

Relevant interests and relevant duties register as of 17 December 2024

This document forms part of the Trustee's procedures in accordance with its **Conflicts Management Policy** (the 'Policy').

The Register records the Relevant Interests and Duties of Host-Plus Pty. Limited ('**Hostplus**'), its Associates and Responsible Persons.

This will allow the Board to review and determine whether potential conflicts of interest may arise. The receipt of payment does not automatically constitute a conflict of interest.

Relevant Interest:

A Relevant Interest is any interest, gift, emolument or benefit (for example, earnings, dividends, payments, capital gains, rights or profits) whether pecuniary or non-pecuniary, directly or indirectly obtained or offered that Hostplus considers to be *relevant* because it has the potential to have a significant impact on Hostplus, an Associate, or a Responsible Person's capacity to act in a manner that is consistent with its Trustee Duties.

Example of relevant interest includes but not limited to:

1. Any form of payment from an external organisation e.g. Board fees, salary and wages and sponsorship.
2. Beneficial interest in a trust or superannuation fund.

Relevant Duties:

A Relevant Duty is defined as any position, office, responsibility, obligations that Hostplus or a Responsible Person holds other than their position as a Responsible Person of Hostplus Superannuation Fund (the Fund) that Hostplus considers to be relevant because it has the potential to have a significant impact on Hostplus' or that person's (as the case may be) capacity to act in a manner that is consistent with its, his or her Trustee Duties.

This means that the person has a duty to an external organisation. For example, executive or non-executive directorships, alternative directorships, and directorships of other superannuation funds/trusts, but this does not mean that it would automatically constitute a conflict of interest. Further examples have been provided below.

Relevant Duties also include positions of officer, secretary, partner, owner or employee of a company, association, partnership, joint venture, or business including but not limited to:

1. Duties in respect of private companies and trusts;
2. A union or employer association;
3. An entity that Hostplus may seek to:
 - i. review for tender for the provision of services;
 - ii. enter into form of business or investment contract with; or
 - iii. currently be in contract with or investing through or in;
4. A competing superannuation fund (excluding Self-Managed Super Funds)
5. A service provider to a competing superannuation fund.

Hostplus and its Responsible Persons (RPs) must avoid placing themselves in a situation that could be or may lead to a conflict of interest, or a reasonable perception of a conflict of interest and must fully and frankly disclose all Relevant Interests and Relevant Duties for the purposes of Hostplus identifying and managing conflicts of interests.

Hostplus Responsible Persons may make disclosures (family or otherwise) at any time they become aware of any matter that they believe may be relevant to particular topics or transactions.

The disclosures must also include (where known) the following:

- a. Any interests in the Fund held by immediate family members; and
- b. Disclosure of instances where a Responsible Person is a trustee or a known beneficiary of a SMSF.

Conflicts arising from time to time will be managed in accordance with the Conflicts Management Policy.

Person	Relevant Duty owed to Host-Plus Pty. Limited	Relevant Duty *	Position	Relevant Interest *	Disclosed Personal Interests	Other	
						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Damien Frawley*	Independent Director and Chair of the Board – Host-Plus Pty. Limited			Hostplus Pty. Limited (Director fees)			
	Chair – Nomination and Board Renewal Committee	Mirvac Funds Limited	Director	Mirvac Group (Director fees)			
	Member - People and Remuneration Committee	Mirvac Limited	Director				
	Member – Special Investment Group (SIG)		Member of Audit and Risk Committee				
			Member of Human Resources Committee				
		Mirvac Funds Management Australia Limited	Director	Mirvac Limited (Director fees)			
		Agricultural Distribution Services Pty Ltd	Director				
		AMPS Agribusiness Limited	Chair/Director	AMPS Agribusiness Limited (Director fees)			
		AMPS Commercial Pty Ltd	Director				
		AMPS Specialty Services Pty Ltd					
		AMPS Storage and Handling Pty Ltd					
		Blue Sky Beef Pty Ltd	Director				
		Queensland Treasury Corporation (QTC)	Chair/Director	Queensland Treasury Corporation (QTC)			
		Capital Markets Board		Capital Markets Board (Director fees)			

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Damien Frawley (Contd.)		Elders Limited	Director				
David Gibson*	Employer Director – Host-Plus Pty. Limited [Appointed by AHA] Chair – People and Remuneration Committee Member – Special Investment Group (SIG)	Giulia Pty. Ltd Pomkaru Pty. Ltd	Director Director & Company Secretary	Hostplus Pty. Limited (Director fees)	Shareholding: Giulia Pty. Ltd. Pomkaru Pty. Ltd. Member of the Fund		Three children (members)
Tim Lyons*	Employee Director – Host-Plus Pty. Limited [Appointed by United Workers Union] Member – Risk & Compliance Committee Member – Audit Committee	South East Water Victorian Racing Integrity Board	Director Member	Hostplus Pty. Limited (Director fees) Victorian Racing Integrity Board (Fees payable)	Member of the Fund		
Bev Myers*	Employee Director – Host-Plus Pty. Limited [Appointed by United Workers Union] Chair – Operations Committee Chair – Claims Review Committee	United Workers Union	Deputy Director, Organisation Strategy, Risk & Compliance	Hostplus Pty Limited (Director fees paid on behalf of the Director to United Workers Union) United Workers Union (Salaried employee)	Member of the Fund		

Person	Relevant Duty owed to Host-Plus Pty. Limited	Relevant Duty *	Position	Relevant Interest *	Disclosed Personal Interests	Other	
						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Gary Bullock*	Employee Director and Co-Deputy Chair – Host-Plus Pty. Limited [Appointed by United Workers Union]			Hostplus Pty Limited (Director fees paid on behalf of the Director to United Workers Union)	Member of the Fund		Spouse and child (members)
	Co-Chair – Special Investment Group (SIG)	United Workers Union	State Secretary, Director of Politics and Vice-President, National Executive Committee	United Workers Union (Salaried employee)			
	Member – Nomination & Board Renewal Committee		Director				
		QODF Limited					
		Poll Printing Limited	Director and Secretary				
		Labor Holdings Pty Ltd	Director				
		ALP Administration Committee	Member				
		Queensland Council of Unions	Management Committee Member & Executive Member				
		Bundaberg Q.C.U Pty Ltd	Director				
		(Bundaberg Queensland Council of Unions)					
		Labor Enterprises Pty Ltd	Director				
		Labor Legacies Pty Ltd	Director				

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Gary Bullock (Contd.)		Labor Resources Pty Ltd	Director				
		National Executive of the Australian Labor Party	Member				
		National Executive Committee of the Australian Labor Party	Member				
Janet Whiting*	Independent Director – Host-Plus Pty. Limited	Council of Trustees – National Gallery of Victoria	President	Host-Plus Pty. Limited (Director fees)			
	Member – Risk & Compliance Committee	Visit Victoria	Chair	Partners remuneration			
	Chair – Audit Committee	Gilbert + Tobin	Partner				
		Newman College; University of Melbourne	Council Member				
		Stephanie Alexander Kitchen Garden Foundation	Patron				
		Jaguar Finance Pty Ltd as Trustee for the Janet Whiting Family Trust	Director				
		Advisory Council to the Australia Japan Business Cooperative Committee	Member				
Craig Laundy*	Employer Director and Co Deputy Chair – Host-Plus Pty. Limited [Appointed by AHA]	Bundanon Trust Samotel Properties Pty Limited (subsidiary of LHG)	Director Director	Hostplus Pty. Limited (Director fees)			Children (members)

Person	Relevant Duty owed to Host-Plus Pty. Limited	Relevant Duty *	Position	Relevant Interest *	Disclosed Personal Interests	Other	
						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Craig Laundy (Contd.)	Member – Operations Committee Member – Nomination & Board Renewal Committee Co-Chair – Special Investment Group (SIG)	Kokoda Track Memorial Walkway Limited Oxford Operations Pty Limited (subsidiary of LHG) The Cornerstone Group Australia Rubydew Pty Ltd (subsidiary of LHG)	Director Director Co-Chairman/Member of the Advisory Board Co-Chair	 Cornerstone Group Australia (Fees payable)			
David Attenborough*	Employer Director – Host-Plus Pty. Limited [Appointed by AHA] Chair – Risk & Compliance Committee Member – Audit Committee	Sky City Entertainment Group	Non- Executive Director	Hostplus Pty. Limited (Director fees) Sky City Entertainment Group (Director fees)		DRAMLA Pty Ltd JJJ Family Trust	Two children (members)
Brian Kearney*	Alternate Employer Director – Host-Plus Pty. Limited [Appointed by AHA]	BK Issues Management Pty Limited	Director & Chief Consultant	Hostplus Pty. Limited (Director fees)	Member of the Fund		One child (members)
Jessica Rudd*	Independent Director – Host-Plus Pty. Limited			Hostplus Pty. Limited (Director fees)			

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Jessica Rudd (Contd.)	Member – Operations Committee	The Parenthood Australian Agriculture Company Griffith University	Interim CEO Independent Non-Executive Director Consultant – Sustainability pilot Pro-Chancellor and Member of the University Council	The Parenthood (salary plus superannuation) Australian Agricultural Company (ordinary shares and salary plus superannuation) Australian Agricultural Company (Contractor's fees) Griffith University (salary plus superannuation)			
Julie Korlevska*	Employee Alternate Director – Host-Plus Pty. Limited [Appointed by United Workers Union] Member – People and Remuneration Committee	United Workers Union Progressive Voice Pty Ltd	Deputy Director, People Culture & Change United Workers Union (Salaried employee) Director	Hostplus Pty. Limited (Director fees paid on behalf of the Director to UWU)	Member of the Fund		
David Elia*	Chief Executive Officer and Company Secretary - Host-Plus Pty. Limited	Hostplus Property Pty Limited**^ Hostplus Helensvale Pty Limited**^ Helensvale Nominee Pty Ltd**^ Hostplus North Fremantle Pty Limited **^ North Fremantle JV Pty Ltd**^	Director & Company Secretary Director Director Director Director & Company Secretary	Hostplus Pty. Limited (Salaried employee)			Spouse and three children (members)

Person	Relevant Duty owed to Host-Plus Pty. Limited	Relevant Duty *	Position	Relevant Interest *	Disclosed Personal Interests	Other	
						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
David Elia (Cont.)		Hostplus Peel Street Pty Ltd**^	Director				
		Peel Street JV Pty Ltd**^	Director & Company Secretary				
		Hostplus Phillip Street Pty Ltd**^	Director				
		Galileo Phillip Street JV Pty Limited**^	Director				
		Hostplus Moonee Valley Pty Ltd**^	Director				
		Hamton Hostplus JVMV Pty Limited**^	Director				
		Darling Harbour Live Partnership**^	Partnership Committee Member				
		Darling Harbour Live HoldCo 3 Pty Limited**^	Director & Company Secretary				
		Darling Harbour Live HoldCo 4 Pty Limited **^	Director & Company Secretary				
		Darling Harbour Live 3 Pty Limited**^	Director & Company Secretary				
		Darling Harbour Live 4 Pty Limited**^	Director & Company Secretary				
		Industry Super Australia (ISA) Pty Limited **^	Director				
		Tourism & Transport Forum (TTF)	Member - Advisory Board				
		Delaware North Australian Advisory Committee	Member- Advisory Board				

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
David Elia (Cont.)		Redding Ridge Holdings LP**^	Advisory Board Member				
		Redding Ridge Asset Management LLC	Director				
		Australian Council of Superannuation Investors Limited (ACSI)**^	Director				
		IFM Investors Pty Limited**^	Member (Investor Shareholder Advisory Board)				
		Core Scientific Inc Advisory Committee	Member				
		Grangers Foundation Ltd	Director				
		Hostplus Commercial Property Pty Ltd**^	Director				
		Hostplus Morphetville Pty Limited**^	Director				
		Morphettville Nominee Pty Ltd**^	Director				
				Delaware North Australian Advisory Committee (Honorarium)			
				Redding Ridge Asset Management LLC (Director fees)			

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Sam Sicilia*	Chief Investment Officer - Host-Plus Pty. Limited	Hostplus Commercial Property Pty Ltd***^ IFM Investors Pty Limited***^ Darling Harbour Live Partnership***^ Redding Ridge Holdings LP***^ Industry Super Holdings Pty Limited***^ Safar Partners Fund, L.P.***^ Safar Partners Fund II, L.P. ***^ Safar Partners Fund II-A, L.P. ***^ Hostplus Morphetville Pty Limited***^	Director Investor Shareholder Advisory Board Alternative Partnership Committee Member Alternate Advisory Board Member Representative at Shareholder Meetings Advisory Committee Member Advisory Committee Member Advisory Committee Member Director	Hostplus Pty. Limited (Salaried employee)			Spouse and one child (members)
Natalie Strickland*	Chief People Officer – Host-Plus Pty. Limited*			Hostplus Pty. Limited (Salaried employee)			
Joanne Dutton*	Chief Technology Officer – Host-Plus Pty. Limited			Hostplus Pty. Limited (Salaried employee)			
Jason Muir*	Chief Risk Officer – Host-Plus Pty. Limited*			Hostplus Pty. Limited (Salaried employee)			Spouse (member)

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
Arther Nedelkov*	Acting Chief Administration and Insurance Officer – Host-Plus Pty. Limited			Hostplus Pty. Limited (Salaried employee)			
Kelly Cantwell*	Chief Administration and Insurance Officer – Host-Plus Pty. Limited* Responsible Manager – Host-Plus Pty. Limited (Australian Financial Services Licence)			Hostplus Pty. Limited (Salaried employee)			
Umberto Mecchi*	Chief Member Officer- Host-Plus Pty. Limited* Responsible Manager – Host-Plus Pty. Limited (Australian Financial Services Licence)	ASFA National Member Engagement Committee^	Committee member	Hostplus Pty. Limited (Salaried employee) Volunteer			Spouse and one child (members)
		Industry Super Australia^	Chair/Director	Unpaid position			
		SMC Policy Working Groups^	Working Group member	Unpaid position			
		FEAL Organising Committee^	Committee Member	Unpaid position			
Greg Clark	Deputy CIO – Host-Plus Pty. Limited	ISPT Pty Ltd***^	Alternate Director	Hostplus Pty. Limited (Salaried employee)			
		ISPT Operations Pty Ltd**^	Alternate Director				
		FP Consortium Pty Ltd**^	Alternate Director				

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
		Local DIT Investments Pty Ltd**^	Alternate Director				
Con Michalakakis	Deputy CIO – Host-Plus Pty. Limited	ISPT Pty Ltd**^	Alternate Director	Hostplus Pty. Limited (Salaried employee)			
		ISPT Operations Pty Ltd**^	Alternate Director				
		FP Consortium Pty Ltd**^	Director				
		Local DIT Investments Pty Ltd**^	Director				
Amanda Brodie	Head of Investments – Legal – Host-Plus Pty. Limited	Hostplus Property Pty Limited**^	Director	Hostplus Pty. Limited (Salaried employee)			
		Maritime Super Pty Limited	Director				
		Maritime Financial Services Pty Limited	Director				
		Hostplus North Freemantle Pty Limited**^	Company Secretary				
		Hostplus Peel Street Pty Ltd**^	Company Secretary				
		Hostplus Phillip Street Pty Ltd**^	Company Secretary				
		Hostplus Helensvale Pty Limited**^	Company Secretary				
		Hostplus Moonee Valley Pty Ltd**^	Company Secretary				
		Hostplus Commercial Property Pty Ltd**^	Director				

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(Amanda Brodie Cont.)		Hostplus Commercial Property Pty Ltd**^	Company Secretary				
		Hostplus Morphettville Pty Limited**^	Company Secretary				
Audit engagements							
PwC	RSE Auditor - PricewaterhouseCoopers	As an external audit/accounting firm PwC also perform similar functions for other organisations to generate fee income. Last renewed: 29 April 2021 for a term of 3 years ending 30 June 2024.					
George Sagonas*	Appointed Auditor – Host-Plus Pty. Limited			Hostplus Pty. Ltd. (Auditor fees paid to Audit Firm)			
KPMG	RSE Internal Auditor	As an external audit/accounting firm, KPMG also perform similar functions for other organisations to generate fee income. Date renewed: 29 April 2021 for term of 3 years ending 30 June 2024.					
Actuary engagements							
Towers Watson	Appointed RSE Actuary – Towers Watson Australia	Appointed as external actuary 27 April 2022 to perform actuary services on a defined benefit plan. Towers Watson Australia also perform similar functions for other organisations to generate fee income.					
Louise Campbell*	Appointed Actuary – Host-Plus Pty. Limited	Towers Watson Australia Pty Ltd	Employee, Company Director	Towers Watson Australia (Salaried employee)		One child	
Christopher Porter*	Appointed Actuary – Host-Plus Pty. Limited	Towers Watson Australia Pty Ltd	Employee	Towers Watson Australia (Salaried employee)			
		Towers Watson Superannuation Pty Ltd	Director	Director of company holding an RSE License and acting as the Trustee to a superannuation fund			
		Umbrella Dementia Cafes Ltd	Director	Director of charity registered with Australian Charities and Not-for-profits Commission			

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						Where a RP is a trustee or a known beneficiary of a SMSF.	Where a RP's immediate family holds an interest in the Fund.
		Various other RSE Licensees	RSE Actuary	RSE Actuary to various other RSE Licensees			

RSE Licensee				
Host-Plus Pty. Limited	RSE Licensee	Shareholders/Members:		
		<ul style="list-style-type: none"> Federated Liquor & Allied Industries Employees Union (United Workers Union) Australian Hotel Association (AHA) 		
		Shares held: <ul style="list-style-type: none"> Industry Super Holdings Pty Ltd (Financial member and partner with ISA in the promotion of industry funds) ISPT Pty Ltd (Industry Super Property Trust) Local DIT Investments Pty Ltd FP Consortium Pty Ltd 		
		Subsidiary Companies: <ul style="list-style-type: none"> Hostplus Property Pty Limited Hostplus Peel Street Pty Limited Peel Street JV Pty Limited (60%) Hostplus Phillip Street Pty Limited Galileo Phillip Street JV Pty Limited (90%) Hostplus North Fremantle Pty Limited North Fremantle JV Pty Limited (60%) Hostplus Moonee Valley Pty Limited Hampton Hostplus JMV Pty Limited (72%) Hostplus Helensvale Pty Limited Helensvale Nominee Pty Ltd Hostplus Morphettville Pty Limited Morphettville Nominee Pty Ltd Darling Harbour Live HoldCo 3 Pty Limited Darling Harbour Live HoldCo 4 Pty Limited Darling Harbour Live 3 Pty Limited Darling Harbour Live 4 Pty Limited Hostplus Commercial Property Pty Ltd 		

** Appointed by Hostplus.
 * Appointed as Responsible Person of Host-Plus Pty. Limited – Registrable Superannuation Entity (RSE) Licensee
 ^ No remuneration received in holding position.
 (a) Initial appointment, with subsequent renewal.