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 affect 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, Risk and Compliance, Remuneration, Nominations, Membership Growth Sub-Committee	No		n/a
Anthony Pavey	Secretary	Timber, Furnishing & Textiles Union - Maryvale Sub-Branch	01/01/2021		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Timber, Furnishing & Textiles 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	Timber, Furnishing & Textiles Union - PPW District	01/01/2021		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Timber, Furnishing & Textiles Union and First Super.
Anthony Pavey	Member	First Super	01/01/2021		No		n/a
Casey Thompson	Director	First Super Pty Limited (1) 2021	01/01/2021	Administration and Marketing, Investment, Audit, Risk and Compliance, Membership Growth Sub-Committee	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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	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, Risk and Compliance, Membership Growth Sub-Committee	No		n/a
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: TLS, MPL & Vanguard, CIP, ING, GNC, COL, BHP, IGO, MTS.	01/03/2024	Not material	No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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.
Denise Campbell-Burns	Director	First Super Pty Limited (1) 2014	01/02/2014	Administration and Marketing, Investment, Nominations, Membership Growth Sub-Committee, Administration Tender Sub-Committee	No		n/a
Denise Campbell-Burns	Secretary	Timber, Furnishing & Textiles 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 Timber, Furnishing & Textiles Union and First Super.
Denise Campbell-Burns	President	Timber, Furnishing & Textiles Union (1)	01/05/2018		Yes	Actual	Potential or perceived conflict as per TFTU District Secretary position as well as appropriate control measure.
Denise Campbell-Burns	Director	Timber, Furnishing & Textiles Union (1)	01/05/2020		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Timber, Furnishing & Textiles Union and First Super.

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Denise Campbell-Burns	Chair	Forestworks	01/08/2022		Yes	Perceived	Potential or perceived conflict should be noted and appropriate control measure
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, Risk and Compliance, Remuneration, Nominations, 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

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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
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	Director	Crescor Pty Ltd with Augmented Equities SPV Pty Ltd	28/04/2026	Spouse commenced short-term contract on 14 April 2026	No	Not Applicable	
Lisa Marty	Director	First Super Pty Limited (1) 2022	13/09/2022	Audit, Risk and Compliance, Investment, Remuneration and Nominations	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

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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
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

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Michael O'Connor	Director	First Super Pty Limited (1) 2008	01/01/2008	Investment (Chair), Administration and Marketing, Remuneration, Nominations, Membership Growth Sub-Committee.	No		n/a
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	Timber, Furnishing & Textiles Union	01/12/2014	National Secretary	Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Timber, Furnishing & Textiles Union and First Super.
Michael O'Connor	Director	Timber, Furnishing & Textiles Union	01/02/2013		Yes	Actual	Not permitted to act for First Super in or influence contract negotiations between the Timber, Furnishing & Textiles 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

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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.
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
Michael O'Connor	Member	Australian Council of Trade Unions (ACTU)	30/10/2025		No		
Michael O'Connor	Member	Australian Labor Party (ALP)	30/10/2025		No		
Mick Stephens	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

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
Mick Stephens	Member	Public Sector Superannuation Scheme (4)	19/09/2023		No		n/a
Mick Stephens	Director	HARVEST BRIDGE PTY LTD - Director	17/06/2026	Harvest Bridge is an agricultural private credit fund that pools investor capital to make predominantly senior secured loans to Australian farmers, agribusinesses and regional businesses, with those loans secured against agricultural land and related assets such as livestock, water entitlements and farm infrastructure. First Super is a foundation investor in the Harvest Bridge Secured Credit Fund and also owns a 24.9% equity stake in the manager of the Harvest Bridge platform, giving it board representation and strategic involvement in the development of the agricultural private credit business.	Yes	Actual	Not permitted to act for First Super in or influence negotiations between Harvest Bridge and First Super except as specifically authorised by the Board. Not to participate in Board or committee discussions on contractual matters.
Mike Radda	Chair	First Super Pty Limited (1)	01/01/2008	Investment, Remuneration and Nominations	No		n/a
Mike Radda	Secretary	Sterad Pty Ltd (1) 2003	01/01/2008		No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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.
Robyn Burns	Member	First Super	01/01/2019		No		n/a

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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
Scott McDine	Director	Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division	01/09/2017	Member Representitive	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.

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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, Risk and Compliance (Chair), Remuneration (Chair) and Nominations (Chair)	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
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

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action
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	TFTU	10/07/2025	Periodic consulting to TFTU - nil consideration	No	Potential	

Responsible Persons

Full Name	Position	Entity & Duty Type*	Date Declared	Information	Conflict	Conflict Entry	Avoidance / Control Action

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		