



ASX Release – 08 February 2024

## Insignia Financial announces appointment of Scott Hartley as Chief Executive Officer

Insignia Financial (ASX: IFL) is pleased to announce the appointment of Scott Hartley as Chief Executive Officer (“CEO”) of Insignia Financial.

Scott joins Insignia Financial following an extensive search to replace Renato Mota, whose departure was announced in late October. Scott will commence in his role as CEO on 1 March 2024 and will join the company from 26 February 2024.

With over two decades of experience in the wealth management sector, Scott has a breadth of industry knowledge, most recently serving as CEO of AMP Australia. Prior to AMP, Scott was CEO of Sunsuper and led MLC’s corporate and institutional wealth businesses.

Commenting on the appointment, Allan Griffiths, Insignia Financial Chairman said:

“Scott joins at a pivotal point in the business and his appointment is key to providing a fresh perspective as we continue into the next phase of executing on our strategy.

“Scott’s deep experience and strategic leadership will be critical as we continue to build on our established foundations and move forward with clarity and focus on the opportunities our market position and capabilities provide.

“On behalf of the Board I would like to welcome Scott and look forward to working together. I would also like to express my gratitude to Renato for his 20 years of service and dedication to the organisation, five of which as CEO.”

Incoming CEO, Scott Hartley said: “I am honoured to be chosen to lead Insignia Financial and excited to be joining Insignia Financial at this transformational time as it builds upon its strong foundations to support Australians to achieve greater financial wellbeing.

“Insignia Financial is uniquely positioned in the industry, with capabilities in advice, platforms, superannuation, and asset management, and a strong client focused culture which can be leveraged to create value for all stakeholders, including shareholders, clients, advisers, and members. Insignia has an exciting future and I look forward to working with the Insignia team to accelerate execution of Insignia’s strategy.”

Scott will also join the Insignia Financial Board as Executive Director.

### Material terms

In accordance with ASX Listing Rule 3.16.4, a summary of the material terms of employment is annexed to this announcement.

This announcement was approved for release by the Board of Insignia Financial Ltd.

## About Insignia Financial Ltd

Tracing our origins back to 1846, today the Insignia Financial Group is a leading Australian wealth manager. Our services cover a wide range of financial needs, including:

- **Superannuation, pension and investment platforms** – as one of the largest superannuation and pension providers in Australia, we offer a number of award-winning investment solutions, used by many of Australia's largest employers and financial advisers.
- **Asset management** – we provide access to a broad suite of investment capabilities across a range of multi-asset and single asset classes.
- **Financial advice** – our advisers offer coaching, guidance and advice based on clients' needs.

Further information about Insignia Financial can be found at [www.insigniafinancial.com.au](http://www.insigniafinancial.com.au)

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## Annexure 1 – Scott Hartley Profile

Scott Hartley is an experienced executive with over two decades of experience in the wealth management sector and proven proficiency in turnarounds, transforming, and growing wealth management businesses.

Scott most recently served as Chief Executive Officer (CEO) of AMP Australia Wealth Management from January 2021, where he rebuilt the company's culture, performance, and reputation. He led a refreshed executive team to drive operational simplification that reduced absolute operating costs by over a third, strengthened risk governance and culture, developed innovative solutions to improve retirement incomes, and improved AMP's reputation with customers and financial advisers.

Prior to AMP, Scott served as the CEO of Sunsuper from January 2014 to September 2019. His leadership played a pivotal role in Sunsuper's ascent to becoming Australia's fastest-growing top ten superannuation fund, growing at 2.5x system.

Before joining Sunsuper, Scott led MLC's corporate and institutional wealth businesses (2009-2013), including Plum Financial Services and JANA Investment Advisers, through a period of strong growth.

Scott is a passionate advocate for the power of an inclusive and constructive culture in driving exceptional business performance, having demonstrated this at both Sunsuper and MLC's corporate and institutional business division.

He is a member of the Australian Institute of Company Directors, a former Director of the Financial Services Council, and a Fellow of the Association of Superannuation Funds of Australia.

## Annexure 2 – Material terms Of Employment Agreement

A summary of the material terms of Scott Hartley's Employment Agreement is set out below:

KEY TERM	DETAILS
Role	Chief Executive Officer & Executive Director
Employment Commencement Date	26 February 2024
Fixed Remuneration	Total fixed remuneration is AUD1,275,000 (inclusive of superannuation).
Incentives	<p>Eligible to participate in an executive incentive plan in which he may be paid a variable reward which is currently 170% of his total fixed remuneration.</p> <p>The variable reward consists of both a short-term variable reward and a long-term variable reward.</p> <p>The short-term variable reward is 35% of his variable reward target, and the long-term variable reward is 65% of such target.</p>
Termination	Other than during an initial 6-month probationary period (where notice of termination is 2 months), notice of termination for either party is 12 months.
Restraints	Unless terminated within the probationary period, he is subject to both post-employment non-competition and non-solicitation restraints up to a maximum period of 12 months.

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