



INFORMATION KIT FOR NOMINATION AND SELECTION PROCESS

Prepared July 2025

1. INTRODUCTION

The Board has approved several important changes to the way that Board members are selected and appointed to ensure that an appropriate mix of skills and industry representation is present at the Board to govern REI Superannuation Fund Pty Ltd (“the Trustee”) in the best financial interests of members.

1.1 Key Changes

- References to member-elected directors are now ‘Member Representative Directors’ in the Constitution;
- The geographic restrictions on Member Representative Directors have been removed; and
- Member Representative Directors will be selected and appointed by a defined Board nomination and selection process.

The Board size and structure remain unchanged with:

- A total of nine (9) directors;
- Three (3) independent directors (including the Chair of the Board); and
- Six (6) Member Representative Directors who are members of REI Super (“the Fund”).

1.2 Appointment Process for Member Representative Directors

Date	Event	Description
14 July 2025	Call for Nominations	The Fund will notify eligible members that the nomination period is open for two weeks and invite members to nominate a Fund member who demonstrates integrity, leadership and skill to become a director.
9.00 a.m. Monday 4 August to 5.00 p.m. Friday 15 August 2025	Nomination Period	Send signed and completed nomination forms including nominee responses to Annexure B and C in this nomination kit to [companysec@reisuper.com.au] before 5.00 p.m. (AEST) on 15 August 2025.
18 to 22 August 2025	Nominee Screening and Assessment	The Recruitment Committee formed from the Board will assess nominations and nominee responses to determine shortlisted candidates.
25 August to 5 September 2025	Nominee Interviews	The Recruitment Committee may interview shortlisted candidates with reference to the Skills Matrix and discuss their findings.
8 to 12 September 2025	Reference Checks for Shortlisted Candidates	The Company Secretary will request from the candidates 100 points of verified ID, police check, director ID and a Fit and Proper person declaration, and references will be completed.
15 to 19 September 2025	Recommendation of Candidates to the Board	The Recruitment Committee will prepare their recommendation for the full Board before the meeting.

23 to 24 September 2025	Board Meeting to Discuss & Decide on Appointed Candidates	At the meeting, the full Board, excluding directors who declare a conflict of interest, will review the committee's recommendation and decide on three candidates.
25 to 30 September 2025	Notification of Outcome to the Candidates	Candidates will receive an email and phone call to notify them of their successful appointment as Member Representative Directors in the Fund, or a phone call to thank them for their participation.
1 October 2025	Effective Appointment Date	From this date onwards, the successful candidates will serve as directors on the Board.

2. NOMINATION INFORMATION

2.1 Nomination Process

There will be three Member Representative Director vacancies to be filled, following the completion of the current terms for Nathan Jones, Leanne Pilkington and Cassandra Mason, all of whom are eligible for re-appointment.

Following receipt of the Call for Nominations, eligible members can complete the Nomination Form (Annexure A) in this Information Kit.

The nominee must consent and sign the Nomination Form and describe how they will contribute to leadership of the Fund through completing the Director Selection Criteria (Annexure B) and Director Skills Matrix (Annexure C), providing up to two attachments or referrals to websites.

Completed Nomination Forms, Director Skills Matrix, Director Selection Criteria responses and all must be submitted to [companysec@reisuper.com.au] by close of the nomination period, that being at 5:00pm AEST on 15 August 2025.

Timely submission allows sufficient opportunity for the Recruitment Committee to consider the nomination and enclosed materials.

If you have any questions, need assistance with the nomination process or require an alternative method of nomination, please contact [companysec@reisuper.com.au].

Thank you for your interest.

Warm regards,

Company Secretary
on behalf of the REI Superannuation Fund Pty Ltd Board
28 July 2025
companysec.reisuper.com.au

ANNEXURE A - DIRECTOR NOMINATION FORM

Prepared July 2025

I,

.....
(full name of nominator)

.....
(nominator member number)

Being a member of REI Super ("the Fund"), nominate

.....
(full name of the person you are nominating)

.....
(nominee member number)

for the position of the Member Representative Director of the Trustee of the Fund.

I confirm that the person I nominated as a candidate is eligible for the position with reference to the Director Selection Criteria contained in Annexure B of this Information Kit.

.....
(Nominator signature)

.....
(Date)

Note: Each nominator can only nominate one candidate and second one candidate. The nominator and seconder cannot be the same individual.

I,

.....
(full name of seconder)

.....
(seconder member number)

Being a member of the Fund and not a family member or a close relative to a current Member Representative Director, second the nomination of the abovenamed for the position of Member Representative Director of the Trustee of the Fund.

.....
(Seconder signature)

.....
(Date)

Completed forms must be received before 5.00 pm on Friday 15 August 2025.

Email	companysec@reisuper.com.au
Website	reisuper.com.au/nominations

ANNEXURE B - DIRECTOR SELECTION CRITERIA

Prepared July 2025

The Board has undertaken a review of its current composition and identified key skills that are desirable in candidates which are detailed in the Director Skills Matrix (Annexure C). Candidates must submit a personal statement which includes an assessment of their skills and experience against the Director Skills Matrix, enclosing a recent photograph and a statutory declaration attesting that the information contained within their personal statement is true and correct.

In addition to the personal statement,

I,

.....
(full name of nominee)

.....
(nominee member number)

declare that I am:

- a member of REI Super (“the Fund”);
- not a current Member Representative Director (except those at the end of their current term seeking re-appointment);
- not reasonably foreseen to become a disqualified person or unable to meet the “fit and proper” person requirements under the relevant laws;
- able to provide answers to the questions contained in this Director Selection Criteria and complete the Director Skills Matrix (Annexure C);
- an active employee for at least 20 hours per week over a period of 12 months of
 - an employer in the real estate industry and/or associated services in Australia, which
 - has contributed to the Fund on 4 occasions over 4 months in the 2024-2025 financial year.

.....
(Nominee signature)

.....
(Date)

Please submit your completed Director Skills Matrix (annexure C) which addresses the areas of expertise:

- Superannuation and Financial Institutions Sector Skills
- Professional Skills
- Contemporary Business Skills
- Environmental Social and Governance

The skills matrix allows you to rate your experience on a scale of 0 to 3 as follows:

0. None
1. Developing
2. Proficient
3. Expert / Advanced

Please attach up to two files or two referrals to websites which detail evidence of your skills, experience and education against these areas.

You may also write a personal statement of no more than 250 words outlining why you believe you would be a valuable addition to the Board.

Note: for directors seeking reappointment, please outline how you have uniquely contributed to the Director Skills Matrix over your current incumbency, and your individual aspiration for the Fund over your next term, should you be reappointed.

Personal statements and the completed Director Skills Matrix must be received before 5.00 pm on Friday 15 August 2025.

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Website	reisuper.com.au/nominations

ANNEXURE C - DIRECTOR SKILLS MATRIX

Note: please find the rating key on the final page

Area	Skill	Rating (0-3)	Comments/Evidence
Superannuation / Financial Institution Sector Skills	Investment Management		
	Policy & Regulator Exposure		
	Regulatory Capital and Asset Liability Management		
	Product Management, Design & Distribution		
	Operational Risk		
	Insurance		
	Superannuation and Retirement		
	Real Estate Industry		
Professional Skills	Corporate Governance		
	Financial Management & Accounting		
	Audit		

Professional Skills	Risk Management		
	Law		
	Marketing and Communication		
	Digital Strategy and Assurance		
Contemporary Business Skills	People and Culture		
	Business Acumen		
	Strategic Leadership and Management		
	Innovation and Transformation		
	Stakeholder and Community Engagement		
Environmental, Social and Governance	Climate Change and Extreme Events		
	Sustainability		
	Diversity, Equity and Inclusion		
	Modern Slavery		

	Aboriginal and Torres Strait Islanders		
	Other Minority, Vulnerable Groups		

Rating Key

No.	Rating	Description
0	None / not evident	No relevant experience
1	Developing	Some experience or prior education
2	Proficient	Current experience and proficiency
3	Expert / advanced	Specialist expertise and experience

Personal statements and the completed Director Skills Matrix must be received before 5.00 pm on Friday 15 August 2025.

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