

Register of Duties and Relevant Interests

Last updated 30/9/2026



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.
Geoff Peck	Chair (REI Super) + Independent Director	Nil			
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	Perceived Conflict 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.

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
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	Perceived Conflict REIWA receives sponsorship money from REI Super	Manageable	Cassandra will not be involved in decisions involving sponsorship funding associated with REIWA.
Richard Simpson	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	Potential Conflict 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.
Tim Lawless	Member Representative Director	Executive Research Director for Cotality (Asia Pacific)	No Conflict	Immaterial	The Trustee has no relationship with Cotality. No further action required
Tim McKibbin	Member Representative Director	CEO of the Real Estate Institute of New South Wales	Potential Conflict 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 RE Super.

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
Kim Hughes	Independent Director	Deputy Chair & Chair of Governance, People and Nominations Committee - Volunteering Australia	No Conflict	Immaterial	The Trustee has no connection with Volunteering Australia. No further action required.
		Queensland Parliamentary Service Audit and Risk Management Group - Queensland Parliament	No Conflict	Immaterial	The Trustee has no connection with Queensland Parliament. No further action required.
		Audit & Risk Committee Member - Department of Housing and Public Works (Queensland)	No Conflict	Immaterial	The Trustee has no connection with the Department of Housing and Public Works (Queensland). No further action required.
		Audit & Risk Management Committee Member - Queensland Family and Child Commission	No Conflict	Immaterial	The Trustee has no connection with the Queensland Family and Child Commission. No further action required.
		Audit & Risk Committee Member - Department of Trade, Employment and Training (Queensland)	No Conflict	Immaterial	The Trustee has no connection with the Department of Trade, Employment and Training (Queensland). No further action required.
		Principal Consultant - P2E Pty Ltd (Plan2executE) - Ad Hoc work when requested	No Conflict	Immaterial	The Trustee has no connection with P2E Pty Ltd. No further action required.
Linda Fox	Independent Director	Independent Compliance Committee Member - Aware Financial Services (part of Aware Super)	Perceived Conflict - Aware Financial Services is the responsible entity for registered managed investment schemes holding an AFSL and is owned by Aware Super. The Independent Compliance Committee provides oversight of the AFSL entity's compliance framework.	Manageable	The Trustee board will take extra care to identify potential conflicts when receiving board materials, particularly related to strategy. The Trustee board will request recusal from board/committee meetings when a conflict is identified. The Trustee board will avoid undocumented reliance on competitor practices and any references to Aware Super or related entities are purely for benchmarking purposes. The Trustee board will continuously remind the directors of confidentiality and information security obligations.
		Non-executive director and Chair of the Group Audit and Risk and Compliance Committee - Centrepoin Alliance	No Conflict	Immaterial	The Trustee has no connection with Centrepoin Alliance. No further action required.
		Independent Compliance Committee Member of the Responsible Entity for the exchange traded funds and registered managed investment schemes - Investors Mutual Limited	No Conflict	Immaterial	The Trustee has no connection with Investors Mutual Limited. No further action required.
		Non-Executive Director, Treasurer and the Finance, Audit, Risk and Investments Committees' Chairs - Australian Youth Orchestra	No Conflict	Immaterial	The Trustee has no connection with the Australian Youth Orchestra. No further action required.
		Vice President and Committee Member - North Sydney Symphony Orchestra	No Conflict	Immaterial	The Trustee has no connection with the North Sydney Symphony Orchestra. No further action required.
		1. Director of Fox Nominees (NSW) Pty Ltd ATF The Fox Family Trust 2. Joint trustee of The Fox Superannuation Fund, a self-managed superannuation fund	No Conflict	Immaterial	No direct holdings that coincide with REI Super. Ongoing disclosures for any direct investments held personally or through an entity controlled by the individual, that overlap with REI Super's portfolio.

Entity or Responsible Person	Position	Duty Owed to Another Entity or Person	Nature of Conflict	Materiality of	Action Taken / Planned to Address the Conflict
Jarrold Coysh Note: CEO resignation effective 4 September 2026	CEO	Elected Brigade Officer - Country Fire Authority (CFA)	No Conflict	Immaterial	The Trustee has no connection with the CFA. No further action required.
Andrew Tait	Chief Growth and Operating Officer	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 - -	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	Potential Conflict 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 an investment in APPFI, representing ~1.50% of total funds under management. No further action required. Andrew is the most suitable executive with consideration for potential conflicts of interest in the Trustee's investment activity.
		Member of the ASFA Policy Advisory Forum	No Conflict	Immaterial	The Trustee is a member of ASFA. No further action is required.
Angelos Siapkis	Chief Investment Officer	Nil			
Michelle Boucher	Chief Member Officer	Nil			
Hayley Pope	General Counsel & Chief Risk Officer	Nil			
Lucy Cai	Company Secretary	Nil			
John MacDonald	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
REI Superannuation Fund Pty Ltd	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.
Geoff Peck	Chair & Independent Director	Nil			
Leanne Pilkington	Member Representative Director	Member of REI Super	Potential Conflict 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.
Cassandra Mason	Member Representative Director	Member of REI Super	Potential Conflict 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.
Nathan Jones	Member Representative Director	Member of REI Super	Potential Conflict 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.
Richard Simpson	Member Representative Director	Member of REI Super	Potential Conflict 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 Representative Director	Member of REI Super	Potential Conflict 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 Representative Director	Member of REI Super	Potential Conflict 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.
Kim Hughes	Independent Director	Nil			
Linda Fox	Independent Director	Nil			
Jarrold Coysh Note: CEO resignation effective 4 September 2026	Chief Executive Officer	Nil			
Andrew Tait	Chief Growth and Operating Officer	Nil			
Angelos Siapkis	Chief Investment Officer	Member of REI Super	Potential Conflict 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 CIO 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	Chief Member Officer	Member of REI Super	Potential Conflict There is potential for the CMO to influence an investment decision based on what will be best for their own account with REI Super, although this is unlikely due to the segregation of duties with the CIO	Manageable	The CMO 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 CMO's personal interest in the Fund, and her relevant duties to make a decision in the best interests of all members.
Hayley Pope	General Counsel & Chief Risk Officer	Member of the advisory committee for the CPA Retirement Centre of Excellence.	No Conflict	Immaterial	The role of the Retirement Savings Centre of Excellence is to ensure members and their expertise are at the forefront of policy considerations and to assist in CPA Australia being a leading voice on issues impacting the profession and the public interest. This does not conflict with REI Super's purpose or operations.
Lucy Cai	Company Secretary	Nil			
John MacDonald	External Auditor	Nil			

Gifts and Entertainment Register

Last updated 30/09/2026



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
27/09/2025	Jarrold Coysh	CEO	Received	MetLife	AFL Grand Final hospitality	\$750.00	Material
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	Material
6/11/2025	Jarrold Coysh	CEO	Received	MetLife	Oaks Day function	\$800.00	Material
6/11/2025	Kimbra Jones	GE-MS	Received	MetLife	Oaks Day function	\$800.00	Material
8/03/2026	Jarrold Coysh	CEO	Received	MetLife	Australian Grand Prix hospitality	\$750.00	Material
28/06/2026	Chris Dástoli	Senior BDM - VIC & TAS	Received	Zettle Pty Ltd	2 tickets to North Melbourne Football Club President's Luncheon vs Essendon	\$660.00	Immaterial