

Responsible Persons Register of Interests and Duties – April 2024



| Responsible Person | Relevant* Interests and Duties <small>*An interest or duty is "relevant" if the interest or duty is reasonably considered to have the potential to have an impact on the individual's capacity to act in the best interests of the Fund and its members, that is, the interest or duty has the potential to give rise to a conflict – whether that conflict is perceived or actual.</small> | Relevant* Remuneration | Applicable Conflicts Management Controls adopted | Relevant* Shareholdings | Qualifications and Training |
|---|---|---|--|---|---|
| Trustee Entity | | | | | |
| H.E.S.T Australia Limited ACN 006 818 695 | Related party interests as denoted under Relevant Shareholdings | Nil | | <ul style="list-style-type: none"> Frontier Advisors Pty Ltd Industry Super Holdings Pty Ltd (ISH) ISPT Pty Ltd (ISPT) Utilities of Australia Pty Ltd (UoA) | Not applicable |
| Trustee Directors | | | | | |
| Nicola Roxon | <p>Self</p> <ul style="list-style-type: none"> AustralianSuper Member <p>Directorships</p> <ul style="list-style-type: none"> Chair, Australian Institute of Health and Welfare Chair, Victorian Health Promotion Foundation Interim Chair, Super Members Council of Australia Limited Non-Executive Director, Dexu Fund Management Limited and Chair of ESG Committee Non-Executive Director, Dexu Holdings Limited Non-Executive Director, Murdoch Children's Research Institute <p>Memberships</p> <ul style="list-style-type: none"> Patron, BreastWest Foundation Member, Chief Executive Women Member, QANTAS Chairman's Lounge <p>Other</p> <ul style="list-style-type: none"> Chair, Advisory Council, Preventive Health SA | <ul style="list-style-type: none"> Dexu Holdings Limited | <p><u>Associate of Employer Sponsors under Superannuation Industry (Supervision) Revocation and Exemption No. A11 of 2022</u></p> <p><u>Control:</u> The Chair must not be an associate of employer-sponsors which are collectively employer sponsors of more than 2% of members of the Fund</p> <p>Director must abstain from any Trustee decision-making in relation to those employer sponsors listed in in the Relevant Interests & Duties.</p> | <ul style="list-style-type: none"> Dexu Holdings Limited Lifestyle Communities Ltd | <ul style="list-style-type: none"> Bachelor of Arts/Law LLB (Hons), University of Melbourne Graduate, Australian Institute of Company Directors |
| Susanne Dahn | <p>Self</p> <ul style="list-style-type: none"> Dahn Super Pty Ltd as trustee for the Sue Dahn Superannuation Fund <p>Directorships</p> <ul style="list-style-type: none"> Non-Executive Director, Victorian Traditional Owners Funds Limited Non Executive Director and Chair Investment Committee, Australian Communities Foundation <p>Other</p> <ul style="list-style-type: none"> Consultant, Pitcher Partners Independent Investment Advisor, Law Institute of Victoria Independent Investment Advisor, Vic Automobile Chamber of Commerce Independent Investment Advisor to Victorian Legal Services Board Independent Investment Advisor to Trinity College, University of Melbourne Independent Investment Advisor, Machado-Joseph Disease Foundation Council Member, RMIT <p>Other</p> <ul style="list-style-type: none"> Partner, CKSD Super Pty Ltd as trustee for the Chris Kotur Superannuation Fund | | <p>Cooper Investors Family and Founders Fund and Perennial Private to Public Opportunities Fund No.2</p> <p>Personal Trading - Directors who are in possession of Restricted Information</p> <p><u>Control:</u> Personal trading is subject to the Investment Option Switching and Securities Trading Policy and Director will have restricted information relating to the HESTA investment strategies that are managed by the above two fund managers.</p> <p>Director also abstains from any decision-making, discussions and voting in relation to investment strategies managed by the above two fund managers.</p> | <ul style="list-style-type: none"> Cooper Investors Family and Founders Fund Perennial Private to Public Fund | <ul style="list-style-type: none"> B.Com, University of Melbourne MBA, University of Melbourne Graduate Diploma of Applied Finance and Investment Company Directors Diploma Graduate Certificate in Applied Corporate Governance and Risk Management Fellow of the Australian Institute of Company Directors (FAICD) Fellow Australian Institute of Super Trustees (FAIST) Fellow Finsia (former Securities Institute Australia) (F Fin) Fellow AustralianSuper Funds Association (FASFA) Fellow CPA Australia (FCPA) |

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|------------------------|---|--|---|-------------------------|---|
| Deborah Cole | Self <ul style="list-style-type: none"> HESTA Member – Balanced Growth, Sustainable Growth <p>Directorships</p> <ul style="list-style-type: none"> Director, Frontier Advisors Pty Ltd Director, Western Health Other <p>John Robinson (Partner), HESTA Member – Sustainable Growth</p> | <ul style="list-style-type: none"> Frontier Advisors Pty Ltd | Frontier Advisors Pty Ltd Directorship with a non-material service provider of the Trustee. Control: Director abstains from any decision-making, discussions and voting in relation to the service provider. | None | <ul style="list-style-type: none"> Bachelor of Dental Surgery Master of Business Administration Graduate Diploma of Health Administration Graduate Certificate in Leadership and Catholic Culture Fellow of the Australian Institute of Company Directors (FAICD) Graduate of the Australian Institute of Superannuation Trustees Directors' (Adv) (GAIST) |
| Helen Gibbons | Self <ul style="list-style-type: none"> AustralianSuper Member Super SA Member <p>Directorships</p> <ul style="list-style-type: none"> Executive Director, United Workers Union Director, South Australia Skills Commission <p>Memberships</p> <ul style="list-style-type: none"> Member Council, United Workers Union Member, IFM Shareholder Advisory Board Other <p>Colin Mark Varney (Partner), holder of Australian Unity bonds and AIA Insurance bonds</p> | <ul style="list-style-type: none"> IFM Shareholder Advisory Board | Not applicable | None | <ul style="list-style-type: none"> Diploma of Teaching Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) |
| Gary Humphrys | Self <ul style="list-style-type: none"> AustralianSuper Member <p>Directorships</p> <ul style="list-style-type: none"> Trustee Director, Mary Aikenhead Ministries | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Post-graduate Diploma of Business Administration, University of Queensland Chartered Accountant Member and Graduate of Australian Institute of Company Directors (GAICD) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST, Adv) Diploma of Commerce, NSW Institute of Technology (now University of Technology) |
| Catherine Smith | Self <ul style="list-style-type: none"> HESTA Member, Balanced Growth and Sustainable Growth Principal – Chngesmith Consulting <p>Directorships</p> <ul style="list-style-type: none"> Director, Utilities of Australia Pty Ltd <p>Memberships</p> <ul style="list-style-type: none"> Advisor, Australian Communities Foundation - Philanthropy and Impact Committee Life Member, Victorian Council of Social Services Member, Country Needs People Member, Climate and Health Alliance Member, Gender Equity Victoria Chair, Energy Charter End Users Consultative Group | <ul style="list-style-type: none"> Utilities of Australia Pty Ltd | Utilities of Australia Pty Ltd Directorship with an external organisation with whom the Trustee has a commercial relationship with. Control: Director must abstain from any Trustee decision-making in relation to the external organisation. | None | <ul style="list-style-type: none"> Master of Strategic Foresight Bachelor of Natural Environmental Science Fellow of the Institute of Public Administration Australia IPAA (Vic Branch) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) followed by advanced training in 2021 RG 146 |

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|-------------------------|---|---|--|-------------------------|---|
| Emeline Gaske | Self <ul style="list-style-type: none"> Vision Super (ASU Super Saver Plan) Member Memberships <ul style="list-style-type: none"> Assistant National Secretary, Australian Services Union Executive Member, ACTU Member, UNI APRO Executive Committee Member, Respect at Work Council | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Bachelor of Arts (Hons) Bachelor of Laws (Hons) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) |
| Alan Morrison | Self <ul style="list-style-type: none"> HESTA Member, Balanced Growth Colonial First State Super Member CEO, The Burnside War Memorial Hospital Inc Directorships <ul style="list-style-type: none"> Director and Treasurer, Australian Private Hospitals Association Memberships <ul style="list-style-type: none"> State President, Australian Private Hospitals Association SA Branch | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Bachelor of Accounting (Hons), Dundee University UK Chartered Accountant, Institute of Chartered Accountants of Scotland (ICAS) (Non-Member) Graduate of Australian Institute of Company Directors (GAICD) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) Graduate, Australian Institute of Superannuation Trustees (AIST) |
| Benjamin Davison | Self <ul style="list-style-type: none"> AustralianSuper Member, DIY mix Founder & CEO of Ben Davison Consulting (sole trader) Directorships <ul style="list-style-type: none"> Board Member, Ballarat General Cemeteries Trust and Chair of Organisational Capacity and Remuneration Committee Chair, Central Highlands Group Training Inc. trading as Ballarat Group Training (BGT) Board Member, ACTU Member Connect Board Member, Western Health and member of Finance Committee Memberships <ul style="list-style-type: none"> Member Ballan and District Chamber of Commerce Member ASU Victorian Private Sector Branch Life Member Deakin University Student Association Member, The New Daily Stakeholder Forum Other <ul style="list-style-type: none"> Partner, Member AustralianSuper Balanced | <ul style="list-style-type: none"> Western Health Ballarat General Cemeteries Trust Central Highlands Group Training Consulting revenue | Not applicable | None | <ul style="list-style-type: none"> Bachelor of Arts majors in Journalism, Politics & Policy, Deakin University MBA (Professional), Melbourne University Graduate, Australian Institute of Company Directors (AICD) |
| Kate Marshall | Self <ul style="list-style-type: none"> HESTA member: Balanced Growth, Sustainable Growth National Assistant Secretary, HSU Assistant State Secretary, HACSU, Vic Memberships <ul style="list-style-type: none"> Member, Trades Hall and Literary Institute Member, HSU National Executive, National Council and National Finance | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Bachelor of Arts (Journalism) Bachelor of Laws Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) |

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|---------------------------|---|------------------------|--|-------------------------|---|
| Jacqueline Bennett | Self <ul style="list-style-type: none"> QSuper member Directorships <ul style="list-style-type: none"> Director, Koobara Kindergarten and Pre-Prep Aboriginal and Torres Strait Islander Corporation Board Other <ul style="list-style-type: none"> Partner, member of Spirit Super | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Certificate IV – Community Services |
| Emma Maiden | Self <ul style="list-style-type: none"> Aware Super member Legalsuper member Directorships <ul style="list-style-type: none"> Director, Sydney Community Forum Director, EGM trust (testamentary trust) Memberships <ul style="list-style-type: none"> Executive member, Uniting NSW.ACT Member, Uniting Financial Services, Ethical Investment Monitoring Committee Member, Australian Services Union, NSW Branch Other <ul style="list-style-type: none"> Partner, member of Aware Super and AustralianSuper | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Bachelor of Economics (Hons) Diploma of Law, Legal Practitioners Admission Board Admitted to Practice as a Solicitor by NSW Supreme Court Graduate Australian Institute of Company Directors |
| Angela van Vorst | Self <ul style="list-style-type: none"> Aware Super member Commonwealth Superannuation Corporation member Professional Officer, Superannuation, NSWNMA Memberships <ul style="list-style-type: none"> Member, NSW Nurses and Midwives Association Other Partner, member of UniSuper | Not applicable | Not applicable | None | <ul style="list-style-type: none"> Registered Nurse Bachelor of Nursing, QUT Bachelor of Arts (Govt and Industrial Relations), University of Sydney |
| Robert Bonner | Self <ul style="list-style-type: none"> HESTA Member, Balanced Growth, Retirement Income Stream Principal, Bonner Consulting Directorships <ul style="list-style-type: none"> Chair, HumanAbility Ltd Deputy Chair, Steering Committee, Rosemary Bryant AO Research Centre of the University of South Australia Director, Rosemary Bryant Foundation Trustee Director, Union Legal SA Memberships <ul style="list-style-type: none"> Member, Australian Nursing and Midwifery Federation Member, National Careers Institute Advisory Board | Not applicable | Not applicable | None | <ul style="list-style-type: none"> MAICD |

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| TRUSTEE STAFF | | | | | |
|--|---|----------------|----------------|------|---|
| Deborah Blakey Chief Executive Officer | Self <ul style="list-style-type: none"> • HESTA member - Balanced Growth • NGS member Directorships <ul style="list-style-type: none"> • Australian Council of Superannuation Investors (ACSI) – President • Association of Superannuation Funds of Australia (ASFA) • International Corporate Governance Network (ICGN) Memberships <ul style="list-style-type: none"> • Alternative Member, IFM Shareholder Advisory Board • Member, ISA Advisory Council • Member, Remunerations Committee, ACSI • Member, Finance, Risk, Audit Committee, ACSI • Member, Advisory Board of Bloomberg RADAR • Chair, HR and Remuneration Committee, ASFA • Member, Governance Committee, ICGN • Member, ASIC Consultative Panel Other <ul style="list-style-type: none"> • Allan Gray Managed Funds (spouse) • AustralianSuper (spouse) | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Bachelor of Science • Certified Financial Planner • Fellow of the Australian Institute of Superannuation Trustees (FAIST) • PS 146 • Diploma of Financial Services (Financial Planning) • Non-Practitioner Member – Financial Planning Association • Member and Graduate of Australian Institute of Company Directors (GAICD) |
| Stephen Reilly Chief Operations Officer | Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth Directorships <ul style="list-style-type: none"> • Director, MDC Foundation Ltd Other <ul style="list-style-type: none"> • Rebecca Ryan (Partner) - HESTA member, Balanced Growth | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Bachelor of Commerce |
| Lisa Samuels Chief Experience Officer | Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth Directorships <ul style="list-style-type: none"> • Industry Super Australia (ISA) • Fund Executives Association Ltd (FEAL) | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Master of Organisational Leadership • Graduate Diploma of Marketing • Bachelor of Applied Economics • Certificate of Superannuation Management • Graduate of Australian Institute of Company Directors (GAICD) |
| Sonya Sawtell-Rickson Chief Investment Officer | Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth Memberships <ul style="list-style-type: none"> • Member, IFM Shareholder Advisory Board • Board Member, Australian Advisory Board on Technology & Healthcare Competitiveness • Investor Group on Climate Change (IGCC) Board & Finance Audit & Risk Management Committee • Bloomberg Women's Buy Side Network, Executive Member of Australia/NZ Chapter • Executive Consulting Group for the Blue Dot Network • CFA Institute Research and Policy Center Advisory Council | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Masters of Applied Finance • Bachelor of Arts (Economics & Political Science) • Fellow, Financial Services Institute of Australasia (FINSIA) • Member and Graduate of Australian Institute of Company Directors (GAICD) • Affiliate Member, Chartered Financial Analyst Institute |
| Andrew Major Chief Risk Officer | Self <ul style="list-style-type: none"> • HESTA member – High Growth and Your Choice Property & Infrastructure • Director, Glenives Capital Pty Ltd Memberships <ul style="list-style-type: none"> • Director, AIST • Director, Basketball Australia | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Bachelor of Economics (Hons), Sydney University • Bachelor of Laws (Hons), Sydney University • Masters of Applied Finance, Macquarie University • Graduate of Australian Institute of Company Directors (GAICD) |

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| Joshua Parisotto Chief Engagement and Growth Officer | Self <ul style="list-style-type: none"> • HESTA member – Your Choice Australian Shares and Your Choice International Shares, Your Choice Property & Infrastructure and High Growth | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Graduate Diploma in Management • Bachelor of Business Marketing • Diploma of Financial Services • Advanced Diploma of Financial Services • Certified Financial Planner and Member of Financial Planning Australia • Graduate of Australian Institute of Company Directors (GAICD) |
| Samuel Harris Chief Strategy Officer | Self <ul style="list-style-type: none"> • HESTA member – Sustainable Growth, High Growth and Property & Infrastructure | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Diploma of Financial Services (Superannuation) • Graduate Certificate of Management, Australian Business Institute • Certified Scrum Master, Agile 2015 • RG 146 |
| Natalie Kelly Acting Chief Financial Officer | Self <ul style="list-style-type: none"> • AustralianSuper member <p>Directorships</p> <ul style="list-style-type: none"> • Director and member of Finance Audit & Compliance Committee, St Andrew's Private Hospital in Adelaide, South Australia | St Andrew's Private Hospital | Not applicable | None | <ul style="list-style-type: none"> • Master of Commerce (Economics) • Bachelor of Commerce (Economics Honours) • Graduate of Australian Institute of Company Directors (GAICD) |
| Laura Dhana Company Secretary | Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Bachelor of Laws, Monash University • Graduate Diploma of Applied Corporate Governance • Graduate of Australian Institute of Company Directors (GAICD) • Associate Member, Governance Institute of Australia • Registered Australian legal practitioner • RG 146 |
| OTHERS | | | | | |
| Susan Darroch Investment Committee External Advisor | <ul style="list-style-type: none"> • Director DarRich Super Fund, CBZ Properties Pty Ltd, Zobcha Pty Ltd (SMSF Associated entities) • Director, High Trees Primary Gold Coast • Investment Committee member, Pinnacle Foundation (NFP) • Manager of Investments, DarRich Super Fund • Board Member, Mulbring Community Hall Land Manager as trustee for Mulbring Community Hall Trust | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Graduate of Australian Institute of Company Directors (GAICD) • Bachelor of Economics, Macquarie University • RG 146 |
| George Sagonas Partner – PwC, External Audit | None | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Bachelor of Economics (Accounting Major) • Member, Institute of Chartered Accountants in Australia • Member, Association of Superannuation Funds of Australia |
| Ian Tracey Partner – KPMG, Internal Audit | <p>Directorships</p> <ul style="list-style-type: none"> • Director – Tracey Holdings Pty Ltd as trustee for Family Trust | Not applicable | Not applicable | None | <ul style="list-style-type: none"> • Bachelor of Commerce • Prince 2 Practitioner • Lean Practitioner, Cardiff University (LERC) • Member, Institute of Chartered Accountants in Australia |