

## Register of Duties and Relevant Interests

Last updated December 2021



### Scope of Register

In accordance with the Trustee's Conflicts Management Framework, the Register of Duties and Relevant Interests captures actual, perceived and potential conflicts of duty and interest which may arise for the REI Superannuation Fund Pty Ltd, the trustee of REI Super, and for its Responsible Persons and employees.

### Identifying the Type of Conflict

A conflict can be either:

- a. A **conflict of duty** - where the Trustee, or a Responsible Person or employee of the Trustee, owes a duty to another person or entity, which if performed, might reasonably be considered to have the potential to have a material impact on the capacity of the Trustee, or the Responsible Person or employee of the Trustee, to act in a manner that is consistent with the best interests of the members of the Fund.
- b. A **conflict of interest** - where the Trustee, or a Responsible Person or employee of the Trustee, receives an interest, gift, emolument, or any other benefit or advantage, whether monetary or not, directly or indirectly, in connection with the provision of a service or product, which if received, might reasonably be considered to have the potential to have a material impact on the capacity of the Trustee, or a Responsible Person or employee of the Trustee, to act in a manner that is consistent with the best interests of the members of the Fund.

### Identifying the Nature of the Conflict

A conflict of duty or interest can be:

- a. An **actual conflict** - there is a conflict of duty or interest which exists.
- b. A **potential conflict** - there is the potential for a conflict of duty or interest to arise in certain circumstances.
- c. A **perceived conflict** - there is a situation where a third party, who may not be privy to all relevant information in relation to the situation at hand, may perceive that a conflict of duty or interest exists.
- d. **No conflict** - no conflict of duty or interest exists.

### Identifying the Materiality of the Conflict

The three categories of materiality are:

- a. **Material conflict** - there is an actual, potential or perceived conflict that in the reasonable opinion of the Group Executive - Governance Risk & Compliance is likely to:
  - Have a material consequence for the Trustee or a Responsible Person or employee of the Trustee; or
  - Have a material consequence for one or more members of the Fund; or
  - Result in a material breach of the Trustee's Conflicts Management Framework.
- b. **Manageable conflict** - there is an actual, potential or perceived conflict that in the reasonable opinion of the Group Executive - Governance Risk & Compliance is likely to:
  - Have a manageable consequence for the Trustee or a Responsible Person or employee of the Trustee; or
  - Have a minor consequence for one or more members of the Fund; or
  - Result in a minor or technical breach of the Trustee's Conflicts Management Framework.
- c. **Immaterial conflict** - there is an actual, potential or perceived conflict that in the reasonable opinion of the Group Executive - Governance Risk & Compliance is likely to:
  - Have no more than an insignificant consequence for the Trustee or a Responsible Person or employee of the Trustee; or
  - Have no more than an insignificant consequence for one or more members of the Fund; or
  - Result in no breach of the Trustee's Conflicts Management Framework.

**DUTIES**

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
REI Superannuation Fund Pty Ltd	The Trustee of REI Super	Member of the Association of Superannuation Funds of Australia (ASFA)	No Conflict	Immaterial	Membership of ASFA is publicly disclosed on the ASFA website. No further action required.
		Member of Investor Group on Climate Change (IGCC)	No Conflict	Immaterial	Membership of IGCC is publicly disclosed on the IGCC website. No further action required.
		Member of the Australian Financial Complaints Authority (AFCA)	No Conflict	Immaterial	In accordance with our AFS and RSE Licenses, we are required to be a member of AFCA. Membership is publicly disclosed on our website and in our PDS. No further action required
		Member of the Australian Institute of Superannuation Trustees (AIST)	No Conflict	Immaterial	Membership of AIST is publicly disclosed on the AIST website. No further action required.
Claire Higgins	Chair + Independent Director	Chairperson of GMHBA & subsidiaries	No Conflict	Immaterial	The Trustee has no connection with GMHBA & health.com.au. No further action required.
		Director of Ryman Healthcare Pty Ltd & subsidiaries	No Conflict	Immaterial	The Trustee has no connection with Ryman Healthcare Pty Ltd. No further action required.
		Director of Margin Clear Pty Ltd	No Conflict	Immaterial	The Trustee has no connection with Margin Clear Pty Ltd
		Fellow of the Australian Institute of Company Directors	No Conflict	Immaterial	The Trustee has no connection with Australian Institute of Company Directors. No further action required
		Fellow of CPA Australia Ltd (CPA Australia)	No Conflict	Immaterial	The Trustee has no connection with CPA Australia Ltd (CPA Australia). No further action required
		Trustee of the Helen Macpherson Smith Trust	No Conflict	Immaterial	The Trustee has no connection with the Helen Macpherson Smith Trust. No further action required.
Emery Feyzeny		Senior Associate of the Australian & New Zealand Institute of Insurance and Finance	No Conflict	Immaterial	The Trustee has no connection with the Australian and New Zealand Institute of Insurance and Finance. No further action required
		Member of the Australian Institute of Company Directors	No Conflict	Immaterial	The Trustee has no connection with Australian Institute of Company Directors. No further action required
		Member of the Institute and Faculty of Actuaries	No Conflict	Immaterial	The Trustee has no relationship with the Institute and Faculty of Actuaries. No further action required

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Leanne Pilkington	Member Elected Director	President - REINSW	<b>Perceived Conflict</b> REINSW receives sponsorship money from REI Super	Manageable	Leanne will not be involved in decisions involving sponsorship funding associated with REINSW
		Board Member and Deputy President of REIA	<b>Perceived Conflict</b> REIA receives sponsorship money from REI Super	Manageable	Leanne will not be involved in decisions involving sponsorship funding associated with REIA
		Chief Executive Officer - Lang & Simmons	<b>Perceived Conflict</b> Some offices under Laing+Simmons are Participating Employers of REI Super and employees of the Laing+Simmons are likely to be members of REI Super. REI Super has on ad-hoc occasions funded sponsorships of events associated with Laing+Simmons	Manageable	All Participating Employers are treated equally. Leanne will not be involved in any advertising or sponsorship decisions made by the Trustee which reference the Lang+Simmons
Nathan Jones	Member Elected Director	Chief Executive Officer - Buxton Real Estate Group Pty Ltd	<b>Perceived Conflict</b> Buxton Real Estate Group is a Participating Employer of REI Super and employees of the Buxton Real Estate Group are likely to be members of REI Super.	Manageable	All Participating Employers are treated equally. Nathan will not be involved in any advertising or sponsorship decisions made by the Trustee which reference the Buxton Real Estate Group.
		Director - Kontrast Interiors Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Kontrast Interiors. No further action required.
		Director - Real Estate Digital Headquarters Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Real Estate Digital Headquarters. No further action required

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Cassandra Mason	Member Elected Director	Manager - ARENA Property Management Department	No Conflict	Immaterial	The Trustee has no relationship with ARENA Property Management. No further action required
Dianne Helmich	Member Elected Director	Office Manager with Forsyth Real Estate	<b>Perceived Conflict</b> Forsyth Real Estate is a Participating Employer of REI Super and employees of Forsyth Real Estate are likely to be members of REI Super.	Manageable	All Participating Employers are treated equally. Dianne will not be involved in any advertising or sponsorship decisions made by the Trustee which reference Forsyth Real Estate.
Jarrod Coysh	CEO	Elected Brigade Officer - Country Fire Authority (CFA)	No Conflict	Immaterial	The Trustee has no connection with the CFA. No further action required
		Director – Kolbe Catholic Secondary College	No Conflict	Immaterial	The Trustee has no connection with Kolbe Catholic Secondary College. No further action required.
Andrew Tait	Group Executive - Marketing & Growth	Member - Glenferrie Primary School Council	No Conflict	Immaterial	The Trustee has no connection with Glenferrie Primary School. No further action required.
		President - Hawthorn Community Chest Inc	No Conflict	Immaterial	The Trustee has no connection with the Hawthorn Community Chest Inc. No further action required.
		Asthma Champion - Asthma Australia	No Conflict	Immaterial	The Trustee has no connection with Asthma Australia. No further action required
		UNSW Business School Mentor	No Conflict	Immaterial	The Trustee has no connection with UNSW. No further action is required.
		REACH Australia Growth Accelerator 2020/21 Chort Mentor	No Conflict	Immaterial	The Trustee has no connection with REACH Australia. No further action required
		Member - Kooyong Committee - Local Schools Community Fund	No Conflict	Immaterial	The Trustee has no connection with the Kooyong Committee Local Schools Fund. No further action required.

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Paul Scully	Independent Member, Investment Committee	Independent, Non-Executive Director of AMP Superannuation Limited	Perceived Conflict AMP Superannuation Limited was the Trustee of the AMP Superannuation Savings Trust and the AMP Retirement Trust; which are potential competitors to REI Super.	Manageable	Paul operates under an agreement with the Trustee, which includes obligations with respect to confidentiality of information. His role is fully disclosed to all parties. AMP Superannuation Limited no longer has an active role in AMP's superannuation businesses and exists for compliance purposes.
		Independent Director of N.M. Superannuation Proprietary Limited	Perceived Conflict N.M. Superannuation Proprietary Limited is the Trustee of the Wealth Personal Superannuation Fund and Pension Fund and the Super Directions	Manageable	Paul operates under an agreement with the Trustee, which includes obligations with respect to confidentiality of information. His role is fully disclosed to all parties.
		Managing Director, Decision Horizons Pty Ltd	No Conflict	Immaterial	The Trustee has no connection with Decision Horizons Pty Ltd. No further action required
Richard Simpson	Member Elected Director	Vice President of The Real Estate Institute of Victoria Limited	Potential Conflict REIV receives sponsorship money from REI Super	Manageable	Richard Simpson abstains from all sponsorship decisions involving REIV.
		Director and Chair of Finance, Risk and Audit Committee of Real Estate Institute of Australia Ltd	Potential Conflict REIA receives sponsorship money from REI Super	Manageable	Richard Simpson abstains from all sponsorship decisions involving REIA.
		Director of Propertydataonline Pty Ltd	No Conflict	Immaterial	The Trustee has no connection with Propertydataonline. No further action is required
		Director of Leaseway Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Leaseway Pty Ltd. No further action is required.
		Director of Mouthpiece Holdings Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Mouthpiece Holdings Pty Ltd. No further action required
		Partner in the real estate firm W. B. Simpson & Son	Potential Conflict employer who contributes to the fund on behalf of some of staff members	Manageable	All Participating Employers are treated equally. Richard will not be involved in any advertising or sponsorship decisions made by the Trustee which reference W.B. Simpson & Son.
		Trustee of Nigretta Superannuation Fund – a self managed superannuation fund	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
		Trustee of the Estate of A. Simpson – grandfather's continuing deceased estate	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
		Trustee of the Estate of F.E. Simpson – grandmother's continuing deceased estate	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
Director of Capopete Nominees Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Capopete Nominees Pty Ltd. No further action required		

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Jonathan Blocksidge	Member Elected Director	Managing Director of Blocksidge & Ferguson Pty Ltd	No Conflict	Immaterial	The Trustee has no connection with Blocksidge & Ferguson Pty Ltd. No further action required.
		Committee Member Urban Land Institute Australia	No Conflict	Immaterial	The Trustee has no connection with the Urban Land Institute Australia. No further action required
		Chair - REIQ Commercial & Industrial Chapter Committee	Potential Conflict - REIQ receives sponsorship money from REI Super	Manageable	Jonathan abstains from all sponsorship decisions involving REIQ
Lisa Saunders	Group Executive Governance, Risk and Compliance Company Secretary	Advisory Board member of EasyMonitor {software system -HR & CPD in various industries}	No Conflict	Immaterial	The Trustee has no connection with EasyMonitor. No further action is required.
Grant Banner	External Legal Counsel	Principal/Lawyer at G. Banner Consulting Pty Ltd (an incorporated legal practice)	No Conflict	Immaterial	Grant is a consultant to the Trustee. A Consulting Services Agreement exists between the Trustee and G. Banner Consulting Pty Ltd
	Independent Member of the Finance, Audit & Compliance Committee	Owner, G. Banner Consulting Pty Ltd	No Conflict	Immaterial	Grant is a consultant to the Trustee. A Consulting Services Agreement exists between the Trustee and G. Banner Consulting Pty Ltd. Grant abstains on all external audit matters. Grant uses his discretion whether to abstain or not on all other matters upon which he has also advised.
Brett Kallio	External Auditor	Partner, Ernst & Young	No Conflict	Immaterial	Brett is a consultant to the Trustee (not an employee of the Trustee). An External Audit Engagement exists between the Trustee and EY.

INTERESTS					
Entity or Responsible Person	Position	Details of Interest	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
REI Superannuation Fund Pty Ltd	The Trustee of REI Super	Superannuation contributions are paid from the Trustee in relation to superannuation guarantee, salary sacrifice and member voluntary contributions made on behalf of Responsible Persons and employees who are members of REI Super.	No Conflict	Immaterial	The Trustee makes contributions to REI Super on the same terms and conditions as all other participating employers.
Andrew Tait	Group Executive - Marketing & Growth	Nil			
Emery Feyzeny	Independent Director	Eldest daughter is a tax partner at KPMG from March 2019	No Conflict Emery Feyzeny has declared he will abstain from voting on any matter involving KPMG.	Manageable	The Trustee has no relationship with KPMG. In the event that a potential relationship should arise, Emery will abstain from voting on any matter involving KPMG.
Claire Higgins	Chair & Independent Director	Nil			
Cassandra Mason	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Angelos Siapkis	Group Executive - Investment Strategy & Operations	Nil			
Richard Simpson	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Dianne Helmich	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.

Entity or Responsible Person	Position	Details of Interest	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Nathan Jones	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Grant Banner	External Legal Counsel Independent Member of the Finance, Audit & Compliance Committee	Nil			
Leanne Pilkington	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Kimbra Jones	Group Executive Member Services	Nil			
Jarrold Coysh	Chief Executive Officer	Nil			
Lisa Saunders	Group Executive Govenance, Risk and Compliance	Has a minor investment in ISPT via Hostplus	No Conflict	Immaterial	
Jonathan Blocksidge	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Brett Kallio	External Auditor	Nil			