

Register of Relevant Duties

Note: that all positions were declared at fund inception (1 July 2008) unless otherwise stated.

1. A Responsible Person who is in any way, whether directly or indirectly, personally interested in a matter in which First Super Pty Ltd has an interest must disclose the nature of the interest at a meeting of the Directors as soon as practicable after the relevant facts have come to the Responsible Person's knowledge.
2. For the purposes of the Conflicts of Interest Policy, a general notice given by a Responsible Person to the effect that the Responsible Person is an officer or member of a specified firm or is otherwise interested in any corporation or firm and is to be regarded as interested in any matter, after the date of the notice, in which that corporation or firm may have an interest will be deemed to be a sufficient declaration of interest in relation to the matter if:
 - i. The notice states the nature and extent of the Responsible Person's interest in the corporation or firm;
 - ii. When the matter is first considered, the extent of the Responsible Person's interest in the corporation or firm is not greater than is stated in the notice; and
 - iii. The notice is given at a meeting of the Directors (or the Director or Officer takes reasonable steps to ensure that the notice is tabled at the next meeting of the Directors).
3. It is also the duty of a Responsible Person who holds an office or possesses any property (the holding of which office or the possession of which property might, whether directly or indirectly, create duties or interests in conflict with his duties or interest as a Director of First Super Pty Limited) to disclose at the first meeting of Directors held after s/he commenced to hold any office or possesses any property as aforesaid, the fact of his or her holding such office or possessing such property and the nature, character and extent of the conflict.
4. It is the CEO's duty to record (in the Register of Interests) any disclosure given by a Responsible Person under this policy.
5. Where the relevant Responsible Person believes he/she is in a position of conflict of interest, they are to bring this to the attention of the Directors who will consider the nature of the apparent conflict and determine whether:
 - i. The Responsible Person should refrain from participating in any discussion on, and voting on, the matter to which the conflict relates;
 - ii. The Responsible Person should absent himself/herself from the part of the First Super Pty Ltd Board meeting when the matter is being discussed and voted on.

Directors

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Anthony Pavey	Director	First Super Pty Limited (1) 2021	01/01/2021	Administration and Marketing, Audit and Compliance, Remuneration, Nomination, Membership Growth sub committee	No		n/a
Anthony Pavey	Secretary	Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division - Maryvale Sub-Branch	01/01/2021		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Anthony Pavey	Treasurer	Maryvale Friendly Society Board	01/01/2021		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Maryvale Friendly Society and First Super.
Anthony Pavey	Junior Vice-President	Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division - PPW District	01/01/2021		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Anthony Pavey	Member	First Super	01/01/2021		No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Casey Thompson	Director	First Super Pty Limited (1) 2021	01/01/2021	Administration and Marketing, Investment, Audit and Compliance, Membership Growth sub committee	No		n/a
Casey Thompson	Employee	Australian Council of Trade Unions (ACTU)	01/10/2023	Worker's Capital Manager	No		n/a
Casey Thompson	Member	First Super	01/01/2021		No		n/a
Casey Thompson	Secretary	Evatt Foundation	07/02/2025	NFP Australian Labour Movement	No	Not Applicable	
Casey Thompson	Board Member	ACSI	07/02/2025	Small-medium Fund representative, representing First Super	No	Not Applicable	
Casey Thompson	Member	CFMEU Manufacturing Division	07/02/2025		Yes	Actual	
Casey Thompson	Member	Australian Services Union	07/02/2025		No	Not Applicable	
Dean Brakell	Director	First Super Pty Limited (1) 2021	01/01/2021	Administration and Marketing, Audit and Compliance, Membership Growth Sub-Committee	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Dean Brakell	Secretary	Australian Cabinet and Furniture Association (ACFA)	01/09/2020	CEO	Yes	Potential	Not permitted to act for First Super in or influence sponsorship negotiations between ACFA and First Super except as specifically authorised by the board.
Dean Brakell	Member	First Super	01/09/2020		No		n/a
Dean Brakell	Shareholder	Various Shares: Telstra, Medibank & Vanguard, CIP, ING, GNC, COL, BHP.	01/03/2024	Not material	No		n/a
Dean Brakell	Secretary	Australian Woodworking Industry Suppliers Association Ltd (AWISA)	08/08/2023		Yes	Potential	May not deal with this company on behalf of First Super
Dean Brakell	Director	Kitchen Bathroom Designer Institute (KBDi)	22/10/2024		Yes	Potential	Not permitted to act for First Super in or influence between Kitchen Bathroom Designer Institute (KBDi) and First Super.
Debbie Smith	Director	First Super Pty Limited (1) 2023	01/04/2023	Administration and Marketing Committee	No		n/a
Debbie Smith	Director	Master Grocers Australia	01/03/2023		Yes	Perceived	Not permitted to act for First Super in or influence contract negotiations between MGA and First Super.

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Debbie Smith	Director	MGA Joint ventures ACES	01/03/2023		Yes	Perceived	Not permitted to act for First Super in or influence contract negotiations between MGA and First Super.
Debbie Smith	Director	MGA Joint ventures MiPlanet	01/03/2023		Yes	Perceived	Not permitted to act for First Super in or influence contract negotiations between MGA and First Super.
Debbie Smith	Director	DAAL Pty Ltd ATF DAAL unit Trust	01/03/2023		No		n/a
Debbie Smith	Director	A & D Super fund & Family Trust	01/03/2023	A&D Superfund now a wholesale investor with Adrians Private Wealth Management. Investments are in a Hub24 Investment Portfolio and invested in a Chalk Capital High Growth Investment Portfolio. All directly held shares have been divested by A&D Superfund.	No		n/a
Debbie Smith	Director	A & D Holdings (QLD) Pty Ltd	01/03/2023		No		n/a
Debbie Smith	Shareholder	A & D Superfund Shares	01/03/2023		No		n/a
Debbie Smith	Member	First Super	01/03/2023		No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Debbie Smith	Shareholder	Imfree	01/03/2023		No		n/a
Denise Campbell-Burns	Director	First Super Pty Limited (1) 2014	01/02/2014	Administration and Marketing, Investment, Nomination, Membership Growth sub committee, Administration Tender sub committee.	No		n/a
Denise Campbell-Burns	Secretary	Construction, Forestry, Maritime, Mining and Energy Union - Pulp and Paper Workers District (PPW) (4)	01/09/2019		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Denise Campbell-Burns	President	Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division (1)	01/05/2018		Yes	Actual	Potential or perceived conflict as per CFMEU District Secretary position as well as appropriate control measure.
Denise Campbell-Burns	Director	Construction, Forestry, Maritime, Mining and Energy Union (1)	01/05/2020		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Denise Campbell-Burns	Chair	Forestworks	01/08/2022		Yes	Perceived	Potential or perceived conflict should be noted and appropriate control measure

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Denise Campbell-Burns	Member	First Super	08/10/2013		No		n/a
Denise Campbell-Burns	Member	First Super	15/12/2023	Child is a Member of the Fund	No		n/a
Denise Campbell-Burns	Member	(Australian Government's) Forest and Wood Products Council: Strategic Forest and Renewable Materials Partnership	02/06/2024		No		n/a
Janet Gilbert	Director	First Super Pty Limited (1) 2017	01/03/2017	Administration and Marketing, Audit and Compliance, Remuneration, Nomination, Membership Growth sub committee (Chair).	No		n/a
Janet Gilbert	Director	Timber Trade Industrial Association (1)	01/08/2017		Yes	Perceived	May not deal with this company on behalf of First Super
Janet Gilbert	Member	Australian Super	01/05/2021		No		n/a
Janet Gilbert	Trustee	Crescor Capital Pty Ltd	01/03/2017	I am a Trustee and Beneficiary of the Gilbert Family Trust (GFT) which owns 100% of this company.	No	Potential	May not deal with this company on behalf of First Super
Janet Gilbert	Trustee	The Gilbert Family Superannuation Fund	01/03/2024	Not material	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Janet Gilbert	Trustee	Crescor Pty Ltd	01/03/2024	I am a Trustee and Beneficiary of the Gilbert Family Trust (GFT) which owns 100% of this company.	No	Potential	May not deal with this company on behalf of First Super
Janet Gilbert	Trustee	Crescor Financial Products Pty Ltd	30/01/2025	I am a Trustee and Beneficiary of the Gilbert Family Trust (GFT) which owns 100% of this company.	No	Potential	May not deal with this company on behalf of First Super
Janet Gilbert	Trustee	Kersley Strategic Pty Ltd	30/01/2025	I am a Trustee and Beneficiary of the Gilbert Family Trust (GFT) which owns 100% of this company.	No	Potential	May not deal with this company on behalf of First Super
Janet Gilbert	Spouse	Cache Investment Managment Ltd	12/08/2025	Spouse commenced a short term contract from 11 August 2025	No	Not Applicable	
Lisa Marty	Director	First Super Pty Limited (1) 2022	13/09/2022	Audit and Compliance (Chair), Investment, Remuneration (Chair), Nominations (Chair)	No		n/a
Lisa Marty	Deputy Chair	Parks Victoria	13/09/2022		Yes	Perceived	May not deal with this company on behalf of First Super
Lisa Marty	Member	Skills Impact Ltd	13/09/2022		Yes	Perceived	May not deal with this company on behalf of First Super
Lisa Marty	Director	Heffernan Family Investment Trust	13/09/2022	The Trust holds a 50% share in Authentic Spirits Co	Yes	Potential	May not deal with this company on behalf of First Super

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Lisa Marty	Employee	MARTY, LISA KATHLEEN	02/12/2022	Consultancy work as a sole trader	No		n/a
Lisa Marty	Member	UniSuper	02/12/2022		No		n/a
Lisa Marty	Spouse	UniSuper	02/12/2022	Partner employed in investment team at UniSuper	Yes	Perceived	Not permitted to act for First Super in or influence between UniSuper and First Super.
Lisa Marty	Chair	Forest and Wood Products Australia Timber Market Index Steering Committee	31/01/2024		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between Forest and Wood Products and First Super.
Lisa Marty	Director	Skills Insight	14/03/2024	Sector includes VET, Furniture and Joinery	Yes	Perceived	May not deal with this company on behalf of First Super
Lisa Marty	Deputy Chair	Skills Impact Ltd	19/12/2024		Yes	Perceived	May not deal with this company on behalf of First Super
Michael O'Connor	Director	First Super Pty Limited (1) 2008	01/01/2008	Investment (Chair), Administration and Marketing, Remuneration, Nomination, Membership Growth sub committee.	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Michael O'Connor	Chair	Secure Employees Entitlements Trust Pty Ltd (SEET) (1 & 2) 2006	01/01/2008	SEET is a trust fund established to protect workers' entitlements such as long service leave, sick leave, recreation leave and redundancy/termination in case the employer's business fails.	Yes	Potential	Not permitted to act for First Super in or influence contract negotiations between SEET and First Super except as specifically authorised by the board.
Michael O'Connor	Employee	Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division	01/12/2014	National Secretary	Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Michael O'Connor	Director	Construction Forestry Maritime Mining and Energy Union (1) 2006	01/02/2013		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Michael O'Connor	Director	Responsible Wood	01/02/2023		No		n/a
Michael O'Connor	Member	First Super	01/02/2013		No		n/a
Michael O'Connor	Director	Industry Super Australia Pty Ltd (ISA) (1) 2013	01/02/2013		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between ISA and First Super.

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Michael O'Connor	Director	NEST	01/10/2022		No		n/a
Michael O'Connor	Member	First Super	01/12/2023	Spouse is a Member of the Fund	No		n/a
Michael O'Connor	Chair	(Australian Government's) Forest and Wood Products Council: Strategic Forest and Renewable Materials Partnership	31/05/2023		No		n/a
Mick Stephens	Associate Director	First Super Pty Limited (1) 2023	19/09/2023	Investment	No		n/a
Mick Stephens	Employee	Timber Queensland Ltd	19/09/2023	CEO	Yes	Potential	Not permitted to act for First Super in or influence contract negotiations between Timber Queensland Ltd and First Super.
Mick Stephens	Member	Australian Super (1&3)	19/09/2023		No		n/a
Mick Stephens	Member	Public Sector Superannuation Scheme (4)	19/09/2023		No		n/a
Mike Radda	Chair	First Super Pty Limited (1)	01/01/2008	Investment, Remuneration and Nomination	No		n/a
Mike Radda	Secretary	Sterad Pty Ltd (1) 2003	01/01/2008		No		n/a

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Mike Radda	Member	First Super	01/01/2008		No		n/a
Mike Radda	Chair	Super Benefits Administration Pty Limited	21/05/2024		Yes	Actual	Not permitted to act for First Super in or influence sponsorship negotiations between SBA and First Super except as specifically authorised by the board. Not to participate in Board or committee discussions on contractual matters, nor to receive or have access to any board or committee papers relating to same.
Mike Radda	Chief Executive Officer	ForestWorks Ltd	28/06/2024		No	Not Applicable	
Robyn Burns	Director	First Super Pty Limited (1) 2019	01/01/2019	Administration and Marketing (Chair), Investment, Membership Growth sub committee, Administration Tender sub committee.	No		n/a
Robyn Burns	Director	Australian Cabinet and Furniture Association (ACFA)	01/01/2019		Yes	Perceived	Not permitted to act for First Super in or influence contract negotiations between the Australian Cabinet and Furniture Association and First Super.

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Robyn Burns	Member	First Super	01/01/2019		No		n/a
Robyn Burns	Director	Red Rock Insurance Company Ltd (1)	16/12/2024	Alternate Director	No		N/A
Scott McDine	Director	First Super Pty Limited (1) 2017	01/09/2017	Investment	No		n/a
Scott McDine	Member	Australian Super	21/02/2022		No		n/a
Scott McDine	Director	International Transport Workers Federation (ITF)	23/09/2019		Yes	Potential	Not permitted to act for First Super in or influence contract negotiations between ITF and First Super
Scott McDine	Employee	International Transport Workers Federation (ITF)	22/11/2019	Public Officer	Yes	Potential	Not permitted to act for First Super in or influence contract negotiations between ITF and First Super
Scott McDine	Secretary	International Transport Workers Federation (ITF)	30/01/2020		Yes	Potential	Not permitted to act for First Super in or influence contract negotiations between ITF and First Super

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Scott McDine	Director	Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division	01/09/2017	Member Representative	Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Scott McDine	Director	Frontier Advisors Pty Ltd	19/09/2017		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
Scott McDine	Employee	International Transport Workers Federation (ITF)	05/07/2024	Asia Pacific Regional Secretary	Yes	Potential	Not permitted to act for First Super in or influence contract negotiations between ITF and First Super
Tri Nguyen	Director	First Super Pty Limited (1) 2023	01/12/2023	Audit and Compliance	No		n/a
Tri Nguyen	Director	Indigenous Education Foundation	01/01/2024		No		n/a
Tri Nguyen	Board Member	Victorian Registration & Qualifications Authority	01/01/2024		No		n/a
Tri Nguyen	Employee	genU	25/06/2025	Special Legal Counsel & Company Secretary	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Tri Nguyen	Shareholder	Various shareholdings in listed and unlisted companies	01/03/2024	Not material	No		n/a
Tri Nguyen	Trustee	Nguyen Lorenz Superannuation Fund (SMSF)	01/03/2024		No		n/a
Tri Nguyen	Trustee	Trust for Nature (Victoria)	16/09/2024	Appointed 20/08/2024 Member, Audit & Risk Committee and Chair, Finance and Investment Committee	No	Not Applicable	n/a
Tri Nguyen	Chair	NoLo Life Ltd	25/06/2025		No		
Tri Nguyen	Secretary	National Aboriginal Community Controlled Health Organisation (NACCHO)	25/06/2025		No		
Tri Nguyen	Consultant	CFMEU	10/07/2025	Temporarily consulting to CFMEU (soon to be TFTU) - nil consideration	No		

Responsible Persons

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Andrew Jewell	Responsible Person	First Super (3)	01/01/2016	Executive Manager Financial Education and Advice	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Andrew Jewell	Member	First Super	01/01/2016		No		n/a
Andrew Jewell	Member	Australian Super	01/01/2016		No		n/a
Andrew Nettleton	Responsible Person	First Super Pty Ltd	23/07/2025		No		
Andrew Nettleton	Director	JAWD Pty Ltd (Trustee for Family Trust)	23/07/2025		No		
Andrew Nettleton	Shareholder	Iress Limited	23/07/2025	Small shareholding held of a former service provider of First Super Pty Ltd	No		Iress is no longer a service provider of First Super following the recent sale of their superannuation business.
Andrew Nettleton	Member	HostPlus	23/07/2025		No	Not Applicable	
Bill Watson	Responsible Person	First Super	01/04/2013	CEO	No		n/a
Bill Watson	Member	Public Sector Superannuation Scheme (4)	01/04/2013		No		n/a
Bill Watson	Member	Melbourne Cricket Club (4)	01/04/2013		No		n/a
Bill Watson	Member	First Super	01/04/2013		No		n/a
Bill Watson	Director	The New Daily Pty Ltd 2014 (1) 2014	01/01/2014		No		n/a

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Bill Watson	Director	IFM Investors Pty Ltd Shareholder Advisory Board (SAB)	20/09/2016		No		To be resolved
Bill Watson	Director	London Lodge Pty Ltd	16/03/2023		No		n/a
Bill Watson	Shareholder	Commonwealth Bank of Australia	16/03/2023		No		n/a
Bill Watson	Consultant	Cromwell Consulting - Dormant Company	16/03/2023		No		n/a
Hayley Pope	Responsible Person	First Super	09/08/2023	Executive Manager, Governance	No		n/a
Hayley Pope	Member	Cbus Super Fund	09/08/2023		No		n/a
Hayley Pope	Beneficial Owner	BT Panorama Platform and portfolio of managed funds as selected by independent financial adviser	23/10/2024	Super and Investment portfolios	No		
Jennifer Glass	Responsible Person	First Super	22/08/2023	Senior Counsel & Company Secretary	No		n/a
Jennifer Glass	Member	ESSSuper	22/08/2023		No		n/a
Jennifer Glass	Member	Aware Super	22/08/2023		No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Laurie Kennedy	Responsible Person	First Super (1&3)	08/10/2013	Risk Manager	No		n/a
Laurie Kennedy	Member	First Super	01/12/2013		No		n/a
Laurie Kennedy	Shareholder	ANZ Group Holdings Ltd, Coles Group Ltd, CSL Ltd, Fortescue Metals Group Ltd, Myer Holdings Ltd, NIB Holdings Ltd, Wesfarmers Ltd, and Washington H Soul Pattinson & Company Ltd.	14/09/2023		No		n/a
Laurie Kennedy	Spouse	First Super (2)	08/08/2024	Spouse a member at First Super	No		N/A

Duty Type*

(1) Duties owed to a corporation (Director, Secretary or Responsible Manager)	(2) Duties owed to a trustee	(3) Duties owed to an Employer	(4) Other Duties owed
Duty of care, skill and diligence	Duty of care, skill and diligence	Duty of co-operation, care and fidelity	Officer of a trade union duties are as per Duties owed to a corporation.
Duty to act in good faith & the interests of the company	Duty to act in good faith & the interests of the beneficiaries	Duty to exercise reasonable care and skill in the performance of the work	Officer of the Supreme Court of Victoria duties
Duty to avoid conflict of interests	Duty to avoid conflict of interests	Duty to account for any property	Duty to the Court
Duty to prevent insolvent trading	Duty to act for a proper purpose	Duty of confidentiality	Duty to uphold the Law

Duty to act for a proper purpose	Duty to retain and properly exercise discretions	Duty of Loyalty	Duty to Client
Duty to retain discretions	Duty to hold assets separate and on trust		
	Duty to meet the sole purpose test		
	Duty to invest trust assets prudently		
	Duty to act personally		
	Act honestly in all matters concerning the entity		
	Duty to observe the SIS Covenants		