

## Register of Duties and Relevant Interests

Last updated 2/12/2025



### Scope of Register

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

### Identifying the Type of Conflict

A conflict can be either:

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

### Identifying the Nature of the Conflict

A conflict of duty or interest can be:

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

### Identifying the Materiality of the Conflict

The three categories of materiality are:

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

DUTIES					
Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
REI Superannuation Fund Pty Ltd	The Trustee of REI Super	Member of the Association of Superannuation Funds of Australia (ASFA)	No Conflict	Immaterial	Membership of ASFA is publicly disclosed on the ASFA website. No further action required.
		Member of Investor Group on Climate Change (IGCC)	No Conflict	Immaterial	Membership of IGCC is publicly disclosed on the IGCC website. No further action required.
		Member of the Australian Financial Complaints Authority (AFCA)	No Conflict	Immaterial	In accordance with our AFS and RSE Licenses, we are required to be a member of AFCA. Membership is publicly disclosed on our website and in our PDS. No further action required.
		Member of the Australian Institute of Superannuation Trustees (AIST)	No Conflict	Immaterial	Membership of AIST is publicly disclosed on the AIST website. No further action required.
Claire Higgins	Chair (REI Super) + Independent Director	Chairperson of GMHBA & subsidiaries	<b>Perceived Conflict</b> GMHBA was agreed on as the preferred corporate private health insurer at the June 2025 Board meeting	Manageable	Claire Higgins removed herself from the June Board meeting when GMHBA's proposal was being discussed as part of the GE M&G's report, with Geoff Peck resuming the Chair after her departure. She returned to the meeting after the discussion was over. Going forward she will be removed from any discussions around corporate health insurance
		Director of Margin Clear Pty Ltd	No Conflict	Immaterial	The Trustee has no connection with Margin Clear Pty Ltd
		Fellow of the Australian Institute of Company Directors	No Conflict	Immaterial	The Trustee has no connection with Australian Institute of Company Directors. No further action required.
		Fellow of CPA Australia Ltd (CPA Australia)	No Conflict	Immaterial	The Trustee has no connection with CPA Australia Ltd (CPA Australia). No further action required.
		As a committee member for Par 5, Pancare foundation, effective 31 August 2024	No Conflict	Immaterial	The Trustee has no connection with Pancare foundation. No further action required.
		Directorship of Futurity Investment Group Limited	No Conflict	Immaterial	The Trustee has no connection with Futurity Investment Group Limited. No further action required.
		Deakin Chancellor appointment as at 1/1/2026 at Deakin University	No Conflict	Immaterial	The Trustee has no connection with Deakin University
Geoff Peck	Deputy Chair (REI Super) + Independent Director	Director- Geoff Peck Consulting/Jorzoe Trading Pty Ltd	No Conflict	Immaterial	The Trustee has no connection with Geoff Peck Consulting//Jorzoe Trading Pty Ltd. No further action required.

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Craig Dunstan	Independent Director	• Chair of Futurity Education Foundation Limited (ACN 642 690 542)	No Conflict	Immaterial	The Trustee has no connection with the Futurity Education Foundation Limited. No further action required.
		Non-Executive Director of Federated Investors Australia Services Limited	No Conflict	Immaterial	The Trustee has no connection with Federated Investors Australia Services Limited. No further action required.
Leanne Pilkington	Member Representative Director	Chair of Sister 2 Sister Foundation	No Conflict	Immaterial	The Trustee has no connection with Sister 2 Sister Foundation. No further action required.
		Chief Executive Officer - Laing + Simmons	<b>Perceived Conflict</b> Some offices under Laing+Simmons are Participating Employers of REI Super and employees of the Laing+Simmons are likely to be members of REI Super. REI Super has on ad-hoc occasions funded sponsorships of events associated with Laing+Simmons	Manageable	All Participating Employers are treated equally. Leanne will not be involved in any advertising or sponsorship decisions made by the Trustee which reference Laing+Simmons.
		Board Member - Real Estate Industry Partners	No Conflict	Immaterial	The Trustee has no connection with Real Estate Industry Partners No further action required
		Founder of Real Women in Real Estate	No Conflict	Immaterial	The Trustee has no connection with Real Women in Real Estate. No further action required.
		Board Member - Head Start Homes	No Conflict	Immaterial	The Trustee has no connection with Head Start Homes. No further action required.
Nathan Jones	Member Representative Director	Director - Real Estate Digital Headquarters Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Real Estate Digital Headquarters. No further action required
		Chief Investment Officer - Kokoda Property Group - commencement date: 24/2/2025	No Conflict	Immaterial	The Trustee has no connection with Kokoda Property Group. No further action required.
Cassandra Mason	Member Representative Director	Partner - ARENA Property Management Department	No Conflict	Immaterial	The Trustee has no relationship with ARENA Property Management. No further action required.
		Trustee of Mason Family Trust	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
		Committee Member of Property Management Chapter Committee at REIWA	<b>Perceived Conflict</b> REIWA receives sponsorship money from REI Super	Manageable	Cassandra will not be involved in decisions involving sponsorship funding associated with REIWA.

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
<b>Richard Simpson</b>	Member Representative Director	Director of Mouthpiece Holdings Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Mouthpiece Holdings Pty Ltd. No further action required.
		Partner in the real estate firm W. B. Simpson & Son	<b>Potential Conflict</b> employer who contributes to the fund on behalf of some of staff members	Manageable	All Participating Employers are treated equally. Richard will not be involved in any advertising or sponsorship decisions made by the Trustee which reference W.B. Simpson & Son.
		Trustee of Nigretta Superannuation Fund – a self managed superannuation fund	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
		Trustee of the Estate of A. Simpson – grandfather's continuing deceased estate	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
		Trustee of the Estate of F.E. Simpson – grandmother's continuing deceased estate	No Conflict	Immaterial	Does not have any dealings with REI Super or investments in REI Super
		Director of Caropete Nominees Pty Ltd	No Conflict	Immaterial	The Trustee has no relationship with Caropete Nominees Pty Ltd. No further action required
		Director of Central Park Properties Pty Ltd – a family investment company	No Conflict	Immaterial	Does not have any dealings with REI Super or Investments in REI Super.
<b>Tim Lawless</b>	Member Representative Director	Executive Research Director for CoreLogic (Asia Pacific)	No Conflict	Immaterial	The Trustee has no relationship with CoreLogic. No further action required
<b>Tim McKibbin</b>	Member Representative Director	CEO of the Real Estate Institute of New South Wales	<b>Potential Conflict</b> REINSW receives sponsorship money from REI Super	Manageable	Tim McKibbin will not be involved in decisions involving sponsorship funding associated with REINSW.
		Involved in legal discussions regards possible trademark issues with REINSW and REI Super	Potential Conflict of duties under Section 52A	Immaterial	Tim McKibbin is as a director of REI Super in pursuing a trademark (REI COMPLIANCE CHECK) given REINSW (of which he acts as CEO) filed that trademark application 7 December 2023, very soon after he was appointed a director of REI Super.
<b>Jarrod Coysh</b>	CEO	Elected Brigade Officer - Country Fire Authority (CFA)	No Conflict	Immaterial	The Trustee has no connection with the CFA. No further action required.
		Director – Kolbe Catholic Secondary College	No Conflict	Immaterial	The Trustee has no connection with Kolbe Catholic Secondary College. No further action required.
<b>Lisa Saunders</b>	Group Executive Governance, Risk and Compliance + Company Secretary	Nil			
Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict

<b>Andrew Tait</b>	Group Executive Marketing & Growth	Public Officer - Hawthorn Community Chest Inc	No Conflict	Immaterial	The Trustee has no connection with Hawthorn Community Chest Inc.
		Asthma Champion, Member of Consumer Reference Group, Consumer Advocacy Council councillor - - Asthma Australia	No Conflict	Immaterial	The Trustee has no connection with Asthma Australia. No further action required.
		UNSW Business School Mentor	No Conflict	Immaterial	The Trustee has no connection with UNSW. No further action is required.
		Organising Committee Member - Mothers Day Classic	<b>Potential Conflict</b> REI Super sponsor the Real Estate Trophy each year for this event.	Immaterial	Andrew Tait abstains from all sponsorship decisions involving Mother's Day Classic.
		REACH Australia - Cohort Mentor	No Conflict	Immaterial	The Trustee has no connection with REACH Australia. No further action required.
		Member of the Corporate Affairs and Advocacy Working Group Super Member Council of Australia ("SMC")	No Conflict	Immaterial	The Trustee is a Member of SMC. No further action is required.
		Mentoring initiative - Mentor Fund Executives Association Limited (FEAL)	No Conflict	Immaterial	The Trustee is a Member of FEAL. No further action is required.
		RISE Influencer Company: RISE Initiative Australia	No Conflict	Immaterial	The Trustee has no connection with RISE Initiative Australia. No further action required.
		Majority Representative – Australian Prime Property Fund – Industrial, Investor Review Committee	No Conflict	Immaterial	The Trustee has no connection with Australian Prime Property Fund. No further action required. Andrew was the most suitable executive with consideration for potential conflicts of interest in the Trustee's investment activity
<b>Kimbra Jones</b>	Group Executive Member Services	Nil			
<b>Angelos Siapkas</b>	Group Executive Investment Strategy & Operations	Nil			
<b>Michelle Boucher</b>	Group Executive Administration Transition & Transformation	Nil			
<b>Lucy Cai</b>	Company Secretary	Nil			
<b>John MacDonald</b>	External Auditor	Partner, Ernst & Young	No Conflict	Immaterial	John is a consultant to the Trustee (not an employee of the Trustee). An External Audit Engagement exists between the Trustee and EY.

INTERESTS					
Entity or Responsible Person	Position	Details of Interest	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
<b>REI Superannuation Fund Pty Ltd</b>	The Trustee of REI Super	Superannuation contributions are paid from the Trustee in relation to superannuation guarantee, salary sacrifice and member voluntary contributions made on behalf of Responsible Persons and employees who are members of REI Super.	No Conflict	Immaterial	The Trustee makes contributions to REI Super on the same terms and conditions as all other participating employers.
<b>Claire Higgins</b>	Chair & Independent Director	Nil			
<b>Geoff Peck</b>	Deputy Chair & Independent Director	Nil			
<b>Craig Dunstan</b>	Independent Director	Nil			
<b>Leanne Pilkington</b>	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
<b>Cassandra Mason</b>	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
<b>Nathan Jones</b>	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
<b>Richard Simpson</b>	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.

Entity or Responsible Person	Position	Details of Interest	Nature of Conflict	Materiality of Conflict	Action Taken / Planned to Address the Conflict
Tim Lawless	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Tim McKibbin	Member Elected Director	Member of REI Super	<b>Potential Conflict</b> There is potential for the Director to make a decision based on what will be best for their own account with REI Super.	Manageable	A Director is not be deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between a Director's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Jarrod Coysh	Chief Executive Officer	Nil			
Lisa Saunders	Group Executive Governance, Risk and Compliance	Nil			
Andrew Tait	Group Executive Marketing & Growth	Nil			
Kimbra Jones	Group Executive Member Services	Nil			
Angelos Siapkas	CIO	Member of REI Super	<b>Potential Conflict</b> There is potential for the GEISO to make a decision based on what will be best for their own account with REI Super.	Manageable	The GEISO is not deemed to have a conflict solely as a result of being a beneficiary of REI Super. However the Trustee will be particularly alert to situations which could result in a conflict between the GEISO's personal interest in the Fund, and his or her relevant duties to make a decision in the best interests of all members.
Michelle Boucher	Group Executive Administration Transition & Transformation	Nil			
Lucy Cai	Company Secretary	Nil			
John MacDonald	External Auditor	Nil			

**Gifts and Entertainment  
Register**

Last updated 22/12/25



**Scope of Register**

In accordance with the Trustee's Conflicts Management Framework, the Gifts and Entertainment Register captures all gifts and relevant corporate entertainment given and received by the Trustee and Responsible Persons and employees of the Trustee.

Date	Responsible Person	Position	Gift Given or Received	Organisation	Description of Gift	Estimated Value	Materiality
15/03/2025	Kimbra Jones	GE MS	Received	MetLife	Australian Grand Prix Hospitality	\$600.00	Immortal
16/03/2025	Jarrod Coysh	CEO	Received	MetLife	Australian Grand Prix Hospitality	\$750.00	Immortal
27/09/2025	Jarrod Coysh	CEO	Received	MetLife	AFL Grand Final hospitality	\$750.00	Immortal
30/10/2025	Claire Higgins	Chair	Received	SS&C	Attendance at the AFR Super and Wealth Summit a a guest of SS&C	\$500.00	Immortal
6/11/2025	Jarrod Coysh	CEO	Received	MetLife	Oaks Day function	\$800.00	Immortal
6/11/2025	Kimbra Jones	GE-MS	Received	MetLife	Oaks Day function	\$800.00	Immortal