

# REI SUPER

## FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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## REI SUPER

### DIRECTORS REPORT FOR THE YEAR ENDED 30 JUNE 2025

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The Directors of REI Superannuation Pty Ltd (the Trustee), as trustee for the REI Super (the Fund), submit herewith the annual report of the Fund for the financial year ended 30 June 2025. To comply with the *Corporations Act 2001*, the Directors report as follows:

#### Principal activities

REI Super is operated for the purpose of providing members with lump sum or pension benefits upon retirement, termination of service, death or disablement. The Fund is a defined contribution superannuation Fund that holds a public offer licence. Fund membership is diverse but primarily comprises people associated with the real estate industry in Australia.

#### Review of operations

The net assets available for member benefits increased from \$2,260,494,000 to \$2,514,462,000 during the financial year. This increase is a combination of investment returns during the year and changes in member benefits.

The Fund invests member balances in financial investments designed to provide a return to members with a focus on investing for the long term and choosing high quality, value for money investments. For the year ended 30 June 2025 the Fund received income from superannuation activities after tax of \$232,672,000 (2024: \$187,692,000) this was an increase on the prior year and is reflective of the performance of investment markets generally during the year.

The statement of change in member benefits shows the impact of after-tax contributions and benefit payments during the year. For the year ended 30 June 2025 there was a net increase in member benefits, after the allocation of earnings of \$257,245,000 (2024: \$200,536,000).

#### Changes in state of affairs

There was no significant change in the state of affairs of the Fund during the financial year.

#### Subsequent events

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Fund, the results of those operations, or the state of affairs of the Fund in future financial years.

#### Likely developments

At the date of this report, the Directors are not aware of any developments likely to have a significant effect upon the Fund's operations

#### Environmental regulation

The operations of the Fund are not subject to any particular and significant environmental regulation under law of the Commonwealth or of a State or Territory.

#### Audit and non-audit services

Details of amounts paid or payable to the auditor for audit and non-audit services provided during the year by the auditor are disclosed in the table below:

	2025	2024
	\$	\$
Amounts paid or due and payable to Ernst & Young:		
• Audit services	128,500	128,500
• Taxation services	-	19,071
• Other services	-	-
	<hr/>	<hr/>
TOTAL AUDITOR'S REMUNERATION	128,500	147,571
	<hr/>	<hr/>

The Directors of the Fund are satisfied that the provision of non-audit services provided during the year by the auditor (or by another person or firm on the Auditor's behalf) is compatible with the standard of independence for auditors imposed by the *Corporations Act 2001*.

## REI SUPER

### DIRECTORS REPORT FOR THE YEAR ENDED 30 JUNE 2025

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The Directors are of the opinion that the services as disclosed above do not compromise the external auditor's independence, for the following reasons:

- All non-assurance services have been approved by the Finance, Audit & Compliance Committee as set out in APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board (APES 110).
- All the services comply with the general principles relating to auditor independence as set out in APES 110, including not assuming management responsibilities or reviewing or auditing the auditor's own work, and ensuring threats to independence are either eliminated or reduced to an acceptable level.

The above Directors' statements are in accordance with the advice received from the Finance, Audit & Compliance Committee.

#### **Auditor's independence declaration**

The auditor's independence declaration is included on page 5.

#### **Rounding off of amounts**

REI Super is an entity of the kind referred to in *ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191*, dated 24 March 2016, and in accordance with that Corporations Instrument amounts in the Directors' report and the financial statements are rounded to the nearest thousand dollars unless otherwise indicated.

#### **Remuneration Report**

This remuneration report, which forms part of the Directors' report, sets out information about the remuneration of the key management personnel of REI Super for the financial year ended 30 June 2025. The term 'key management personnel' refers to those persons having authority and responsibility for planning, directing and controlling the activities of the Fund, directly or indirectly, including any director (whether executive or otherwise) of the Trustee of the Fund. The prescribed details for each person covered by this report are detailed below under the following headings:

- Key management personnel
- Remuneration of key management personnel
- Key terms of employment contracts.

#### Key management personnel

The Directors and other key management personnel of the Trustee during the financial year were:

#### Directors of the Trustee

##### *Independent:*

Claire Higgins (Chair)  
Geoff Peck (Deputy Chair)  
Craig Dunstan

##### *Member elected:*

Richard Simpson  
Nathan Jones  
Leanne Pilkington  
Cassandra Mason  
Tim Lawless  
Tim McKibbin

#### Other Key Management Personnel

##### *Name*

Jarrold Coysh  
Angelos Siapakas  
Andrew Tait  
Lisa Saunders  
Kimbra Jones

##### *Position*

Chief Executive Officer  
Group Executive – Investment Strategy & Operations  
Group Executive – Marketing & Growth  
Group Executive – Governance Risk & Compliance  
Group Executive – Member Services

#### Remuneration of Key Management Personnel

Director remuneration consists of Board fees, superannuation guarantee contributions and the reimbursement of reasonable expenses. The fees reflect the demands on and responsibilities of those Directors. Directors are not paid separate fees for their participation in board committees.

Executive Officers' remuneration comprises salaries, superannuation contributions, and short-term incentive payments and the reimbursement of reasonable expenses. The Chief Executive Officer is responsible for determining the remuneration of Executive Officers. The Board reviews and approves the remuneration of the Chief Executive Officer, Directors and Executives, on the recommendation of the Governance, Remuneration & Nomination Committee.

## REI SUPER

### DIRECTORS REPORT FOR THE YEAR ENDED 30 JUNE 2025

Director and Executive Officer remuneration, including the Chief Executive Officer's, is reviewed annually. Remuneration levels are benchmarked against independent external sources. The Directors and Executive Officers are paid in accordance with the Fund's Remuneration Policy. In the case of Directors fees, they may be paid to the Director or salary sacrificed as superannuation contributions.

Executive remuneration practices reflect the Fund's core values, placing members at the centre of what the Fund does as well as recognising the need to resource the Fund to provide quality benefits and services to members.

#### Year ended 30 June 2025

Name	Short-term employee benefits		Post-employment benefits	Long-term benefits	Total
	Cash salary, fees and short-term compensation	Short Term Incentive	Superannuation		
<b>Directors</b>					
Claire Higgins	100,445	-	11,551	-	111,996
Geoffrey Peck	70,725	-	8,133	-	78,858
Craig Dunstan	70,725	-	8,133	-	78,858
Richard Simpson	49,200	-	5,658	-	54,858
Nathan Jones	49,200	-	5,658	-	54,858
Leanne Pilkington	49,200	-	5,658	-	54,858
Cassandra Mason	49,200	-	5,658	-	54,858
Tim Lawless	49,200	-	5,658	-	54,858
Tim McKibbin	49,200	-	5,658	-	54,858
<b>Executives</b>					
Jarrold Coysh	483,164	109,986	29,915	-	623,065
Angelos Siapkias	396,540	48,929	29,939	-	475,408
Andrew Tait	381,587	46,699	29,955	-	458,241
Lisa Saunders	287,321	24,399	29,939	-	341,659
Kimbra Jones	205,236	14,386	25,256	-	244,878

## REI SUPER

### DIRECTORS REPORT FOR THE YEAR ENDED 30 JUNE 2025

Year ended 30 June 2024

Name	Short-term employee benefits		Post-employment benefits	Long-term benefits	Total
	Cash salary, fees and short-term compensation	Short Term Incentive	Superannuation		
<b>Directors</b>					
Claire Higgins	97,006	-	10,671	-	107,677
Geoffrey Peck	68,300	-	7,513	-	75,813
Craig Dunstan	68,300	-	7,513	-	75,813
Richard Simpson	47,514	-	5,226	-	52,740
Nathan Jones	47,514	-	5,226	-	52,740
Leanne Pilkington	47,514	-	5,226	-	52,740
Cassandra Mason	47,514	-	5,226	-	52,740
Tim Lawless <sup>1</sup>	35,635	-	3,920	-	39,555
Tim McKibbin <sup>1</sup>	35,635	-	3,920	-	39,555
Jonathan Blocksidge <sup>2</sup>	11,395	-	1,790	-	13,185
Dianne Helmich <sup>2</sup>	11,878	-	1,307	-	13,185
<b>Executives</b>					
Jarrold Coysh	483,740	103,899	27,485	-	615,124
Angelos Siapkas	378,806	46,493	27,491	-	452,790
Andrew Tait	368,024	40,943	27,493	-	436,460
Lisa Saunders	268,600	18,557	27,493	-	314,650
Kimbra Jones	190,696	14,386	22,559	-	227,641

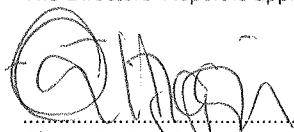
Notes to remuneration table

1 – Appointed 1 October 2023

2 – Resigned 30 September 2023

This Directors' report is signed in accordance with a resolution of Directors of the Trustee made pursuant to s 298(2) of the Corporations Act 2001.

The Directors' Report is approved in accordance with the resolution of the Directors of the Trustee.

  
 Claire Higgins (Chair)

Dated 23 September 2025.



**REI SUPER**

**AUDITOR'S INDEPENDENCE DECLARATION  
FOR THE YEAR ENDED 30 JUNE 2025**

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## REI SUPER

### STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	Notes	2025 \$'000	2024 \$'000
<b>ASSETS</b>			
Cash and cash equivalents	15(b)	62,303	113,585
Receivables	10	186,650	10,736
Investments	5	2,315,678	2,173,869
Prepayments		-	96
Fixed assets		357	81
Right of use asset		2,113	512
Deferred tax assets	11(e)	476	431
<b>TOTAL ASSETS</b>		<b>2,567,577</b>	<b>2,299,310</b>
<b>LIABILITIES</b>			
Creditors and accruals	12	2,494	2,398
Employee entitlements	13	602	505
Lease liability		2,137	503
Current tax liability	11(d)	13,901	13,347
Deferred tax liabilities	11(f)	33,981	22,063
<b>TOTAL LIABILITIES EXCLUDING MEMBER BENEFITS</b>		<b>53,115</b>	<b>38,816</b>
<b>NET ASSETS AVAILABLE FOR MEMBER BENEFITS</b>		<b>2,514,462</b>	<b>2,260,494</b>
MEMBERS BENEFITS	7(a)	2,488,091	2,230,710
<b>NET ASSETS</b>		<b>26,371</b>	<b>29,784</b>
<b>EQUITY</b>			
Operational risk reserve	8	6,645	5,840
Administration reserve	8	7,515	6,595
Unallocated surplus	7(c)	12,211	17,349
<b>TOTAL EQUITY</b>		<b>26,371</b>	<b>29,784</b>

**REI SUPER****INCOME STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2025**

	Notes	2025 \$'000	2024 \$'000
<b>REVENUE FROM SUPERANNUATION ACTIVITIES</b>			
Interest		2,339	2,074
Trust distributions		169,225	74,733
Net changes in fair value of investments	6	93,798	133,661
Fee rebates		715	4,098
Other income		6	-
		<hr/>	<hr/>
<b>TOTAL SUPERANNUATION ACTIVITIES REVENUE</b>		<b>266,083</b>	<b>214,566</b>
		<hr/>	<hr/>
<b>EXPENSES</b>			
Direct investment expense		2,250	1,363
Administration expenses		5,378	3,929
Other operating expenses	14	9,702	9,028
		<hr/>	<hr/>
<b>TOTAL EXPENSES</b>		<b>17,330</b>	<b>14,320</b>
		<hr/>	<hr/>
<b>RESULT FROM SUPERANNUATION ACTIVITIES BEFORE INCOME TAX</b>			
		<b>248,753</b>	<b>200,246</b>
Income tax expense	11(a)(b)	16,081	12,554
		<hr/>	<hr/>
<b>RESULTS FROM SUPERANNUATION ACTIVITIES AFTER INCOME TAX</b>			
		<b>232,672</b>	<b>187,692</b>
ALLOCATION TO MEMBERS BENEFITS		(236,085)	(182,312)
		<hr/>	<hr/>
<b>NET OPERATING RESULT</b>		<b>(3,413)</b>	<b>5,380</b>
		<hr/>	<hr/>

This Statement should be read in conjunction with the accompanying notes.

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## REI SUPER

### STATEMENT OF CHANGES IN MEMBER BENEFITS FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$'000	2024 \$'000
Liability for accrued benefits beginning of period		2,230,710	2,030,036
<b>CONTRIBUTIONS RECEIVED</b>			
Employer contributions		152,708	138,422
Member contributions		21,662	18,130
Government co-contributions		70	63
Transfers in		26,199	27,409
		<hr/>	<hr/>
Income tax on contributions	11(c)	200,639 (23,226)	184,024 (20,901)
		<hr/>	<hr/>
<b>Net after tax contributions</b>		<b>177,413</b>	<b>163,123</b>
		<hr/>	<hr/>
<b>BENEFITS PAID</b>			
Benefits paid		(53,004)	(47,008)
Transfers out		(83,827)	(80,169)
Pensions paid		(20,306)	(17,732)
		<hr/>	<hr/>
<b>Net benefits paid</b>		<b>(157,137)</b>	<b>(144,909)</b>
		<hr/>	<hr/>
<b>INSURANCE</b>			
Insurance premiums charged to members' accounts		(4,058)	(4,531)
Claims credited to members' accounts		4,386	3,999
Tax benefit from insurance premiums	11(c)	692	680
		<hr/>	<hr/>
<b>Net Insurance (cost)/benefit</b>		<b>1,020</b>	<b>148</b>
		<hr/>	<hr/>
<b>BENEFITS ALLOCATED TO MEMBERS ACCOUNTS</b>			
Net investment income		248,468	193,464
Administration fees		(12,383)	(11,152)
		<hr/>	<hr/>
<b>Net benefits allocated to members accounts</b>		<b>236,085</b>	<b>182,312</b>
		<hr/>	<hr/>
Liability for accrued benefits end of period		2,488,091	2,230,710
		<hr/>	<hr/>

## REI SUPER

### STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	Operating Risk Reserve \$'000	Administration Reserve \$'000	Unallocated Surplus \$'000	Total Equity \$'000
<b>Year Ended 30 June 2025</b>				
Opening balance	5,840	6,595	17,349	29,784
Net income/(loss) applied	805	920	(5,691)	(3,966)
Cost recoveries from members for insurance management	-	-	553	553
	<u>6,645</u>	<u>7,515</u>	<u>12,211</u>	<u>26,371</u>
<b>Year Ended 30 June 2024</b>				
Opening balance	5,335	6,018	13,051	24,404
Net income/(loss) applied	505	577	3,680	4,762
Cost recoveries from members for insurance management	-	-	618	618
	<u>5,840</u>	<u>6,595</u>	<u>17,349</u>	<u>29,784</u>

## REI SUPER

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 \$'000	2024 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Interest		2,220	553
Trust distributions		2,523	-
Other income		721	-
GST recoup		653	544
Direct investment expenses		(2,250)	(1,363)
General administration expenses		(15,295)	(12,964)
Income tax received/(paid)		(2,788)	7,506
<b>NET CASH FLOWS USED IN OPERATING ACTIVITIES</b>	<b>15(a)</b>	<b>(14,216)</b>	<b>(5,724)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Net purchases/(sale) of investments		(56,155)	(7,897)
Purchase of plant and equipment		(1,240)	(42)
<b>NET CASH FLOWS FROM/(USED IN) INVESTING ACTIVITIES</b>		<b>(57,395)</b>	<b>(7,939)</b>
<b>CASH FLOWS FROM MEMBER ACTIVITIES</b>			
Employer contributions		152,685	138,890
Member & Government co-contributions		21,732	18,193
Transfers in		26,199	27,409
Benefits paid		(157,214)	(144,904)
Insurance proceeds (inwards)		4,386	3,999
Insurance premiums (outwards)		(4,059)	(4,586)
Income tax paid on contributions received		(23,400)	(19,665)
<b>NET CASH FLOWS FROM MEMBER ACTIVITIES</b>		<b>20,329</b>	<b>19,336</b>
<b>NET INCREASE/(DECREASE) IN CASH HELD</b>		<b>(51,282)</b>	<b>5,673</b>
Custodian cash taken up 30 June 2024	15(b)	-	96,716
<b>CASH AT THE BEGINNING OF PERIOD</b>		<b>113,585</b>	<b>11,196</b>
<b>CASH AT THE END OF PERIOD</b>	<b>15(b)</b>	<b>62,303</b>	<b>113,585</b>

This Statement should be read in conjunction with the accompanying notes.

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## REI SUPER

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 1. GENERAL INFORMATION

REI Super (the Fund) is a defined contribution fund domiciled in Australia.

The address of the Trustee's registered office is Level 26, 120 Collins Street, Melbourne, VIC 3000.

The Fund is primarily involved in providing retirement benefits to its members. The Fund is constituted by a Trust Deed dated 4 February 1975, as amended from time to time. REI Super is a public offer fund providing superannuation benefits to employees within the real estate industry in Australia.

The Fund is Registered Superannuation Entity with APRA (Number R1000412).

The Trustee of the Fund is REI Superannuation Fund Pty Limited (RSE No. L0000314).

The financial statements were approved by the Board of the Trustee, REI Superannuation Fund Pty Ltd, on 23 September 2025. The Directors of the Trustee have the power to amend and re-issue these financial statements.

#### 2. MATERIAL ACCOUNTING POLICIES

Unless covered in other notes to the financial statements, the material accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated in the following text.

##### (a) Basis of preparation

The financial statements are general purpose statements which have been drawn up in accordance with Australian accounting standards including AASB 1056 *Superannuation Entities*, other applicable Accounting Standards and the requirements of the Superannuation Industry (Supervision) Act 1993 and Regulations ("SIS") and the provisions of the Trust Deed. The financial statements are presented in Australian dollars.

The statement of financial position is presented on a liquidity basis. Assets and liabilities are presented in decreasing order of liquidity and do not distinguish between current and non-current. Balances are expected to be recovered or settled within twelve months, except for investments, fixed assets, derivative liabilities, and the liabilities for member benefits.

The financial statements are prepared on the basis of fair value measurement of assets and liabilities except where otherwise stated.

##### (b) New and amended standards adopted during the year

The Fund has adopted all new and revised Standards and Interpretations issued by the Australian Accounting Standards Board that are relevant to its operations and effective for an accounting that begins on or after 1 July 2024.

There has been no material impacts of adopting new or revised Standards or Interpretations.

##### (c) New Standards and Interpretations not yet Adopted

Certain new accounting standards, amendments to standards and interpretations have been published that are not mandatory for 30 June 2025 reporting periods and have not been early adopted by the Fund. None of these are expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

##### (d) Investments

Investments of the Fund are initially recognised using trade date or settlement date accounting, as appropriate. From the initial recognition any gains and losses arising from net remeasurement changes in the assets fair value are recorded in the income statement. Fair values have been determined as follows:

##### Units in Unit Trusts

These are valued at the redemption price at reporting date quoted by the investment managers which are based on the fair value of the underlying investments.

## REI SUPER

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 2. MATERIAL ACCOUNTING POLICIES (CONTINUED)

##### Shares in unlisted entities

The Fund holds shares in unlisted entities for which market quotations are not readily available and fair value has been determined by the Trustee using an independent valuation obtained by the entities in which the Fund invests.

The primary methodology used for the valuations is discounted cash flows, cross-checking where possible against recent transactions in the marketplace involving comparable entities.

##### **(e) Financial Instruments**

###### *(a) Recognition/derecognition*

The Fund recognises financial assets and financial liabilities on the date it becomes a party to the contractual agreement (trade or settlement date) and recognises changes in the fair value of the financial assets or financial liabilities from this date.

Investments are derecognised when the right to receive cash flows from the investments have expired or the Fund has transferred substantially all the risks and rewards of ownership.

###### *(b) Measurement*

At initial recognition, the Fund measures financial assets and financial liabilities at their fair value. Transaction costs for financial assets and liabilities are recorded in the income statement.

After initial recognition, all financial assets and liabilities are measured at fair value. Gains and losses are presented in the income statement in the period in which they arise as net changes in fair value of investments.

###### *(c) Offsetting financial instruments*

Financial assets and liabilities are offset and the net amount reported in the statement of financial position when there is a legally enforceable right to offset the amounts and there is an intention to settle on a net basis or realise the asset and settle the liability at the same time.

##### **(f) Cash and Cash Equivalents**

Cash comprises cash on hand and demand deposits.

Cash equivalents are short term, highly liquid investments that are readily converted to known amounts of cash and which are subject to an insignificant risk of changes in value.

##### **(g) Revenue Recognition**

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Fund and can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised.

##### Net gains/(losses) on financial instruments held at fair value through profit or loss

Net gains and losses arise due to remeasurement changes in the fair value of investments are recognised as income in the income statement in the periods in which they occur. Net remeasurement changes in fair value are determined as the difference between the fair value at balance date or consideration received (if sold during the reporting period) and the fair value at the previous balance date or the cost (if the investment was acquired during the reporting period).

##### Interest income

Interest revenue from financial instruments that are held at fair value is determined based on the contractual coupon interest rate and includes interest from cash and cash equivalents.

##### Trust distributions

Distributions from managed investment schemes are recognised on the date the Fund becomes entitled to or is attributed the distribution. If not received at reporting date, the distribution receivable is reflected in the statement of financial position as a receivable at fair value.

## REI SUPER

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 2. MATERIAL ACCOUNTING POLICIES (CONTINUED)

##### **(h) Foreign Currency**

Transactions in foreign currencies are translated at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at balance sheet date are translated to Australian dollars at the foreign exchange rate ruling at that date. Foreign exchange differences are recognised in the income statement.

##### **(i) Income Tax**

The Fund is a complying superannuation fund within the provisions of the Income Tax Assessment Act 1997 and accordingly the concessional tax rate of 15% has been applied.

##### Current tax

Current tax is the expected tax payable on the estimated taxable income for the current year based on the applicable tax rate adjusted for instalment payments made to the ATO during the year and by changes in deferred tax assets and liabilities attributable to temporary differences.

##### Deferred tax

Deferred tax is recognised in respect of temporary differences between the carrying amount of assets and liabilities in the financial statements and the amounts used for taxation purposes. Deferred tax assets are recognised only when it is probable that future taxable amounts will be available to utilise temporary differences and losses.

##### **(j) Contributions received and transfers from other funds**

Contributions and transfers in are recognised when the control and the benefits from the revenue have transferred to the Fund and is recognised gross of any taxes in the period to which they relate.

##### **(k) Receivables**

Receivables may include amounts for interest and trust distributions and are measured at fair value. Trust distributions are accrued when the right to receive payment is established. Interest is accrued at the end of each reporting period from the time of last payment. Amounts are generally received within 30 days of being recorded as receivables.

##### **(e) Financial Liabilities**

The Fund recognises financial liabilities on the date it becomes a party to the contractual provisions of the instrument. Other payables are payable on demand or over short time frames of no more than 60 days.

The Fund recognises financial liabilities at fair value as at the reporting date with any change in fair values since the beginning of the reporting period included in the income statement.

##### **(l) Use of Estimates and Judgements**

The preparation of financial statements requires the use of certain critical accounting assumptions and estimates. It also requires the Trustee and management to exercise judgement in the process of applying the entity's accounting policies and reported amounts of assets, liabilities, income, and expenses. Actual results may differ from these estimates. For most the Fund's financial instruments, quoted market prices are readily available. However, certain financial instruments, for example over the counter derivatives or unquoted securities, are fair valued using valuation techniques.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected. There are no critical accounting estimates and judgements contained in these financial statements other than those used to value level 3 investments (note 3), determine the liability for accrued benefits (note 7) and right-of-use assets and lease liabilities, which are brought to account in the statement of financial position.

## REI SUPER

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 2. MATERIAL ACCOUNTING POLICIES (CONTINUED)

##### **(m) Structured Entities**

A structured entity is an entity that has been designed so that voting or similar rights are not the dominant factor in deciding who controls the entity. This could be the case where voting rights relate to administrative tasks only and the relevant activities are directed by means of contractual arrangements.

The Fund invests in structured entities for the purpose of capital appreciation. The investee funds' objectives range from achieving medium to long term capital growth. The investee funds invest in different financial instruments, including equities and debt instruments. The size of a related investee fund is indicated by the net asset value of the fund per the investee funds' balance sheet. For unrelated funds, size is indicated by the carrying value of the Fund's investment as recognised in the Fund's statement of financial position as at reporting date as there is no other exposure to the Fund other than the carrying value of its investments.

##### **(n) Rounding of amounts**

Amounts in the financial statements have been rounded off to the nearest thousand dollars, unless otherwise indicated.

##### **(o) Comparatives**

Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year information and other disclosures.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 3. FAIR VALUES OF FINANCIAL INSTRUMENTS

##### (a) Fair Value Estimation

The carrying amounts of all the Fund's financial instruments at the balance date approximated their fair values. The major methods and assumptions used in determining fair value of financial instruments is disclosed in Note 2(d).

##### (b) Fair Value of Financial Instruments

The table on the following page analyses financial instruments carried at fair value, by valuation method. The different levels have been defined as follows:

- Level 1: Inputs to the valuation methodology are quoted prices (adjusted) in active markets for identical assets or liabilities.
- Level 2: Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets, and inputs that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices), for substantially the full term of the financial instrument.
- Level 3: Inputs to the valuation methodology are valuation techniques using inputs not based on observable data and the unobservable inputs have a significant effect on the instrument's valuation. This category includes instruments that are valued based on quoted prices for similar instruments for which significant unobservable adjustments or assumptions are required to reflect differences between the instruments.

Valuation techniques include net present value and discounted cash flow models, comparison with similar instruments for which observable market prices exist and other valuation models. Assumptions and inputs used in valuation techniques include risk-free and benchmark interest rates, credit spreads and other premia used in estimating discount rates, bond and equity prices, foreign currency exchange rates, equity and equity index prices and expected price volatilities and correlations.

The objective of valuation techniques is to arrive at a fair value measurement that reflects the price that would be received to sell the asset or paid to transfer the liability in an orderly transaction between market participants at the measurement date.

The Fund uses widely recognised valuation models for determining the fair value of common and more simple financial instruments, such as interest rate and currency swaps that use only observable market data and require little management judgement and estimation. Observable prices and model inputs are usually available in the market for listed debt and equity securities, exchange-traded derivatives, and simple OTC derivatives such as interest rate swaps. The availability of observable market prices and model inputs reduces the need for management judgement and estimation and reduces the uncertainty associated with the determination of fair market values. The availability of observable market prices and inputs varies depending on the products and markets and is prone to changes based on specific events and general conditions in the financial markets.

The Trustee's evaluation of Level 3 investment valuations has included further consideration relating to the economic implications of recent worldwide events and the measures taken to contain them. For certain investments the Trustee acknowledges that current valuations are subject to 'material valuation uncertainty' as a consequence of this.

The Fund has an established control framework with respect to the measurement of fair values. This framework and reports to the board of Directors, who have overall responsibility for fair value measurements. Specific controls include:

- verification of observable pricing inputs;
- re-performance of model valuations;
- a review and approval process for new models and changes to such models;
- calibration and back-testing of models against observed market transactions;
- analysis and investigation of significant daily valuation movements; and
- review of unobservable inputs and valuation adjustments.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

#### 3. FAIR VALUES OF FINANCIAL INSTRUMENTS (CONTINUED)

When third party information, such as broker quotes or pricing services, is used to measure fair value, then the portfolio valuation function assesses and documents the evidence obtained from the third parties to support the conclusion that such valuations meet the requirements of AASB 1056. This includes:

- verifying that the broker or pricing service is approved by the Fund for use in pricing the relevant type of financial instrument;
- understanding how the fair value has been arrived at and the extent to which it represents actual market transactions;
- when prices for similar instruments are used to measure fair value, how these prices have been adjusted to reflect the characteristics of the instrument subject to measurement; and
- if a number of quotes for the same financial instrument have been obtained, then how fair value has been determined using those quotes.

30 June 2025	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
<b>Financial assets at fair value through profit or loss</b>				
(i) Unlisted unit trusts	-	2,304,916	-	2,304,916
(ii) Unlisted equities	-	-	10,762	10,762
	-	2,304,916	10,762	2,315,678

The following table shows a reconciliation of the movement in the fair value of financial instruments categorised within Level 3 between the beginning and the end of the reporting period.

30 June 2025	Unlisted equities \$'000	Total \$'000
Opening balance	9,340	9,340
Transfers from level 2 to level 3	-	-
Total gains/(losses)	1,422	1,422
Purchases and transfers in	-	-
Sales	-	-
Closing balance	10,762	10,762

The amounts transferred from Level 2 to Level 3 were completed at the end of the reporting period.

Gains or losses included in the income statement are presented as net gains/(losses) on financial instruments held at fair value as follows:

30 June 2025	\$'000
Total gains/(losses) included in income statement for the period	1,422
Total gains/(losses) included in income statement for the period for assets held at the end of the reporting period	1,422

30 June 2024	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
<b>Financial assets at fair value through profit or loss</b>				
(i) Unlisted unit trusts	-	2,164,529	-	2,164,529
(ii) Unlisted equities	-	-	9,340	9,340
	-	2,164,529	9,340	2,173,869

The following table shows a reconciliation of the movement in the fair value of financial instruments categorised within Level 3 between the beginning and the end of the reporting period.

30 June 2024	Unlisted equities \$'000	Total \$'000
Opening balance	7,307	7,307
Transfers from level 2 to level 3	-	-
Total gains/(losses)	2,033	2,033
Purchases and transfers in	-	-
Sales	-	-
Closing balance	9,340	9,340

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

#### 3. FAIR VALUES OF FINANCIAL INSTRUMENTS (CONTINUED)

The amounts transferred from Level 2 to Level 3 were completed at the end of the reporting period.

Gains or losses included in the income statement are presented as net gains/(losses) on financial instruments held at fair value as follows:

30 June 2024	\$'000
Total gains/(losses) included in income statement for the period	2,033
Total gains/(losses) included in income statement for the period for assets held at the end of the reporting period	2,033

#### Valuation inputs and relationships to fair value

The Fund's level 3 investments comprise shares in unlisted companies. The following table summarises the quantitative information about the significant unobservable inputs used by the Trustee in level 3 fair value measurements.

Description	Fair value at 30 June \$'000	Unobservable inputs	Range of inputs - (weighted ave)	Relationship of inputs to fair value
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#### **30 June 2025**

Unlisted securities	10,762	Discounted cash flow	Discount/Interest Rate (1%-3%)	Higher (lower) redemption price (+/- 3.0%) would increase/(decrease) fair value by \$322,861
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#### **30 June 2024**

Unlisted securities	9,340	Discounted cash flow	Discount/Interest Rate (1%-3%)	Higher (lower) redemption price (+/- 3.0%) would increase/(decrease) fair value by \$280,197
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#### Valuation Process

The Trustee reviews the valuation of the financial instruments required for financial reporting purposes, including level 3 fair values, at each reporting date. The Trustee generally values units in unit trusts and other unlisted investments classified as level 3 instruments using the implied unit price provided by the underlying fund manager unless there is a specific verifiable reason to vary from the unit price provided.

Changes in level 2 and level 3 fair values are analysed at each reporting date by the Trustee.

There has been no change in the valuation technique during the period.

#### **(c) Offsetting financial assets and financial liabilities**

Financial assets and liabilities offset and the net amount reported in the statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the asset and settle the liability simultaneously. Some derivative instruments settle on a net basis through the statement of financial position in accordance with this convention, rather than through an offsetting arrangement. Under the terms of the FX contracts where certain credit events occur (such as default), the net position owing/receivable to a single counterparty will be taken as owing and all the relevant arrangements terminated. As the Fund does not presently have a legally enforceable right of off-set, these amounts have not been offset in the statement of financial position.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 4. FINANCIAL RISK MANAGEMENT

The Fund's assets principally consist of financial instruments which comprise units in unlisted trusts. It holds these investment assets in accordance with the Trustee's published investment policy statement.

The Fund transitioned from National Australia Bank Limited as the principal custodian to Apex Group from 1 April 2025. Apex Group holds most of the assets other than the Fund's operating bank account as the custodian for the Fund.

The allocation of assets between the various types of financial instruments is determined by the Trustee who manages the Fund's portfolio of assets to achieve the Fund's investment objectives. Divergence from target asset allocations and the composition of the portfolio is monitored by the Fund on at least a quarterly basis, and by the Fund's Implemented Investment Consultant on a continuous basis.

The Fund's investing activities expose it to the following risks from its use of financial instruments:

- market risk
- credit risk
- liquidity risk

The nature and extent of the financial instruments employed by the Fund are discussed below. This note presents information about the Fund's exposure to each of the above risks, the Fund's objectives, policies and processes for measuring and managing risk.

The Trustee of the Fund has overall responsibility for the establishment and oversight of the Fund's risk management framework.

The Trustee is responsible for developing and monitoring the Fund's risk management policies, including those related to its investment activities. The Fund's risk management policies are established to identify and analyse the risks faced by the Fund, including those risks managed by the Fund's Implemented Investment Consultant and the investment managers appointed by them, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Fund's activities.

The Trustee receives monthly and quarterly reports from the Fund's Implemented Investment Consultant and management to monitor compliance with the Fund's investment policy statement/objectives.

The Fund's Trustee and the Finance, Audit & Compliance Committee oversees how management monitors compliance with the Fund's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the Fund.

#### **Categories of financial instruments**

The assets and liabilities of the Fund are recognised at fair value as at reporting date. Changes in fair value are recognised through the Income Statement.

#### **Market Risk**

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the Fund's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return on risk.

#### Currency Risk

Currency risk is the risk that changes in foreign exchange rates will affect the future cash flows or the fair values of the instruments.

The Fund invests in Australian domiciled investments where the underlying investments may include overseas equities. These investments are all denominated in Australian dollars.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 4. FINANCIAL RISK MANAGEMENT (CONTINUED)

##### Interest rate risk

Interest rate risk is the risk that changes in interest rates will affect the future cash flows or the fair values of the instruments. The majority of the Fund's financial assets are non-interest-bearing. The Fund does not have any direct fixed interest-bearing financial instruments. The Fund invests in Australian domiciled unit trusts where the underlying investments may include interest bearing financial instruments. As a result, the Fund may be subject to indirect exposure to interest rate risk due to fluctuations in the prevailing levels of market interest rates.

As the interest rate on the Fund's bank account is a floating rate and varies with market interest rate, any change in interest rates will have no impact on the valuation of the account. The amount of interest the Fund receives after interest rate changes is dependent on the Fund's bank balance in the future. As any increase or decrease in interest likely to be received is immaterial, a sensitivity analysis was not performed.

##### Other market price risk

Other market price risk is the risk that the value of the instrument will fluctuate as a result of changes in market prices, whether caused by factors specific to an individual investment, its issuer or all factors affecting all instruments traded in the market.

As the Fund's financial instruments are valued at fair value with changes in fair value recognised in the Income Statement, all changes in market conditions will directly affect investment revenue.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

#### 4. FINANCIAL RISK MANAGEMENT (CONTINUED)

##### Sensitivity analysis

The Trustee has determined that the standard deviation of the rate of return for each investment option benchmark will provide an estimate of a reasonably possible change in the prices of the investments that comprise each option. The five year average standard deviation of rates of return for each item were provided by the Fund's implemented investment consultant. The following table illustrates the effect on change in net assets available to pay members from possible changes in market price risk.

30 June 2025 Investment Option	Benchmark	Average 5 year standard deviation	Net income from superannuation activities after tax \$'000	Change in net assets available for member benefits \$'000
Growth	Outperform CPI + 4% p.a. (net of fees) over rolling 10 year periods	10.07%	+/- 35,939	+/- 35,939
Balanced	Outperform CPI + 3% p.a. (net of fees) over rolling 10 year periods	7.69%	+/- 154,931	+/- 154,931
Conservative	Outperform CPI + 0.5% p.a. (net of fees) over rolling 3 year periods	4.64%	+/- 498	+/- 498
Stable	Outperform CPI + 1.5% p.a. (net of fees) over rolling 3 year periods	5.65%	+/- 3,480	+/- 3,480
Cash	Bloomberg Ausbond Bank Bill Index	0.56%	+/- 297	+/- 297
Australian Shares	Outperform S&P/ASX 300 Accumulation Index (net of fees) over rolling 5 year periods	12.69%	+/- 1,432	+/- 1,432
International Shares	Outperform weighted average 50% MSCI All Country World Ex-Australia with net dividends reinvested (unhedged) Index and 50% MSCI All Country World Ex-Australia with net dividends reinvested (\$A hedged) Index (net of fees) over rolling 5 year periods	13.06%	+/- 1,735	+/- 1,735
Australian Property	Outperform S&P/ASX 300 Property Accumulation Index (net of fees) over rolling 5 year periods	20.58%	+/- 1,407	+/- 1,407
Global Property	Outperform FTSE/NAREIT Developed Markets Real Estate (\$A Hedged) (net of fees) over rolling 5 year periods	16.34%	+/- 193	+/- 193
Bonds	Outperform weighted average 50% Bloomberg AusBond Composite Bond Index and 50% Barclays Global Aggregate (net of fees) over rolling 4 year periods	5.24%	+/- 179	+/- 179
Reserve Growth	Outperform CPI + 4% p.a. (net of fees) over rolling 10 year periods	10.07%	+/- 14	+/- 14
<b>Total</b>			<b>+/- 200,105</b>	<b>+/- 200,105</b>

REI SUPER

FINANCIAL INSTRUMENTS  
FOR THE YEAR ENDED 30 JUNE 2025

4. FINANCIAL RISK MANAGEMENT (CONTINUED)

30 June 2024 Investment Option	Benchmark	Average 5 year standard deviation	Net income from superannuation activities after tax \$'000	Change in net assets available for member benefits \$'000
Growth	Outperform CPI + 4% p.a. (net of fees) over rolling 10 year periods	12.66%	+/- 39,441	+/- 39,441
Balanced	Outperform CPI + 3% p.a. (net of fees) over rolling 10 year periods	9.26%	+/- 168,613	+/- 168,613
Conservative	Outperform CPI + 0.5% p.a. (net of fees) over rolling 3 year periods	5.23%	+/- 179	+/- 179
Stable	Outperform CPI + 1.5% p.a. (net of fees) over rolling 3 year periods	6.08%	+/- 3,361	+/- 3,361
Cash	Bloomberg Ausbond Bank Bill Index	0.50%	+/- 239	+/- 239
Australian Shares	Outperform S&P/ASX 300 Accumulation Index (net of fees) over rolling 5 year periods	16.57%	+/- 1,528	+/- 1,528
International Shares	Outperform weighted average 50% MSCI All Country World Ex-Australia with net dividends reinvested (unhedged) Index and 50% MSCI All Country World Ex-Australia with net dividends reinvested (\$A hedged) Index (net of fees) over rolling 5 year periods	14.35%	+/- 1,582	+/- 1,582
Australian Property	Outperform S&P/ASX 300 Property Accumulation Index (net of fees) over rolling 5 year periods	26.41%	+/- 1,542	+/- 1,542
Global Property	Outperform FTSE/NAREIT Developed Markets Real Estate (\$A Hedged) (net of fees) over rolling 5 year periods	19.41%	+/- 204	+/- 204
Bonds	Outperform weighted average 50% Bloomberg AusBond Composite Bond Index and 50% Barclays Global Aggregate (net of fees) over rolling 4 year periods	5.26%	+/- 138	+/- 138
Reserve Growth	Outperform CPI + 4% p.a. (net of fees) over rolling 10 year periods	12.66%	+/- 16	+/- 16
<b>Total</b>			<b>+/- 216,843</b>	<b>+/- 216,843</b>

A positive or negative rate of return equal to the standard deviations above would have an equal but opposite effect on the Fund's investment revenue, on the basis that all other variables remain constant.

Standard deviation is a useful historical measure of the variability of return earned by an investment portfolio. The standard deviations above provide a reasonable sensitivity variable to estimate each investment options expected return in future years.

Actual movements in returns may be greater or less than anticipated due to a number of factors, including unusually large market shocks resulting from changes in the performance of the economies, markets and securities in which the underlying trusts invest. As a result, historic variations in rates of return are not a definitive indicator of future variations in rates of return.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

#### 4. FINANCIAL RISK MANAGEMENT (CONTINUED)

##### Credit Risk

Credit risk is the risk that a counterparty to a financial instrument will fail to discharge an obligation or commitment that it has entered into with the Fund.

The fair value of financial assets included in the statement of financial position represents the Fund's current maximum exposure to credit risk in relation to those assets. The Fund does not have any significant exposure to any individual counterparty or industry. The credit risk is monitored by the Trustee by quarterly reporting from its implemented investment consultant.

The Fund does not have any assets which are past due or impaired.

##### Liquidity Risk

Liquidity risk is the risk that the Fund will not be able to meet its financial obligations as they fall due. The Fund's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its payment of benefits to members and liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Fund's reputation.

The Fund's liquidity position is monitored on a weekly basis. The Fund's cash and liquidity policy is to have sufficient cash balances to meet anticipated weekly benefit payments, Fund expenses plus investing activities.

The following tables summarise the expected maturity profile of the Fund's financial liabilities based on the earliest date on which the Fund can be required to pay. The amounts in the table are the contractual undiscounted cash flows.

30 June 2025	Less than 3 months \$'000	3 Months to 1 year \$'000	Total Contractual Cash Flows \$'000	Carrying Amount (Asset)/Liabilities \$'000
Creditors & accruals	2,494	-	2,494	2,494
Employee benefits	602	-	602	602
Lease liability	2,137	-	2,137	2,137
Current tax liabilities	10,983	2,918	13,901	13,901
Members benefits	2,488,091	-	2,488,091	2,488,091
<b>Total</b>	<b>2,504,307</b>	<b>2,918</b>	<b>2,507,225</b>	<b>2,507,225</b>

30 June 2024	Less than 3 months \$'000	3 Months to 1 year \$'000	Total Contractual Cash Flows \$'000	Carrying Amount (Asset)/Liabilities \$'000
Creditors & accruals	2,398	-	2,398	2,398
Employee benefits	505	-	505	505
Lease liability	503	-	503	503
Current tax liabilities	4,196	9,151	13,347	13,347
Members benefits	2,230,710	-	2,230,710	2,230,710
<b>Total</b>	<b>2,238,312</b>	<b>9,151</b>	<b>2,247,463</b>	<b>2,247,463</b>

Vested benefits have been included in the less than 3 months column, as this is the amount that members could call upon as at year-end. This is the earliest date on which the Fund can be required to pay members' members benefits, however, members may not necessarily call upon amounts vested to them during this time.

## REI SUPER

### FINANCIAL INSTRUMENTS FOR THE YEAR ENDED 30 JUNE 2025

#### 5. INVESTMENTS

	2025 \$'000	2024 \$'000
<u>Units in Unit Trusts</u>		
Australian Unity Healthcare Property Wholesale Trust	33,994	28,538
Blackrock Cash Fund	59,114	48,373
First Sentier Global Diversified Infra Hedged Feeder Fund	79,825	69,613
IFM International Infrastructure Wholesale Fund	103,195	83,598
Igneo Infrastructure Partners GDIF Hedged Feeder Fund 2	46,655	-
IShares Australian Equity Index Fund	162,996	166,653
iShares Emerging Markets Equity Index	1,056	-
IShares Global Bond Index Fund	149,546	139,874
IShares Global Listed Property Index Fund – Hedged D Class	14,869	16,781
IShares Hedged International Equity Index Fund	134,290	162,098
IShares International Equity Index Fund	148,652	56,024
iShares Wholesale Aust Listed Property	6,547	-
Morningstar Aust Shares High Alpha Trust (B)	259,619	263,006
Morningstar Aust Bonds Trust (B)	200,635	197,333
Morningstar Aust Shares Active Trust (B)	131,767	131,312
Morningstar Global Listed Infrastructure (Hedged) Fund	44,810	26,091
Morningstar Global Opportunities Fund Class (B)	71,158	67,494
Morningstar Growth Real Return Fund Class (B)	13,787	12,310
Morningstar Intl Shares Core (Hedged) Trust (B)	36,040	56,099
Morningstar Intl Shares Core (Unhedged) Trust (B)	30,007	45,926
Morningstar Intl Bonds Active (Hedged) Trust (B)	35,406	33,298
Morningstar Intl Prop Securities (Hedged) Trust (B)	37,203	35,979
Morningstar Intl Shares High Opp (Hedged) Trust (B)	116,200	120,537
Morningstar Intl Shares High Opp (Unhedged) Trust (B)	43,327	48,268
Ibbotson Supplementary Opp Trust (B)	239,188	255,115
ISPT Core Fund	71,037	67,897
Revolution Private Debt Fund II	33,993	26,496
Vanguard Australian Inflation Linked Bond Index Fund	-	5,816
	<hr/>	<hr/>
Total Units in Unit Trusts	2,304,916	2,164,529
	<hr/>	<hr/>
<u>Shares in Unlisted Entities</u>		
Industry Super Holdings Pty Ltd	10,762	9,340
	<hr/>	<hr/>
Total Shares in Unlisted Entities	10,762	9,340
	<hr/>	<hr/>
TOTAL INVESTMENTS	2,315,678	2,173,869
	<hr/>	<hr/>

#### 6. NET CHANGES IN FAIR VALUE OF INVESTMENTS

	2025 \$'000	2024 \$'000
Realised during the period	5,814	1,523
Held at reporting date	87,984	132,138
	<hr/>	<hr/>
NET CHANGES IN FAIR VALUE OF INVESTMENTS	93,798	133,661
	<hr/>	<hr/>

## REI SUPER

### MEMBER LIABILITIES, RESERVES, AND INSURANCE FOR THE YEAR ENDED 30 JUNE 2025

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#### 7. MEMBER LIABILITIES

The entitlements of members to benefit payments are recognised as liabilities. They are measured at the amount of the accrued benefits as at the reporting date, being the benefits that the Fund is presently obliged to transfer to members or their beneficiaries in the future as a result of the membership up to the end of the reporting period.

##### (a) Defined contribution member liabilities

The Fund has defined contribution liabilities only and defined contribution liabilities are measured as the amount of member account balances as at the reporting date using unit prices determined by the Trustee based on the underlying option values selected by members.

All members of the Fund receive benefits based on the accumulation of contributions with earnings, after deductions for insurance premiums, expenses and taxes. Members of the Fund bear the investment risk relating to the underlying assets of the Fund. At the end of the period the defined contribution member liabilities which represent the vested benefits for those members are as follows:

	2025 \$'000	2024 \$'000
Vested benefits	2,488,091	2,230,710

##### (b) Funding Arrangements

Contributions for defined contribution members were paid at the rate or rates agreed.

	2025 %	2024 %
Employer contributions	Various	Various
Member contributions	Voluntary	Voluntary

##### (c) Unallocated surplus/(deficit)

	2025 \$'000	2024 \$'000
Unallocated surplus	12,211	17,349

Unallocated earnings or losses between the date of the unit prices determined by the Trustee and the reporting date are shown in the statement of financial position as "Unallocated surplus/(deficit)" within equity.

The unallocated surplus also includes the balance of fees recovered from members in order to pay necessary administration and operating expenses with the Fund.

## REI SUPER

### MEMBER LIABILITIES, RESERVES, AND INSURANCE FOR THE YEAR ENDED 30 JUNE 2025

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#### 8. RESERVES

	2025 \$'000	2024 \$'000
Operational Risk Reserve	6,645	5,840
Administration Reserve	7,515	6,595

Under APRA Prudential Standard SPS 114: Operational Risk Financial Requirements ("ORFR"), a trustee is required to determine, implement, manage and maintain an ORFR target amount. The Trustee maintains an Operating Risk Reserve to satisfy the ORFR with a target of 0.25% of net Fund assets.

Administration Reserve is a contingency reserve that was established to provide the Fund with financial resources to protect members' interests and mitigate the impact of unforeseen events should such events arise.

#### 9. MEMBER INSURANCE ARRANGEMENTS

The Fund provides death and disability benefits to its members. The Trustee has a group policy in place with a third-party insurance company to insure these death and disability benefits for the members of the Fund.

The Fund collects premiums from members on behalf of the insurance company. Insurance claim amounts are recognised where the insurer has agreed to pay the claim. Therefore, insurance premiums are not revenues or expenses of the superannuation entity and do not give rise to insurance contract liabilities or reinsurance assets. Insurance premiums charged to member accounts and reinsurance recoveries allocated are recognised in the statement of changes in member benefits.

The Trustee determined that the Fund is not exposed to material insurance risk because:

- members (or their beneficiaries) will only generally receive insurance benefits if the external insurer pays the claim
- insurance premiums are only paid through the Fund for administrative reasons, and
- insurance premiums are effectively set directly by reference to premiums set by an external insurer.

## REI SUPER

### OTHER DETAIL DISCLOSURES FOR THE YEAR ENDED 30 JUNE 2025

10. RECEIVABLES	2025 \$'000	2024 \$'000
Investment receivables	185,528	10,563
GST receivable	220	170
Other receivables	902	3
	<hr/>	<hr/>
TOTAL RECEIVABLES	186,650	10,736
	<hr/>	<hr/>
11. TAXATION	2025 \$'000	2024 \$'000
<b>(a) Recognised in the income statement</b>		
Current income tax		
- Current tax charge/(benefit)	8,732	6,553
- Overprovision prior years	(4,569)	(6,596)
Deferred income tax		
- Relating to the origination and reversal of temporary differences	11,918	12,597
	<hr/>	<hr/>
Income tax expense/(benefit)	16,081	12,554
	<hr/>	<hr/>
<b>(b) Numerical reconciliation between tax expense and profit before income tax</b>		
Net profit/(loss) superannuation activities before tax	248,755	200,246
	<hr/>	<hr/>
Tax applicable at the rate of 15% (2024 15%)	37,313	30,037
Tax effect of income/loss not assessable/deductible in determining taxable income		
- Investment income and discount in capital gains	(10,926)	(8,458)
Tax effect of other adjustments		
- Imputation & foreign tax credits	(4,975)	(1,933)
- Exempt pension income	(848)	(467)
- Expense adjustments	86	94
- Under/(over) provision prior years	(4,569)	(6,719)
	<hr/>	<hr/>
Income tax expense/(benefit)	16,081	12,554
	<hr/>	<hr/>

## REI SUPER

### OTHER DETAIL DISCLOSURES FOR THE YEAR ENDED 30 JUNE 2025

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#### 11. TAXATION (CONTINUED)

	2025 \$'000	2024 \$'000
<b>(c) Recognised in the statement of changes in member benefits</b>		
Tax on contribution revenue	23,226	20,901
Tax benefit on insurance premiums	(692)	(680)
	<hr/> 22,534	<hr/> 20,221
<b>(d) Current tax liability</b>		
Balance at beginning of year	13,347	8,058
Income tax paid – current period	(17,352)	(13,782)
Income tax paid – prior period	(8,837)	2,178
Current year income tax provision	31,253	27,014
Under/(over) provision prior years	(4,510)	(10,121)
	<hr/> 13,901	<hr/> 13,347
<b>(e) Deferred tax assets</b>		
Accrued expenses	472	432
Right of use leased asset	4	(1)
	<hr/> 476	<hr/> 431
<b>(f) Deferred tax liabilities</b>		
Net unrealised capital gains (discounted)	33,981	22,063
	<hr/> 33,981	<hr/> 22,063

## REI SUPER

### OTHER DETAIL DISCLOSURES FOR THE YEAR ENDED 30 JUNE 2025

#### 12. CREDITORS AND ACCRUALS

	2025 \$'000	2024 \$'000
Administration fees	701	679
APRA fees	225	254
Audit fees	118	128
Direct investment expenses	86	58
Group life and salary continuance premiums	384	385
PAYG withholding tax	(64)	13
Sundry creditors	568	401
Tax agent fees	33	14
Unallocated contributions	443	466
	<hr/>	<hr/>
TOTAL CREDITORS AND ACCRUALS	2,494	2,398
	<hr/>	<hr/>

#### 13. EMPLOYEE ENTITLEMENTS

	2025 \$'000	2024 \$'000
Provision for annual leave	420	353
Provision for long service leave	182	152
	<hr/>	<hr/>
TOTAL EMPLOYEE ENTITLEMENTS	602	505
	<hr/>	<hr/>

#### 14. OTHER OPERATING EXPENSES

	2025 \$'000	2024 \$'000
Regulator costs	292	303
Compliance and professional services	2,281	1,628
Communications expenses	140	183
E&O expenses	10	-
Marketing expenses	2,148	2,170
Financial planning fees	462	252
Management expenses	2,640	2,170
Business development costs	780	851
Project expenses	123	688
Trustee expenses	826	783
	<hr/>	<hr/>
TOTAL OTHER OPERATING EXPENSES	9,702	9,028
	<hr/>	<hr/>

## REI SUPER

### CASH FLOW INFORMATION FOR THE YEAR ENDED 30 JUNE 2025

#### 15. CASH FLOW INFORMATION

##### (a) Reconciliation of Net Cash provided by Superannuation Activities to Net Profit After Tax

	2025 \$'000	2024 \$'000
Net operating result	(3,413)	5,380
Net benefits allocated to members accounts	236,085	182,312
Interest	(119)	(1,521)
Trust distributions	(85,908)	(64,844)
Changes in fair value of assets	(93,798)	(133,661)
Fee rebates	-	(4,098)
Depreciation	65	27
(Increase)/Decrease in GST receivable	(50)	10
(Increase)/Decrease in other receivable	(899)	-
(Increase)/Decrease in investments receivable	(80,794)	(9,889)
(Increase)/Decrease in right of use asset	(1,601)	220
(Increase)/Decrease in prepayments	96	3
(Increase)/Decrease in deferred tax assets	(45)	(229)
Increase/(Decrease) in creditors and accruals	197	499
Increase/(Decrease) in employee entitlements	97	70
Increase/(Decrease) in lease liability	1,634	(292)
Increase/(Decrease) in current tax liabilities	2,319	4,733
Increase/(Decrease) in deferred tax liabilities	11,918	15,556
<b>NET CASH FLOWS USED IN SUPERANNUATION ACTIVITIES</b>	<b>(14,216)</b>	<b>(5,724)</b>

##### (b) Reconciliation of cash and cash equivalents

Cash at bank	16,313	16,869
Cash held by custodian	45,990	96,716
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>62,303</b>	<b>113,585</b>

The custodian holds cash at bank which has been included in the Statement of Cash Flows for the first time for the financial year ended 30 June 2025. In order to achieve this, the cash balance held by the custodian at 30 June 2024 have been disclosed in the comparative values for 30 June 2024.

##### (c) Non cash investing activities

During the year the following non cash investing activities occurred:

Trust distributions reinvested	85,908	64,844
Fee rebates reinvested	-	4,098
Interest reinvested	119	1,521

## REI SUPER

### OTHER INFORMATION FOR THE YEAR ENDED 30 JUNE 2025

#### 16. AUDITOR'S REMUNERATION

	2025	2024
	\$	\$
Amounts paid or due and payable to Ernst & Young:		
• Audit services	128,500	128,500
• Taxation services	-	19,071
• Other services	-	-
	<hr/>	<hr/>
TOTAL AUDITOR'S REMUNERATION	128,500	147,571
	<hr/>	<hr/>

#### 17. RELATED PARTIES

##### (a) Trustee

The Trustee of the Fund is REI Superannuation Fund Pty Ltd.

The Trustee currently has two independent Directors who are appointed by the Board and an Independent Chair. The following people were Directors of the Trustee during the financial year for the periods indicated:

Independent Directors	Directors
Claire Higgins (Chair)	Richard Simpson
Geoff Peck (Deputy Chair)	Nathan Jones
Craig Dunstan	Leanne Pilkington
	Cassandra Mason
	Tim Lawless
	Tim McKibbin

##### (b) Fees for Trustee services

The Trustee charged the Fund for the risk and responsibility associated with being the Trustee of the Fund and for the cost on insurance it carries. During the year, the Trustee charged the Fund fees of \$99,164 (2024: \$102,230) of which Nil (2024: Nil) was payable at balance date. There was an amount receivable from the Trustee at 30 June 2025 of \$901,855 for fit-out of the new offices, paid by the Fund on the Trustee's behalf that was repaid in July 2025.

##### (c) Key Management Personnel Remuneration

Key management personnel include the Directors of the Trustee and the Fund's Executive Officers. The compensation in relation to services to the Fund for the key management personnel is as follows:

	2025	2024
	\$'000	\$'000
Short-term employee benefits	2,535	2,432
Post employment benefits	207	190
	<hr/>	<hr/>
TOTAL REMUNERATION	2,742	2,622
	<hr/>	<hr/>

The Directors have signed a declaration stating that they receive no income from the Fund other than that directly relating to their positions as a Director, including meeting attendance fees and reimbursement of travel, accommodation costs and out of pocket expenses. Their membership term and conditions, employer contributions and benefit entitlements are determined in accordance with the trust deed on the same terms and conditions as other members.

#### 18. COMMITMENTS

At 30 June 2025 the Fund had outstanding investment commitments of \$32,400,000 (2024: \$21,960,000).

#### 19. SUBSEQUENT EVENTS

There have been no events subsequent to balance date, which would have a material effect on the Fund's financial statements at 30 June 2025.

## REI SUPER

### DIRECTORS' DECLARATION

---

The Directors of REI Superannuation Plan Pty Ltd as trustee for REI Super, declare that:

- (a) In the Directors' opinion, there are reasonable grounds to believe that the Fund will be able to pay its debts as and when they become due and payable; and
- (b) in the Directors' opinion, the attached financial statements and notes set out on pages 7 to 31 are in accordance the *Corporations Act 2001*, including compliance with accounting standards and giving a true and fair view of the financial position and performance of the Fund.

The Directors' Report is approved in accordance with the resolution of the Directors of the Trustee.

  
.....  
Claire Higgins (Chair)

Dated 23 September 2025.





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## Independent auditor's report to the members of REI Super

### Opinion

We have audited the financial report of REI Super (the RSE), which comprises the statement of financial position as at 30 June 2025, the income statement, statement of changes in member benefits, statement of cash flows and statement of changes in equity for the year then ended, notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the RSE is in accordance with the *Corporations Act 2001*, including:

- a. Giving a true and fair view of the RSE's financial position as at 30 June 2025, and of its financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the RSE in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information is the directors' report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



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### Responsibilities of the directors for the financial report

The directors of REI Superannuation Fund Pty Ltd (the Trustee) are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the RSE's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the RSE or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the RSE's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the RSE's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the RSE to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.



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We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Report on the audit of the Remuneration Report

### Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 3 to 5 of the directors' report for the year ended 30 June 2025.

In our opinion, the Remuneration Report of REI Super for the year ended 30 June 2025, complies with section 300C of the *Corporations Act 2001*.

### Responsibilities

The directors of the Trustee are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300C of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

A handwritten signature in black ink, appearing to read 'Ernst &amp; Young', written in a cursive style.

Ernst & Young

A handwritten signature in black ink, appearing to read 'John MacDonal', written in a cursive style.

John MacDonal  
Partner  
Melbourne  
23 September 2025



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## **Auditor's independence declaration to the directors of REI Superannuation Fund Pty Ltd as trustee for REI Super**

As lead auditor for the audit of the financial report of REI Super for the financial year ended 30 June 2025, I declare to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;
- b. No contraventions of any applicable code of professional conduct in relation to the audit; and
- c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink that reads 'Ernst &amp; Young'.

Ernst & Young

A handwritten signature in black ink, appearing to be 'John MacDonald'.

John MacDonald  
Partner  
Melbourne  
23 September 2025