

Responsible Persons Register of Interests and Duties – July 2024



Responsible Person	Relevant* Interests and Duties <small>*An interest or duty is "relevant" if the interest or duty is reasonably considered to have the potential to have an impact on the individual's capacity to act in the best interests of the Fund and its members, that is, the interest or duty has the potential to give rise to a conflict – whether that conflict is perceived or actual.</small>	Relevant* Remuneration	Applicable Conflicts Management Controls adopted	Relevant* Shareholdings	Qualifications and Training
Trustee Entity					
H.E.S.T Australia Limited ACN 006 818 695	Related party interests as denoted under Relevant Shareholdings	Nil		<ul style="list-style-type: none"> Frontier Advisors Pty Ltd Industry Super Holdings Pty Ltd (ISH) ISPT Pty Ltd (ISPT) Utilities of Australia Pty Ltd (UoA) 	Not applicable
Trustee Directors					
Nicola Roxon	<p>Self</p> <ul style="list-style-type: none"> AustralianSuper Member <p>Directorships</p> <ul style="list-style-type: none"> Chair, Australian Institute of Health and Welfare Chair, Victorian Health Promotion Foundation Director, Super Members Council of Australia Limited Non-Executive Director, Dexus Fund Management Limited and Chair of ESG Committee Non-Executive Director, Dexus Holdings Limited Non-Executive Director, Murdoch Children's Research Institute <p>Memberships</p> <ul style="list-style-type: none"> Patron, BreastWest Foundation Member, Chief Executive Women Member, QANTAS Chairman's Lounge <p>Other</p> <ul style="list-style-type: none"> Chair, Advisory Council, Preventive Health SA 	<ul style="list-style-type: none"> Dexus Holdings Limited Australian Institute of Health and Welfare (AIHW) 	<p><u>Associate of Employer Sponsors under Superannuation Industry (Supervision) Revocation and Exemption No. A11 of 2022</u></p> <p><u>Control:</u> The Chair must not be an associate of employer-sponsors which are collectively employer sponsors of more than 2% of members of the Fund</p> <p>Director must abstain from any Trustee decision-making in relation to those employer sponsors listed in the Relevant Interests & Duties.</p>	<ul style="list-style-type: none"> Dexus Holdings Limited Lifestyle Communities Ltd 	<ul style="list-style-type: none"> Bachelor of Arts/Law LLB (Hons), University of Melbourne Graduate, Australian Institute of Company Directors
Susanne Dahn	<p>Self</p> <ul style="list-style-type: none"> Dahn Super Pty Ltd as trustee for the Sue Dahn Superannuation Fund <p>Directorships</p> <ul style="list-style-type: none"> Non-Executive Director, Victorian Traditional Owners Funds Limited <p>Other</p> <ul style="list-style-type: none"> Consultant, Pitcher Partners Council Member, RMIT <p>Other</p> <ul style="list-style-type: none"> Partner, CKSD Super Pty Ltd as trustee for the Chris Kotur Superannuation Fund 	<ul style="list-style-type: none"> Victorian Traditional Owners Fund Ltd (VTOFL) RMIT 	<p>Cooper Investors Family and Founders Fund and Perennial Private to Public Opportunities Fund No.2</p> <p>Personal Trading - Directors who are in possession of Restricted Information</p> <p><u>Control:</u> Personal trading is subject to the Investment Option Switching and Securities Trading Policy and Director will have restricted information relating to the HESTA investment strategies that are managed by the above two fund managers.</p> <p>Director also abstains from any decision-making, discussions and voting in relation to investment strategies managed by the above two fund managers.</p>	<ul style="list-style-type: none"> Cooper Investors Family and Founders Fund Perennial Private to Public Fund 	<ul style="list-style-type: none"> B.Com, University of Melbourne MBA, University of Melbourne Graduate Diploma of Applied Finance and Investment Company Directors Diploma Graduate Certificate in Applied Corporate Governance and Risk Management Fellow of the Australian Institute of Company Directors (FAICD) Fellow Australian Institute of Super Trustees (FAIST) Fellow Finsia (former Securities Institute Australia) (F Fin) Fellow AustralianSuper Funds Association (FASFA) Fellow CPA Australia (FCPA)
Deborah Cole	<p>Self</p> <ul style="list-style-type: none"> HESTA Member – Balanced Growth, Sustainable Growth <p>Directorships</p> <ul style="list-style-type: none"> Director, Frontier Advisors Pty Ltd Director, Western Health <p>Other</p> <p>John Robinson (Partner), HESTA Member – Sustainable Growth</p>	<ul style="list-style-type: none"> Frontier Advisors Pty Ltd 	<p>Frontier Advisors Pty Ltd</p> <p>Directorship with a non-material service provider of the Trustee.</p> <p><u>Control:</u> Director abstains from any decision-making, discussions and voting in relation to the service provider.</p>	None	<ul style="list-style-type: none"> Bachelor of Dental Surgery Master of Business Administration Graduate Diploma of Health Administration Graduate Certificate in Leadership and Catholic Culture Fellow of the Australian Institute of Company Directors (FAICD) Graduate of the Australian Institute of Superannuation Trustees Directors' (Adv) (GAIST)

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Helen Gibbons	<p>Self</p> <ul style="list-style-type: none"> AustralianSuper Member Super SA Member <p>Directorships</p> <ul style="list-style-type: none"> Executive Director, United Workers Union Director, South Australia Skills Commission <p>Memberships</p> <ul style="list-style-type: none"> Member Council, United Workers Union Member, IFM Shareholder Advisory Board <p>Other</p> <p>Colin Mark Varney (Partner), holder of Australian Unity bonds and AIA Insurance bonds</p>	<ul style="list-style-type: none"> IFM Shareholder Advisory Board 	Not applicable	None	<ul style="list-style-type: none"> Diploma of Teaching Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST)
Gary Humphrys	<p>Self</p> <ul style="list-style-type: none"> AustralianSuper Member <p>Directorships</p> <ul style="list-style-type: none"> Trustee Director, Mary Aikenhead Ministries 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Post-graduate Diploma of Business Administration, University of Queensland Chartered Accountant Member and Graduate of Australian Institute of Company Directors (GAICD) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST, Adv) Diploma of Commerce, NSW Institute of Technology (now University of Technology)
Catherine Smith	<p>Self</p> <ul style="list-style-type: none"> HESTA Member, Balanced Growth and Sustainable Growth Principal – Changesmith Consulting <p>Directorships</p> <ul style="list-style-type: none"> Director, Utilities of Australia Pty Ltd <p>Memberships</p> <ul style="list-style-type: none"> Advisor, Australian Communities Foundation - Philanthropy and Impact Committee Life Member, Victorian Council of Social Services Member, Country Needs People Member, Climate and Health Alliance Member, Gender Equity Victoria Chair, Energy Charter End Users Consultative Group 	<ul style="list-style-type: none"> Utilities of Australia Pty Ltd 	<p>Utilities of Australia Pty Ltd</p> <p>Directorship with an external organisation with whom the Trustee has a commercial relationship with.</p> <p>Control: Director must abstain from any Trustee decision-making in relation to the external organisation.</p>	None	<ul style="list-style-type: none"> Master of Strategic Foresight Bachelor of Natural Environmental Science Fellow of the Institute of Public Administration Australia IPAA (Vic Branch) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) followed by advanced training in 2021 RG 146
Emeline Gaske	<p>Self</p> <ul style="list-style-type: none"> Vision Super (ASU Super Saver Plan) Member <p>Memberships</p> <ul style="list-style-type: none"> Assistant National Secretary, Australian Services Union Executive Member, ACTU Member, UNI APRO Executive Committee Member, Respect at Work Council 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Bachelor of Arts (Hons) Bachelor of Laws (Hons) Graduate of the Australian Institute of Superannuation Trustees Directors' Course (GAIST) Graduate of the Australian Institute of Company Directors Course (GAICD)

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

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Emma Maiden	<p>Self</p> <ul style="list-style-type: none"> Aware Super member Legalsuper member <p>Directorships</p> <ul style="list-style-type: none"> Director, Sydney Community Forum Director, EGM trust (testamentary trust) <p>Memberships</p> <ul style="list-style-type: none"> Executive member, Uniting NSW.ACT Member, Uniting Financial Services, Ethical Investment Monitoring Committee Member, Australian Services Union, NSW Branch <p>Other</p> <ul style="list-style-type: none"> Partner, member of Aware Super and AustralianSuper 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Bachelor of Economics (Hons) Diploma of Law, Legal Practitioners Admission Board Admitted to Practice as a Solicitor by NSW Supreme Court Graduate Australian Institute of Company Directors
Angela van Vorst	<p>Self</p> <ul style="list-style-type: none"> Aware Super member Commonwealth Superannuation Corporation member Professional Officer, Superannuation, NSWNMA <p>Memberships</p> <ul style="list-style-type: none"> Member, NSW Nurses and Midwives Association <p>Other</p> <ul style="list-style-type: none"> Partner, member of UniSuper 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Registered Nurse Bachelor of Nursing, QUT Bachelor of Arts (Govt and Industrial Relations), University of Sydney
Robert Bonner	<p>Self</p> <ul style="list-style-type: none"> HESTA Member, Balanced Growth, Retirement Income Stream Principal, Bonner Consulting <p>Directorships</p> <ul style="list-style-type: none"> Chair, HumanAbility Ltd Deputy Chair, Steering Committee, Rosemary Bryant AO Research Centre of the University of South Australia Director, Rosemary Bryant Foundation <p>Memberships</p> <ul style="list-style-type: none"> Member, Australian Nursing and Midwifery Federation Member, National Careers Institute Advisory Board 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> MAICD

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TRUSTEE STAFF					
Deborah Blakey Chief Executive Officer	Self <ul style="list-style-type: none"> • HESTA member - Balanced Growth • NGS member Directorships <ul style="list-style-type: none"> • Australian Council of Superannuation Investors (ACSI) – President • International Corporate Governance Network (ICGN) Memberships <ul style="list-style-type: none"> • Alternative Member, IFM Shareholder Advisory Board • Member, ISA Advisory Council • Member, Remunerations Committee, ACSI • Member, Finance, Risk, Audit Committee, ACSI • Member, Governance Committee, ICGN • Member, ASIC Consultative Panel • Member, Australian Institute of Company Directors (AICD) • Member, Chief Executive Women (CEW) Other <ul style="list-style-type: none"> • Allan Gray Managed Funds (spouse) • AustralianSuper (spouse) 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> • Bachelor of Science • Certified Financial Planner • Fellow of the Australian Institute of Superannuation Trustees (FAIST) • PS 146 • Diploma of Financial Services (Financial Planning) • Non-Practitioner Member – Financial Planning Association • Member and Graduate of Australian Institute of Company Directors (GAICD)
Stephen Reilly Chief Operations Officer	Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth Directorships <ul style="list-style-type: none"> • Director, MDC Foundation Ltd Other <ul style="list-style-type: none"> • Rebecca Ryan (Partner) - HESTA member, Balanced Growth 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> • Bachelor of Commerce
Lisa Samuels Chief Experience Officer	Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth Directorships <ul style="list-style-type: none"> • Industry Super Australia (ISA) • Fund Executives Association Ltd (FEAL) 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> • Master of Organisational Leadership • Graduate Diploma of Marketing • Bachelor of Applied Economics • Certificate of Superannuation Management • Graduate of Australian Institute of Company Directors (GAICD)
Sonya Sawtell-Rickson Chief Investment Officer	Self <ul style="list-style-type: none"> • HESTA member, Balanced Growth Memberships <ul style="list-style-type: none"> • Member, IFM Shareholder Advisory Board • Board Member, Australian Advisory Board on Technology & Healthcare Competitiveness • Investor Group on Climate Change (IGCC) Board & Finance Audit & Risk Management Committee • Bloomberg Women's Buy Side Network, Executive Member of Australia/NZ Chapter • Executive Consulting Group for the Blue Dot Network • CFA Institute Research and Policy Center Advisory Council 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> • Masters of Applied Finance • Bachelor of Arts (Economics & Political Science) • Fellow, Financial Services Institute of Australasia (FINSIA) • Member and Graduate of Australian Institute of Company Directors (GAICD) • Affiliate Member, Chartered Financial Analyst Institute
Andrew Major Chief Risk Officer	Self <ul style="list-style-type: none"> • HESTA member – High Growth and Your Choice Property & Infrastructure • Director, Glenives Capital Pty Ltd Memberships <ul style="list-style-type: none"> • Director, Basketball Australia • Director, ISPT Pty Ltd and ISPT Operations Pty Ltd 	Not applicable	ISPT Pty Ltd and ISPT Operations Pty Ltd Director appointed by the Trustee as its representative on an external board or decision making body <u>Control: Refrained from</u> <ul style="list-style-type: none"> • executing any contractual documents on behalf of the Trustee in relation to the external entity of which they act as a Trustee representative • participate in discussions or decision making where the Trustee has contrary objectives on a matter to those of the external body • disclose to the external organisation matters of the Trustee that are of an organisational or managerial nature • disclose to the Trustee matters of the external organisation that are of an organisational or managerial nature 	None	<ul style="list-style-type: none"> • Bachelor of Economics (Hons), Sydney University • Bachelor of Laws (Hons), Sydney University • Masters of Applied Finance, Macquarie University • Graduate of Australian Institute of Company Directors (GAICD)

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Joshua Parisotto Chief Engagement and Growth Officer	Self <ul style="list-style-type: none"> HESTA member – Your Choice Australian Shares and Your Choice International Shares, Your Choice Property & Infrastructure and High Growth 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Graduate Diploma in Management Bachelor of Business Marketing Diploma of Financial Services Advanced Diploma of Financial Services Certified Financial Planner and Member of Financial Planning Australia Graduate of Australian Institute of Company Directors (GAICD)
Samuel Harris Chief Strategy Officer	Self <ul style="list-style-type: none"> HESTA member – Sustainable Growth, High Growth and Property & Infrastructure 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Diploma of Financial Services (Superannuation) Graduate Certificate of Management, Australian Business Institute Certified Scrum Master, Agile 2015 RG 146
Natalie Kelly Chief Financial Officer	Self <ul style="list-style-type: none"> AustralianSuper member Directorships <ul style="list-style-type: none"> Director and member of Finance Audit & Compliance Committee, St Andrew’s Private Hospital in Adelaide, South Australia 	St Andrew’s Private Hospital	Not applicable	None	<ul style="list-style-type: none"> Master of Commerce (Economics) Bachelor of Commerce (Economics Honours) Graduate of Australian Institute of Company Directors (GAICD)
Laura Dhana Company Secretary	Self <ul style="list-style-type: none"> HESTA member, Balanced Growth 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Bachelor of Laws, Monash University Graduate Diploma of Applied Corporate Governance Graduate of Australian Institute of Company Directors (GAICD) Associate Member, Governance Institute of Australia Registered Australian legal practitioner RG 146
OTHERS					
Susan Darroch Investment Committee External Advisor	Directorships <ul style="list-style-type: none"> Director DarRich Super Fund, CBZ Properties Pty Ltd, Zobcha Pty Ltd (SMSF Associated entities) Director, High Trees Primary Gold Coast Investment Committee member, Pinnacle Foundation (NFP) Manager of Investments, DarRich Super Fund 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Graduate of Australian Institute of Company Directors (GAICD) Bachelor of Economics, Macquarie University RG 146
Lin Lu Risk Committee External Advisor	Self <ul style="list-style-type: none"> Executive, National Australia Bank (NAB) Directorships <ul style="list-style-type: none"> Director and Chair, Diners Club Pty Ltd Australia 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Bachelor of Business Administration, Inner Mongolia University MBA with Major in Finance and Strategy, London Business School Member, Australia Institute of Corporate Directors (AICD)
George Sagonas Partner – PwC, External Audit	None	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Bachelor of Economics (Accounting Major) Member, Institute of Chartered Accountants in Australia Member, Association of Superannuation Funds of Australia
Ian Tracey Partner – KPMG, Internal Audit	Directorships <ul style="list-style-type: none"> Director – Tracey Holdings Pty Ltd as trustee for Family Trust 	Not applicable	Not applicable	None	<ul style="list-style-type: none"> Bachelor of Commerce Prince 2 Practitioner Lean Practitioner, Cardiff University (LERC) Member, Institute of Chartered Accountants in Australia

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James Oliver Partner – Deloitte Touche Tohmatsu, Internal Audit	None	Not applicable	Not applicable	None	<ul style="list-style-type: none"> • Bachelor of Economics • Member, Institute of Chartered Accountants in Australia • Fellow, Institute of Chartered Accountants in England and Wales • Registered Company Auditor
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