

# Responsible Persons Register of Interests and Duties – November 2023



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
<b>Trustee Entity</b>					
<b>H.E.S.T Australia Limited</b> ACN 006 818 695	Related party interests as denoted under Relevant Shareholdings	Nil		<ul style="list-style-type: none"> <li>Frontier Advisors Pty Ltd</li> <li>Industry Super Holdings Pty Ltd (ISH)</li> <li>ISPT Pty Ltd (ISPT)</li> </ul>	Not applicable
<b>Trustee Directors</b>					
<b>Nicola Roxon</b>	<p><b>Self</b></p> <p>Directorships</p> <ul style="list-style-type: none"> <li>Chair, Australian Institute of Health and Welfare</li> <li>Chair, Victorian Health Promotion Foundation</li> <li>Interim Chair, Super Members Council of Australia Limited</li> <li>Non-Executive Director, Dexus Fund Management Limited and Chair of ESG Committee</li> <li>Non-Executive Director, Dexus Holdings Limited</li> <li>Non-Executive Director, Lifestyle Communities Ltd</li> <li>Non-Executive Director, Murdoch Children's Research Institute</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>Patron, BreastWest Foundation</li> <li>Member, Chief Executive Women</li> <li>Member, QANTAS Chairman's Lounge</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>Australian Super Member</li> </ul>	<ul style="list-style-type: none"> <li>Dexus Holdings Limited</li> <li>Lifestyle Communities Ltd</li> </ul>	<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 the Relevant Interests &amp; Duties.</p>	<ul style="list-style-type: none"> <li>Dexus Holdings Limited</li> <li>Lifestyle Communities Ltd</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor of Arts/Law LLB (Hons), University of Melbourne</li> <li>Graduate, Australian Institute of Company Directors</li> </ul>
<b>Susanne Dahn</b>	<p><b>Self</b></p> <p>Directorships</p> <ul style="list-style-type: none"> <li>Independent Non-Executive Director and Chair of Investment Committee, Breakthrough Victoria</li> <li>Non-Executive Director, Victorian Traditional Owners Funds Limited</li> <li>Non Executive Director and Chair Investment Committee, Australian Communities Foundation</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>Consultant, Pitcher Partners</li> <li>Independent Investment Advisor, Law Institute of Victoria</li> <li>Independent Investment Advisor, Vic Automobile Chamber of Commerce</li> <li>Independent Investment Adviser to Victorian Legal Services Board</li> <li>Independent Investment Adviser to Trinity College, University of Melbourne</li> <li>Independent Investment Advisor, Machado-Joseph Disease Foundation</li> <li>Council Member, RMIT</li> </ul>	<ul style="list-style-type: none"> <li>Breakthrough Victoria</li> </ul>	<p><b>Cooper Investors Family and Founders Fund and Perennial Private to Public Fund</b></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 Personal 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"> <li>Cooper Investors Family and Founders Fund</li> <li>Perennial Private to Public Fund</li> </ul>	<ul style="list-style-type: none"> <li>B.Com, University of Melbourne</li> <li>MBA, University of Melbourne</li> <li>Graduate Diploma of Applied Finance and Investment</li> <li>Company Directors Diploma</li> <li>Graduate Certificate in Applied Corporate Governance and Risk Management</li> <li>Fellow of the Australian Institute of Company Directors (FAICD)</li> <li>Fellow Australian Institute of Super Trustees (FAIST)</li> <li>Fellow Finsia (former Securities Institute Australia) (F Fin)</li> <li>Fellow Australian Super Funds Association (FASFA)</li> <li>Fellow CPA Australia (FCPA)</li> </ul>
<b>Deborah Cole</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>HESTA Member – Balanced Growth, Sustainable Growth</li> </ul> <p>Directorships</p> <ul style="list-style-type: none"> <li>Director, Frontier Advisors Pty Ltd</li> <li>Director, Western Health</li> </ul> <p><b>Other</b></p> <p>John Robinson (Partner), HESTA Member – Sustainable Growth</p>	<ul style="list-style-type: none"> <li>Frontier Advisors Pty Ltd</li> </ul>	<p><b>Frontier Advisors Pty Ltd</b></p> <p>Directorship with a non-material service provider of the Trustee.</p> <p><u>Control:</u> Director abstains from any decision-making, discussions and voting in relation to the service provider.</p>	None	<ul style="list-style-type: none"> <li>Bachelor of Dental Surgery</li> <li>Master of Business Administration</li> <li>Graduate Diploma of Health Administration</li> <li>Graduate Certificate in Leadership and Catholic Culture</li> <li>Fellow of the Australian Institute of Company Directors (FAICD)</li> <li>Graduate of the Australian Institute of Superannuation Trustees Directors' (Adv) (GAIST)</li> </ul>

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<b>Helen Gibbons</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>Australian Super Member</li> </ul> <p>Directorships</p> <ul style="list-style-type: none"> <li>Executive Director, United Workers Union</li> <li>Director, South Australia Skills Commission</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>Member Council, United Workers Union</li> <li>Member, IFM Shareholder Advisory Board</li> </ul> <p><b>Other</b></p> <p>Colin Mark Varney (Partner), holder of Australian Unity bonds and AIA Insurance bonds</p>	<ul style="list-style-type: none"> <li>IFM Shareholder Advisory Board</li> </ul>	Not applicable	None	<ul style="list-style-type: none"> <li>Diploma of Teaching</li> <li>Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST)</li> </ul>
<b>Gary Humphrys</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>Australian Super Member</li> </ul> <p>Directorships</p> <ul style="list-style-type: none"> <li>Trustee Director, Mary Aikenhead Ministries</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>Post-graduate Diploma of Business Administration, University of Queensland</li> <li>Chartered Accountant</li> <li>Member and Graduate of Australian Institute of Company Directors (GAICD)</li> <li>Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST, Adv)</li> <li>Diploma of Commerce, NSW Institute of Technology (now University of Technology)</li> </ul>
<b>Catherine Smith</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>HESTA Member, Balanced Growth and Sustainable Growth</li> <li>Principal – Chngesmith Consulting</li> </ul> <p>Directorships</p> <ul style="list-style-type: none"> <li>Director, Utilities of Australia Pty Ltd</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>Advisor, Australian Communities Foundation - Philanthropy and Impact Committee</li> <li>Life Member, Victorian Council of Social Services</li> <li>Member, Country Needs People</li> <li>Member, Climate and Health Alliance</li> <li>Member, Gender Equity Victoria</li> <li>Chair, Energy Charter End Users Consultative Group</li> </ul>	<ul style="list-style-type: none"> <li>Utilities of Australia Pty Ltd</li> </ul>	<p><b>Utilities of Australia Pty Ltd</b></p> <p>Directorship with an external organisation with whom the Trustee has a commercial relationship with.</p> <p><u>Control:</u> Director must abstain from any Trustee decision-making in relation to the external organisation.</p>	None	<ul style="list-style-type: none"> <li>Master of Strategic Foresight</li> <li>Bachelor of Natural Environmental Science</li> <li>Fellow of the Institute of Public Administration Australia IPAA (Vic Branch)</li> <li>Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) followed by advanced training in 2021</li> <li>RG 146</li> </ul>
<b>Lori-Anne Sharp</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>HESTA Member – Balanced Growth</li> </ul> <p>Directorships</p> <ul style="list-style-type: none"> <li>Board Member, Members Connect ACTU</li> <li>Board Member, Australian People for Health, Education and Development Abroad (APHEDA)</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>Federal Assistant Secretary, Australian Nursing &amp; Midwifery Federation (ANMF)</li> <li>Federal Executive, ANMF</li> <li>Federal Council, ANMF</li> <li>Executive member, ACTU</li> <li>Executive member, ANMF Finance and Risk Management Committee</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>Bachelor of Nursing, RMIT</li> <li>Graduate Australian Institute of Superannuation Trustees (GAIST)</li> </ul>

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

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<b>Emma Maiden</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>Aware Super member</li> <li>Legalsuper member</li> </ul> <p>Directorships</p> <ul style="list-style-type: none"> <li>Director, Sydney Community Forum</li> <li>Director, EGM trust (testamentary trust)</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>Executive member, Uniting NSW.ACT</li> <li>Member, Uniting Financial Services, Ethical Investment Monitoring Committee</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>Partner, member of Aware Super and Australian Super</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>Bachelor of Economics (Hons)</li> <li>Diploma of Law, Legal Practitioners Admission Board</li> <li>Admitted to Practice as a Solicitor by NSW Supreme Court</li> <li>Graduate Australian Institute of Company Directors</li> </ul>
<b>Angela van Vorst</b>	<p><b>Self</b></p> <ul style="list-style-type: none"> <li>Aware Super member</li> <li>Commonwealth Superannuation Corporation member</li> <li>Professional Officer, Superannuation, NSWNMA</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>Member, NSW Nurses and Midwives Association</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>Partner, member of UniSuper</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>Registered Nurse</li> <li>Bachelor of Nursing, QUT</li> <li>Bachelor of Arts (Govt and Industrial Relations), University of Sydney</li> </ul>

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

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<b>Joshua Parisotto</b> Chief Member Engagement Officer	<b>Self</b> <ul style="list-style-type: none"> <li>• HESTA member – Your Choice Australian Shares and Your Choice International Shares, Your Choice Property &amp; Infrastructure and High Growth</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>• Graduate Diploma in Management</li> <li>• Bachelor of Business Marketing</li> <li>• Diploma of Financial Services</li> <li>• Advanced Diploma of Financial Services</li> <li>• Certified Financial Planner and Member of Financial Planning Australia</li> <li>• Graduate of Australian Institute of Company Directors (GAICD)</li> </ul>
<b>Sally Collins</b> Chief Financial Officer	<b>Self</b> <p>Directorships</p> <ul style="list-style-type: none"> <li>• Chair, Autism Awareness Australia</li> </ul> <p>Memberships</p> <ul style="list-style-type: none"> <li>• Member, Women in Super</li> <li>• Member, Australian Psychological Society</li> <li>• Member, Chief Executive Women (CEW)</li> </ul>				<ul style="list-style-type: none"> <li>• Bachelor of Arts (Psychology), University of Melbourne</li> <li>• Graduate Diploma of Applied Science Professional Psychology</li> <li>• Diploma in Financial Planning, FINSA/KAPLAN</li> <li>• Graduate of Australian Institute of Company Directors (GAICD)</li> <li>• Super Essentials, ASFA</li> <li>• RG 146</li> </ul>
<b>Samuel Harris</b> Chief Growth Officer	<b>Self</b> <ul style="list-style-type: none"> <li>• HESTA member – Sustainable Growth, High Growth and Property &amp; Infrastructure</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>• Diploma of Financial Services (Superannuation)</li> <li>• Graduate Certificate of Management, Australian Business Institute</li> <li>• Certified Scrum Master, Agile 2015</li> <li>• RG 146</li> </ul>
<b>Laura Dhana</b> Company Secretary	<b>Self</b> <ul style="list-style-type: none"> <li>• HESTA member, Balanced Growth</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>• Bachelor of Laws, Monash University</li> <li>• Graduate Diploma of Applied Corporate Governance</li> <li>• Associate Member, Governance Institute of Australia</li> <li>• Registered Australian legal practitioner</li> <li>• RG 146</li> </ul>
<b>OTHERS</b>					
<b>Susan Darroch</b> Investment Committee External Advisor	<ul style="list-style-type: none"> <li>• Director DarRich Super Fund, CBZ Properties Pty Ltd, Zobcha Pty Ltd (SMSF Associated entities)</li> <li>• Investment Committee member, Pinnacle Foundation (NFP)</li> <li>• Manager of Investments, DarRich Super Fund</li> <li>• Board Member, Mulbring Community Hall Land Manager as trustee for Mulbring Community Hall Trust</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>• Graduate of Australian Institute of Company Directors (GAICD)</li> <li>• Bachelor of Economics, Macquarie University</li> <li>• RG 146</li> </ul>
<b>George Sagonas</b> Partner – PwC, External Audit	None	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>• Bachelor of Economics (Accounting Major)</li> <li>• Member, Institute of Chartered Accountants in Australia</li> <li>• Member, Association of Superannuation Funds of Australia</li> </ul>
<b>Ian Tracey</b> Partner – KPMG, Internal Audit	Directorships <ul style="list-style-type: none"> <li>• Director – Tracey Holdings Pty Ltd as trustee for Family Trust</li> </ul>	Not applicable	Not applicable	None	<ul style="list-style-type: none"> <li>• Bachelor of Commerce</li> <li>• Prince 2 Practitioner</li> <li>• Lean Practitioner, Cardiff University (LERC)</li> <li>• Member, Institute of Chartered Accountants in Australia</li> </ul>