

Relevant interests and relevant duties register as of 21 December 2023

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 Chair – Nomination and Board Renewal Committee Member - People and Remuneration Committee Member – Special Investment Group (SIG)	Mirvac Funds Limited	Director	Hostplus Pty. Limited (Director fees)	Shareholding: Songtradr Inc Stonehouse Pastoral Company Shareholding: Blue Sky Beef Pty Ltd		
		Mirvac Limited	Director	Mirvac Group (Director fees)			
			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) Capital Markets Board	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.	
David Gibson*	Employer Director – Host-Plus Pty. Limited [Appointed by AHA]	Giulia Pty. Ltd	Director	Hostplus Pty. Limited (Director fees)	Shareholding: Giulia Pty. Ltd. Pomkaru Pty. Ltd. Sunotel Corporation Pty. Ltd.		Three children	
		Pomkaru Pty. Ltd	Director & Company Secretary					
	Sunotel Corporation Pty. Ltd	Director Company Secretary						
	ISPT Pty Ltd**	Director	ISPT Pty Ltd (Director fees)	Member of the Fund				
	ISPT Operations Pty Ltd	Director						
	Chair – People and Remuneration Committee							
	Member – Special Investment Group (SIG)							
Tim Lyons*	Employee Director – Host-Plus Pty. Limited [Appointed by United Workers Union]	South East Water	Director	Hostplus Pty. Limited (Director fees)	Member of the Fund			
		Victorian Racing Integrity Board	Member	Victorian Racing Integrity Board (Fees payable)				
	Member – Risk & Compliance Committee							
	Member – Audit Committee							
Bev Myers*	Employee Director – Host-Plus Pty. Limited [Appointed by United Workers Union]	United Workers Union	Deputy Director, Organisation Strategy, Risk & Compliance	Hostplus Pty Limited (Director fees paid on behalf of the Director to United Workers Union)	Member of the Fund			
								Chair – Operations Committee
								Chair – Claims Review Committee
				United Workers Union (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.
Gary Bullock*	Employee Director and Co-Deputy Chair – Host-Plus Pty. Limited [Appointed by United Workers Union] Co-Chair – Special Investment Group (SIG) Member – Nomination & Board Renewal Committee	United Workers Union	State Secretary, Director of Politics and Vice-President, National Executive Committee	Hostplus Pty Limited (Director fees paid on behalf of the Director to United Workers Union)	Member of the Fund Shareholding: Bundaberg Q.C.U Pty Ltd		
		QODF Limited	Director	United Workers Union (Salaried employee)			
		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 (Bundaberg Queensland Council of Unions)	Director				
		Labor Enterprises Pty Ltd	Director				
		Labor Legacies Pty Ltd	Director				
		Labor Resources Pty Ltd	Director				
		National Executive of the Australian Labor Party	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.
		National Executive Committee of the Australian Labor Party	Member				
Janet Whiting*	Independent Director – Host-Plus Pty. Limited Member – Risk & Compliance Committee Chair – Audit Committee	Council of Trustees – National Gallery of Victoria	President	Host-Plus Pty. Limited (Director fees)	Partners remuneration		
		Visit Victoria	Chair				
		Gilbert + Tobin	Partner				
		Newman College; University of Melbourne	Council Member				
		Stephanie Alexander Kitchen Garden Foundation	Patron				
Craig Laundy*	Employer Director and Co Deputy Chair – Host-Plus Pty. Limited [Appointed by AHA] Member – Operations Committee Member – Nomination & Board Renewal Committee Co-Chair – Special Investment Group (SIG)	Samotel Properties Pty Limited (subsidiary of LHG)	Director	Hostplus Pty. Limited (Director fees)	Cornerstone Group Australia (Fees payable)		
		Oxford Operations Pty Limited (subsidiary of LHG)	Director				
		Cornerstone Group Australia	Co-Chairman/Member of the Advisory Board				
		Rubydew Pty Ltd (subsidiary of LHG)	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.
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	Two children
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
Jessica Rudd*	Independent Director – Host-Plus Pty.Limited Member – Operations Committee	The Parenthood Australian Agricultural Company Griffith University	Interim CEO Independent Non Executive Director Pro-Chancellor and Member of the University Council	Hostplus Pty. Limited (Director fees) The Parenthood (salary plus superannuation) Australian Agricultural Company (ordinary shares and salary plus superannuation) Griffith University (salary plus superannuation)			
David Elia*	Chief Executive Officer and Company Secretary - Host-Plus Pty. Limited	Maritime Super Pty Limited Maritime Financial Services Pty Limited Kennedy Pty Ltd	Director Director Member, Advisory Board	Hostplus Pty. Limited (Salaried employee)			Spouse and three children

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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.)		Hostplus Property Pty Limited**^	Director & Company Secretary				
		Hostplus Helensvale Pty Limited**^	Director				
		Helensvale Nominee Pty Ltd**^	Director				
		Hostplus North Fremantle Pty Limited **^	Director				
		North Fremantle JV Pty Ltd**^	Director & Company Secretary				
		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				
		Hostplus Infrastructure 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				

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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.)		Darling Harbour Live HoldCo 4 Pty Limited **^	Director & Company Secretary	Delaware North Australian Advisory Committee (Honorarium) Redding Ridge Asset Management LLC (Director fees)			
		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				
		RULE Prostate Cancer	Director				
		Tourism & Transport Forum (TTF)	Member - Advisory Board				
		Delaware North Australian Advisory Committee	Member- Advisory Board				
		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				

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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.
		Hostplus Commercial Property Pty Ltd**^	Director				
		Hostplus Morphettville Pty Limited**^	Director				
		Morphettville Nominee Pty Ltd**^	Director				

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.
Sam Sicilia*	Chief Investment Officer - Host-Plus Pty. Limited	Hostplus Commercial Property Pty Ltd**^	Director	Hostplus Pty. Limited (Salaried employee)			Spouse and one child
		IFM Investors Pty Limited**^	Investor Shareholder Advisory Board				
		Darling Harbour Live Partnership**^	Alternative Partnership Committee Member				
		Redding Ridge Holdings LP**^	Alternate Advisory Board Member				
		Industry Super Holdings Pty Limited**^	Representative at Shareholder Meetings				
		Safar Partners Fund, L.P**^	Advisory Committee 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.
		Safar Partners Fund II, L.P. **^	Advisory Committee Member				
		Safar Partners Fund II-A, L.P. **^	Advisory Committee Member				
		Hostplus Morphettville Pty Limited**^	Director				
		Hostplus Infrastructure Pty Limited**^	Director				
Natalie Strickland*	Group Executive, People, Performance and Culture – Host-Plus Pty. Limited			Hostplus Pty. Limited (Salaried employee)			
Jason Muir*	Chief Risk Officer – Host-Plus Pty. Limited			Hostplus Pty. Limited (Salaried employee)			Spouse
Sharon Mann*	Group Executive, Compliance and Legal – Host-Plus Pty. Limited			Hostplus Pty. Limited (Salaried employee)			
Kelly Cantwell*	Group Executive, Administration and Services – Host-Plus Pty. Limited Responsible Manager – Host-Plus Pty. Limited (Australian Financial Services Licence)			Hostplus Pty. Limited (Salaried employee)			

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.
Meera French*	Group Executive, Legal and Compliance – Host-Plus Pty. Limited			Hostplus Pty.Limited (Salaried employee)			
Stuart Wilkinson*	Group Executive, Strategy and Transformation – Host-Plus Pty. Limited Responsible Manager – Host-Plus Pty. Limited (Australian Financial Services Licence)			Hostplus Pty. Limited (Salaried employee)			
Umberto Mecchi*	Group Executive, Marketing, Corporate Affairs, Stakeholder Management, Policy and Advocacy - 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)			Spouse and one child
Greg Clerk	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				
		Local DIT Investments Pty Ltd**^	Alternate Director				
Con Michalakis	Deputy CIO – Host-Plus Pty. Limited	ISPT Pty Ltd**^	Alternate Director	Hostplus Pty. Limited (Salaried employee)			
		ISPT Operations 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.
		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)			
(Amanda Brodie Cont.)		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 Infrastructure Pty Ltd**^	Director				
		Hostplus Infrastructure Pty Ltd**^	Company Secretary				
		Hostplus Commercial Property Pty Ltd**^	Director				
		Hostplus Commercial Property Pty Ltd**^	Company Secretary				
		Hostplus Morphettville Pty Limited**^	Company Secretary				

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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.
Jordan Kraiten	Head of Infrastructure – Host-Plus Pty. Limited	Darling Harbour Live Holdco 3 Pty Limited**^	Company Secretary	Hostplus Pty. Limited (Salaried employee)			
		Darling Harbour Live Holdco 4 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 ABN 45 002 415 349	Employee, Company Director	Towers Watson Australia (Salaried employee)			One child
Christopher Porter*	Appointed Actuary – Host-Plus Pty. Limited	Towers Watson Australia Pty Ltd ABN 45 002 415 349	Employee	Towers Watson Australia (Salaried employee)			
		WyComp Pty Ltd	Director				
		Umbrella Dementia Cafes Ltd	Director				

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) IGIPT Pty Ltd 	
		Subsidiary Companies:	
		<ul style="list-style-type: none"> Hostplus Investments Pty Limited Hostplus Property Pty Limited Hostplus Peel Street Pty Limited Hostplus Phillip Street Pty Limited Hostplus North Fremantle Pty Limited Hostplus Helensvale Pty Limited Hostplus Infrastructure Pty Ltd Hostplus Moonee Valley Pty Limited Peel Street JV Pty Limited (60%) North Fremantle JV Pty Limited (60%) Galileo Phillip Street JV Pty Limited (90%) Hampton Hostplus JVMV Pty Limited (90%) 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 CRI Development Investment Fund Operations Pty Ltd CRI Bay Central Project Pty Ltd Hostplus Commercial Property Pty Ltd Hostplus Morphetville Pty Limited 	

- ** 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.