

HOST-PLUS PTY. LIMITED
ABN 79 008 634 704
ANNUAL REPORT

30 JUNE 2025

Registered Address
Level 9
114 William Street
MELBOURNE VIC 3000

HOST-PLUS PTY. LIMITED DIRECTORS' REPORT

We herein present our report on the affairs of Host-Plus Pty. Limited ('the Company') at 30 June 2025, and on the results for the year then ended.

Directors

The names of the directors of Host-Plus Pty. Limited in office at any time during or since the end of the year are:

Independent	Member nominated by United Workers Union	Employer nominated by AHA
D Frawley (Chair)	G Bullock (Deputy Co-Chair)	C Laundy (Deputy Co-Chair)
J Rudd	J Korlevska ^(a)	D Attenborough
J Whiting	T Lyons	D Gibson
	B Myers	B Kearney ^(a)

^(a) Alternate Director

Principal Activities

The principal activity of the Company during the course of the year was to act as Trustee for the Hostplus Superannuation Fund ('the Fund') and the Hostplus Pooled Superannuation Trust ('the Trust').

Review of Operations

Host-Plus Pty. Limited has incurred certain director related expenditure such as Directors' Fees, Trustee Indemnity Insurance and other director related expenditure in its capacity as Trustee. Host-Plus Pty. Limited provides the Fund and the Trust with Trustee services and charges a Trustee service fee as a reimbursement for director related expenditure incurred.

The Trustee is also entitled to charge a fee to hold on its own account to protect against the risk of acting as trustee of the Fund and the Trust, which is referred to as a Risk Premium Charge. The Risk Premium Charge is held by the Trustee in a Risk Premium Reserve to indemnify the Trustee or Directors for non-indemnifiable liabilities. The Trustee's Risk Premium Charge is no longer charged to the Fund and the Trust effective from 1 September 2024.

During the financial year, the Company received a grant of \$650,000 (GST exclusive) from the Department of Jobs, Skills, Industry and Regions for the delivery of the Asia Pacific Financial Innovation Symposium 2025. Any unused grant monies were required to be returned, therefore this arrangement had no net impact on the Company's profit for the year.

The profit of the Company for the financial year after providing for income tax amounted to \$5,922,747 (2024: \$23,405,529).

Significant Changes in State of Affairs

In the opinion of the directors, there were no significant changes in the state of affairs of the Company that occurred during the financial year under review not otherwise disclosed in this report of the financial statements.

Events Subsequent to Balance Date

No significant events have occurred since the end of the reporting period which would impact on the balances of the Company as disclosed in the statement of financial position as at 30 June 2025 or on the results of operations of the Company for the year ended on that date.

Likely Developments and Expected Results of Operations

Further information on likely developments in the Company's operations and the expected results of those operations have not been included in this report because the Trustee believes it would be likely to result in unreasonable prejudice to the Company.

Insurance of Officers

During the financial year, the Fund paid a premium of \$20,979 (2024: \$25,786) for professional indemnity insurance for the Directors and Officers of the Company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the Company.

HOST-PLUS PTY. LIMITED
DIRECTORS' REPORT (continued)

Dividends and Other Payments to Shareholders

The Company operates with a not-for-profit objective. Consistent with that objective, the Company primary objective is to act as trustee of the Fund and the Trust.

Consistent with its not-for-profit objective the intention of the Company is that no portion of the income or property of the Company be paid or distributed directly or indirectly by way of dividend, bonus or otherwise to or for the benefit of its shareholders, other than for the payment of a bona fide invoice for goods or services rendered by a shareholder of an amount which is no more than what would be determined on arms' length terms (for example, a director's remuneration and expenses in respect of a director appointed by a shareholder).

As a result, no dividends were declared or paid to Shareholders.

Rounding of amounts

The Company is of a kind referred to in ASIC Legislative Instrument 2016/191, relating to the 'rounding off' of amounts in the financial statements. Amounts in the financial statements have been rounded off to the nearest dollar, unless otherwise indicated.

Environmental Regulation

The Company is not subject to significant environmental regulation in respect of its activities.

Audit and non-audit services

Ernst & Young Australia was appointed as the auditor of the Company commencing in this financial year. Details of the amount paid or payable for services provided by Ernst & Young Australia for audit and non-audit services during the financial year are disclosed in Note 5 – Auditors' Remuneration.

Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 is set out on page 3.

Directors' Benefits

Since the end of the previous financial year no Director of the Company has received or become entitled to receive any amounts or benefits in their capacity as Directors (other than a benefit included in the aggregate amount of remuneration paid or due and payable to Directors shown in the financial statements).

This declaration is made out in accordance with a resolution of directors.

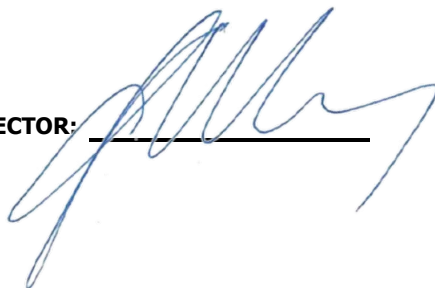
On behalf of the Directors

DIRECTOR:



Melbourne
17 September 2025

DIRECTOR:





**Shape the future
with confidence**

Ernst & Young
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Melbourne VIC 3000 Australia
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Auditor's independence declaration to the directors of Host-Plus Pty. Limited

As lead auditor for the audit of the financial report of Host-Plus Pty. Limited for the financial year ended 30 June 2025, I declare to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;
- b. No contraventions of any applicable code of professional conduct in relation to the audit; and
- c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

A handwritten signature in dark ink that reads 'Ernst & Young' in a cursive, flowing script.

Ernst & Young

A handwritten signature in dark ink that reads 'Luke Slater' in a cursive, flowing script.

Luke Slater
Partner
17 September 2025

HOST-PLUS PTY. LIMITED
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
Current Assets			
Cash and cash equivalents	6	55,900,459	52,637,864
Receivables	8	34,351	2,919,492
Total Current Assets		55,934,810	55,557,356
Non-Current Assets			
Other assets		1	1
Current tax assets	7(e)	1,084,885	-
Deferred tax assets	7(c)	83,145	159,774
Total Non-Current Assets		1,168,031	159,775
Total Assets		57,102,841	55,717,131
Current Liabilities			
Payables		515,585	550,958
GST Payable		116,253	1,165,353
Current tax liabilities	7(e)	-	3,452,564
Total Current Liabilities		631,838	5,168,875
Net Assets		56,471,003	50,548,256
Equity			
Contributed equity	4	600	600
Risk premium reserve	4	56,470,403	50,547,656
Total Equity		56,471,003	50,548,256

The Statement of Financial Position should be read in conjunction with the accompanying notes.

HOST-PLUS PTY. LIMITED
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
Income from ordinary activities			
Trustee services income	2(d)	2,063,728	1,824,848
Risk premium charge	2(d)	6,140,587	31,800,839
Interest on cash at bank	2(d)	2,295,938	1,637,898
Total income from ordinary activities		10,500,253	35,263,585
Other Income			
Grant revenue	2(d)	650,000	-
Grant related revenue		71,545	-
Other revenue		25,202	-
Total Other Income		746,747	-
Total Income		11,247,000	35,263,585
Expenses			
Salary expenses		1,694,008	1,538,295
Trustee expenses		369,720	286,553
Grant expenses		721,212	-
Finance charges		695	1,586
Total Expenses		2,785,635	1,826,434
Profit before income tax		8,461,365	33,437,151
Income tax expense	7(a)	2,538,618	10,031,622
Profit after income tax expense		5,922,747	23,405,529
Other comprehensive income		-	-
Total comprehensive income		5,922,747	23,405,529

The Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

HOST-PLUS PTY. LIMITED
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
Cash flows from operating activities			
Risk premium charge received		7,941,589	34,213,695
Interest received		2,325,337	1,637,898
Grant revenue		715,000	-
Grant expenses		(797,897)	-
Other revenue		78,700	-
Finance charges		(695)	(1,586)
Taxes paid		(6,999,439)	(13,523,447)
Net cash inflow/(outflow) from operating activities	6	3,262,595	22,326,560
Net increase/(decrease) in cash held		3,262,595	22,326,560
Cash and cash equivalents at beginning of year		52,637,864	30,311,304
Cash and cash equivalents at end of year	6	55,900,459	52,637,864

The Statement of Cash Flows should be read in conjunction with the accompanying notes.

HOST-PLUS PTY. LIMITED
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

		2025		2024	
	Notes	\$	\$	\$	\$
		Contributed Equity	Risk Premium Reserve	Contributed Equity	Risk Premium Reserve
Total equity at the beginning of the financial year		600	50,547,656	600	27,142,127
Total comprehensive income for the year		-	5,922,747	-	23,405,529
Transactions with equity holders in their capacity as equity holders		-	-	-	-
Total equity at the end of the financial year	4	600	56,470,403	600	50,547,656

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 1. NATURE OF THE COMPANY

Host-Plus Pty. Limited ('the Company') is the Trustee of the Hostplus Superannuation Fund ('the Fund') and the Hostplus Pooled Superannuation Trust ('the Trust'). During the year, the principal activities of the Company consisted of providing trustee services to the Fund and Trust. It holds the Australian Financial Services and the Registrable Superannuation Entity licences.

The Company is a company limited by shares, incorporated and domiciled in Australia. The registered office of the Company is Level 9, 114 William Street, Melbourne, Victoria.

The financial statements were authorised for issue by the directors on 17 September 2025. The directors of the Company have the power to amend and reissue the financial statements.

NOTE 2. SUMMARY OF MATERIAL ACCOUNTING POLICIES

(a) Basis of Preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Corporations Act 2001. The Company is a for-profit entity for the purpose of preparing the financial statements. However, as the Company only exists for the purposes of being the trustee of the Fund and the PST, it operates with a not-for-profit objective, as per rule 3.1 of the Company's Constitution.

The financial statements of the Company also comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB). The financial statements have been prepared using the historical cost convention. Where applicable, comparatives have been reclassified to reflect current year disclosures.

The Company's financial statements have been prepared on a going concern basis.

(b) Functional and Presentation Currency

The financial statements are presented in Australian Dollars which is the functional currency of the Company.

(c) Change in accounting policies

The accounting policies adopted are consistent with those of the previous year unless otherwise stated.

(d) Income Recognition

The revenue recognition criteria that must be met for each key revenue type are described below:

Trustee Services Income

Under the terms of the Trust Deed(s), the Trustee is entitled to be reimbursed out of Fund and Trust assets for all expenses and liabilities it incurs in connection with the Fund and the Trust or in performing its obligations, where permitted by relevant legislation. This reimbursement is otherwise referred to as a Trustee Services Fee. The performance obligations associated with the Trustee Services Revenue are satisfied at a point in time, which is the point that the reimbursable expense is incurred by the Company. Expenses incurred by the Company on behalf of the Fund and Trust are typically settled quarterly by the Fund and Trust directly. As a result, Trustee Services Income and the related Trustee Expenses are non-cash transactions.

The Trustee recognises the Trustee Services Fee when it is probable that it will collect the consideration to which it will be entitled in exchange for the goods or services that will be transferred to the Fund and Trust.

Risk Premium Charge Income

The Trustee is entitled to charge an annual fee to hold on its own account against the risk of acting as trustee of the Fund and the Trust, which is otherwise referred to as a Risk Premium Charge. The Risk Premium Charge is held by the Trustee in a Risk Premium Reserve to indemnify the Trustee or Directors for non-indemnifiable liabilities. The performance obligations associated with the Risk Premium Revenue are satisfied over time and are typically invoiced monthly.

The Trustee recognises Risk Premium Charge revenue when it is probable that it will collect the consideration to which it will be entitled in exchange for the goods or services that will be transferred to the Fund and Trust.

Interest on cash at bank

Interest income on financial assets at amortised cost are calculated using the effective interest method and is recognised in the Statement of Comprehensive Income as Interest Income.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 2. SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

(d) Income Recognition (continued)

Interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset except for financial assets that subsequently become credit-impaired. For credit impaired financial assets the effective interest rate is applied to the net carrying amount of the financial asset (after deduction of the loss allowance). The Company had no credit impaired financial assets during the period (2024: \$nil).

Grant Revenue

The Company received a grant for the delivery of the Asia Pacific Financial Innovation Symposium (APFIS) 2025 by completion date of 30 May 2025. In connection with the delivery of the project expenses were incurred, revenue from the event ticket sales was earned, and interest was earned on the grant monies deposited in an interest-bearing bank account.

Under the conditions of the grant agreement, the Company in its capacity as a corporate entity was entitled to receive \$650,000 (excluding GST) in grant monies to compensate it for expenses incurred in the delivery of the project. The Company has recognised the grant revenue in line with *AASB 120 Accounting for Government Grants and Disclosure of Government Assistance* using the income approach. As of 30 June 2025, the conditions attached to the grant have been complied with and the Company has therefore recognised 100% of the grant income.

(e) Cash and Cash equivalents

Cash and cash equivalents comprise deposits with banks and highly liquid financial assets with maturities of three months or less from the date of acquisition that are subject to an insignificant risk of changes in their fair value and are used by the Company in the management of short-term commitments.

(f) Trustee Liabilities and Right of Indemnity

The Company acts as trustee of the Fund and the Trust and the assets of these entities are held in trust on behalf of members, investors, and other beneficiaries. The Company incurs liabilities on behalf of the Fund and the Trust in its capacity as trustee. Liabilities incurred on behalf of the Fund and the Trust are not recognised in the financial statements when it is not probable that the Company will have to meet any of these liabilities from its own resources. When it is probable that the Company will have to meet some of these liabilities, a liability is recognised by the Company for the probable amount payable.

The Company has a right of indemnity for liabilities incurred in performing its fiduciary duties as a trustee, where permitted by relevant legislation. The assets of the Fund and the Trust, which lie behind the right of indemnity, are not directly available to meet any liabilities of the Company acting in its own right.

Details of the Fund and the Trust liabilities, the offsetting right of indemnity, any deficiency in the right of indemnity and any liabilities of the Company acting in its own right are disclosed in Note 3 to the financial statements.

(g) New accounting standards and interpretations

(i) New accounting standards and interpretations that are applicable for mandatory adoption in the current year

There are no standards, interpretations or amendments to existing standards that are effective for the first time for the year ending 30 June 2025 that would be expected to have a material impact on the Company.

(ii) New accounting standards that are applicable for early adoption in the current year, but not yet effective

A number of new standards, amendments and interpretations are effective for annual periods beginning after 1 July 2025 and have not been early adopted in preparing the Company's financial statements. The Company's assessment of the impact of these new standards is set out below:

AASB 18 Presentation and Disclosure in Financial Statements

The AASB issued the new standard on presentation and disclosure in financial statements, which replaces AASB 101, which focuses on updates to the income statement. For the Company, the standard is expected to be effective for annual periods beginning on or after 1 January 2027.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 2. SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

(g) New accounting standards and interpretations (continued)

The key new concepts introduced in AASB 18 relate to:

- the structure of the statement of profit or loss with defined subtotals;
- the requirement to determine the most useful structured summary for presenting expenses in the statement of profit or loss;
- required disclosures in a single note within the financial statements for certain profit or loss performance measures that are reported outside an entity's financial statements (that is, management-defined performance measures); and
- enhanced principles on aggregation and disaggregation which apply to the primary financial statements and notes in general

The Company is currently assessing the expected impact of the forthcoming standard.

No other new standards or amendments are expected to have a material effect on the financial statements of the Company.

(h) Significant accounting judgements and estimates and assumptions

The preparation of financial statements requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Judgement is required in determining the provision for income taxes. There are transactions for which the ultimate tax determination may be uncertain. The Company recognises liabilities for anticipated tax based on estimates of whether additional taxes will be due. Where the final tax outcome is different from the amounts initially recorded, these differences will impact the income tax and deferred tax provisions in the year in which such a determination is made.

(i) Receivables and payables

Receivables are classified at amortised cost and are initially recognised at the amounts receivable, which approximates their fair value. Payables represent liabilities for goods and services provided to the Company prior to the end of the financial year and which remain unpaid. The amounts are unsecured.

(j) Income tax

Income tax

Income tax for the year comprises current and deferred tax. Income tax expense is recognised in the Statement of Comprehensive Income.

Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to the tax payable or receivable in respect of previous years. The amount of current tax payable or receivable is the best estimate of the tax amount expected to be paid or received that reflects uncertainty related to income taxes, if any. It is measured using the tax rates enacted or substantively enacted at the reporting date.

Deferred tax

Deferred tax is accounted for using the liability method in respect of temporary differences arising from differences between the carrying amount of assets and liabilities in the financial statements and the corresponding tax base of those items.

Deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised to the extent that it is probable that sufficient taxable amounts will be available against which deductible temporary differences or unused tax losses and tax offsets can be utilised. However, deferred tax assets and liabilities are not recognised if the temporary differences giving rise to them arise from the initial recognition of assets and liabilities, which affects neither taxable income nor accounting profit.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 2. SUMMARY OF MATERIAL ACCOUNTING POLICIES (continued)

(j) Income tax (continued)

Deferred tax assets and liabilities are measured at the tax rates expected to apply to the period(s) when the asset and liability giving rise to them are realised and settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at reporting date. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Company expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

(k) Goods and services tax (GST)

Where GST incurred by the Company is not recoverable from the Australian Taxation Office, it is recognised as part of the expense to which it applies. Receivables and payables are stated with any applicable GST included in their carrying amounts.

The amount of any GST recoverable from, or payable to, the Australian Taxation Office is included as an asset or liability in the Statement of Financial Position.

(l) Reserves

The Company maintains a Risk Premium Reserve which is held to indemnify the Trustee or its Directors for any liabilities that cannot be indemnified by the Fund or the Trust, but which arise in respect of acting as trustee of the Fund and the Trust.

NOTE 3. RIGHT OF INDEMNITY

Liabilities of the Fund not recorded in the financial statements of the Company were \$1,685,571,335 as at 30 June 2025 (2024: \$1,476,084,787). The assets of the Fund were sufficient to discharge all of its liabilities at 30 June 2025 and 2024.

Liabilities of the Trust not recorded in the financial statements of the Company were \$5,064,365,902 as at 30 June 2025 (2024: \$2,640,595,020). The assets of the Trust were sufficient to discharge all of its liabilities at 30 June 2025 and 2024.

As at 30 June 2025, the Company has liabilities from acting in its own right of \$ 631,838 (2024: \$5,168,875).

NOTE 4. EQUITY

	2025	2024
	\$	\$
300 "A" and 300 "AA" ordinary shares each fully paid (2024: 300 "A" and 300 "AA" ordinary shares each fully paid)	600	600
Risk Premium Reserve	56,470,403	50,547,656
	56,471,003	50,548,256

Ordinary Shares

For both "A" class and "AA" class ordinary shares, the holder is not entitled to any dividends from the Company and upon winding up, shareholders are not entitled to any of the Risk Premium Reserve which may have been set aside.

On a show of hands every holder of "A" class and "AA" class ordinary shares present at a meeting, in person or by proxy, is entitled to one vote, and in a poll each share is entitled one vote.

"A" class and "AA" class ordinary shares have a par value of \$1 each and the Company has a limited amount of authorised capital.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 5. REMUNERATION OF AUDITORS

Ernst & Young Australia has been appointed the auditor of the Trust during the year ended 30 June 2025 replacing PricewaterhouseCoopers who served as the Trust's auditor in the previous financial year.

Remuneration paid or payable for services provided by the auditor, Ernst & Young Australia (2024: PricewaterhouseCoopers Australia):

	2025	2024
	\$	\$
- Audit of Financial Statements	22,880	22,777
- Other Assurance Services	10,182	9,257
- Other Non-audit Services – Consulting Services	-	19,747
	33,062	51,781

Auditor's remuneration is paid by the Fund and the amounts are inclusive of GST and are not rounded.

NOTE 6. CASH FLOW STATEMENT RECONCILIATION

Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	2025	2024
	\$	\$
Cash and cash equivalents	55,900,459	52,637,864
Reconciliation of profit/(loss) to net cash inflow/(outflow) from operating activities		
Profit/(loss) for the year after income tax	5,922,747	23,405,529
Adjustments for:		
(Increase) / Decrease in current receivables	2,885,141	2,546,526
Increase / (Decrease) in current payable	(35,373)	-
Increase / (Decrease) in GST payable	(1,049,100)	(133,668)
(Increase) / Decrease in deferred tax assets	76,629	79,886
(Increase) / Decrease in current tax assets	(1,084,885)	-
Increase / (Decrease) in current tax liabilities	(3,452,564)	(3,571,713)
Net cash inflow/(outflow) from operating activities	3,262,595	22,326,560

NOTE 7. INCOME TAX

Major components of income tax expense are:

	2025	2024
	\$	\$
(a) Recognised in the statement of comprehensive income:		
Current tax	2,461,989	9,951,736
Deferred tax	76,629	79,886
Adjustments in respect of income tax of previous years:		
Current tax	-	-
Deferred tax	-	-
	2,538,618	10,031,622

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 7. INCOME TAX (continued)

(b) Reconciliation between income tax expense to prima facie tax payable:

Profit/(loss) from operating activities for the period before income tax	8,461,365	33,437,151
Income tax expense at 30% (2024: 30%)	(2,538,409)	(10,031,146)
Timing differences between tax and accounting	-	-
Tax effect of amounts which are not deductible in calculating taxable income:		
Non-deductible expenses	(209)	(476)
(Under)/Over provision prior year	-	-
Income tax benefit/(expense)	(2,538,618)	(10,031,622)

(c) Deferred Tax Assets

The balance comprises temporary differences attributable to:

Expenditure deductible under s. 40-880 of the ITAA 1997	83,145	159,774
	83,145	159,774

(d) Franking Credits

Franking credits available for subsequent reporting periods based on a tax rate of 30% (2024: 30%)	24,295,302	21,833,312
	24,295,302	21,833,312

The above amounts are calculated from the balance of the franking account as at the end of the reporting period, adjusted for franking credits and debits that will arise from the settlement of liabilities or receivables for income tax after the end of the year.

(e) Current tax asset and liability

The current tax asset of \$1,084,885 (2024: current tax liability of \$3,452,564) represents the amount of income tax receivable in respect of current and prior periods.

NOTE 8. RECEIVABLES

	2025	2024
	\$	\$
GST Receivable	34,351	22,492
Risk Premium Charge	-	2,897,000
	34,351	2,919,492

All of the Company's receivables are due from either (1) the Fund or the Trust, or (2) the Australian Tax Office. As a result, an Expected Credit Loss has not been recognised as it is considered immaterial to the financial statements.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 9. RELATED PARTIES

(a) Trustee

Host-Plus Pty. Limited is the Trustee for both the Hostplus Superannuation Fund ('Fund') and the Hostplus Pooled Superannuation Trust ('Trust'), collectively known as 'Hostplus'. The Trust is the Fund's primary investment vehicle.

The shareholders of the Trustee are United Workers Union and Australian Hotels Association ('AHA').

Under the terms of the Trust Deed(s), the Trustee is entitled to be reimbursed out of Fund and Trust assets for all expenses and liabilities it incurs in connection with the Fund and the Trust, or in performing its obligations. This reimbursement is otherwise referred to as a Trustee Services Income and the amount paid and payable by the Fund and the Trust to the Company during the year is set out in the Statement of Comprehensive Income. Amongst other things, this income is used for the remuneration of Directors for services rendered to the Board and Committees of the Board as set out in the tables below.

The Trustee is also entitled to charge a fee to hold on its own account against the risk of acting as Trustee of the Fund and the Trust, which is otherwise referred to as a Risk Premium Charge. The Risk Premium Charge is held by the Trustee in a Risk Premium Reserve to indemnify the Trustee or Directors for non-indemnifiable liabilities. The Risk Premium Charge paid and payable by members of the Fund for the year is \$3,485,728 (2024: \$17,963,771) and investors of the Trust for the year is \$3,268,917 (2024: \$17,017,152), inclusive of GST.

(b) Key management personnel

Directors and Alternate Directors of Host-Plus Pty. Limited during the financial year were as follows:

Independent	Date change in position
D Frawley (Chair)	
J Rudd	
J Whiting	

Employer nominated by AHA	Date change in position
C Laundry (Deputy Co-Chair)	
D Attenborough	
D Gibson	
B Kearney ^(a)	

Member nominated by United Workers Union	Date change in position
G Bullock (Deputy Co-Chair)	
J Korlevska ^(a)	
T Lyons	
B Myers	

^(a) Alternate Director

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 9. RELATED PARTIES (continued)

(b) Key management personnel (continued)

Other executive key management personnel during the financial year were as follows:

Name of Executive	Role	Date change in position
D Elia	Chief Executive Officer (CEO)	
G Clerk	Acting Chief Investment Officer (A-CIO)	Appointed 1 May 2025
J Dutton	Chief Technology Officer (CTO)	
S Hill	Chief Finance Officer (CFO)	Appointed 3 February 2025
U Mecchi	Chief Member Officer (CMO)	
J Muir	Chief Risk Officer (CRO)	
A Nedelkov	Acting Chief Administration and Insurance Officer (A-CAIO)	Appointed 1 July 2024
S Sicilia	Chief Investment Officer (CIO)	Commenced extended leave 30 April 2025
N Strickland	Chief People Officer (CPO)	

(c) Remuneration of key management personnel

Board of Directors	2025	2024
	\$	\$
Short-term benefits	1,480,081	1,339,798
Post-employment benefits	213,927	198,497
Total	1,694,008	1,538,295
Other executive key management personnel		
Short-term benefits	6,311,220	5,933,692
Other short-term benefits	84,999	111,742
Post-employment benefits	222,807	249,827
Long-term benefits	587,539	226,032
Termination benefits	-	602,977
Total	7,206,565	7,124,270

(i) Board of Directors

Short-term benefits include fee.

Post-employment benefits consist of superannuation payments.

In the current financial year ended 30 June 2025, the Director fee in relation to the services provided by G Bullock, J Korlevska, and B Myers are paid to their nominating association United Workers Union.

In the prior financial year ended 30 June 2024, the Director fee in relation to the services provided by G Bullock, I Beynon, J Korlevska, and B Myers were paid to their nominating association United Workers Union.

(ii) Other executive key management personnel

Short-term benefits include salary, annual leave, short-term incentive payments and non-monetary benefits.

Post-employment benefits consist of superannuation payments.

Long-term benefits include long service leave, and long-term incentive payments.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 9. RELATED PARTIES (continued)

(d) Directors' attendance at Board and Committee meetings

Year ended 30 June 2025

Meeting of Committees																
Director/ Alternate Director	Full Board Meeting of Directors		Audit		Risk & Compliance		Claims Review		People & Remunera- tion		Special Invest - ments Group		Operations		Nomina- tions and Board Renewal Committee	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Directors																
D Frawley	8	8	-	-	-	-	-	-	5	5	4	6	-	-	1	1
J Whiting	7	8	5	5	5	5	-	-	-	-	-	-	-	-	-	-
D Gibson	8	8	-	-	-	-	-	-	5	5	6	6	-	-	-	-
C Laundry	7	8	-	-	-	-	-	-	-	-	4	6	3	4	-	1
D Attenborough	8	8	5	5	5	5	-	-	-	-	1(*)	-	1(*)	-	-	-
T Lyons	8	8	5	5	5	5	-	-	1(*)	-	-	-	-	-	-	-
G Bullock	8	8	-	-	-	-	-	-	-	-	5	6	-	-	1	1
J Rudd	8	8	-	-	-	-	-	-	-	-	-	-	4	4	-	-
B Myers	8	8	-	-	-	-	13	18	-	-	-	-	4	4	-	-
Alternate Directors																
B Kearney	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J Korlevska	-	-	-	-	-	-	-	-	4	5	-	-	-	-	-	-
Observers																
D Frawley	-	-	4(*)	-	2(*)	-	-	-	-	-	-	-	-	-	-	-
B Myers	-	-	-	-	1(*)	-	-	-	-	-	-	-	-	-	-	-
B Kearney	7(#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J Whiting	-	-	-	-	-	-	-	-	2(*)	-	1(*)	-	-	-	-	-
T Lyons	-	-	-	-	-	-	-	-	1(*)	-	3(*)	-	-	-	-	-
J Rudd	-	-	-	-	-	-	-	-	-	-	1(*)	-	-	-	-	-
J Korlevska	3(#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
D Attenborough	-	-	-	-	-	-	-	-	2(*)	-	2(*)	-	1(*)	-	-	-

A Number of meetings attended

B Number of meetings held during the time the Director held office or was a member of the Committee during the year

(#) Alternate Directors are invited to attend Board Meetings as an Observer

(*) All Directors and alternates are invited to attend Committee meetings and receive full Committee papers

Where a non-committee member has attended a Committee, attendance has been noted.

Year ended 30 June 2024

Year Ended 30 June 2021																
Director/ Alternate Director	Full Board Meeting of Directors		Meeting of Committees													
			Audit		Risk & Compliance		Claims Review		People & Remunera- tion		Special Invest - ments Group		Operations		Nomina- tions and Board Renewal Committee	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Directors																
D Frawley	8	9	-	-	-	-	-	-	4	4	3	3	-	-	1	1
J Whiting	9	9	4	4	4	4	-	-	-	-	-	-	-	-	-	-
D Gibson	9	9	-	-	-	-	-	-	4	4	3	3	-	-	-	-
C Laundry	6	9	-	-	-	-	-	-	-	-	2	3	3	4	-	1
D Attenborough	9	9	4	4	4	4	-	-	-	-	-	-	1(*)	-	1(*)	-
T Lyons	1	9	1	4	1	4	-	-	-	-	-	-	-	-	-	-
G Bullock	8	9	1(*)	-	1(*)	-	-	-	-	-	3	3	-	-	1	1
I Beynon	4	4	2(*)	-	2(*)	-	-	-	2	2	-	-	-	-	-	-
J Rudd	6	6	-	-	-	-	-	-	-	-	-	-	2	2	-	-
B Myers	5	9	-	-	-	-	9	10	-	-	-	-	2	2	-	-
Alternate Directors																
B Myers	2	-	-	-	-	-	7	8	-	-	-	-	2	2	-	-
B Kearney	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J Korlevska	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-
Observers																
D Frawley	-	-	1(*)	-	1(*)	-	-	-	-	-	-	-	2(*)	-	-	-
B Myers	1 (#)	-	-	-	-	-	-	-	1(*)	-	-	-	-	-	-	-
B Kearney	7 (#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J Whiting	-	-	-	-	-	-	-	-	-	-	2(*)	-	-	-	-	-
T Lyons	-	-	-	-	-	-	-	-	-	-	2(*)	-	-	-	-	-
J Rudd	-	-	-	-	-	-	-	-	-	-	1(*)	-	1(*)	-	1(*)	-
J Korlevska	3 (#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

A Number of meetings attended

B Number of meetings held during the time the Director held office or was a member of the Committee during the year

(#) Alternate Directors are invited to attend Board Meetings as an Observer

(*) All Directors and alternates are invited to attend Committee meetings and receive full Committee papers

Where a non-committee member has attended a Committee, attendance has been noted.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 9. RELATED PARTIES (continued)

(e) Transactions with Directors, Management Personnel and Shareholders

The following Directors and Key Management Personnel were also members of the Fund during the year:

Trustee Directors	Other Executive Key Management Personnel	
Gary Bullock	David Elia	Sam Sicilia
David Gibson	Kelly Cantwell	Natalie Strickland
Brian Kearney	Gregory Clerk	
Julie Korlevska	Umberto Mecchi	
Timothy Lyons	Jason Muir	
Beverley Myers	Arther Nedelkov	

Their membership terms and conditions were the same as those applied to other members of the Fund.

Marketing initiatives

The shareholders of the Trustee, Host-Plus Pty Limited, are United Workers Union and Australian Hotels Association ('AHA'). As part of the Fund's ongoing marketing initiatives, the Fund has agreements in place with both shareholders to support the marketing, advocacy and promotion of the Fund. The agreements include specific obligations of each party and provide for attendance and speaking opportunities at various industry events and forums, name and logo exposure opportunities at industry events or through industry publications and use of other stipulated mediums to promote and advertise the Fund.

The Fund measures and monitors the benefits derived against the benefits stipulated in the above agreements, which are subject to annual testing by the Fund's internal auditor, KPMG. The objectives of the internal audit include considering whether the delivery of stipulated benefits have been received. Based on the procedures they have undertaken, the internal auditor has not reported any significant control weaknesses in the processes, procedures, and controls in respect of the arrangements.

The agreements with the AHA include the National body of the AHA and the following State based affiliates (Australian Capital Territory, New South Wales, Northern Territory, Queensland, South Australia, Tasmania, Victoria and Western Australia). The agreement with the United Workers Union is with the National body of the United Workers Union which incorporates the following State based affiliates (Australian Capital Territory, New South Wales, Northern Territory, Queensland, South Australia, Tasmania, Victoria and Western Australia). During the year, the Trustee paid the Australian Hotels Association \$812,927 (2024: \$822,828) and United Workers Union \$431,818 (2024: \$431,819), excluding GST.

From time to time, the Fund will partner with its shareholders and related industry partners for the purposes of engaging with members and employers. These are further marketing opportunities that fall outside the agreements noted above. During the year, the Trustee paid the Australian Hotels Association \$nil (2024: \$850) and United Workers Union \$nil (2024: \$nil) excluding GST in relation to these activities.

Office lease

The Fund has a contract with United Workers Union for the lease of office premises at Level 3, 54 Cheriton Street, Perth. The initial lease commenced on 1 May 2017 and terminated on 30 April 2023. The lease was renewed with the same contractual arrangement for a further 3 years and terminates on 30 April 2026. During the year, the Fund paid the United Workers Union \$46,904 (2024: \$50,151), excluding GST in relation to all lease expenditures.

NOTE 10. SUBSEQUENT EVENTS

No other significant events occurred since the end of the financial year to date of this report which would impact the operations and the financial position of the Company in the Statement of Financial Position as at 30 June 2025 or in the results of the operations and the cash flows for the year ended 30 June 2025.

HOST-PLUS PTY. LIMITED DIRECTORS' DECLARATION

In the directors' opinion:

- (a) the financial statements and notes set out on pages 4 to 17 are in accordance with the *Corporations Act 2001*, including:
- (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements; and
 - (ii) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its performance for the financial year ended on that date.
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
- (c) Note 2(a) confirms that the financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board.

This declaration is made in accordance with a resolution of the directors.

On behalf of the Directors

DIRECTOR



Melbourne
17 September 2025

DIRECTOR





**Shape the future
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Independent auditor's report to the members of Host-Plus Pty Ltd

Opinion

We have audited the financial report of Host-Plus Pty Ltd (the Company), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- a. Giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information is the directors' report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.



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- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Ernst & Young

Ernst & Young

Luke Slater

Luke Slater
Partner
Melbourne

17 September 2025