

# Register of Relevant Duties and Relevant Interests

## Interests and Duties of associated companies

UniSuper Management Pty Ltd (USM) is wholly owned by UniSuper Limited (USL), the trustee of UniSuper (the Fund), and contracts with USL.

The Directors of USL are also directors of USM. (The CEO is a director of USM only.) Directors of USM have duties to act in the best interests of USM and its shareholder. Any potential conflict is mitigated by the shares in USM being held on trust by USL for the benefit of the Fund's members, aligning the interests of USM's activities and undertakings and those of the Fund's members.

## Private investment vehicles

Also fully owned by USL, on trust for the beneficiaries of the Fund, are the following private investment vehicles:

1	<b>Tess Property Holdings Pty Ltd</b>
2	TESS UniSuper Infrastructure Trust
3	TESS UniSuper International Credit Trust
4	TESS UniSuper International Credit Trust 2
5	TESS UniSuper Oak Trust
6	TESS UniSuper Private Capital Trust
7	TESS UniSuper Private Credit Co-Investment Trust
8	TESS UniSuper UniSeed Trust
9	UniSuper International Investments Trust
10	Wattletree Trust
11	UniSuper KSC Intermediate Trust
12	Water Investments Trust
13	Parkville Trust
14	TESS UniSuper Private Credit Co-Investment (USA) Trust
15	TESS UniSuper Climate Opportunities Trust
16	<b>UniSuper Forestry Investments Limited</b>
17	UniSuper Forestry Trust No. 1
18	<b>Highlander Retail Holdings Pty Ltd</b>
19	Highlander Investments Trust
20	UniSuper Infrastructure USA Inc.
21	Highlander Investments No. 1 Pty Ltd
22	Highlander Investments No. 2 Pty Ltd
23	Parkville Holdings Nominees Pty Ltd

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Name	Position (involving duties to beneficiaries of the Fund)	Responsibilities	Relevant Duties (Position involving duties to other persons or organisations)	Relevant Interest
Gregory Mark Armour	Chair: Appointed 1 January 2023 Director: Appointed: 1 July 2017 <b>Member:</b> <ul style="list-style-type: none"> <li>People, Remuneration and Nominations Committee (Commenced 1 January 2023)</li> <li>Investment Committee (Commenced 1 July 2017, Chair from 1 October 2017 to 3 February 2023)</li> </ul>	Non-executive Director, USL and USM	<b>Chair:</b> Lab 35 Pty Ltd <b>Director:</b> Super Members Council of Australia Limited (Appointed 8 September 2023) SMCA Operations Pty Ltd (Appointed 13 September 2023) <b>Adviser:</b> Blue Sky IP Ltd	Transurban Group (TCL)* (Post 31 December 2023: this interest was disposed of on 10 January 2024.)
Peter John Dawkins AO	<b>Director</b> Appointed: 4 November 2015 <b>Member:</b> <ul style="list-style-type: none"> <li>Investment Committee</li> </ul>	Non-executive Director, USL and USM	<b>Director:</b> Western Bulldogs Forever Foundation <b>Interim Director:</b> Jobs and Skills Australia (Appointed: December 2022 to 19 August 2023) <b>Acting Commissioner:</b> Jobs and Skills Australia (Appointed: 20 August 2023 – 6 October 2023) <b>Other positions held:</b> <b>Chair</b> , West of Melbourne Economic Development Alliance (WoMEDA) <b>Member</b> , Australian Public Service Commission's Learning Board (Honorary Role) (Appointed: December 2023) <b>Special Advisor</b> , Jobs and Skills Australia (Appointed: 4 December 2023) <b>Emeritus Professor of Economics</b> , Mitchell Institute for Education and Health Policy, Victoria University <b>Member</b> , Council of the University of Tasmania	UniSuper Fund Member

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Nicole Terese Gower	<b>Deputy Chair:</b> Appointed: 2 November 2023 <b>Director</b> Appointed: 30 October 2017 <b>Chair:</b>	Non-executive Director, USL and USM	Vice President, Professional Services, Macquarie University <b>Director:</b> <ul style="list-style-type: none"><li>U@MQ Ltd</li></ul>	UniSuper Fund Member
	<ul style="list-style-type: none"><li>People, Remuneration and Nominations Committee (Member from 1 January 2021 to 30 June 2022)</li></ul>			
Lelia Rosalind Green	<b>Director</b> Appointed: 4 November 2015 <b>Member:</b>	Non-executive Director, USL and USM	Professor of Communications, School of Arts and Humanities, Edith Cowan University	UniSuper Fund Member
	<ul style="list-style-type: none"><li>Insurance Committee</li></ul>			
Amy Catherine Griffiths	<b>Director</b> Appointed: 11 Nov 2019 <b>Member:</b>	Non-executive Director, USL and USM	School Manager, Faculty of Arts and Social Sciences University of Sydney (Appointed: 10 January 2022)	UniSuper Fund Member
	<ul style="list-style-type: none"><li>Technology &amp; Projects Committee</li></ul>			
Emeritus Professor Sandra Lee Harding AO	<b>Director</b> Appointed: 25 October 2021 <b>Member:</b> <ul style="list-style-type: none"><li>Insurance Committee (Appointed: 1 January 2022)</li><li>Technology &amp; Projects Committee (Appointed: 1 January 2023)</li></ul>	Non-executive Director, USL and USM	<b>Chair:</b> North Queensland Airport Group (Appointed: 28 July 2023), comprising: <ul style="list-style-type: none"><li>North Queensland Airports No. 2 (Mackay) Pty Ltd (Appointed: 28 July 2023)</li><li>Cairns Airport Holding Company Pty Ltd (Appointed: 28 July 2023)</li><li>Cairns Airport Pty Ltd (Appointed: 28 July 2023)</li><li>Mackay Airports Holding Company Pty Ltd (Appointed: 28 July 2023)</li><li>Mackay Airport Pty Ltd (Appointed: 28 July 2023)</li><li>NQ Airports Finance Pty Ltd (Appointed: 28 July 2023)</li></ul>	None

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Emeritus Professor Sandra Lee Harding AO (Continued)			<ul style="list-style-type: none"> <li>MAPL Hotel Holdings Pty Ltd (Appointed: 28 July 2023)</li> <li>MAPL Hotel Pty Ltd (Appointed: 28 July 2023)</li> </ul> <b>Director:</b> <ul style="list-style-type: none"> <li>Cowboys Community Foundation</li> <li>Regional Australia Institute (Appointed: July 2023)</li> </ul> <b>Other positions held:</b> <b>Member:</b> Queensland Community Foundation Board of Governors <b>Chair:</b> Western Australia University Sector Review Panel (March – September 2023) <b>Patron:</b> Institute for Strategic Leadership (Australia) (April 2023)	
Michael James McNally	<b>Director:</b> Appointed: 1 November 2023	Non-executive Director, USL and USM	Secretary, Queensland Division, National Tertiary Education Union <b>Member:</b> National Executive (Committee of Management for NTEU nationally)	ASX Limited UniSuper Fund Member
Sarah Emily Carlyle Roberts	<b>Director</b> Appointed: 18 May 2020	Non-executive Director, USL and USM	Secretary, Victorian Division, National Tertiary Education Union	UniSuper Fund Member
	<b>Chair:</b> Technology & Projects Committee (Appointed: 1 January 2023) (Member from 1 January 2022 to 31 December 2022) <b>Member:</b> People, Remuneration and Nominations Committee (Appointed: 2 November 2023)		<b>Director:</b> <ul style="list-style-type: none"> <li>Federation of Education Unions</li> </ul>	

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Nicolette Liesbeth Rubinsztein	<b>Director</b> Appointed: 1 December 2015	Non-executive Director USL and USM	<b>Deputy Chair:</b> <ul style="list-style-type: none"> <li>CBHS Health Fund</li> </ul> <b>Director:</b> Zurich	
	<b>Chair:</b> <ul style="list-style-type: none"> <li>Insurance Committee</li> <li>Audit, Risk and Compliance Committee (Appointed: 2 November 2023 (Member from 24 February 2016 to 1 November 2023))</li> </ul>		<ul style="list-style-type: none"> <li>Zurich Australia Limited (One Path General Insurance Pty Ltd merged on 31 December 2023 with Zurich Australia Limited)</li> <li>Zurich Financial Services Australia Limited</li> <li>Zurich Investment Management Limited</li> <li>Zurich Australian Insurance Limited (Appointed 1 January 2023)</li> <li>Greenpeace Australia Pacific Limited</li> </ul>	
			<b>Other positions held:</b>	
			<b>Chair:</b>	
			<ul style="list-style-type: none"> <li>Audit Committee, Greenpeace Australia Pacific Limited</li> <li>Risk Committee, CBHS</li> </ul>	
			<b>Member:</b> <ul style="list-style-type: none"> <li>Risk Compliance &amp; Audit Committee for Zurich Financials Services Australia Limited (Ceased as Chair end of April 2023)</li> <li>OnePath General Insurance (Ceased as Chair end of April 2023) (One Path General Insurance Pty Ltd merged on 31 December 2023 with Zurich Australia Limited)</li> <li>Zurich Australia Limited (Ceased as Chair end of April 2023)</li> </ul>	
			<ul style="list-style-type: none"> <li>Audit and Risk Committee, Zurich Australian Insurance Limited (Chair up to April 2023)</li> </ul>	
			<ul style="list-style-type: none"> <li>ASFA Lifetime Member</li> </ul>	
			<ul style="list-style-type: none"> <li>Macquarie University Faculty of Business &amp; Economics Industry Advisory Board</li> </ul>	
			<ul style="list-style-type: none"> <li>Greenpeace General Assembly</li> <li>Conexus Institute Advisory Board (Pro Bono position)</li> <li>AICD APRA Regulated Entities Forum</li> </ul>	

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Peter Hastings Warne	<b>Director:</b> Appointed: 1 January 2023	Non-Executive Director, USL & USM	<b>Chair:</b> IPH Limited	ASX Limited Transurban Group (TCL)*
	<b>Chair:</b> Investment Committee (Appointed: 3 February 2023 as Chair and 1 January 2023 as Member) <b>Member:</b> Audit Risk and Compliance Committee (Appointed: 2 November 2023)		<b>Director:</b> <ul style="list-style-type: none"> <li>Argo Investments Limited</li> <li>Allens</li> </ul> <b>Other Positions:</b> <ul style="list-style-type: none"> <li>Member, NSW Net Zero Emissions and Clean Economy Board</li> </ul>	
			<ul style="list-style-type: none"> <li>Consultant, Virgin Australia (1 January 2023)</li> <li>Member, Australian Institute of Company Directors Corporate Governance Committee</li> </ul>	
Stephen Adrian Weller	<b>Director:</b> Appointed: 1 November 2023 <b>Member:</b> Audit Risk and Compliance Committee (Appointed: 2 November 2023)	Non-Executive Director, USL & USM	Chief Operating Officer, Australian Catholic University <b>Chair:</b> <ul style="list-style-type: none"> <li>Higher Education Services Limited</li> </ul> <b>Member:</b> <ul style="list-style-type: none"> <li>Teachers Mutual Bank Limited Advisory Committee (Jan-Dec 2024)</li> </ul> <b>Corporation Secretary</b> <ul style="list-style-type: none"> <li>Australian Catholic University Limited (Ceased: 31 December 2023)</li> </ul> <b>Other Positions:</b> Member, International Roundtable, Heads of University Management & Administration Network of Europe (HUMANE)	UniSuper Fund Member
Christopher Edgar Cuffe	<b>Member:</b> Investment Committee Appointed: 26 February 2009		<b>Chair:</b> <ul style="list-style-type: none"> <li>Australian Philanthropic Services Limited</li> <li>Australian Philanthropic Services Foundation Pty Ltd</li> <li>Hearts and Mind Investments Limited</li> </ul> <b>Director:</b> <ul style="list-style-type: none"> <li>Third Link Investment Managers Pty Ltd</li> </ul>	

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Christopher Edgar Cuffe (Continued)			<ul style="list-style-type: none"> <li>Global Value Fund Limited</li> <li>Argo Investments Ltd</li> <li>Realside Financial Group Pty Ltd</li> <li>The James Fairfax Foundation</li> </ul>	
			<b>Other Positions held:</b> <ul style="list-style-type: none"> <li>Paul Ramsay Foundation Member – Investment Committee</li> </ul>	
Anthony John Fitzgerald	<b>Member:</b> Investment Committee Appointed: 1 July 2011		Nil	UniSuper Fund Member
Felicity Barbara Gates	<b>Member:</b> Investment Committee Appointed: 1 February 2021		<b>Other Positions held:</b> Chair, Investment Committee, Northern Territory Local Jobs Fund	None relevant
Sarah Caroline Woodhouse	<b>Consultant:</b> Audit, Risk & Compliance Committee Appointed: 1 March 2020		None relevant	NEXTDC Limited
Fiona Alma Ridgeway Rowland	<b>Consultant:</b> Audit, Risk and Compliance Committee Appointed: 1 November 2020		<b>Chair:</b> <ul style="list-style-type: none"> <li>Macquarie Investment Services Limited</li> </ul> <b>Director:</b> <ul style="list-style-type: none"> <li>Infrastructure Specialist Asset Management</li> <li>Melbourne Water</li> <li>St Vincent's Institute of Medical Research</li> </ul> <b>Other Positions held:</b>	None disclosed
			<b>Chair:</b>	
			<ul style="list-style-type: none"> <li>St Vincent's Institute of Medical Research Investment Committee</li> <li>Infrastructure Specialist Asset Management Audit, Risk and Compliance Committee: (Commenced as Chair on 1 September 2022 and previously a member)</li> </ul>	

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Fiona Alma Ridgeway Rowland (Continued)			<ul style="list-style-type: none"> <li>Melbourne Water Corporation Risk Optimisation and Sustainability Committee (Commenced November 2023)</li> <li>Finance Audit and Compliance Committee (Commenced November 2023)</li> <li>Audit, Risk and Finance Committee (Ceased November 2023)</li> </ul>	
			<b>Member:</b> Chief Executive Women (Appointed 7 July 2023) <b>Fellow:</b> Australian Institute of Company Directors (Appointed: 2023)	
			<b>Advisory Member:</b> Kearny's Advisory Group	
Jennifer Heath Lang	<b>Member:</b> Insurance Committee Appointed: 1 March 2020		<b>Director:</b> <ul style="list-style-type: none"> <li>Pacific Life Re (Australia)</li> <li>Bicycle Network</li> <li>Propel Funeral Partners</li> <li>Auto &amp; General Insurance Company Ltd (Appointed 1 October 2022)</li> <li>Medical Insurance Australia Pty Ltd (Appointed 1 October 2022)</li> <li>MDASA Limited (Appointed 1 April 2023)</li> </ul>	UniSuper Fund Member
			<b>Other Positions held:</b> <b>Member</b> <ul style="list-style-type: none"> <li>Actuaries Institute - Mortality Working Group</li> </ul>	
Margaret Ann Wright	<b>Member:</b> Technology and Projects Committee Appointed: 13 December 2018		<b>Chair:</b> <ul style="list-style-type: none"> <li>Omnitabz Pty Ltd</li> </ul> <b>Director:</b> <ul style="list-style-type: none"> <li>Vision for Today Pty Ltd</li> </ul> <b>Other Positions held:</b> Member, Good2Give Technology Advisory Group	None disclosed



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**UniSuper Limited**  
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Peter Chi Wai Chun	Chief Executive Officer Appointed: 6 September 2021	Responsible Person	<b>Director:</b> <ul style="list-style-type: none"> <li>UniSuper Management Pty Ltd</li> <li>Diversity Council Australia</li> </ul> <b>Member:</b> <ul style="list-style-type: none"> <li>Investment Magazine Advisory Board</li> <li>ASFA Fund Advisory Panel</li> <li>Champions of Change Coalition (Ceased: 31 August 2023)</li> </ul> <b>Independent Member</b> Australian Chamber Orchestra (ACO) Finance Audit & Risk Committee	UniSuper Fund Member
John Barrington Pearce	Chief Investment Officer Appointed: 6 July 2009	Responsible Person	<b>Non-Executive Director:</b> <ul style="list-style-type: none"> <li>Treasury Corporation of Victoria</li> </ul>	Transurban Group (TCL)*
Steven John McGregor	Chief Information Officer Appointed: 1 July 2021	Responsible Person	None disclosed	None disclosed
Danielle Patricia Murrie	Chief Marketing and Growth Officer Appointed: 14 January 2022	Responsible Person	None relevant	Nil
Julie Kay Watkins	Chief People Officer Appointed: 18 July 2018	Responsible Person	<b>Director:</b> Victorian Comprehensive Cancer Centre (Appointed 22 August 2023)	None disclosed
Danielle Mair	Chief Member and Advice Officer Appointed: 1 March 2022	Responsible Person	None relevant	None disclosed
Anastasia Rita Crisafi	Chief Financial Officer Appointed: 28 March 2022	Responsible Person	Nil	Nil
Wade Brian Martin	Chief Risk Officer Appointed: 21 February 2024	Responsible Person	Nil	Nil

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Pararajasingam Sivakumaran	Chief of Staff Appointed: 21 February 2024 Interim Chief Risk Officer Ceased: 20 February 2024	Responsible Person	<b>Director:</b> <ul style="list-style-type: none"> <li>TESS Property Holdings Pty Ltd (Appointed 22 December 2023)</li> <li>Parkville Holdings Nominees Pty Ltd (Appointed 22 December 2023)</li> <li>Highlander Investments No 1 Pty Ltd (Appointed 22 December 2023)</li> <li>Highlander Investments No 2 Pty Ltd (Appointed 22 December 2023)</li> <li>Highlander Retail Holdings Pty Ltd (Appointed 22 December 2023)</li> <li>UniSuper Forestry Investments Limited (NZ Company) (Appointed 18 January 2024)</li> </ul>	UniSuper Fund Member
Thalia Dardamanis	General Counsel Appointed: 29 January 2024	Responsible Person	Nil	UniSuper Fund Member
Tom May	Company Secretary Appointed: 21 June 2023	Responsible Person	<b>Director:</b> <ul style="list-style-type: none"> <li>Responsible Investment Association Australasia Ltd (RIAA)</li> <li>TESS Property Holdings Pty Ltd (Appointed 21 August 2023)</li> <li>Parkville Holdings Nominees Pty Ltd (Appointed 21 August 2023)</li> <li>Highlander Investments No 1 Pty Ltd (Appointed 21 August 2023)</li> <li>Highlander Investments No 2 Pty Ltd (Appointed 21 August 2023)</li> <li>Highlander Retail Holdings Pty Ltd (Appointed 21 August 2023)</li> <li>UniSuper Forestry Investments Limited (NZ Company) (Appointed 29 August 2023)</li> <li>Dzurak Holdings Pty Limited (Appointed 15 December 2021)</li> </ul>	UniSuper Fund Member

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Cynthia Jane Costante	Company Secretary Appointed: 6 September 2021	Responsible Person	None disclosed	UniSuper Fund Member
Travis Leigh Dickinson	Fund Actuary Appointed: 31 March 2021	Responsible Person	<b>Employee:</b> Towers Watson Australia Pty Ltd - Actuary and superannuation adviser to a range of superannuation funds and employers  <b>Director:</b> Towers Watson Superannuation Pty Ltd  <b>Trustee</b> To a number of corporate superannuation funds none of which are SMSF, industry or public offer funds.	None disclosed
Nicole Osborne OAM	External Auditor Appointed: 17 October 2022 For: <ul style="list-style-type: none"> <li>UniSuper Fund</li> <li>UniSuper Limited</li> <li>UniSuper Management Pty Ltd</li> </ul>	Responsible Person	Partner, PricewaterhouseCoopers	None disclosed

## Ceased Responsible Persons

Name	Position (involving duties to beneficiaries of the Fund)	Responsibilities	Relevant Duties (Position involving duties to other persons or organisations)	Relevant Interest
Grahame Grant McCulloch	<b>Deputy Chair:</b> Appointed 1 July 2022 <b>Director:</b> Appointed: 14 February 2013 Ceased: 1 November 2023  <b>Member:</b> <ul style="list-style-type: none"> <li>People and Remuneration Committee (Chair from 26 October 2021 to 30 June 2022) (Ceased 1 November 2023)</li> </ul>	Non-executive Director, USL and USM	Nil	UniSuper Fund Member

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	<ul style="list-style-type: none"> <li>Audit, Risk and Compliance Committee (Ceased 1 November 2023)</li> </ul>			
<b>Stephen Somogyi</b>	<b>Director</b> Appointed: 27 October 2014 Ceased: 1 November 2023	Non-executive Director, USL and USM	<b>Chair:</b> <ul style="list-style-type: none"> <li>CourseLoop Pty Ltd (Previously Factor 5 Software Pty Ltd)</li> </ul>	GPT Group (GPT)* UniSuper Fund Member
	<b>Chair:</b> Audit, Risk and Compliance Committee (Ceased 1 November 2023)		<b>Director:</b> <ul style="list-style-type: none"> <li>n0de Pty Ltd</li> </ul>	
			<b>Other Positions Held:</b> Commissioner, Safety Rehabilitation and Compensation Commission	
			Commissioner of the Tertiary Education Quality and Standards Agency	
			Honorary Fellow Monash University	
<b>Luke Warren Barrett</b>	General Counsel & General Manager, Legal Appointed: 1 June 2017 Ceased: 8 December 2023	Responsible Person	<b>Other Positions held:</b> Law Council of Australia – Member, Superannuation Committee	None disclosed
<b>Susan Mary Gould</b>	<b>Member:</b> Insurance Committee Appointed: 1 November 2017 Ceased: 8 December 2023		<b>Director:</b> <ul style="list-style-type: none"> <li>Victorian Medical Board of Australia</li> </ul>	UniSuper Fund Member
			<b>Other Positions held:</b> <b>Member:</b> Australian Health Practitioner Regulation Agency	
			<ul style="list-style-type: none"> <li>Agency Management Committee, Review of Equity and Cost Allocation Reference Group</li> </ul>	
			Medical Board of Australia	
			<ul style="list-style-type: none"> <li>National Notification Committee (NCA)</li> <li>National Standing Committee</li> </ul>	

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Susan Mary Gould (Continued)			Victorian Medical Board of Australia <ul style="list-style-type: none"> <li>Notification Committees 1</li> <li>Registration Committees 2</li> </ul>	
			Medical Board <ul style="list-style-type: none"> <li>National Special Issues Committee – Cosmetic Practices (Appointed: October 2022)</li> </ul>	
			Victorian Medical Board of Australia <b>Chair:</b> Notification Committee 2	
Andrew Owen Raftis	Chief Risk Officer Appointed: 29 June 2020 Ceased: 26 January 2024	Responsible Person	<b>Director:</b> <ul style="list-style-type: none"> <li>TESS Property Holdings Pty Ltd (Ceased – 22 December 2023)</li> <li>Parkville Holdings Nominees Pty Ltd (Ceased – 22 December 2023)</li> <li>Highlander Investments No 1 Pty Ltd (Ceased – 22 December 2023)</li> <li>Highlander Investments No 2 Pty Ltd (Ceased – 22 December 2023)</li> <li>Highlander Retail Holdings Pty Ltd (Ceased – 22 December 2023)</li> <li>UniSuper Forestry Investments Limited (NZ Company) (Ceased – 18 January 2024)</li> </ul> <b>Other Positions held - Member:</b> <ul style="list-style-type: none"> <li>AMP Employer Sponsored Superannuation Plan Policy Committee</li> <li>Lord Mayor's Charitable Foundation - Governance, Audit &amp; Risk Committee</li> </ul>	None disclosed

\*A 'relevant interest' includes an investment held at the end of a quarter by a responsible person involved in investment selection decisions where the investment is in an entity in which UniSuper has a substantial holding (i.e. UniSuper owns more than 5% of the issued capital) and which is either owned by or on behalf of the person, or controlled by the person, unless the Conflicts Management Policy provides otherwise.

Note: The Chair of a Committee is also a member of that Committee.