

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	Mirvac Funds Limited Mirvac Limited Mirvac Funds Management Australia Limited Agricultural Distribution Services Pty Ltd AMPS Agribusiness Limited AMPS Commercial Pty Ltd AMPS Specialty Services Pty Ltd AMPS Storage and Handling Pty Ltd Blue Sky Beef Pty Ltd Queensland Treasury Corporation (QTC) Capital Markets Board	Director	Hostplus Pty. Limited (Director fees)			
	Chair – Nomination and Board Renewal Committee		Director	Mirvac Group (Director fees)			
	Member - People and Remuneration Committee		Member of Audit and Risk Committee				
	Member – Special Investment Group (SIG)		Member of Human Resources Committee				
			Director	Mirvac Limited (Director fees)			
			Director				
			Chair/Director	AMPS Agribusiness Limited (Director fees)			
			Director				
			Director				
			Chair/Director	Queensland Treasury Corporation (QTC) 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		



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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*	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				
	Member – Nomination & Board Renewal Committee		QODF Limited				
			Poll Printing Limited				
			Labor Holdings Pty Ltd				
			ALP Administration Committee				
			Queensland Council of Unions				
			Bundaberg Q.C.U Pty Ltd				
			(Bundaberg Queensland Council of Unions)				
			Labor Enterprises Pty Ltd				
			Labor Legacies Pty Ltd				

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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 National Executive of the Australian Labor Party National Executive Committee of the Australian Labor Party	Director Member Member				
Janet Whiting*	Independent Director – Host-Plus Pty. Limited Member – Risk & Compliance Committee Chair – Audit Committee	Council of Trustees – National Gallery of Victoria Visit Victoria Gilbert + Tobin Newman College; University of Melbourne Stephanie Alexander Kitchen Garden Foundation Jaguar Finance Pty Ltd as Trustee for the Janet Whiting Family Trust Advisory Council to the Australia Japan Business Cooperative Committee	President Chair Partner Council Member Patron Director Member	Host-Plus Pty. Limited (Director fees) Partners remuneration			
Craig Laundry*	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)

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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.
Craig Laundry (Contd.)	Member – Operations Committee	Kokoda Track Memorial Walkway Limited	Director				
	Member – Nomination & Board Renewal Committee	Oxford Operations Pty Limited (subsidiary of LHG)	Director				
	Co-Chair – Special Investment Group (SIG)	The Cornerstone Group Australia	Co-Chairman/Member of the Advisory Board	Cornerstone Group Australia (Fees payable)			
David Attenborough*	Employer Director – Host-Plus Pty. Limited [Appointed by AHA]	Rubydew Pty Ltd (subsidiary of LHG)	Co-Chair				
	Chair – Risk & Compliance Committee						
	Member – Audit Committee						
Brian Kearney*	Alternate Employer Director – Host-Plus Pty. Limited [Appointed by AHA]	Sky City Entertainment Group	Non- Executive Director	Hostplus Pty. Limited (Director fees)		DRAMLA Pty Ltd	Two children (members)
				Sky City Entertainment Group (Director fees)		JJJ Family Trust	
Jessica Rudd*	Independent Director – Host-Plus Pty. Limited	BK Issues Management Pty Limited	Director & Chief Consultant	Hostplus Pty. Limited (Director fees)	Member of the Fund		One child (members)

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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	Interim CEO Independent Non-Executive Director Consultant – Sustainability pilot	The Parenthood (salary plus superannuation) Australian Agricultural Company (ordinary shares and salary plus superannuation) Australian Agricultural Company (Contractor's fees)			
		Griffith University	Pro-Chancellor and Member of the University Council	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	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**^ Redding Ridge Asset Management LLC Australian Council of Superannuation Investors Limited (ACSI)**^ IFM Investors Pty Limited**^ Core Scientific Inc Advisory Committee Grangers Foundation Ltd Hostplus Commercial Property Pty Ltd**^ Hostplus Morphettville Pty Limited**^ Morphettville Nominee Pty Ltd**^	Advisory Board Member Director Director Member (Investor Shareholder Advisory Board) Member Director Director Director Director	Delaware North Australian Advisory Committee (Honorary) 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 Morphettville 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**^ ISPT Operations Pty Ltd**^ FP Consortium Pty Ltd**^	Alternate Director Alternate Director Alternate Director	Hostplus Pty. Limited (Salaried employee)			

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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 Michalakis	Deputy CIO – Host-Plus Pty. Limited	ISPT Pty Ltd**^ ISPT Operations Pty Ltd**^ FP Consortium Pty Ltd**^ Local DIT Investments Pty Ltd**^	Alternate Director Alternate Director Director Director	Hostplus Pty. Limited (Salaried employee)			
Amanda Brodie	Head of Investments – Legal – Host-Plus Pty. Limited	Hostplus Property Pty Limited**^ Maritime Super Pty Limited Maritime Financial Services Pty Limited Hostplus North Fremantle Pty Limited**^ Hostplus Peel Street Pty Ltd**^ Hostplus Phillip Street Pty Ltd**^ Hostplus Helensvale Pty Limited**^ Hostplus Moonee Valley Pty Ltd**^ Hostplus Commercial Property Pty Ltd**^	Director Director Director Company Secretary Company Secretary Company Secretary Company Secretary Company Secretary Director	Hostplus Pty. Limited (Salaried employee)			

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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.
(Amanda Brodie Cont.)		Hostplus Commercial Property Pty Ltd**^ Hostplus Morphettville Pty Limited**^	Company Secretary 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 Towers Watson Superannuation Pty Ltd Umbrella Dementia Cafes Ltd	Employee Director Director	Towers Watson Australia (Salaried employee) Director of company holding an RSE License and acting as the Trustee to a superannuation fund 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 JVMV 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.