# Register of Relevant Conflicts of Interests and Duties

## as at [31 August 2026]

## 1. Background

Togethr Trustees Pty Ltd (the Trustee) acknowledges that the proper management of conflicts is important in protecting members' interests.

Conflicts must also be managed in order to comply with fiduciary responsibilities, relevant legal obligations and appropriate standards of corporate governance.

The Conflicts Management Policy (the Policy) documents a framework for managing situations that give rise to actual, potential and perceived conflicts of interest and duty for the Trustee, its Directors, Responsible Persons, employees and representatives. This requires early identification of conflicts and the effective use of strategies to disclose, control or avoid the conflict, in order to mitigate or manage the risk that a conflict may adversely affect the beneficiaries of the Equipsuper Superannuation Fund (the Fund).

## 2. Scope of the Register

In accordance with the Policy, the Register of Relevant Conflicts of Interests and Duties (the Register) records relevant interests and duties of each Director and Responsible Person of the Trustee, which might reasonably be considered to have, or the potential to have, a material impact on the capacity of the Trustee, the Director or the Responsible Person, to act in a manner that is consistent with the best financial interests of the beneficiaries of the Fund.

The Register captures relevant interests and duties in respect of the Trustee and associated companies.

## 3. Defining a Conflict

The Trustee considers two main types of conflicts.

A conflict of ***duty*** arises when the Trustee, or one of its Directors, Responsible Persons, employees or representatives owes a duty to another person or entity that may conflict with the duty owed to the beneficiaries of the Fund (i.e., competing loyalties).

A conflict of ***interest*** arises when a personal interest of the Trustee, or one of its Directors, Responsible Persons, employees or representatives, diverges or may diverge from the best financial interests of the beneficiaries of the Fund. Interests also include gifts, emolument or benefits, whether pecuniary or non-pecuniary. Gifts are recorded in the Gifts, Benefits and Hospitality Register and would be recorded in this register once they meet the materiality threshold of being considered 'relevant' (as covered below in section 5).

For example, a ***conflict of duty*** could arise if a Director of the Trustee is also a Director of a service provider to the Fund. A ***conflict of interest*** could arise if a Director stands to gain financially from a particular decision made by the Trustee.

The Trustee recognises that conflicts can exist between a number of other scenarios, i.e., competing interests, competing duties, duty versus interest, etc.

Conflicts may be:

a) ***Actual*** – conflicts that already exist;
b) ***Potential*** – conflicts that may arise in future or in certain circumstances; or
c) ***Perceived*** – conflicts where others may envision a conflict, even though technically one does not exist. For example, where a third party, who may not be privy to all relevant information to the situation at hand, may perceive that a conflict exists.

The assessment made in Column 4 of the Register refers to these definitions.

## 4. Conflict Management Strategies

The Trustee has developed a number of main strategies, that may be used individually or in combination, which are:

a) ***Disclosure*** – certain conflicts can be managed through the use of clear, concise and effective disclosure of the conflict.

b) ***Control*** – conflicts that are inherent in some business structures or transactions, can be managed through the use of effective controls. An effective control is one that prevents the conflict from compromising the quality or integrity of decision-making, compliance with relevant laws or the services provided to members of the Funds. For example, the use of information barriers.

c) ***Avoidance*** – if a conflict were of such significance that it could not be managed through controls and must be avoided through non-appointment or resignation of an individual.

All conflicts arising in relation to matters being considered at Board and Board Committee meetings will be recorded in the minutes of the meeting, along with commentary on how the conflict was managed. For example, "Before the item was discussed Mr [Director] noted his [potentially conflicted] role and Mr [Director] abstained from the Board's discussion on the [matter]."

## 5. Materiality of the Conflict

The Register identifies all material conflicts of relevant interests and duties.

In making a materiality assessment, the Trustee Board has determined that the conflict has an actual, potential or perceived impact on the capacity of the Trustee, the Director, the Responsible Person, the employee or the representative, to act in the best financial interests of the beneficiaries of the Fund.

In determining materiality, the Trustee considers:

a) ***Relevant duties*** – whether the relevant duty could have a significant impact on the capacity of the Trustee, Director, Responsible Person, employee or representative to exercise independent judgement and act in a manner that is consistent with prioritising the best financial interests of beneficiaries of the Fund when making decisions about the entity to which the conflicting duty is owed.

b) ***Relevant interests***[1] – an investment held by a Designated Person in an entity in which the Fund has a direct and substantial holding (i.e. the Fund owns more than 5% of the issued capital) excluding ASX listed investment products and which is directly held by or on behalf of a Designated Person, or controlled by a Designated Person or their Associate, or held through a company or trust (including an SMSF or family trust) where a Designated Person or their Associate are a beneficiary, other material benefits, and/or contractual arrangements. Irrespective of the monetary value, an interest will be material if the Trustee Board considers it likely that a reasonable person would believe that he or she could be influenced by the interest.

For further guidance on materiality, please refer to the Policy.

[1] *an interest includes any direct shareholding or other ownership interest, right or entitlement and excludes ASX listed investment products.*

# Register of Relevant Interests and Duties

| TRUSTEE DIRECTORS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Michael Cameron \| Independent Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Chair<br>• Member, Audit and Finance Committee<br>• Member, Risk and Compliance Committee<br>• Member, Governance and Culture Committee<br><br>Togethr Holdings Pty Ltd<br>• Chair | | Chair, Resolution Capital Limited (ASX:RCAP)<br><br>Director, Foray Enterprises Pty Limited (Holding company of Resolution Capital) | Potential | Resolution Capital are one of the external Investment Managers engaged by the Trustee to manage member assets on a discretionary basis. Management of capital allocations to existing managers are approved by the CIO.<br><br>Mr Cameron is not a member of the Trustee's Investment Committee.<br><br>Mr Cameron is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee for his own or others' advantage. |
| | Director, Always Turn Left Pty Limited (Cameron Family Superannuation Fund) | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Cameron is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee for his own or others' advantage.<br><br>Always Turn Left Pty Limited may hold a portfolio of ASX listed investments. |
| | Director, Cameron 47 Pty Limited (Cameron Family Trust) | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Cameron is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee for his own or others' advantage.<br><br>Cameron 47 Pty Limited may hold a portfolio of ASX listed investments. |

| TRUSTEE DIRECTORS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Penny Davy-Whyte \| Independent Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Chair, Stakeholder Engagement and Innovation Committee<br>• Member, Risk and Compliance Committee | | Director, Davy Whyte and Sons Pty Ltd | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Davy-Whyte is very conscious of her duties not to improperly use information gained in the course of her role as a Director on the Board of the Trustee for her own or others' advantage.<br>Davy Whyte and Sons Pty Ltd may hold a portfolio of ASX listed investments. |
| Togethr Holdings Pty Ltd<br>• Director | | Director, S&P Investments (NSW) Pty Ltd | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Davy-Whyte is very conscious of her duties not to improperly use information gained in the course of her role as a Director on the Board of the Trustee for her own or others' advantage.<br><br>S&P Investments (NSW) Pty Ltd may hold a portfolio of ASX listed investments. |
| | | Director, The Tilt Agency Pty Ltd | Potential | The Trustee does not have a connection with The Tilt Agency.<br><br>A conflict could arise in the event that the Trustee were to consider engaging the services of The Tilt Agency. The conflict would be controlled by Ms Davy-Whyte declaring the conflict to the Board and abstaining from discussions and voting regarding the decision and appointment. |
| | Member, AustralianSuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Davy-Whyte has no capacity to influence the decisions of the trustee of the AustralianSuper Superannuation Fund. |

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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Deidre Wroth \| Independent Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Chair, Investment Committee<br>• Member, Governance and Culture Committee | Member, AMP Signature Super | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, smartMonday | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| Togethr Holdings Pty Ltd<br>• Director | Member, Plum Super | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| **David Doolan \| Employer Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Chair, Risk and Compliance Committee<br>• Member, Investment Committee<br><br>Togethr Holdings Pty Ltd<br>• Director | | Rio Tinto Services Limited (Rio) | Perceived | Rio is a contributing employer to the Fund and the nominating source for Mr David Doolan's appointment as an Employer Director.<br><br>Mr David Doolan is not employed by Rio and does not receive any benefits from Rio in connection with being a Rio nominated Employer Director.<br><br>Rio does not receive any different treatment than other contributing employers. Rio would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees.<br><br>Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, Equip Super Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Family members are members of the Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |

| TRUSTEE DIRECTORS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Julian Widdup \| Member Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Chair, Audit and Finance Committee<br>• Member, Investment Committee<br><br>Togethr Holdings Pty Ltd<br>• Director | | Director, Rural Funds Management Limited and related entities including Rural Funds Group (ASX:RFF) | Potential | RFF is a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>RFF does not receive any different treatment than other contributing employers. RFF would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees.<br><br>External Investment Managers engaged by the Trustee are authorised to manage member assets on a discretionary basis. The investment activities of the Investment Managers will include trading in ASX Investment Products.<br><br>Investment Committee members have no capacity to influence the investment decisions of Investment Managers, other than to approve the Excluded Activities List. |
| | | Director, Australian Catholic University Limited | Potential | Australian Catholic University Limited are a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>Australian Catholic University Limited does not receive any different treatment than other contributing employers. Australian Catholic University Limited would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees. |
| | | Director, Catholic Schools NSW Limited | Potential | Catholic Schools NSW are a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>Catholic Schools NSW does not receive any different treatment than other contributing employers. Catholic Schools NSW would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees. |
| | | Director, Australian Catholic Safeguarding Limited | Potential | Australian Catholic Safeguarding are or could potentially be a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>Australian Catholic Safeguarding does not receive any different treatment than other contributing employers. Australian Catholic Safeguarding would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees. |

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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | Audit Committee Member, Cultural Facilities Corporation | Potential | Cultural Facilities Corporation is an ACT Government Authority and a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>Cultural Facilities Corporation and ACT Government do not receive any different treatment than other contributing employers. Cultural Facilities Corporation would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees. |
| | | Sessional academic, Australia National University | Potential | Australia National University are a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>Australia National University does not receive any different treatment than other contributing employers. Australia National University would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees. |
| | | Director, FPL Partnership Pty Limited, FPL Strategies Pty Limited and subsidiary and related entities (FPL Entities) | Potential | The Trustee does not have a connection with FPL Entities.<br><br>If the Trustee's Investment Committee were to consider any directly held asset investment opportunities in which FPL Entities holds a material investment, or in which FPL Entities was also seeking to invest, Mr Widdup would be required to declare this to the Investment Committee. The conflict would then be controlled, most likely through Mr Widdup recusing himself from the Investment Committee's consideration of the investment opportunity and by abstaining from voting on the matter. Mr Widdup is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee and as a member of the Investment Committee for his own or others' advantage.<br><br>FPL entities may hold a portfolio of ASX listed investments. |
| | | Director, Aurum Asset Management Pty Limited and related entities (Aurum Entities) | Potential | The Trustee does not have a connection with Aurum Asset Management or the trusts for which Aurum Asset Management is responsible as a trustee.<br><br>If the Trustee's Investment Committee were to consider any directly held asset investment opportunities in which Aurum Entities holds a material investment, or in which Aurum Entities was also seeking to invest, Mr Widdup would be required to declare this to the Investment |

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| | | | | Committee. The conflict would then be controlled, most likely through Mr Widdup recusing himself from the Investment Committee's consideration of the investment opportunity and by abstaining from voting on the matter.<br><br>Mr Widdup is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee and as a member of the Investment Committee for his own or others' advantage. |
| | | Director, Catholic Risk and Insurance Services Limited | Potential | Catholic Risk and Insurance Services Limited are a contributing employer to the Fund. Disclosure is an effective strategy to manage any perception of conflict.<br><br>Catholic Risk and Insurance Services Limited does not receive any different treatment than other contributing employers. Catholic Risk and Insurance Services Limited would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, UniSuper | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Widdup has no capacity to influence the decisions of the trustee of the UniSuper. |
| | Member, Public Sector Superannuation Scheme (PSS) | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Mr Widdup has no capacity to influence the decisions of the Commonwealth Superannuation Corporation, as trustee and administrator of the PSS. |

| TRUSTEE DIRECTORS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Simone Thompson \| Member Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Member, Risk and Compliance Committee<br>• Member, Investment Committee<br><br>Togethr Holdings Pty Ltd<br>• Director | | Director, CSF Pty Ltd (CSF) | Potential | In the event of any potential or actual conflict between the directors' duties to the Trustee and the directors' duties to CSF, the Board will determine whether a sub-Board made up of the non-CSF directors needs to be created to manage the conflict. |
| | Owner, ST Consult Pty Ltd (100%) | Director, ST Consult Pty Ltd | Potential | ST Consult Pty Ltd (ST Consult) clients may include other superannuation fund trustees, fund promoters, fund administrators and other financial services professionals.<br><br>A conflict could arise in the event that a superannuation fund trustee approaches ST Consult for professional service . The conflict would be controlled by Ms Thompson declaring the conflict to the Trustee Board and abstaining from discussions and voting regarding a management strategy for the conflict.<br><br>Ms Thompson is very conscious of her duties not to improperly use or share information gained in the course of her role as a Director on the Board of the Trustee and as a member of the Investment Committee for her own advantage as a consultant to other clients. |
| | Shareholder (10%), True Oak Investments Pty Ltd (True Oak) | Director, True Oak | Perceived | The Trustee does not have a connection with True Oak.<br><br>If the Trustee's Investment Committee were to consider any directly held asset investment opportunities in which True Oak holds a material investment, or in which Troe Oak was also seeking to invest, Ms Thompson would be required to declare this to the Investment Committee. The conflict would then be controlled, most likely through Ms Thompson recusing herself from the Investment Committee's consideration of the investment opportunity and by abstaining from voting on the matter. Ms Thompson is very conscious of her duties not to improperly use information gained in the course of her role as a Director on the Board of the Trustee and as a member of the Investment Committee for her own or others' advantage. |
| | Thompson Family Trust | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Thompson is very conscious of her duties not to improperly use or share information gained in the course of her role as a Director on the Board of the Trustee for her own or others' benefit.<br><br>The Thompson Family Trust may hold a portfolio of ASX listed investments. |

| TRUSTEE DIRECTORS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, Australian Ethical Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Ms Thompson has no capacity to influence the decisions of the trustee of the Australian Ethical Superannuation Fund. |
| **John Comito \| Employer Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Member, Audit and Finance Committee<br>• Member, Stakeholder Engagement and Innovation Committee<br><br>Togethr Holdings Pty Ltd<br>• Director | Catholic Archdiocese of Melbourne | | Perceived | Catholic Archdiocese of Melbourne operates a network of academic faculties and agencies and is a contributing employer to the Fund and the nominating source for Mr John Comito's appointment as an Employer Director.<br>Catholic Archdiocese of Melbourne does not receive any different treatment than other contributing employers.<br>Catholic Archdiocese of Melbourne would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees.<br>Disclosure is an effective strategy to manage any perception of conflict. |
| | | Director, Catholic Development Fund Executive Chair, Property Optimisation Committee | Perceived | The Catholic Development Fund and the Property Optimisation Committee are related agencies of the Catholic Archdiocese of Melbourne.<br>Disclosure is an effective strategy to manage any perception of conflict. |
| | Director, JSC Retirement Pty Ltd atf John and Silvia Comito SMSF | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Mr Comito is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee for his own or others' advantage.<br>JSC Retirement Pty Ltd may hold a portfolio of ASX listed investments. |

| TRUSTEE DIRECTORS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Director, Comito Investments Pty Ltd atf John and Silvia Comito Family Trust | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Comito is very conscious of his duties not to improperly use information gained in the course of his role as a Director on the Board of the Trustee for his own or others' advantage.<br><br>Comito Investments Pty Ltd may hold a portfolio of ASX listed investments. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, AustralianSuper Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Comito has no capacity to influence the decisions of the trustee of the AustralianSuper Fund. |
| **Robert Purcell \| Employer Director** | | | | |
| Togethr Trustees Pty Ltd<br><br>Togethr Holdings Pty Ltd<br>• Director | | Toyota Motor Corporation Australia (Toyota) | Perceived | Toyota is a contributing employer to the Fund and the nominating source for Mr Rob Purcell's appointment as an Employer Director.<br><br>Mr Rob Purcell is employed by Toyota and does not receive any benefits from Toyota in connection with being a Toyota nominated Employer Director.<br><br>Toyota does not receive any different treatment than other contributing employers. Rio would have its own processes to manage any potential conflicts in the process of choosing a default superannuation fund for its employees.<br><br>Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |

| TRUSTEE DIRECTORS | | | | |
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| | Family members are members of the Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, AustralianSuper | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| **Sharife Rahmani \| Member Director** | | | | |
| Togethr Trustees Pty Ltd<br>• Chair, Governance and Culture Committee<br>• Member, Stakeholder Engagement and Innovation Committee | | Chief Executive Regulation, Coal LSL | Perceived | The Trustee does not have a connection with Coal LSL.<br>Disclosure is an effective strategy to manage any perception of conflict until there is an association with the Trustee. In that case, Mr Rahmani would need to disclose a potential or actual conflict and refrain from participating in relevant discussions and decisions. |
| Togethr Holdings Pty Ltd | | Board Member, Awesome Newcastle (NFP) | Perceived | Awesome Newcastle is a community grant-making organisation.<br>Disclosure is an effective strategy to manage any perception of conflict. |
| Director | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, Brighter Super Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Mr Rahmani has no capacity to influence the decisions of the trustee of the Brighter Super Fund. |
| | Member, Public Sector Superannuation Scheme | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Mr Rahmani has no capacity to influence the decisions of the trustee of the Public Sector Superannuation Fund. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Luke Symons** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief Executive Officer<br><br>Togethr Asset Management Pty Ltd<br>• Director<br><br>Togethr Financial Planning Pty Ltd<br>• Director<br><br>Equipsuper Holdings Pty Ltd, Equipsuper Flinders Ports Holdings Pty Ltd, Equipsuper Growth Alternatives Pty Ltd<br>• Director | Employee, Togethr Trustees Pty Ltd | No relevant duties disclosed. | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |
| | | Director, Togethr Financial Planning Pty Ltd (TFP) | Potential | TFP is a related entity of the Trustee.<br><br>A conflict would arise if a Related Party Transaction (RPT) required the transfer of resources, services or obligations between the entities.<br><br>Under these circumstances the conflict would then be controlled by appropriately disclosing the conflict and dealing with the RPT at arm's length by segregating the duties of the TFP directors, whereby one TFP director would be nominated to participate in the decision making on behalf of TFP to safeguard in the interests of TFP Advice Clients and one TFP director would be nominated to negotiate on behalf of the Trustee. To safeguard the best financial interests of the members of the Fund, decision making for the Fund is subject to approval from the Trustee Board.<br><br>Any conflicts will be identified in the Register of Conflicts of Relevant Interests and Duties and will be recorded in the minutes of the meeting. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | | | Mr L Symons is very conscious of his duties not to improperly use information gained in the course of his role as a Responsible Person of the Trustee for his own or others' benefit. |
| | | Director, Togethr Asset Management Pty Ltd (TAM) | Potential | TAM is a related entity of the Trustee.<br><br>A conflict would arise if a Related Party Transaction (RPT) required the transfer of resources, services or obligations between the entities.<br><br>Under these circumstances the conflict would then be controlled by appropriately disclosing the conflict and dealing with the RPT at arm's length by segregating the duties of the TAM directors, whereby one TAM director would be nominated to participate in the decision making on behalf of TAM and one TAM director would be nominated to negotiate on behalf of the Trustee. To safeguard the best financial interests of the members of the Fund, decision making for the Fund is subject to approval from the Trustee Board.<br><br>Any conflicts will be identified in the Register of Conflicts of Relevant Interests and Duties and will be recorded in the minutes of the meeting.<br><br>Mr L Symons is very conscious of his duties not to improperly use information gained in the course of his role as a Responsible Person of the Trustee or its related entities for his own or others' benefit. |
| | Member, Legal Super | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, ANZ Staff Super | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Responsible Financial Services Pty Ltd: spouse is a sole director and shareholder | | Perceived | Responsible Financial Services Pty Ltd provides services to financial services entities<br><br>Disclosure is an effective strategy to manage any perception of conflict. |
| | Left Side Capital: Advisor | | Potential | Left Side Capital is a start-up Sports Fund that looks to invest capital into sports teams and leagues globally. Eg: NLA, NBA, Soccer, Cricket<br><br>No actual conflict has been identified, as the trustee does not invest, and has no current plans to invest in the proposed sports investment fund or its underlying assets.<br><br>If in the future the advisory services provided give rise to potential or perceived conflicts in relation to investment opportunities, industry relationships or reputational matters these risks can be appropriately managed through disclosure, Board approval, ongoing review and, where necessary, step away from decisions if any overlap emerges.<br><br>Regular monitoring will be done through the annual fit and proper assessment process. |
| **Marc Pizzichetta** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief Financial Officer<br><br>Togethr Financial Planning Pty Ltd<br>• Director | Employee, Togethr Trustees Pty Ltd | | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| Togethr Asset Management Pty Ltd<br>• Director<br><br>Equipsuper Holdings Pty Ltd, Equipsuper Flinders Ports Holdings Pty Ltd, Equipsuper Clover Holdings Pty Ltd, Equipsuper Growth Alternatives Pty Ltd<br>• Director<br><br>CSF Social Infrastructure Pty Ltd<br>• Director<br><br>CSF Pty Limited, Company Secretary | Family member: Second Cousin (Associate) works for The Northern Trust Company Melbourne (TNTCM) | | Potential | TNTCM are appointed as Custodian for the Fund.<br><br>Mr Pizzichetta is very conscious of his duties not to improperly use or share confidential information gained in the course of his role as Chief Financial Officer of the Trustee for his own or others' advantage. |
| | | Director, Togethr Financial Planning Pty Ltd (TFP) | Potential | TFP is a related entity of the Trustee.<br><br>A conflict would arise if a Related Party Transaction (RPT) required the transfer of resources, services or obligations between the entities.<br><br>Under these circumstances the conflict would then be controlled by appropriately disclosing the conflict and dealing with the RPT at arm's length by segregating the duties of the TFP directors, whereby one TFP director would be nominated to participate in the decision making on behalf of TFP to safeguard in the interests of TFP Advice Clients and one TFP director would be nominated to negotiate on behalf of the Trustee. To safeguard the best financial interests of the members of the Fund, decision making for the Fund is subject to approval from the Trustee Board.<br><br>Any conflicts will be identified in the Register of Conflicts of Relevant Interests and Duties and will be recorded in the minutes of the meeting.<br><br>Mr M Pizzichetta is very conscious of his duties not to improperly use information gained in the course of his role as a Responsible Person of the Trustee or its related entities for his own or others' benefit. |
| | | Company Secretary, CSF Pty Limited | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Member, AustralianSuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Pizzichetta has no capacity to influence the decisions of the trustee of the AustralianSuper Superannuation Fund. |
| | | Director, CSF Australian Social Infrastructure Pty Ltd | Perceived | A Trustee nominee directorship. Disclosure is an effective strategy to manage any perception of conflict. |
| **Andrew Howard** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief Investment Officer<br><br>Togethr Asset Management Pty Ltd<br>• Director<br><br>Equipsuper Holdings Pty Ltd, Equipsuper Flinders Ports Holdings Pty Ltd, Equipsuper Growth Alternatives Pty Ltd<br>• Director | Employee, Togethr Trustees Pty Ltd | No relevant duties disclosed. | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |
| | | Director, Togethr Asset Management Pty Ltd (TAM) | Potential | TAM is a related entity of the Trustee.<br><br>A conflict would arise if a Related Party Transaction (RPT) required the transfer of resources, services or obligations between the entities.<br><br>Under these circumstances the conflict would then be controlled by appropriately disclosing the conflict and dealing with the RPT at arm's length by segregating the duties of the TAM directors, whereby one TAM director would be nominated to participate in the decision making on behalf of TAM and one TAM director would be nominated to negotiate on behalf of the |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | | | Trustee. To safeguard the best financial interests of the members of the Fund, decision making for the Fund is subject to approval from the Trustee Board.<br><br>Any conflicts will be identified in the Register of Conflicts of Relevant Interests and Duties and will be recorded in the minutes of the meeting.<br><br>Mr A Howard is very conscious of his duties not to improperly use information gained in the course of his role as a Responsible Person of the Trustee or its related entities for his own or others' benefit. |
| | Member, Hostplus Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Mr Howard has no capacity to influence the decisions of the trustee of the Hostplus Superannuation Fund. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| **Anna Papile** | | | | |
| Togethr Trustees Pty Ltd<br>• Executive Program Director, Administration Transition | Employee, Togethr Trustees Pty Ltd | No relevant duties disclosed. | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, AMP Super | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Ms Papile has no capacity to influence the decisions of the trustee of the AMP Superannuation Fund. |
| **Charlie Yanni** | | | | |
| Togethr Trustees Pty Ltd<br>• Acting Chief Operations Officer<br>• | Employee, Togethr Trustees Pty Ltd | No relevant duties disclosed. | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| **Amanda Veldman** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief People Officer | Employee, Togethr Trustees Pty Ltd | | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | | | These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |
| | Member, AustralianSuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Veldman has no capacity to influence the decisions of the trustee of the AustralianSuper Superannuation Fund. |
| | Member, Cbus Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Veldman has no capacity to influence the decisions of the trustee of the Cbus Superannuation Fund. |
| | Member, MLC Super Fund (Plum Super) | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Veldman has no capacity to influence the decisions of the trustee of the MLC Super Fund. |
| **Carrie Norman** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief Experience Officer<br><br>Togethr Financial Planning Pty Ltd<br>• Director | Employee, Togethr Trustees Pty Ltd | | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | Director, Togethr Financial Planning Pty Ltd (TFP) | Potential | TFP is a related entity of the Trustee.<br><br>A conflict would arise if a Related Party Transaction (RPT) required the transfer of resources, services or obligations between the entities.<br><br>Under these circumstances the conflict would then be controlled by appropriately disclosing the conflict and dealing with the RPT at arm's length by segregating the duties of the TFP directors, whereby one TFP director would be nominated to participate in the decision making on behalf of TFP to safeguard in the interests of TFP Advice Clients and one TFP director would be nominated to negotiate on behalf of the Trustee. To safeguard the best financial interests of the members of the Fund, decision making for the Fund is subject to approval from the Trustee Board.<br><br>Any conflicts will be identified in the Register of Conflicts of Relevant Interests and Duties and will be recorded in the minutes of the meeting.<br><br>Ms C Norman is very conscious of her duties not to improperly use information gained in the course of her role as a Responsible Person of the Trustee or its related entities for her own or others' benefit. |
| | Family member: Cousin (Associate) is employed by Global Reviews as an Account Director | | | As a service provider to the Fund, Global Reviews is a website research company.<br><br>Ms Norman abstained from any briefing meetings, discussions or recommendations during the proposal and engagement process.<br><br>Ms Norman is very conscious of her duty not to improperly use or share confidential information gained in the course of her role as Chief Experience Officer of the Trustee for her own or others' advantage. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Member, AustralianSuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Norman has no capacity to influence the decisions of the trustee of the AustralianSuper Superannuation Fund. |
| | Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Normanvandenstein Pty Ltd (Trustee of Family Trust) | Director | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Norman is very conscious of her duties not to improperly use information gained in the course of her role as a Responsible Person of the Trustee for her own or others' benefit. |
| **Michelle Cheong** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief Risk Officer | Employee, Togethr Trustees Pty Ltd | No relevant duties disclosed. | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Meera French** | | | | |
| Togethr Trustees Pty Ltd<br>• Chief Legal Officer<br>• Company Secretary<br>Togethr Holdings Pty Ltd<br>• Company Secretary<br>Togethr Asset Management Pty Ltd<br>• Company Secretary<br>Togethr Financial Planning Pty Ltd<br>• Company Secretary<br>Equipsuper Holdings Pty Ltd;<br>Equipsuper Flinders Ports Holdings Pty Ltd;<br>Equipsuper Clover Holdings Pty Ltd; and<br>Equipsuper Growth Alternatives Pty Ltd<br>• Company Secretary | Employee, Togethr Trustees Pty Ltd | | Potential | A conflict would arise where an employee puts their own personal interest before that of the Trustee and the beneficiaries of the Fund, when undertaking their employment for the Trustee. Potential conflicts could involve making decisions on investments or service providers/engagements where there is a personal interest or gaining monetary benefit via remuneration decisions, etc.<br><br>These types of conflicts are managed through the Trustee's processes and policies where approval for engagements and remuneration goes via multiple channels and to Committees and/or the Board. |
| | Ingleyork Nominees Pty Ltd atf the P R Ghelani Family Trust #2 | Director | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms French is very conscious of her duties not to improperly use information gained in the course of her role as a Responsible Person on the Board of the Trustee for her own or others' advantage.<br><br>Ingleyork Nominees Pty Ltd atf the P R Ghelani Family Trust #2 may hold a portfolio of ASX listed investments. |
| | Meera French Testamentary Trust | Trustee | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms French is very conscious of her duties not to improperly use information gained in the course of her role as a Responsible Person on the Board of the Trustee for her own or others' advantage.<br><br>The Meera French Testamentary Trust may hold a portfolio of ASX listed investments. |

| INTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Shareholder, National Australia Bank ASX:NAB | | Potential | National Australia Bank are one of the Funds Bankers and are identified as a material service provider to the Trustee.<br><br>Ms French is very conscious of her duties not to improperly use information gained in the course of her role as a Responsible Person on the Board of the Trustee for her own or others' advantage. |
| | Member, Equipsuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict. |
| | Member, Hostplus Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms French has no capacity to influence the decisions of the trustee of the Hostplus Superannuation Fund. |
| | Member, UniSuper Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Ms French has no capacity to influence the decisions of the trustee of the UniSuper Superannuation Fund. |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Louise Campbell** | | | | |
| • Actuary, Willis Towers Watson<br>• Actuary to the IBM Employer Benefit Account<br>• Director, Towers Watson Australia Pty Ltd | No relevant interests disclosed. | Provision of advice to employer sponsors who participate in Equipsuper Superannuation Fund (IBM Australia Ltd) | Potential | Contractual arrangements exist between Willis Towers Watson (WTW) and its clients. WTW has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>A conflict would arise where an Actuary provides funding advice to both the Trustee and an employer sponsor. Where WTW are engaged to provide funding advice, the Trustee manages the arrangement via effective controls, such as ensuring that funding advice is obtained from another Actuary of WTW.<br><br>Where a client relationship or service creates an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Ms Campbell is required to raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Ms Campbell will / will not be engaged for services which may cause the conflict. |
| **Mark Samuels** | | | | |
| • Actuary, Mercer Consulting<br>• Lead Actuary to the Trustee | Mercer and other companies within Marsh & McLennan Companies may provide services to the Trustee or employer sponsors | Provision of advice to employer sponsors who participate in Equipsuper Superannuation Fund | Potential | Contractual arrangements exist between Mercer and its clients. Mercer has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>A conflict would arise where an Actuary provides funding advice to both the Trustee and an employer sponsor. Where Mercer is engaged to provide funding advice, the Trustee manages the arrangement via effective controls, such as ensuring that funding advice is obtained from another Actuary of Mercer.<br><br>Where a client relationship or service creates an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Mr Samuels is required to |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | | | raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Mr Samuels will / will not be engaged for services which may cause the conflict. |
| | | Provision of advice to trustees of other superannuation funds | Potential | Contractual arrangements exist between Mercer and its clients. Mercer has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>Where a situation arises of the potential merger of clients of Mercer and the Fund, Mr Samuels must notify the Chief Executive Officer of the Trustee of the conflict and must abstain from providing services to one of the parties (another non-conflicted Mercer employee can provide the services). |
| **Mark Nelson** | | | | |
| • Additional Actuary, Mercer Consulting<br>• Additional Actuary to the Trustee | Mercer and other companies within Marsh & McLennan Companies may provide services to the Trustee or employer sponsors | Provision of advice to employer sponsors who participate in Equipsuper Superannuation Fund | Potential | Contractual arrangements exist between Mercer and its clients. Mercer has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>A conflict would arise where an Actuary provides funding advice to both the Trustee and an employer sponsor. Where Mercer is engaged to provide funding advice, the Trustee manages the arrangement via effective controls, such as ensuring that funding advice is obtained from another Actuary of Mercer.<br><br>Where a client relationship or service creates an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Mr Nelson is required to raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Mr Nelson will / will not be engaged for services which may cause the conflict. |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Mercer and other companies within Marsh & McLennan Companies may provide services to the Trustee or employer sponsors | Provision of advice to trustees of other superannuation funds | Potential | Contractual arrangements exist between Mercer and its clients. Mercer has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>Where a situation arises of the potential merger of clients of Mercer and the Fund, Mr Nelson must notify the Chief Executive Officer of the Trustee of the conflict and must abstain from providing services to one of the parties (another non-conflicted Mercer employee can provide the services). |
| **Luke Carroll** | | | | |
| • Actuary, Willis Towers Watson<br>• Actuary to the Toshiba Employer Benefit Accounts<br>• Actuary to the Canon Medical Systems Employer Benefit Accounts | No relevant interests disclosed. | Provision of advice to employer sponsors who participate in Equipsuper Superannuation Fund | Potential | Contractual arrangements exist between Willis Towers Watson (WTW) and its clients. WTW has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>A conflict would arise where an Actuary provides funding advice to both the Trustee and a relevant employer sponsor.<br><br>Where Willis Towers Watson is engaged to provide funding advice, the Trustee manages the arrangement via effective controls, such as ensuring that funding advice is obtained from another Actuary of Willis Towers Watson. |
| | | Director, Towers Watson Superannuation Pty Ltd, an approved trustee for standalone corporate superannuation funds. | Perceived | In the event that Mr Carroll engages on behalf of Towers Watson Superannuation Pty Ltd on matters which create an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Mr Carroll is required to raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Mr Carroll will / will not be engaged for services which may cause the conflict. |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| **Nerida Seccombe** | | | | |
| • Actuary, The Heron Partnership Pty Limited<br>• Actuary to City of Perth Employer Benefit Account | Shareholder, The Heron Partnership Pty Limited | Director, The Heron Partnership Pty Limited | Perceived | Disclosure of the perceived conflict (including activities associated with super ratings) is an effective strategy. Heron has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients. |
| | | Provision of advice to employer sponsors of plans where Heron is the RSE Actuary for the Trustee (City of Perth and its associated employers) | Potential | Contractual arrangements exist between Heron and its clients. Heron has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>In the event that Ms Seccombe advises the City of Perth or its associated employers on a matter which creates an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Ms Seccombe is required to raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Ms Seccombe will / will not be engaged for services which may cause the conflict. |
| | | Provision of consulting and advice to trustees of other superannuation funds, other employer sponsors of the Equipsuper Superannuation Fund, prospective employer sponsors and a number of service providers. | Perceived | Contractual arrangements exist between Heron and its clients. Heron has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>In the event that Ms Seccombe advises clients of The Heron Partnership on a matter which creates an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund in relation to Ms Seccombe's role as RSE Actuary for the Trustee, Ms Seccombe is required to raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Ms Seccombe will / will not be engaged for services which may cause the conflict. |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | Shareholder of Family Company, Osprey Associates Pty Limited | Director | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br><br>Ms Seccombe is very conscious of her duties not to improperly use information gained in the course of her role as a Responsible Person of the Trustee for her own or others' benefit.<br><br>Osprey Associates Pty Limited may hold a portfolio of ASX listed investments. |
| **Adam Kuziow** | | | | |
| • Partner, Deloitte<br>External Auditor to Equip | No relevant interests disclosed. | No relevant duties disclosed. | | Contractual arrangements exist between Deloitte and its clients. Deloitte has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients. |
| **Andrew Cooke** | | | | |
| • External Consultant to the Trustee's Investment Committee | Beneficiary ASKG Trust<br><br>Director, ASKG Pty Ltd | | Perceived | The Trustee does not have a connection with ASKG Pty Ltd.<br><br>If the Trustee's Investment Committee were to consider any directly held asset investment opportunities in which ASKG Pty Ltd holds a material investment, or in which ASKG Pty Ltd was also seeking to invest, Mr Cooke would be required to declare this to the Investment Committee. The conflict would then be controlled, most likely through Mr Cooke recusing himself from the Investment Committee's consideration of the directly held asset investment opportunity and by abstaining from voting on the matter. |
| | Director, Romax Pty Ltd | | Perceived | The Trustee does not have a connection with Romax Pty Ltd.<br><br>If the Trustee's Investment Committee were to consider a directly held asset investment opportunity in which Romax Pty Ltd holds a material investment, or in which Romax Pty Ltd was also seeking to invest, Mr Cooke would be required to declare this to the Investment Committee. The conflict would then be controlled, most likely through Mr Cooke recusing himself from the Investment Committee's |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | | | consideration of the directly held investment opportunity and by abstaining from voting on the matter. |
| | Member, Hostplus Superannuation Fund | | Perceived | Disclosure is an effective strategy to manage any perception of conflict.<br>Mr Cooke has no capacity to influence the decisions of the trustee of the Hostplus Superannuation Fund. |
| | | Investment Committee Member, RG Withers Holdings | | The Trustee does not have a connection with RG Withers Holdings.<br><br>If the Trustee's Investment Committee were to consider a directly held asset investment opportunity in which RG Withers Holdings holds a material investment, or in which RG Withers Holdings was also seeking to invest, Mr Cooke would be required to declare this to the Investment Committee. The conflict would then be controlled, most likely through Mr Cooke recusing himself from the Investment Committee's consideration of the directly held investment opportunity and by abstaining from voting on the matter. |
| **Jackie Downham** | | | | |
| • Actuary, Willis Towers Watson (WTW) | No relevant interests disclosed. | Provision of advice to employer sponsors who participate in Equipsuper Superannuation Fund | Potential | Contractual arrangements exist between Willis Towers Watson (WTW) and its clients. WTW has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>A conflict would arise where an Actuary provides funding advice to both the Trustee and a relevant employer sponsor.<br><br>Where WTW are engaged to provide funding advice, the Trustee manages the arrangement via effective controls, such as ensuring that funding advice is obtained from another Actuary of WTW. |
| | | Director, Towers Watson Superannuation Pty | Perceived | In the event that Ms Downham engages on behalf of TWS on matters which create an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Ms Downham is required to raise this conflict to the attention of the Chief |

| EXTERNAL RESPONSIBLE PERSONS | | | | |
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| **Name / Responsibilities** | **Relevant Interest** | **Relevant Duty** | **Actual, Potential or Perceived Conflict?** | **Action Taken / Strategies to Address the Conflict** |
| | | Ltd (TWS), an approved trustee for standalone corporate superannuation funds. | | Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Ms Downham will / will not be engaged for services which may cause the conflict. |
| **Andrew West** | | | | |
| • Actuary, Willis Towers Watson (WTW) | No relevant interests disclosed. | Provision of advice to employer sponsors who participate in Equipsuper Superannuation Fund | Potential | Contractual arrangements exist between Willis Towers Watson (WTW) and its clients. WTW has processes in place for managing client confidentiality and not sharing confidential information of the Trustee with other clients.<br><br>A conflict would arise where an Actuary provides funding advice to both the Trustee and a relevant employer sponsor.<br><br>Where WTW are engaged to provide funding advice, the Trustee manages the arrangement via effective controls, such as ensuring that funding advice is obtained from another Actuary of WTW. |
| | | Director, WyComp Pty Ltd is the Trustee of WTW staff Superannuation Fund. | Perceived | In the event that Mr West engages on behalf of WyComp Pty Ltd (the trustee of WTW staff Superannuation Fund) on matters which create an actual, potential or perceived conflict for the Trustee or the beneficiaries of the Fund, Mr West is required to raise this conflict to the attention of the Chief Executive Officer of the Trustee. The CEO in consultation with the Board will determine, based on the actual, potential or perceived conflict, whether Mr West will / will not be engaged for services which may cause the conflict. |