Labs	N	Y
Arthur J. Gallagher	N	Y
Arup Pty Ltd	N	Y

Company	Disclosed	Contributed
Aryaka Networks	N	Y
ASG Group	N	Y
Assetinsure	N	Y
ASX Group	Y	N
Atlas Arteria	Y	N
Atlassian	N	Y
Atlassian Inc	N	Y
AUB Group Limited	Y	N
Auckland International Airport Limited	Y	N
Audinate Group Ltd	Y	N
Aurecon Australia Pty Ltd	N	Y
Aurelia Metals Ltd	Y	Y
Aurizon Operations Limited	Y	Y
Ausenco Services Pty Ltd	N	Y
AusNet Services	Y	Y
Aussie	N	Y
Austagencies Pty Ltd	N	Y
Austal	Y	N
Australia Post	N	Y
Australian Agricultural Co.	Y	N
Australian Ethical Investment Limited	Y	Y
Australian Finance Group Limited	Y	N
Australian Nuclear Science and Technology Organisation (ANSTO)	N	Y
Australian Pharmaceutical Industries Ltd	Y	Y
Australian Reinsurance Pool Corporation	N	Y
AustralianSuper Pty Ltd	N	Y
Auth0	N	Y
Auto & General Holdings Pty Ltd	N	Y
Autodesk Australia Pty Ltd	N	Y
Automatic Data Processing (ADP)	N	Y
Avanade Australia Pty Ltd	N	Y
Avant Insurance Ltd	N	Y
Aventus	Y	N
Aviat Networks (NZ) Ltd	N	Y
AVID Property Group	N	Y
Avita Medical Limited	Y	N
Aware Super	N	Y
Axicom	N	Y
Axway	N	Y
Babcock Pty Ltd	N	Y
Baby Bunting Group Ltd	Y	N
BAE Systems Australia	N	Y
BAI Communications	N	Y
Bain & Company	N	Y

Company	Disclosed	Contributed
Bank of Queensland	Y	N
Bapcor Limited	Y	N
Base Resources Limited	N	Y
Bayer Australia Ltd	N	Y
BBC Studios Australia Pty Ltd	N	Y
Beach Energy	Y	N
Beam Mobility Holdings Pte Ltd	N	Y
Beca Pty Ltd	N	Y
Bega Cheese Limited	Y	Y
Belkin International	N	Y
Bellamys Organic	N	Y
Bellevue Gold Limited	Y	N
Bendigo & Adelaide Bank Limited	Y	N
Best Practice Software Pty Ltd	N	Y
BG&E Pty Ltd	N	Y
BGC (Australia) Pty Ltd	N	Y
BGIS Pty Ltd	N	Y
BHP Group Limited	Y	Y
Bigcommerce	N	Y
BioCurate Pty Ltd	N	Y
Biogen Australia Pty Ltd	N	Y
Bis Industries	N	Y
BITZER Australia	N	Y
Blackbaud	N	Y
Blackbay	N	Y
Blackboard	N	Y
Blackhawk Network	N	Y
Blackline	N	Y
Blackmores Ltd	Y	Y
Bloomfield Collieries Pty Limited	N	Y
Blue Yonder	N	Y
Bluescope Steel Ltd	Y	N
Boral Limited	Y	N
Bowen & Pomeroy Pty Ltd	N	Y
Box	N	Y
BPAY Group	N	Y
Brady Corporation	N	Y
BrainChip Holdings Ltd	Y	N
Brambles Industries Ltd	Y	Y
Bravura Solutions Operations Pty Limited	Y	Y
Breville Group Ltd	Y	N
Brickworks	Y	N
Brookfield Properties Australia Pty Ltd	N	Y
Brother International Aust Pty Ltd	N	Y

Company	Disclosed	Contributed
Brown Family Wine Group	N	Y
Bubs Aust Limited	Y	N
Bundaberg Brewed Drinks Pty Ltd	N	Y
Bunnings Group Limited	N	Y
Bupa Australia	N	Y
Burbank	N	Y
BWX Ltd	Y	N
Bymecut Australia Pty Ltd	N	Y
C3.ai	N	Y
CAE	N	Y
CAE Australia	N	Y
Calibre Group Ltd	N	Y
Calix	N	Y
Canberra Data Centres Pty Ltd	N	Y
Canon Australia Pty Limited	N	Y
Canon Medical Systems ANZ Pty Limited	N	Y
Capricorn Metals Ltd	Y	N
Cardno	N	Y
Carey Mining	N	Y
Camaron Petroleum	Y	N
Carrier Global Corporation	N	Y
Carsales.com.au	Y	Y
Carta	N	Y
Cash Converters Pty Ltd	N	Y
Catholic Church Insurance Ltd	N	Y
Catholic Education Office - Diocese of Parramatta	N	Y
CBH Resources Limited	N	Y
CBHS Health Fund Ltd	N	Y
CBRE Pty Ltd	N	Y
CBS Interactive	N	Y
Cbus (United Super Pty Ltd)	N	Y
Cbus Property	N	Y
CCA Management Pty Ltd	N	Y
CEA Technologies Pty Ltd	N	Y
Cedar Woods Properties Ltd	Y	N
Centenary Institute	N	Y
Centennial Coal Company Limited	N	Y
Centuria Capital Group	Y	N
Ceridian Hcm	N	Y
Cemer	N	Y
Certara	N	Y
Certus Solutions Pty Limited	N	Y
CGI Technologies and Solutions Australia Pty Ltd	N	Y
Chalice Mining Limited	Y	N

Company	Disclosed	Contributed
Challenger Limited	Y	Y
Chamber of Commerce and Industry of Western Australia Company Limited (CCIWA)	N	Y
Champion Iron Limited	Y	N
Chanel (Australia) Pty Ltd	N	Y
Channeladvisor	N	Y
Charter Hall	Y	Y
Check Point Software Technologies (Aust) Pty Ltd	N	Y
Cheetah Digital	N	Y
Children's Medical Research Institute	N	Y
Chinova Resources Pty Ltd	N	Y
Chorus Limited	Y	N
Chubb Insurance Australia Ltd	N	Y
Ciena	N	Y
CIMIC Group	Y	N
Cimpress	N	Y
Cisco Systems	N	Y
CITIC Pacific Mining Management Pty Ltd	N	Y
Citrix	N	Y
City Chic Collective Limited	Y	N
Civmec Limited	N	Y
Claim Central Pty Ltd	N	Y
Cleanaway Waste Management	Y	N
Clearview Wealth Ltd	N	Y
Clinuvel Pharmaceuticals Ltd	Y	N
Cloudera	N	Y
Clough Limited	N	Y
CMC Markets Asia Pacific PTY LTD	N	Y
Coal Services Pty Ltd	N	Y
Cochlear Ltd	Y	N
Codan Limited	Y	N
Coffey Services Australia Pty Ltd	N	Y
Cognizant Technology Solutions Australia Pty Ltd	N	Y
Coherent	N	Y
Cohesity	N	Y
CoINVEST	N	Y
Coles Supermarkets	Y	Y
Colibra	N	Y
Colliers International (NSW) Pty Limited	N	Y
Collins Foods Limited	Y	N
Commonwealth Bank of Australia	Y	Y
CommScope Solutions (Australia) Pty Ltd	N	Y
CommVault Systems	N	Y
Compass Group Management Services Pty Ltd	N	Y
Computershare Group of Companies	Y	N

Company	Disclosed	Contributed
Confluent	N	Y
Conga	N	Y
ConMed Linvatec Australia	N	Y
Consolidated Minerals Pty Ltd	N	Y
Cooper Energy	Y	N
Coopers Brewery Ltd	N	Y
Copper Mountain Mining Pty Ltd	N	Y
Core Lithium Ltd	N	Y
Comerstone Ondemand	N	Y
Coronado Curragh Pty Ltd	Y	N
Corporate Travel Management Limited	Y	N
Cors Support Services	N	Y
Costa Group Holdings	Y	N
Couchbase	N	Y
Coupa Software	N	Y
Covalent Lithium Pty Ltd	N	Y
Covetrus	N	Y
Craveable Brands Pty Ltd	N	Y
Credit Corp Group	Y	N
Cromwell Operations Pty Ltd	Y	Y
Crowdstrike	N	Y
Crown Resorts	Y	Y
CSL	N	Y
CSL Behring	Y	Y
CSR	Y	N
Cubic Corporation	N	Y
Culture Amp Inc	N	Y
Cummins South Pacific Pty Ltd	N	Y
Cuscal Limited	N	Y
Custom Fleet Pty Ltd	N	Y
CyberCX Pty Ltd	N	Y
Cyient	N	Y
Daikin Australia	N	Y
Dairy Australia	N	Y
Dalrymple Bay Infrastructure Management	Y	N
Danaher Corporation	N	Y
Daronmont Technologies	N	Y
Data#3	Y	Y
Databricks	N	Y
Datacom Group Limited	N	Y
Datadog	N	Y
Dataiku	N	Y
Dataminr	N	Y
Datarobot	N	Y

Company	Disclosed	Contributed
De Grey Mining Limited	Y	N
Decmil Group Limited	N	Y
Defence Health Ltd	N	Y
Deliveroo	N	Y
Dell	N	Y
Dell Australia Pty Ltd	N	Y
Deloitte	N	Y
Deltek	N	Y
Dennis Family Corporation	N	Y
Dentsply Sirona	N	Y
Deputy	N	Y
Deterra Royalties Limited	Y	N
Development Victoria	N	Y
Dexus Property Group	Y	Y
Dicker Data Limited	Y	N
Digicert	N	Y
Digital Realty Trust	N	Y
Diligent	N	Y
Dimension Data Global Services Limited	N	Y
DocuSign	N	Y
Dolby Laboratories	N	Y
Domain	Y	Y
Dominos Pizza Enterprises	Y	N
Downer EDI Ltd	Y	Y
Druva	N	Y
Duck Creek Technologies	N	Y
DXC Technology Australia Pty Ltd	N	Y
Dynata	N	Y
Dynatrace LLC	N	Y
eBay	N	Y
Eclix Group	Y	N
Ecolab Pty Ltd	N	Y
eftpos Payments Australia	N	Y
Elasticsearch	N	Y
Elbit Systems of Australia	N	Y
Elders	Y	N
Electro Optic Systems Holdings Limited	Y	N
Electronic Arts	N	Y
Emeco Holdings	Y	N
EML Payments Ltd	Y	N
Empire Ltd	N	Y
Employers Mutual Management Pty Ltd	N	Y
Endace Measurement Systems Ltd	N	Y
Endeavour Energy	N	Y

Company	Disclosed	Contributed
Endeavour Group Limited	Y	N
Energy Industries Superannuation Scheme Pty Ltd (EISS)	N	Y
EnterpriseDB	N	Y
Epson Australia Pty Ltd	N	Y
Equifax	N	Y
Equinix	N	Y
Equisuper	N	Y
Ericsson Australia Pty Ltd	N	Y
Ernst & Young Services Pty Ltd	N	Y
Estia Health	Y	N
Ethos Urban Pty Ltd	N	Y
Event Hospitality & Entertainment Limited	Y	N
Eventbrite	N	Y
Evolution Mining Limited	Y	Y
Expedia	N	Y
Experian	N	Y
Facebook Inc.	N	Y
Fairfax Media	N	Y
Fairgo Finance	N	Y
Fandom, Inc.	N	Y
Fidelity National Information Services	N	Y
Financial IQ Pty Ltd	N	Y
Finastra	N	Y
Fineos Corporation UC	Y	Y
FISERV Australia Pty Ltd	N	Y
Fiserv Solutions of Australia Pty Ltd	N	Y
Fisher & Paykel Healthcare Corporation Limited	Y	N
Fivetran	N	Y
Fletcher Building	Y	N
Flexera Software	N	Y
Flight Centre Travel Group Limited	Y	N
Flow Power	N	Y
Fluor Australia Pty Ltd	N	Y
Focus Minerals Ltd	N	Y
Forcepoint	N	Y
Forescout Technologies	N	Y
Forgerock	N	Y
Forrester Research	N	Y
Fortescue Metals Group Ltd	Y	Y
Fortius	N	Y
Foxleigh Coal Mine	N	Y
Foxtel	N	Y
FQM Australia Nickel Pty Ltd	N	Y
Frasers Property Australia	N	Y

Company	Disclosed	Contributed
Frucor Beverages Ltd	N	Y
FTI Consulting	N	Y
FUJIFILM Australia Pty Ltd	N	Y
Fujitsu Australia Ltd	N	Y
Fujitsu General Aust	N	Y
FUZE	N	Y
G&S Engineering Pty Ltd	N	Y
G8 Education Ltd	Y	N
Galaxy Resources	N	Y
Gallagher Bassett Services	N	Y
Gartner	N	Y
GBST Holdings Ltd - Global Banking & Securities Transactions	N	Y
GDI Property Group Ltd	Y	N
GE	N	Y
GE Digital	N	Y
GE Healthcare Australia Pty Ltd	N	Y
GE Power	N	Y
GE Renewable Energy	N	Y
Genea	N	Y
General Dynamics Land Systems Australia	N	Y
General Reinsurance Australia Ltd	N	Y
Genesys Telecom Labs	N	Y
Genpact	N	Y
Genworth	Y	Y
Geopacific Resources Limited	N	Y
George Institute for Global Health	N	Y
GETTY IMAGES	N	Y
GHD Pty Ltd	N	Y
Gilead Sciences	N	Y
GitHub	N	Y
Glencore Australia Holdings	N	Y
Global Switch Limited	N	Y
GME Pty Ltd	N	Y
Godaddy.com	N	Y
Gold Fields Australia Pty Ltd	N	Y
Gold Road Resources Limited	Y	Y
Golder Associates Pty Ltd	N	Y
Goodman Limited	Y	N
GP Synergy Limited	N	Y
GPC Asia Pacific	N	Y
GPT Group	Y	Y
GrainCorp Operations	Y	N
Grange Resources Limited	N	Y
Grays eCommerce Group Limited	N	Y

Company	Disclosed	Contributed
Great Southern Bank	N	Y
Greencross Limited	N	Y
Greenstone Financial Services Pty Ltd	N	Y
GroundProbe Pty Ltd	N	Y
Growthpoint Properties Australia	Y	N
GUD Holdings	Y	Y
Guidewire Software	N	Y
Guild Group Holdings Ltd	N	Y
GWA Group	Y	Y
Hannover Life Re of Australasia Ltd	N	Y
Hansen Technologies Limited	Y	N
Harmony S.E. Asia	N	Y
Harrison Manufacturing Co Pty Limited	N	Y
Harvey Norman	Y	N
Hastings Technology Metals Pty Ltd	N	Y
HBF Health Ltd	N	Y
HCF	N	Y
HCL Technologies Ltd	N	Y
HDI Gerling Industrial Insurance Co. (Australia Branch)	N	Y
HDR Pty Limited	N	Y
Healius Ltd	Y	Y
Health Insurance Fund of Australia Ltd	N	Y
Healthdirect	N	Y
HealthEngine Pty Ltd	N	Y
Heat and Control Pty Ltd.	N	Y
Heathgate Resources Pty Ltd	N	Y
Hendrickson USA	N	Y
Henley Properties	N	Y
Here	N	Y
Hewlett-Packard Enterprise	N	Y
Hexagon PPM	N	Y
Hillsong CityCare	N	Y
Hitachi (Vantara / High Tech)	N	Y
Home Consortium	Y	N
Homestart Finance	N	Y
Honan Insurance Group	N	Y
Hotel Club	Y	N
Houzz	N	Y
HP	N	Y
HP Inc	N	Y
HSE Mining	N	Y
HUB24	Y	N
Hubspot	N	Y
Hudson Global Resources (Aust) Pty Ltd	N	Y

Company	Disclosed	Contributed
Humm Group Limited	Y	N
Hunter Valley Coal Chain Coordinator Limited	N	Y
IBM Australia	N	Y
IBM New Zealand	N	Y
icare	N	Y
Icertis	N	Y
ICU Medical Australia	N	Y
Idameneo (No 123) Pty Ltd	N	Y
Idemitsu Australia Pty Ltd	N	Y
IDEX Corporation	N	N
IDP Education Pty Ltd	Y	Y
IGT	N	Y
Ii-Vi Incorporated	N	Y
illion Australia Pty Ltd	N	Y
Illumio	N	Y
Iluka Resources Limited	Y	Y
Image Resources	N	Y
Imdex Ltd	Y	N
Imperva	N	Y
Incitec Pivot Limited	Y	Y
Indeed.com	N	Y
Independence Group NL	Y	Y
Indus Mining Services	N	Y
Infineon Technologies AG	N	Y
Infinera	N	Y
Infoblox	N	Y
Infomedia Ltd	Y	N
Infomatica	N	Y
Infosys Technologies Limited, Australia	N	Y
Ingenia Communities Group	Y	N
Inghams	Y	Y
Ingram Micro Australia	N	Y
Inmarsat Global Ltd	N	Y
Innovation Group Australia Pty. Ltd	N	Y
Insight Enterprises Australia Pty Ltd	N	Y
Instructure	N	Y
Insurance Australia Group Ltd	Y	Y
Intapp	N	Y
Intega Group Limited	N	Y
Integral Diagnostics	Y	N
Integrated Sciences Pty Ltd	Y	N
Integria Healthcare Pty Ltd	N	Y
Integrity Group Holdings	N	Y
Interactive	N	Y

Company	Disclosed	Contributed
Intercontinental Exchange	N	Y
Interflow Pty Limited	N	Y
InterOperability Bidco Inc	N	Y
Interpublic Group	N	Y
Intersystems	N	Y
Investa Properties Pty Ltd	N	Y
Investec Bank (Australia) Ltd	Y	N
Invisionapp	N	Y
Invivoscribe	N	Y
InvoCare Limited	Y	Y
Ioneer Ltd	Y	N
IOOF Holdings Limited	Y	Y
IPC Systems	N	Y
IPH Limited	Y	N
IQumulate Premium Funding	N	Y
IQVIA	N	Y
IRESS Limited	Y	N
ISPT Operations Pty Ltd	N	Y
Ivanti	N	Y
James Hardie Industries plc	Y	N
Janus Henderson Group plc	Y	N
JB Hi-Fi	Y	N
Jellinbah Resources Pty Ltd	N	Y
John Deere Limited	N	Y
John Holland Group Pty Ltd	N	Y
Johnson & Johnson Medical	N	Y
Jones Lang LaSalle	N	Y
Jumbo Interactive Ltd	Y	N
Juniper Networks	N	Y
Jupiter Mines Ltd	Y	N
K & L Gates	N	Y
K2	N	Y
Kalbar Operations Pty Ltd	N	Y
Karara Mining Ltd	N	Y
Karl Storz Endoscopy Australia Pty Ltd	N	Y
Karoon Gas Australia	Y	N
Karora Resources	N	Y
Kayak Opentable	N	Y
Kestrel Coal Resources	N	Y
Keysight Technologies	N	Y
Kinesso	N	Y
Kinetic IT Pty Limited	N	Y
King and Wood Mallesons	N	Y
Kirkland Lake Gold	N	Y

Company	Disclosed	Contributed
Klook Travel Technology Limited	N	Y
Knight Frank	N	Y
KOBALT MUSIC GROUP	N	Y
Kogan.com Ltd	Y	N
Komatsu	N	Y
Kordia Limited (NZ)	N	Y
Lamb Weston	N	Y
Latitude Financial Services	N	Y
Lawcover Insurance Pty Ltd	N	Y
Leidos Australia	N	Y
Lemongrass Consulting	N	Y
Lendlease Management Services	Y	Y
Lenovo	N	Y
Liatam Mining Pty Ltd	N	Y
Liberty Specialty Markets	N	Y
Life Without Barriers	N	Y
Life360, Inc	Y	N
LifeHealthcare Services Pty Ltd	N	Y
Life-Space Group	N	Y
Lifestyle Communities Ltd	Y	N
Lifevantage	N	Y
Linear Clinical Research	N	Y
Link Group Pty Ltd	Y	Y
Linkedin	N	Y
LivaNova PLC	N	Y
Liveperson	N	Y
Lockheed Martin	N	Y
Logmein	N	Y
Logos Property	N	Y
Lovisa Holdings Ltd	Y	N
Lucid Holdings	N	Y
Lucid Software	N	Y
Lululemon	N	Y
Lumos Diagnostics	N	Y
Lynas Corporation Limited	Y	N
MACA Limited	Y	N
MacKellar Mining	N	Y
Macmahon Holdings Pty Ltd	N	Y
Macquarie Group	Y	N
Macquarie Telecom	N	Y
Magellan Financial Group	Y	N
Maitland City Council	N	Y
Malwarebytes	N	Y
Manhattan Associates	N	Y

Company	Disclosed	Contributed
Marley Spoon AG	Y	N
Mars Inc	N	Y
Marsh Pty Ltd	N	Y
MasterCard Asia/Pacific (Australia) Pty Ltd	N	Y
Mastermyne Group Pty Ltd	N	Y
Match Group	N	Y
Mayne Pharma Group Limited	Y	Y
McAfee	N	Y
McDermott Australia Pty Ltd	N	Y
McGrath Nicol	N	Y
McMillan Shakespeare Limited	Y	Y
Meat and Livestock Australia	N	Y
Medallia	N	Y
Medibank	Y	Y
Medical Developments International Limited	Y	N
Medical Director	N	Y
Medical Indemnity Protection Society	N	Y
Medline Industries	N	Y
Medtronic Australasia Pty Ltd	N	Y
Megaport Ltd	Y	N
Meggitt PLC	N	Y
Meltwater	N	Y
Merck KGAA	N	Y
MERIDIAN BIOSCIENCE	N	Y
Mesoblast Limited	Y	N
Metcash Trading Ltd	Y	Y
MetLife Insurance Ltd	N	Y
Metricon Homes Pty Ltd	N	Y
Metro Mining Pty Ltd	N	Y
Micro Focus Software	N	Y
Microsoft	N	Y
Microsoft Pty Ltd	N	Y
Middlemount Coal Pty Ltd	N	Y
MIGA	N	Y
Milanote Pty Ltd	N	Y
Mildura District Hospital Fund Limited	N	Y
Mimecast	N	Y
Mincor Resources NL	N	Y
Mineral Resources Limited	Y	Y
Minjar Gold Pty Ltd	N	Y
Minter Ellison	N	Y
Mirvac Group	Y	Y
Mitek Usa Inc.	N	Y
Mitel Networks Corporation	N	Y

Company	Disclosed	Contributed
Mitsubishi Development Pty Ltd	N	Y
Mitsui & Co. (Australia) Ltd	N	Y
MLC Life Insurance	N	Y
MMA Offshore Vessel Operations Pty Ltd	N	Y
MMG Limited	N	Y
Modis Consulting Pty Ltd	N	Y
Molex	N	Y
Moly-Cop	N	Y
Monadelphous Group Limited	Y	N
Money3 Corporation Limited	Y	N
MongoDB	N	Y
Monster Worldwide	N	Y
Moody's Investors Service Pty Ltd	N	Y
Morningstar Australasia Pty Ltd	N	Y
Motorola Australia Pty Ltd	N	Y
Moula	N	Y
Mount Gibson Iron	Y	N
MSCI	N	Y
MSL Solutions Ltd	N	Y
Mt Weld Mining Pty Limited	N	Y
Munich Reinsurance Group in Australasia	N	Y
MYOB Australia Pty Ltd	N	Y
MyState Bank	Y	N
Nanosonics Ltd	Y	Y
Nasdaq	N	Y
Nasdaq Pty Ltd	N	Y
National Australia Bank	Y	Y
National Broadband Network Company Ltd	N	Y
National Storage REIT	Y	N
National Transport Insurance Ltd	N	Y
Naval Group Australia Pty Limited	N	Y
NCR	N	Y
NCR Australia Pty Ltd	N	Y
Nearmap Ltd	Y	N
Nestle Australia Ltd	N	Y
Netapp	N	Y
Netcracker Technology Corp	N	Y
Netgear	N	Y
netwealth Investments Limited	Y	N
Network Ten Pty Ltd	N	Y
New Hope Group	Y	Y
New Relic	N	Y
Newcrest	Y	Y
Newmont Australia	N	Y

Company	Disclosed	Contributed
News Corp Australia	Y	Y
NEXTDC Limited	Y	Y
NIB Health Funds Ltd	Y	Y
Nick Scali	Y	N
Nickel mines limited	Y	N
Nike Australia & New Zealand	N	Y
Nine Entertainment Co. Holdings Limited	Y	N
Nitro Software	N	Y
Nitto Denko (Australia) Pty Ltd	N	Y
NobleOak Limited	N	Y
Northern Minerals Limited	N	Y
Northern Star Resources Limited	Y	Y
Northrop Consulting Engineers	N	Y
Northrop Grumman	N	Y
Norton Gold Fields Limited	N	Y
NortonLifeLock	N	Y
Nous Group	N	Y
Nova Entertainment	N	Y
Nova Group	N	Y
Novo Resources Corp	N	Y
NRMA Motoring & Services	N	Y
NRW Pty Ltd	Y	Y
NSW Business Chamber Ltd	N	Y
NSW Land Registry Services	N	Y
NTT	N	Y
NTT Australia Pty Ltd	N	Y
NTT DATA Business Solutions	N	Y
Nuance Communications	N	Y
Nufarm Australia Limited	Y	Y
Nuix Limited	Y	N
Nutanix	N	Y
OANDA	N	Y
OceanaGold Pty Ltd	N	Y
OFX	N	Y
Oil Search	Y	Y
Okta	N	Y
Olympus Australia Pty Ltd	N	Y
Omni Bridgeway Limited	Y	N
On Semiconductor	N	Y
Online Education Services	N	Y
Only About Children Pty Ltd	N	Y
OOCL (Australia) Pty Ltd	N	Y
oOh!Media Pty Ltd	Y	Y
OPEN TEXT	N	Y

Company	Disclosed	Contributed
Open Universities Australia Pty Ltd	N	Y
OPENTABLE	N	Y
Opthea Limited	Y	N
Ora Banda Mining Pty Ltd	N	Y
Oracle Corporation Australia Pty Ltd	N	Y
OreCorp Limited	N	Y
ORICA Australia Pty Ltd	Y	N
Origin Energy	Y	N
ORIX Australia Corporation Ltd	N	Y
Orocobre Ltd	Y	N
Orora Limited	Y	N
OutSystems	N	Y
Oz Minerals Limited	Y	Y
Pact Group Holdings Limited	Y	N
Pagerduty	N	Y
Palantir Technologies	N	Y
Palo Alto Networks	N	Y
PanAust Limited	N	Y
Paradigm Biopharmaceuticals Limited	Y	N
Paraway Pastoral Company Ltd	N	Y
Parexel International	N	Y
PayPal	N	Y
Peabody Energy Australia Coal Pty Ltd	N	Y
Pegasystems	N	Y
Pembroke Resources Pty Ltd	N	Y
Pendal Group Ltd	Y	N
Penske	N	Y
Peoplecare Health Limited	N	Y
Perenti Group	Y	Y
Perilya Limited	N	Y
PerkinElmer Pty Ltd	N	Y
Perpetual Ltd	Y	Y
Perrigo Company Plc	N	Y
Perseus Mining	Y	N
Pharmaceutical Product Development LLC	N	Y
Phocas Software	N	Y
Piedmont Lithium Inc.	Y	N
Pilbara Minerals Limited	Y	Y
Pinnacle Investment Management Group Ltd	Y	N
Pitcher Partners	N	Y
Pitcher Partners Brisbane	N	Y
Pitt & Sherry Pty Ltd	N	Y
Platinum Investment Management Ltd	Y	N
Plenary Group Holdings Pty Ltd	N	Y

Company	Disclosed	Contributed
Pluralsight	N	Y
PMB Defence	N	Y
PointsBet Holdings Limited	Y	N
Police Bank Ltd	N	Y
Police Health Ltd	N	Y
Poly	N	Y
Polynovo Limited	Y	N
Porter Davis	N	Y
Premier Investments	Y	N
Prgx Global	N	Y
Pricewaterhouse Coopers Services Pty Ltd	N	Y
Primero Group Ltd	N	Y
Pro Medicus Limited	Y	N
Procore	N	Y
Proofpoint	N	Y
Pro-Pac Group Pty Ltd	N	Y
Pure Storage	N	Y
Pybar Mining Services Pty Ltd	N	Y
Q2	N	Y
QAD	N	Y
QAD Australia Pty Ltd	N	Y
Qantas Airways Ltd	Y	N
QBE Australia	Y	Y
QER Pty Ltd	N	Y
QIC Ltd	N	Y
Qlik Technologies	N	Y
QlikTech Inc	N	Y
QMS Media Limited	N	Y
QSuper Limited	N	Y
Qualcomm	N	Y
Quantcast	N	Y
Qube Holdings Limited	Y	Y
Queensland Treasury Corporation	N	Y
Quest Software	N	Y
RAC Insurance Pty Ltd	N	Y
Rackspace US Inc	N	Y
RACQ Group	N	Y
Ramelius Resources Limited	Y	Y
Ramsay Health Care	Y	N
Rapid7	N	Y
Rawson Group Pty Ltd	N	Y
Raytheon Australia Pty Ltd	N	Y
REA Group	Y	Y
Receipt Bank	N	Y

Company	Disclosed	Contributed
Red Energy	N	Y
Red Hat Asia Pacific	N	Y
Red5	Y	N
Redbubble	Y	N
Redpath Australia	N	Y
Reece Australia	Y	N
Refinitiv	N	Y
Regis Resources Ltd	Y	N
Reliance Worldwide Corporation Limited	Y	N
Resero Ltd	N	Y
Reserve Bank of Australia	N	Y
ResMed Pty	Y	Y
Resolute Mining Limited	Y	Y
Resolution Life Australasia	N	Y
Reuters	N	Y
Revolut Ltd	N	Y
RGA Australian Holdings Pty Ltd	N	Y
Ribbon Communications	N	Y
Ricoh Australia Pty Ltd	N	Y
Rimini Street	N	Y
Rio Tinto Limited	Y	Y
Riverbed Technology	N	Y
RMIT Online	N	Y
Robert Bird Group Pty Ltd	N	Y
Robert Half International	N	Y
Roche Australia	N	Y
Rockwell Automation Australia	N	Y
Round Oak Minerals	N	Y
Roy Hill	N	Y
Royal Automobile Club of Victoria (RACV)	N	Y
RT Health Fund	N	Y
S & C Electric Company	N	Y
S&P Global	N	Y
S2 Resources Ltd	N	Y
Saab Systems Pty Ltd	N	Y
Sabre Australia Pty Ltd	N	Y
Sadleirs Transport Co. (NSW) Pty Ltd	N	Y
Sailpoint Technologies	N	Y
Saluda Medical Us	N	Y
Sandfire Resources N.L.	Y	N
Santos Ltd	Y	N
SAP Australia Pty Ltd	N	Y
Saracen Mineral Holdings Limited	N	Y
SAS Institute Australia Pty Ltd	N	Y

Company	Disclosed	Contributed
Savills	N	Y
SBS Radio & Television	N	Y
SCA Property Group Limited	N	Y
Scentre Group	Y	N
SCOR Global Life Australia Pty Ltd	N	Y
Seagate Technology	N	Y
Sealink Travel Group Ltd	Y	N
SEEK Ltd	Y	Y
Seismic	N	Y
Sekisui House Australia Pty Limited	N	Y
Select Harvests	Y	N
Senex Energy Ltd	Y	N
Service Stream Limited	Y	N
Servicenow	N	Y
Seven Consulting	N	Y
Seven Group Holdings	Y	N
Shark Bay Salt Pty Ltd	N	Y
Shopify	N	Y
Shopping Centres Australasia Property Group	Y	N
Siemens (NZ) Ltd	N	Y
Sigma Pharmaceuticals	Y	N
Silicon Laboratories	N	Y
Silver Lake Resources Pty Ltd	Y	Y
Simonds Homes	N	Y
Sims Group Australia Holdings Limited	Y	Y
SingTel Optus Pty Ltd	N	Y
SKYCITY	Y	N
Slack Technologies	N	Y
Slater & Gordon	N	Y
SLR Consulting Australia Pty Ltd	N	Y
SmartBear Software	N	Y
Smartgroup Corporation Ltd	Y	N
Smartsheet	N	Y
Snack Brands Australia	N	Y
Snowflake Computing	N	Y
Snowy Mountains Engineering Corporation (SMEC)	N	Y
Snyk	N	Y
Software AG Australia Pty Ltd	N	Y
Sojitz Blue Pty Ltd	N	Y
Solarwinds	N	Y
Sonder Australia Pty Ltd	N	Y
Sonic Healthcare	Y	N
Sonos	N	Y
Sonova Australia Pty Ltd	N	Y

Company	Disclosed	Contributed
Sony Australia Ltd	N	Y
South Australian Health & Medical Research (SAHMRI)	N	Y
South32	Y	Y
Southern Cross Media Group Limited	Y	N
Spark	Y	N
Spark Infrastructure Group	Y	N
Sparke Helmore Lawyers	N	Y
Splunk	N	Y
Sportsbet	N	Y
Spotify Technology SA	N	Y
SSR Mining	Y	N
St Barbara Limited	Y	Y
St Lukes Health	N	Y
Stanmore Resources Limited	N	Y
Stantec Australia Pty Ltd	N	Y
Starpharma Pty Ltd	Y	N
Stawell Gold Mines Pty Ltd	N	Y
Steadfast	Y	Y
Stockland Property Group	Y	Y
Stryker Australia Pty Ltd	N	Y
Subsea 7 Australia Contracting Pty Ltd	N	Y
SugarCRM	N	Y
Summerland Credit Union	N	Y
Sun Metals Corporation Pty Ltd	N	Y
Suncorp	Y	Y
Sunpower	N	Y
SunRice	N	Y
Sunsuper Pty Ltd	N	Y
Super Retail Group Services	Y	N
Superloop Ltd	N	Y
Swiss Reinsurance Company	N	Y
Sydney Airport Corporation	Y	N
Syneos Health	N	Y
Synergy Group Australia Pty Ltd	N	Y
Synlait Milk Ltd.	Y	N
Tabcorp Holdings Ltd	Y	Y
TAFE NSW	N	Y
Tait Communications	N	Y
Take-Two Interactive Software	N	Y
TAL Services Limited	N	Y
Talison Lithium Limited	N	Y
Tanium	N	Y
Tassal Group	Y	N
Tata Consultancy Services Limited	N	Y

Company	Disclosed	Contributed
TE Connectivity	N	Y
Teachers Health Fund	N	Y
Technip Australia Pty Ltd	N	Y
TechnologyOne	Y	Y
Teleflex Medical Australia Pty Ltd	N	Y
Telethon Kids Institute	N	Y
Telix Pharmaceuticals Limited	Y	N
Telstra Corporation Ltd	Y	N
Temple & Webster Group Ltd	Y	N
Tenable	N	Y
Teradata	N	Y
Terumo Australia Pty Ltd	N	Y
Thales Australia	N	Y
The a2 Milk Company Limited	Y	N
The Boston Consulting Group Inc	N	Y
The Citadel Group	N	Y
The Garvan Institute of Medical Research	N	Y
The Good Guys	N	Y
The Hollard Insurance Company Pty Ltd	N	Y
The Insurance Council of Australia	N	Y
The Nielsen Company	N	Y
The Star Entertainment Group	Y	Y
The University of Sydney	N	Y
The Westmead Institute for Medical Research	N	Y
Thermo Fisher Scientific	N	Y
Thiess	N	Y
Thomson Reuters (Professional) Australia Ltd	N	Y
ThyssenKrupp Industrial Solutions Australia Pty Ltd	N	Y
TIBCO SOFTWARE	N	Y
Tibco Software Inc.	N	Y
Tonkin Consulting	N	Y
Topcon Positioning Systems	N	Y
Toshiba (Australia) Pty Ltd	N	Y
Toyota Finance Australia Ltd	N	Y
Toyota Motor Corporation Australia	N	Y
TPG Telecom	Y	N
Transaction Network Services	N	Y
Transaction Services Group	N	Y
Transdev Australasia	N	Y
Transmax Pty Ltd	N	Y
Transport for NSW	N	Y
Transurban Ltd	Y	Y
Treasury Wine Estates	Y	N
Tribal Group Pty Ltd	N	Y

Company	Disclosed	Contributed
Trimble Navigation New Zealand Ltd	N	Y
Trintech	N	N
TripActions	N	Y
Tripadvisor	N	Y
Tronox Management Pty Ltd	N	Y
TUH	N	Y
Twilio	N	Y
Tyro Payments	Y	N
Uber	N	Y
U-Blox	N	Y
UGL Limited	N	Y
UiPath	N	Y
UKG	N	Y
Unico Computer Systems Pty Ltd	N	Y
UniQuest Pty Ltd	N	Y
Unispace Global Pty Ltd	N	Y
UniSuper Management Pty Ltd	N	Y
Unisys Corporation	N	Y
Uniti Group Limited	Y	N
University of New South Wales	N	Y
University of Technology, Sydney	N	Y
Urbis Pty Ltd	N	Y
Vector Limited	N	Y
Vectra AI	N	Y
Verifone	N	Y
Verisign	N	Y
Veritas Technologies LLC	N	Y
Verizon Business	N	Y
Verizon Communications	N	Y
Vertex Pharmaceuticals (Australia) Pty Ltd	N	Y
Viasat	N	Y
Vicinity Centres PM Pty Ltd	Y	Y
Victor Chang Cardiac Research Institute	N	Y
Victorian Healthcare Association	N	Y
Vinomofo	N	Y
Virgin Money	Y	N
Virtus Health Ltd	Y	N
Visa AP (Australia) Pty Ltd	N	Y
Visa Usa	N	Y
Viva Energy Group Ltd	Y	N
Vocus Communications Ltd	N	Y
Vodafone Hutchison Australia	N	Y
Volvo Group Australia	N	Y
Wandisco	N	Y

Company	Disclosed	Contributed
Washington H. Soul Pattinson and Company Limited	Y	N
Wave International Pty Ltd	N	Y
Waypoint REIT	Y	N
WE Communications	N	Y
Webjet Limited	Y	N
Wesfarmers Chemicals, Energy & Fertilisers	N	Y
Wesfarmers Group	Y	N
West African Res Limited	Y	N
Western Areas Ltd	Y	Y
Westfield Group	Y	N
Westfund Health Insurance	N	Y
Westgold Resources Limited	Y	N
Westpac Group	Y	Y
WesTrac Pty Ltd	N	Y
Westrock	N	Y
WeWork	N	Y
WEX	N	Y
Whispir	N	Y
Whitehaven Coal Limited	Y	N
Whites Group Pty Ltd	N	Y
Willis Towers Watson	N	Y
Wiluna Mining	N	Y
Wipro	N	Y
Wisdom Homes	N	Y
Wisetech Global Ltd	Y	Y
Woodside Petroleum Limited	Y	N
Woolworths Group Limited	Y	Y
Workday	N	Y
Workiva	N	Y
Worley Parsons	Y	N
Worley Services Pty Limited	N	Y
WPP AUNZ	N	Y
Wrike	N	Y
WSP Australia Pty Ltd	N	Y
Xero Limited	Y	Y
Yalumba Wine Company	N	Y
Yancoal Australia Limited	N	Y
Youi Insurance	N	Y
Zag	N	Y
Zendesk	N	Y
Zimmer Biomet Pty Ltd	N	Y
Zip Co Limited	Y	N
Zoom Video Communications	N	Y
Zuora	N	Y

Company	Disclosed	Contributed
Zurich Financial Services Australia Ltd	N	Y