

HOST-PLUS PTY. LIMITED
ABN 79 008 634 704
FINANCIAL STATEMENTS

30 JUNE 2023

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 2023, 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) ^(b)	T Lyons (Deputy Co-Chair) ^(e)	C Laundry (Deputy Co-Chair)
A Grayson ^(c)	I Beynon	D Attenborough
J Whiting	G Bullock ^(d)	D Gibson
	B Myers ^(a)	B Kearney ^(a)

^(a) Alternate Director

^(b) Appointed, effective 1 July 2022

^(c) End of tenure, effective 1 July 2023

^(d) Appointed Deputy Co-Chair, effective 28 July 2023

^(e) End of tenure as Deputy Co-Chair, effective 28 July 2023

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').

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 charges an annual fee to hold on its own account 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.

Review of Operations

The profit of the Company for the financial year after providing for income tax amounted to \$19,424,688 (2022: \$7,717,439).

All non-director related expenses of the Company are borne by the Fund and Trust.

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 2023 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 \$29,141 (2022: \$24,971) 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 is to act solely as trustee of the Fund and the Trust and not for any other purpose.

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 in accordance with the instrument to the nearest dollar, unless otherwise indicated.

Environmental Regulation

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

Auditor

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 3.

Details of the amount paid or payable to the auditor (PwC) for audit and non-audit services during the financial year are disclosed in Note 6 – Auditors' Remuneration.

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).

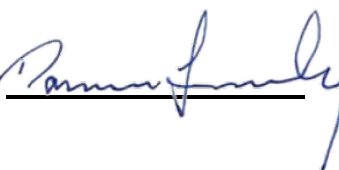
This declaration is made out in accordance with a resolution of directors.

On behalf of the Directors

DIRECTOR:



DIRECTOR:



Melbourne
15 September 2023



Auditor's Independence Declaration

As lead auditor for the audit of Host-Plus Pty. Limited for the year ended 30 June 2023, I declare that 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; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink, appearing to read 'George Sagonas', is written over a faint, light blue circular stamp or watermark.

George Sagonas
Partner
PricewaterhouseCoopers

Melbourne
15 September 2023

HOST-PLUS PTY. LIMITED
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Notes	2023 \$	2022 \$
Current Assets			
Cash and cash equivalents	6	30,311,304	9,958,416
Receivables	8	5,466,018	2,200,908
Total Current Assets		35,777,322	12,159,324
Non-Current Assets			
Other assets		1	1
Deferred tax assets	7(c)	239,660	-
Total Non-Current Assets		239,661	1
Total Assets		36,016,983	12,159,325
Liabilities			
GST Payable		1,849,979	1,133,813
Current tax liabilities	7(e)	7,024,277	3,307,473
Total Liabilities		8,874,256	4,441,286
Net Assets		27,142,727	7,718,039
Equity			
Contributed equity	4	600	600
Risk premium reserve	2(d), 4	27,142,127	7,717,439
Total Equity		27,142,727	7,718,039

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 2023

	Notes	2023 \$	2022 \$
Income from ordinary activities			
Trustee services income	2(d)	1,958,891	3,178,331
Risk premium charge	2(d)	27,724,830	11,024,912
Interest on cash at bank		56,647	-
Total income from ordinary activities		29,740,368	14,203,243
Expenses			
Salaries and wages		1,506,520	1,493,420
Trustee expenses		452,371	1,684,911
Finance charges		22,345	-
Total expenses		1,981,236	3,178,331
Profit from ordinary activities before income tax		27,759,132	11,024,912
Income tax expense relating to ordinary activities	7(a)	(8,334,444)	(3,307,473)
Profit from ordinary activities after income tax expense		19,424,688	7,717,439
Other comprehensive income		-	-
Total comprehensive income		19,424,688	7,717,439

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 2023

	Notes	2023 \$	2022 \$
		<u> </u>	<u> </u>
Cash flows from operating activities			
Risk premium charge received		27,218,853	9,957,817
Interest received		56,647	-
Finance charges		(22,345)	-
Income tax paid		(6,900,267)	-
Net cash inflow from operating activities	6	<u>20,352,888</u>	<u>9,957,817</u>
Cash flows from investing activities			
Payment of investments		-	-
Net cash outflow from investing activities		<u>-</u>	<u>-</u>
Net increase/(decrease) in cash held		20,352,888	9,957,817
Cash and cash equivalents at beginning of year		9,958,416	599
Cash and cash equivalents at end of year	6	<u>30,311,304</u>	<u>9,958,416</u>

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 2023

	Notes	2023	2022
		\$	\$
		<u>Contributed Equity</u>	<u>Risk Premium Reserve</u>
		<u>Contributed Equity</u>	<u>Risk Premium Reserve</u>
Total equity at the beginning of the financial year		600	7,717,439
Total comprehensive income for the year		-	19,424,688
Total comprehensive income		<u>600</u>	<u>19,424,688</u>
Transactions with equity holders in their capacity as equity holders		-	-
Total equity at the end of the financial year	4	<u>600</u>	<u>27,142,127</u>
		<u>600</u>	<u>7,717,439</u>

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 2023

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 15 September 2023. The directors of the Company have the power to amend and reissue the financial statements.

NOTE 2. STATEMENT OF SIGNIFICANT 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 Company's 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

Income is measured at the fair value of the consideration received or receivable.

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.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 2. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(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

There are no standards, interpretations or amendments to existing standards that are effective for the first time for the year ending 30 June 2023 that would be expected to have a material impact on the Company.

Certain new accounting standards and interpretations have been published that are not mandatory for the 30 June 2023 financial year and have not been early adopted by the Company. These standards and interpretations are not expected to have a material impact on 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.

Judgment 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

Receivable are recognised at the amounts receivable, which approximate 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.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 2. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(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.

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 applicable GST incurred by the Company that is not recoverable from the Australian Taxation Office, has been 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 non-indemnified liabilities that may arise in respect of the risk 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 \$1,228,307,034 as at 30 June 2023 (2022: \$874,360,352). The assets of the Fund were sufficient to discharge all of its liabilities at 30 June 2023 and 2022.

Liabilities of the Trust not recorded in the financial statements of the Company were \$2,423,480,049 as at 30 June 2023 (2022: \$3,209,451,198). The assets of the Trust were sufficient to discharge all of its liabilities at 30 June 2023 and 2022.

As at 30 June 2023, the Company has liabilities from acting in its own right of \$8,874,256 (2022: \$4,441,286).

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 4. EQUITY

	<u>2023</u>	<u>2022</u>
	\$	\$
300 "A" and 300 "AA" ordinary shares each fully paid (2022: 300 "A" and 300 "AA" ordinary shares each fully paid)	600	600
Risk Premium Reserve	27,142,127	7,717,439
	<u>27,142,727</u>	<u>7,718,039</u>

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.

NOTE 5. AUDITORS' REMUNERATION

	<u>2023</u>	<u>2022</u>
	\$	\$
Remuneration paid or payable for services provided by the auditor, PricewaterhouseCoopers		
- Audit of Financial Statements	19,859	17,559
- Other Assurance Services	8,808	8,303
- Other Services - Consulting	15,300	55,000
	<u>43,967</u>	<u>80,862</u>

Auditor's remuneration is paid by the Fund.

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:

	<u>2023</u>	<u>2022</u>
	\$	\$
Cash and cash equivalents	30,311,304	9,958,416
Reconciliation of profit/(loss) to net cash inflow/(outflow) from operating activities		
Profit/(loss) for the year after income tax	19,424,688	7,717,439
Adjustments for:		
(Increase) / decrease in current receivables	(3,265,110)	(2,138,838)
Increase / (decrease) in GST payable	716,166	1,071,743
Increase / (decrease) in deferred tax liabilities	(239,660)	-
Increase / (decrease) in current tax liabilities	3,716,804	3,307,473
Net cash inflow/(outflow) from operating activities	<u>20,352,888</u>	<u>9,957,817</u>

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 7. INCOME TAX

Major components of income tax expense are:

	2023	2022
	\$	\$
(a) Recognised in the statement of comprehensive income:		
Current tax	8,254,557	3,307,473
Deferred tax	(239,660)	-
Adjustments in respect of income tax of previous years:		
Current tax	-	-
Deferred tax	319,547	-
	8,334,444	3,307,473
(b) Reconciliation between income tax expense to prima facie tax payable:		
Profit/(loss) from operating activities for the period before income tax	27,759,132	11,024,912
Income tax expense at 30% (2022: 30%)	(8,327,740)	(3,307,473)
Timing differences between tax and accounting	319,547	-
Tax effect of amounts which are not deductible in calculating taxable income:		
Non-deductible expenses	(6,704)	-
(Under)/Over provision prior year	(319,547)	-
Income tax benefit/(expense)	(8,334,444)	(3,307,473)
(c) Deferred Tax Assets		
The balance comprises temporary differences attributable to:		
Capital expenditure items	(239,660)	-
	(239,660)	-
(d) Franking Credits		
Franking credits available for subsequent reporting periods based on a tax rate of 30% (2022: 30%)	11,881,579	3,307,473
	11,881,579	3,307,473

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 liability of \$7,024,277 (2022: \$3,307,473) represents the amount of income tax payable in respect of current and prior periods.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 8. RECEIVABLES

	2023	2022
	\$	\$
GST Receivable	17,972	31,321
Risk Premium Charge	5,448,046	2,169,587
	5,466,018	2,200,908

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.

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').

(b) Board of Directors and remuneration

Directors and Alternate Directors of the Trustee during the financial year were as follows:

Independent	Member nominated by United Workers Union	Employer nominated by AHA
D Frawley (Chair) ^(b)	T Lyons (Deputy Co-Chair)	C Laundry (Deputy Co-Chair)
A Grayson	I Beynon	D Attenborough
J Whiting	G Bullock	D Gibson
	B Myers ^(a)	B Kearney ^(a)

^(a) Alternate Director

^(b) Appointed, effective 1 July 2022

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 \$15,219,299 (2022: \$6,031,296) and investors of the Trust for the year is \$15,278,014 (2022: \$6,096,107).

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 9. RELATED PARTIES (continued)

(b) Board of Directors and remuneration (continued)

Year ended 30 June 2023

Name	Director Fee (Salary) (\$)	Parking benefits (\$)	Superannuation (\$)	Termination benefits (\$)	Total (\$)
Independent					
D Frawley	191,070	-	27,500	-	218,570
A Grayson	129,443	-	19,417	-	148,860
J Whiting	147,169	-	22,075	-	169,244
Employer nominated					
C Laundry	135,086	-	20,263	-	155,349
D Attenborough	123,003	-	18,450	-	141,453
D Gibson	136,225	-	20,434	-	156,659
B Kearney	20,747	-	3,112	-	23,859
Member nominated					
T Lyons	166,034	-	24,905	-	190,939
I Beynon ^(a)	105,277	-	15,792	-	121,069
G Bullock ^(a)	87,551	-	13,133	-	100,684
B Myers ^(a)	69,421	-	10,413	-	79,834
Total	1,311,026	-	195,494	-	1,506,520

^(a) The Director Fee (Salary) in relation to the services provided by this Director is paid to their nominating association United Workers Union.

Year ended 30 June 2022

Name	Director Fee (Salary) (\$)	Parking benefits (\$)	Superannuation (\$)	Termination benefits (\$)	Total (\$)
Independent					
D Elmslie	191,070	10,013	27,500	-	228,583
A Grayson	129,443	-	19,417	-	148,860
J Whiting	147,169	-	22,075	-	169,244
Employer nominated					
C Laundry	126,577	-	18,986	-	145,563
D Attenborough	123,003	-	18,450	-	141,453
D Gibson	138,537	-	20,781	-	159,318
B Kearney	20,747	-	3,112	-	23,859
Member nominated					
T Lyons	166,034	-	24,905	-	190,939
I Beynon ^(a)	105,277	-	15,792	-	121,069
G Bullock ^(a)	58,367	-	8,755	-	67,122
B Myers ^(a)	81,373	-	12,206	-	93,579
R Buckler	11,996	-	1,799	-	13,795
Total	1,299,593	10,013	193,778	-	1,503,384

^(a) The Director Fee (Salary) in relation to the services provided by this Director is paid to their nominating association United Workers Union.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 9. RELATED PARTIES (continued)

(c) Group Executive management and remuneration

Key management personnel of Hostplus as at 30 June 2023 included the following Group Executives:

Name of Executive	Role
D Elia	Chief Executive Officer (CEO)
K Cantwell	Group Executive - Administration Optimisation, Service & Insurance
S Fuller	Group Executive - Legal & Compliance
U Mecchi	Group Executive - Marketing, Corporate Affairs, Stakeholder Management, Policy & Advocacy
J Muir	Chief Risk Officer
S Sicilia	Chief Investment Officer
N Strickland	Group Executive - People, Performance & Culture
L Tassone	Group Executive - Finance, Technology & Investment Operations
P Watson	Group Executive - Member Experience
S Wilkinson	Group Executive - Strategy & Transformation

Remuneration of Group Executive management paid and payable by Hostplus is set out in the following tables:

Year ended 30 June 2023

Name	Date commenced	Date change in position	Salary	Short-term incentives	Parking benefits	Super-annuation	Termination benefits	Total
			(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
D Elia	15/03/1999		1,028,576	492,069	10,373	27,500	-	1,558,518
N Brouwer	21/11/2016	25/01/2023 ^(a)	225,700	-	5,905	16,188	-	247,793
K Cantwell	10/10/2016		300,938	103,332	10,373	27,500	-	442,143
S Fuller	06/02/2023	06/02/2023 ^(b)	91,406	-	4,189	8,858	-	104,453
U Mecchi	07/02/2022		375,997	-	10,373	27,500	-	413,870
J Muir	04/04/2022	26/01/2023 ^(c)	160,462	-	3,425	11,846	-	175,733
S Sicilia	31/03/2008		760,000	488,973	10,373	27,500	-	1,286,846
N Strickland	17/02/2014		326,640	108,388	10,373	27,500	-	472,901
L Tassone	19/08/2013	10/11/2022 ^(d)	402,118	142,114	10,373	27,500	-	582,105
P Watson	21/03/2011		423,166	162,391	10,373	27,500	-	623,430
S Wilkinson	16/11/2015		369,610	138,599	10,373	27,500	-	546,082
Total			4,464,613	1,635,866	96,503	256,892	-	6,453,874

^(a) Resignation

^(b) Appointed as Group Executive - Legal & Compliance

^(c) Appointed as Chief Risk Officer

^(d) Position changed from Group Executive - Finance & Technology to Group Executive - Finance, Technology & Investment Operations

In addition to the remuneration outlined in the table above, N Strickland cashed-out accrued leave entitlements equal to \$12,663 and N Brouwer was paid-out accrued leave entitlements equal to \$105,686 upon resignation.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 9. RELATED PARTIES (continued)

(c) Group Executive management and remuneration (continued)

Year ended 30 June 2022

Name	Date commenced	Date change in position	Salary	Short-term incentives	Parking benefits	Super-annuation	Termination benefits	Total
			(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
D Elia	15/03/1999		978,636	323,863	10,013	27,500	-	1,340,012
M Abramovich	01/06/2021	25/02/2022 ^(a)	374,016	-	6,584	24,856	-	405,456
N Brouwer	21/11/2016	21/02/2022 ^(b)	223,156	43,286	3,566	27,500	-	297,508
K Cantwell	10/10/2016	02/05/2022 ^(c)	285,515	37,578	10,013	27,500	-	360,606
U Mecchi	07/02/2022	07/02/2022 ^(d)	136,610	-	3,950	11,106	-	151,666
S Sicilia	31/03/2008		723,005	354,812	10,013	27,500	-	1,115,330
N Strickland	17/02/2014		250,836	40,749	10,013	27,500	-	329,098
L Tassone	19/08/2013		363,750	57,118	10,013	27,500	-	458,381
P Watson	21/03/2011		401,798	61,877	10,013	27,500	-	501,188
S Wilkinson	16/11/2015	01/07/2021 ^(e)	350,779	56,730	10,013	27,500	-	445,022
Total			4,088,101	976,013	84,191	255,962	-	5,404,267

^(a) Parental leave contract position ended

^(b) Returned from parental leave

^(c) Position changed from Group Executive - Administration Optimisation to Group Executive - Administration Optimisation, Service & Insurance

^(d) Appointed as Group Executive – Marketing, Corporate Affairs, Stakeholder Management, Policy & Advocacy

^(e) Position changed from Group Executive - Strategy, Transformation & Services to Group Executive - Strategy & Transformation

In addition to the remuneration outlined in the table above, N Brouwer and N Strickland cashed-out accrued leave entitlements equal to \$5,738 and \$11,739, respectively.

(d) Chief Executive Officer remuneration

Hostplus believes that remuneration of its employees should:

- facilitate the delivery of superior long-term results for its members;
- promote sound risk management principles;
- support corporate values and desired culture;
- attract, retain, motivate and align the talent it needs to achieve its business goals;
- reinforce leadership, accountability, teamwork and innovation; and
- align with the contribution and performance of the business, teams and individuals.

The Chairman, on behalf of the Board, conducts the performance assessment of the Chief Executive Officer, having regard to objectives set in the previous year including setting objectives for the coming year. This is discussed with the Board as a whole in the absence of the Chief Executive Officer. Feedback is subsequently communicated to the Chief Executive Officer.

In accordance with its Terms of Reference, Chief Executive Officer remuneration related matters are considered by the Board's People and Remuneration Committee before approval by the Board. Remuneration reviews have regard to general market conditions, with a focus on what is happening within the financial services sector, including the superannuation sector. Base or fixed salary reviews for the Chief Executive Officer occur annually with amendments payable from 1 July.

For the year ended 30 June 2023, the CEO's total remuneration was equal to \$1,558,518 which compares to the full-time equivalent remuneration earned by other Hostplus employees as follows:

- the 25th percentile Hostplus employee earned \$100,695 during the year ended 30 June 2023, which is 15.5 times less than the CEO's remuneration;
- the median Hostplus employee earned \$138,000 during the year ended 30 June 2023, which is 11.3 times less than the CEO's remuneration; and
- the 75th percentile Hostplus employee earned \$178,448 during the year ended 30 June 2023, which is 8.7 times less than the CEO's remuneration.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 9. RELATED PARTIES (continued)

(e) Directors' attendance at Board and Committee meetings

Year ended 30 June 2023

Director/ Alternate Director	Full Board Meeting of Directors		Meeting of Committees													
			Audit		Risk & Compliance		Claims Review		People & Remuneration		Special Invest- ments Group		Operations		Nominations and Board Renewal Committee	
			A	B	A	B	A	B	A	B	A	B	A	B	A	B
Directors																
D Frawley	8	8	-	-	-	-	-	-	3	4	4	4	-	-	2	2
J Whiting	8	8	4	4	3	3	-	-	-	-	-	-	-	-	-	-
A Grayson	8	8	-	-	-	-	-	-	-	-	-	-	5	5	-	-
D Gibson	8	8	-	-	-	-	-	-	4	4	4	4	-	-	-	-
C Laundy	8	8	-	-	-	-	-	-	-	-	4	4	5	5	1	2
D Attenborough	8	8	4	4	3	3	-	-	-	-	-	-	-	-	-	-
T Lyons	7	8	4	4	2	3	-	-	-	-	2	4	-	-	2	2
G Bullock	7	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I Beynon	8	8	-	-	-	-	-	-	4	4	-	-	-	-	-	-
Alternate Directors																
B Myers	2	-	-	-	-	-	18	19	-	-	-	-	5	5	-	-
B Kearney	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Observers																
D Frawley	-	-	2(*)	-	2(*)	-	-	-	-	-	-	-	2(*)	-	-	-
B Myers	5(#)	-	-	-	-	-	-	-	-	-	2(*)	-	-	-	-	-
G Bullock	-	-	-	-	-	-	-	-	-	-	1(*)	-	-	-	-	-
B Kearney	8(#)	-	-	-	-	-	-	-	-	-	1(*)	-	-	-	-	-
D Attenborough	-	-	-	-	-	-	-	-	-	-	2(*)	-	5(*)	-	2(*)	-
J Whiting	-	-	-	-	-	-	-	-	-	-	4(*)	-	-	-	-	-
I Beynon	-	-	-	-	-	-	-	-	-	-	1(*)	-	1(*)	-	-	-
A Grayson	-	-	-	-	-	-	-	-	-	-	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.

HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

NOTE 9. RELATED PARTIES (continued)

(e) Directors' attendance at Board and Committee meetings (continued)

Year ended 30 June 2022

Director/ Alternate Director	Full Board Meeting of Directors		Meeting of Committees														
			Audit		Risk & Complia- -nce		Claims Review		People & Remunerat- -ion		Special Investments Group		Operations		Nominations and Board Renewal Committee		
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	
Directors																	
D Elmslie	7	7	-	-	-	-	-	-	4	4	7	8	-	-	3	3	
J Whiting	7	7	3	3	3	3	-	-	-	-	-	-	-	-	-	-	
A Grayson	7	7	-	-	-	-	-	-	-	-	-	-	3	4	-	-	
D Gibson	6	7	-	-	-	-	-	-	4	4	8	8	-	-	-	-	
C Laundry	7	7	-	-	-	-	-	-	-	-	3	6	4	4	3	3	
D Attenborough	7	7	3	3	3	3	-	-	-	-	-	-	-	-	-	-	
T Lyons	7	7	2	3	2	3	-	-	-	-	7	8	-	-	3	3	
B Myers	3	7	-	-	-	-	-	-	-	-	-	-	4	4	-	-	
G Bullock	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
I Beynon	6	7	-	-	-	-	-	-	4	4	-	-	-	-	-	-	
Alternate Directors																	
R Buckler	-	-	-	-	-	-	9	9	-	-	-	-	-	-	-	-	
B Myers	1	-	-	-	-	-	16	16	-	-	-	-	-	-	-	-	
B Kearney	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Observers																	
D Elmslie	-	-	3(*)	-	3(*)	-	-	-	-	-	-	-	-	-	-	-	
C Laundry	-	-	-	-	-	-	-	-	1(*)	-	-	-	-	-	-	-	
B Myers	3(#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
R Buckler	1(#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
G Bullock	-	-	-	-	-	-	-	-	-	-	1(*)	-	-	-	-	-	
B Kearney	5(#)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
D Attenborough	-	-	-	-	-	-	-	-	1(*)	-	5(*)	-	3(*)	-	2(*)	-	
J Whiting	-	-	-	-	-	-	-	-	-	-	3(*)	-	-	-	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.

**HOST-PLUS PTY. LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023**

NOTE 9. RELATED PARTIES (continued)

(f) Transactions with Directors, Management Personnel and Shareholders

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

Trustee Directors		Executive members	
Imogen Beynon	Timothy Lyons	David Elia	Sam Sicilia
Gary Bullock	Beverley Myers	Kelly Cantwell	Natalie Strickland
Brian Kearney		Sharon Fuller	Lewis Tassone
		Umberto Mecchi	Paul Watson
		Jason Muir	Stuart Wilkinson

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 \$608,617 (2022: \$694,072) and United Workers Union \$247,727 (2022: \$400,000), 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 \$1,468 (2022: \$177) and United Workers Union \$nil (2022: \$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 \$56,231 (2022: \$51,777), excluding GST in relation to all lease expenditures.

NOTE 10. SUBSEQUENT EVENTS

No 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 2023 or in the results of the operations and the cash flows for the year ended 30 June 2023.

**HOST-PLUS PTY. LIMITED
DIRECTORS' DECLARATION**

In the directors' opinion:

- (a) the financial statements and notes set out on pages 4 to 19 are in accordance with the *Corporations Act 2001*, including:
- (i) complying with Accounting Standards and other mandatory professional reporting requirements and the Corporations Regulations 2001; and
 - (ii) giving a true and fair view of the Company's financial position as at 30 June 2023 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) the attached financial statements and notes thereto comply with International Financial Reporting Standards, as stated in Note 2(a) to the financial statements.


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

On behalf of the Directors

DIRECTOR



DIRECTOR



Melbourne
15 September 2023



Independent auditor's report

To the members of Host-Plus Pty. Limited

Our opinion

In our opinion:

The accompanying financial report of Host-Plus Pty. Limited (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 2023 and of its financial performance for the year then ended
- (b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

What we have audited

The financial report comprises:

- the statement of financial position as at 30 June 2023
- the statement of comprehensive income for the year then ended
- the statement of changes in equity for the year then ended
- the statement of cash flows for the year then ended
- the notes to the financial statements, which include significant accounting policies and other explanatory information
- the directors' declaration.

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

Independence

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 & 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.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Directors' Report for the year ended 30 June 2023, but does not include the financial report and our auditor's report thereon.

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

PricewaterhouseCoopers, ABN 52 780 433 757
2 Riverside Quay, SOUTHBANK VIC 3006, GPO Box 1331, MELBOURNE VIC 3001
T: 61 3 8603 1000, F: 61 3 8603 1999

Liability limited by a scheme approved under Professional Standards Legislation.

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 on the other information that we obtained prior to the date of this auditor's report, 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 ability of the Company to continue as a going concern, disclosing, as applicable, matters related 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 the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



PricewaterhouseCoopers



George Sagonas
Partner

Melbourne
15 September 2023