

Register of Relevant Interests and Duties

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.	Tess Property Holdings Pty Ltd
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.	UniSuper Forestry Investments Limited
17.	UniSuper Forestry Trust No. 1
18.	Highlander Retail Holdings Pty Ltd
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

Name	Position (involving duties to beneficiaries of the Fund)	Responsibilities	Relevant Duties (Position involving duties to other persons or organisations)	Relevant Interest ¹
Gregory Mark Armour	 Chair Appointed 1 January 2023 Director Appointed: 1 July 2017 Member People, Remuneration and Nominations Committee (Commenced: 1 January 2023) Investment Committee (Commenced: 1 July 2017, Chair from 1 October 2017 to 3 February 2023) Finance and Risk Committee, (Interim Member, Commenced: 1 December 2024) 	Non-executive Director, USL and USM	 Chair Lab 35 Pty Ltd Director Super Members Council of Australia Limited (Appointed 8 September 2023) SMCA Operations Pty Ltd (Appointed 13 September 2023) Adviser Blue Sky IP Ltd 	
Nicole Terese Gower	Director Appointed: 30 October 2017 Deputy Chair Appointed: 2 November 2023 Chair • People, Remuneration and Nominations Committee (Appointed: 1 January 2021)	Non-executive Director, USL and USM	Vice-President Operations, University of Sydney (Commenced 23 September 2024) Vice-President, Professional Services, Macquarie University (Ceased 20 September 2024)	UniSuper Fund Member
Amy Catherine Griffiths	Director Appointed: 11 Nov 2019 Member • Technology & Projects Committee	Non-executive Director, USL and USM	School Manager, Faculty of Arts and Social Sciences, University of Sydney (Appointed: 10 January 2022)	UniSuper Fund Member

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 (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.

Name	Position (involving duties to beneficiaries of the Fund)	Responsibilities	Relevant Duties (Position involving duties to other persons or organisations)	Relevant Interest ¹
Emeritus Professor Sandra Lee Harding AO	Director Appointed: 25 October 2021 Chair • Member Services Committee (Previously Insurance Committee) (Appointed: 1 December 2024, Member from 1 July 2024) Member • (Appointed: 1 January 2022) Technology & Projects Committee (Appointed: 1 January 2023)	Non-executive Director, USL and USM	 Chair North Queensland Airport Group (Appointed: 28 July 2023), comprising: North Queensland Airports No. 2 (Mackay) Pty Ltd (Appointed: 28 July 2023) Cairns Airport Holding Company Pty Ltd (Appointed: 28 July 2023) Cairns Airport Pty Ltd (Appointed: 28 July 2023) Mackay Airports Holding Company Pty Ltd (Appointed: 28 July 2023) Mackay Airport Pty Ltd (Appointed: 28 July 2023) MAPL Hotel Holdings Pty Ltd (Appointed: 28 July 2023) MAPL Hotel Pty Ltd (Appointed: 104 July 2023) MAPL Hotel Pty Ltd (Appointed: 2023) University of Notre Dame Australia (Appointed: 19 April 2024) Other positions held Member Queensland Community Foundation Board of Governors University of Notre Dame Australia, Remuneration, People and Culture Committee (Appointed: 25 March 2024) Patron Institute for Strategic Leadership (Australia) (April 2023) 	None
Michael James McNally	Director Appointed: 1 November 2023 Member • Member Services Committee (Commenced: 1 July 2024)	Non-executive Director, USL and USM	 Secretary, Queensland Division, National Tertiary Education Union Member National Executive (Committee of Management for NTEU nationally) 	ASX Limited UniSuper Fund Member

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Sarah Emily Carlyle Roberts	Director Appointed: 18 May 2020 Chair Technology & Projects Committee (Appointed: 1 January 2023) (Member: 1 January 2022 to 31 December 2022) Member • People, Remuneration and Nominations Committee (Commenced: 2 November 2023)	Non-executive Director, USL and USM	Secretary, Victorian Division, National Tertiary Education Union Director • Federation of Education Unions	UniSuper Fund Member
Peter Hastings Warne	 Director Appointed: 1 January 2023 Chair Investment Committee (Appointed: 3 February 2023 and Member since 1 January 2023) Member Finance and Risk Committee Appointed: 1 July 2024, previously Audit Risk and Compliance Committee from 2 November 2023 	Non-Executive Director, USL & USM	 Chair IPH Limited Director Argo Investments Limited Allens Other Positions Consultant, Virgin Australia (1 January 2023) Member, Australian Institute of Company Directors Corporate Governance Committee Chair, St Andrew's Cathedral School Foundation 	ASX Limited Transurban Group (TCL) ¹
Stephen Adrian Weller	Director Appointed: 1 November 2023 Chair • Finance and Risk Committee Appointed: 1 July 2024, previously Audit Risk and Compliance Committee, Member since 2 November 2023 Chair 1 May 2024 to 30 June 2024)	Non-Executive Director, USL & USM	 Chief Operating Officer, QIMR Berghofer, Medical Research Institute (from September 2024) Director and Chair Higher Education Services Limited Member International Roundtable, Heads of University Management & Administration Network of Europe (HUMANE) Other Positions Member, Teachers Mutual Bank Limited Advisory Committee (Jan-Dec 2024) 	UniSuper Fund Member

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Hazel Jane Bateman	Director Appointed: 12 November 2024	Non-Executive Director, USL & USM	Professor, School of Risk & Actuarial Studies, UNSW Business School	UniSuper Fund Member
			Faculty Academic Chair, UNSW Business School (from January 2025)	
			Other Positions	
			 Research Fellow, Network for Research in Pensions, Ageing and Retirement (Netspar) (since 2023) Steering Committee, UNSW Institute on Climate Risk and Response (since 2023) Executive Member, IRIS (Innovations in Risk, Insurance and Superannuation) Knowledge Hub, UNSW Business School (since 2022) Chair, Scientific Council, Netspar (since 2021) Advisory Board Member, MyHomeStream Pty Ltd (since 2021) Member, Super Consumers Australia, Nominations Committee (since 2021) Advisory Board Member, Conexus Institute (since 2020) President, International Pension Research Network (IPRA) (since 2019) Investigator, Ageing Futures Institute UNSW (since 2019) Affiliate, Tax and Transfer Policy Institute, Crawford School of Public Policy, ANU (since 2019) Member and Mentor, Economic Society of Australia Women in Economics Network (WEN) (since 2018) Member (International Expert), China Ageing Finance Forum (since 2017) Member, Scientific Council, Netspar (since 2016) Advisory Board, Risk Sciences (since 2024) Advisory Board, Risk Sciences (since 2024) Advisory Board, Risk Sciences (since 2024) Editorial Board, The Economic Record (since 2018) 	

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			Editorial Board, Journal of Pension Economics and Finance (since 2010)	
Alexander John Cameron	Director Appointed: 12 November 2024	Non-Executive Director, USL & USM	 Vice-Chancellor and President at RMIT University (January 2022) Director AARNET Pty Limited Member Advisory Council, Asia Society Australia Universities Solutions Summit 2024 Steering Committee Co-Chair, University Foreign Interference Taskforce Transnational Education Working Group 	UniSuper Fund Member
Rebecca Joy McGrath	Director Appointed: 1 December 2024	Non-Executive Director, USL & USM	Director • Macquarie Group Limited • Macquarie Bank Limited • Djerriwarrh Investments Limited • Investa Management Holdings Pty Ltd Chair • Investa Wholesale Funds Management Limited Member • ASIC Corporate Governance Consultative Panel • Australian British Chamber of Commerce Advisory Council Other Positions Held • Non-Executive Director, Melbourne Business School	None Disclosed
Christopher Edgar Cuffe	Member		Founder and Chair	
	Investment Committee Appointed: 26 February 2009		Australian Philanthropic Services Limited Chair	
			Hearts and Mind Investments Limited	
			Director	
			 Australian Philanthropic Services Foundation Pty Ltd Third Link Investment Managers Pty Ltd 	

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			 Global Value Fund Limited Argo Investments Ltd Keyview Financial Group Pty Ltd (Formerly Realside Financial Group Pty Ltd) The James Fairfax Foundation 	
			Other Positions held Paul Ramsay Foundation Member – Investment Committee 	
Anthony John Fitzgerald	 Member Investment Committee Appointed: 1 July 2011 		Nil	UniSuper Fund Member
Felicity Barbara Gates	 Member Investment Committee Appointed: 1 February 2021 		Other Positions held • Chair, Investment Committee, Northern Territory Local Jobs Fund	None relevant
Darren Mark Scammell	 Consultant Finance and Risk Committee Appointed: 1 July 2024 		 Partner, Grant Thornton Australia Pty Ltd Advisor Equity Trustees Ltd, Audit Committee (Commenced: August 2018) 	Nil
Margaret Ann Wright	 Member Technology and Projects Committee Appointed: 13 December 2018 		Chair Omnitabz Pty Ltd Director Vision for Today Pty Ltd Other Positions held Member, Good2Give Technology Advisory Group 	None disclosed
Julie Austa Fahey	 Member Technology and Projects Committee Appointed: 13 December 2018 		Director IRESS Limited Datacom Group Limited Australian Red Cross Blood Services Australian Foundation Investment Company Ltd Other Positions held IRESS Limited Member: Audit and Risk Committee	None relevant

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			Chair: People and Performance Committee	
			Datacom Group Limited	
			 Chair: Contracts and Risk Committee Member - Remuneration Committee 	
			Australian Red Cross Blood Services	
			Chair: Risk Committee	
			Australian Foundations Investment Company Ltd	
			Chair: Audit and Risk Committee (Commenced January 2022)	
			Advisory Roles:	
			APA, Member of the ERP Program Steering Committee	
Jennifer Lang	Member		Director	UniSuper Fund Member
	Member Services Committee Appointed: 1 March 2020		 Pacific Life Re (Australia) Propel Funeral Partners Auto & General Insurance Company Ltd (Appointed: 1 October 2022) Medical Insurance Australia Pty Ltd (Appointed: 1 October 2022) MDASA Limited (Appointed: 1 April 2023) 	
Peter Chi Wai Chun	Chief Executive Officer Appointed: 6 September 2021	Responsible Person	 Actuaries Institute Director UniSuper Management Pty Ltd Diversity Council Australia Member Investment Magazine Advisory Board ASFA Fund Advisory Panel Independent Member Australian Chamber Orchestra (ACO) Finance Audit & Risk Committee 	UniSuper Fund Member

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Anastasia Rita Crisafi	Chief Financial Officer Appointed: 28 March 2022	Responsible Person	Nil	Nil
Danielle Mair	Chief Member and Advice Officer Appointed: 1 March 2022	Responsible Person	None relevant	None disclosed
Steven John McGregor	Chief Information Officer Appointed: 1 July 2021	Responsible Person	None disclosed	None disclosed
Wade Brian Martin	Chief Risk Officer Appointed: 21 February 2024	Responsible Person	Nil	Nil
Danielle Patricia Murrie	Chief Marketing and Growth Officer Appointed: 14 January 2022	Responsible Person	None relevant	Nil
John Barrington Pearce	Chief Investment Officer Appointed: 6 July 2009	Responsible Person	None relevant	Nil
Pararajasingam Sivakumaran	Chief of Staff Appointed: 21 February 2024 Interim Chief Risk Officer Ceased: 20 February 2024	Responsible Person	 Director TESS Property Holdings Pty Ltd Parkville Holdings Nominees Pty Ltd Highlander Investments No 1 Pty Ltd Highlander Investments No 2 Pty Ltd Highlander Retail Holdings Pty Ltd (Above all appointed 22 December 2023) UniSuper Forestry Investments Limited, NZ Company (Appointed 18 January 2024) 	UniSuper Fund Member
Julie Kay Watkins	Chief People Officer Appointed: 18 July 2018	Responsible Person	Director Victorian Comprehensive Cancer Centre (Appointed 22 August 2023)	None disclosed
Cynthia Jane Costante	Company Secretary Appointed: 6 September 2021	Responsible Person	None disclosed	UniSuper Fund Member
Thalia Dardamanis	General Counsel Appointed: 29 January 2024	Responsible Person	Member Tax Institute of Australia's National Superannuation Technical Committee	UniSuper Fund Member
Tom May	Company Secretary Appointed: 21 June 2023	Responsible Person	Director • TESS Property Holdings Pty Ltd • Parkville Holdings Nominees Pty Ltd • Highlander Investments No 1 Pty Ltd • Highlander Investments No 2 Pty Ltd	UniSuper Fund Member

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			 Highlander Retail Holdings Pty Ltd (All above appointed 21 August 2023) UniSuper Forestry Investments Limited, NZ Company, (Appointed 29 August 2023) Dzurak Holdings Pty Limited (Appointed 15 December 2021) Responsible Investment Association Australasia Ltd (RIAA) Other Positions held Chair, Finance & Risk Committee, RIAA appointed 14 August 2024 	
Travis Leigh Dickinson	Fund Actuary Appointed: 31 March 2021	Responsible Person	 Employee Towers Watson Australia Pty Ltd - Actuary and superannuation adviser to a range of superannuation funds and employers Director Towers Watson Superannuation Pty Ltd Trustee to a number of corporate superannuation funds none of which are SMSF, industry or public offer funds. 	None disclosed
Nicole Oborne OAM	External Auditor Appointed: 17 October 2022 For: UniSuper Fund UniSuper Limited UniSuper Management Pty Ltd	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	 Deputy Chair: Appointed 1 July 2022 Director: Appointed: 14 February 2013 Ceased: 1 November 2023 Member: People and Remuneration Committee (Chair from 26 October 2021 to 30 June 2022) (Ceased 1 November 2023) Audit, Risk and Compliance Committee (Ceased 1 November 2023) 	Non-executive Director, USL and USM	Nil	UniSuper Fund Member
Luke Warren Barrett	General Counsel & General Manager, Legal Appointed: 1 June 2017 Ceased: 8 December 2023	Responsible Person	Other Positions held: Law Council of Australia – Member, Superannuation Committee	None disclosed
Stephen Somogyi	Director Appointed: 27 October 2014 Ceased: 1 November 2023 Chair: Audit, Risk and Compliance Committee (Ceased 1 November 2023)	Non-executive Director, USL and USM	 Chair: CourseLoop Pty Ltd (Previously Factor 5 Software Pty Ltd) Director: n0de Pty Ltd Other Positions Held: Commissioner, Safety Rehabilitation and Compensation Commission Commissioner of the Tertiary Education Quality and Standards Agency Honorary Fellow Monash University 	GPT Group (GPT)* UniSuper Fund Member

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Susan Mary Gould	Member: Insurance Committee Appointed: 1 November 2017 Ceased: 8 December 2023		 Director: Victorian Medical Board of Australia Other Positions held: Member: Australian Health Practitioner Regulation Agency Agency Management Committee, Review of Equity and Cost Allocation Reference Group Medical Board of Australia National Notification Committee (NCA) National Standing Committee Victorian Medical Board of Australia Notification Committees 1 Registration Committees 2 Medical Board National Special Issues Committee – Cosmetic Practices (Appointed: October 2022) Victorian Medical Board of Australia 	UniSuper Fund Member

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Andrew Owen Raftis	Chief Risk Officer Appointed: 29 June 2020 Ceased: 26 January 2024	Responsible Person	 Director: TESS Property Holdings Pty Ltd (Ceased – 22 December 2023) Parkville Holdings Nominees Pty Ltd (Ceased – 22 December 2023) Highlander Investments No 1 Pty Ltd (Ceased – 22 December 2023) Highlander Investments No 2 Pty Ltd (Ceased – 22 December 2023) Highlander Retail Holdings Pty Ltd (Ceased – 22 December 2023) Highlander Retail Holdings Pty Ltd (Ceased – 22 December 2023) UniSuper Forestry Investments Limited (NZ Company) (Ceased – 18 January 2024) Other Positions held - Member: AMP Employer Sponsored Superannuation Plan Policy Committee Lord Mayor's Charitable Foundation - Governance, Audit & Risk Committee 	None disclosed
Sarah Caroline Woodhouse	Consultant: Audit, Risk & Compliance Committee Appointed: 1 March 2020 Ceased: 30 June 2024		None relevant	NEXTDC Limited
Peter John Dawkins AO	Director Appointed: 4 November 2015 Member Investment Committee (Appointed: 24 February 2016) Ceased: 12 November 2024	Non-executive Director, USL and USM	 Director Western Bulldogs Forever Foundation Other positions held Chair, West of Melbourne Economic Development Alliance (WoMEDA) Member, Australian Public Service Commission's Learning Board (Honorary Role) (Appointed: December 2023) Emeritus Professor of Economics, Mitchell Institute for Education and Health Policy, Victoria University Member, Council of the University of Tasmania 	UniSuper Fund Member

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Lelia Rosalind Green	Director Appointed: 4 November 2015 Member Member Services Committee (Appointed: 1 July 2024) (Previously Insurance Committee) Ceased: 12 November 2024	Non-executive Director, USL and USM	Professor of Communications, School of Arts and Humanities, Edith Cowan University	UniSuper Fund Member
Fiona Alma Ridgeway Rowland	Consultant Finance and Risk Committee, Appointed: 1 July 2024 (Previously Audit, Risk and Compliance Committee, member since 1 November 2020) Ceased: 12 November 2024		 Chair Macquarie Investment Services Limited Director Infrastructure Specialist Asset Management Melbourne Water St Vincent's Institute of Medical Research Other Positions held: Chair St Vincent's Institute of Medical Research Investment Committee Infrastructure Specialist Asset Management; Audit, Risk and Compliance Committee: (Commenced as Chair on 1 September 2022 and previously a member) Melbourne Water Corporation Risk Optimisation and Sustainability Committee (Commenced November 2023) Finance Audit and Compliance Committee (Commenced November 2023) Member Chief Executive Women (Appointed 7 July 2023) Fellow Australian Institute of Company Directors (Appointed: 2023) Advisory Member Kearny's Advisory Group 	None disclosed

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Nicolette Liesbeth Rubinsztein AM	Director Appointed: 1 December 2015 Chair • Member Services Committee Appointed: 1 July 2024, previously Insurance Committee Member Finance and Risk Committee Appointed: 1 July 2024, previously Audit, Risk and Compliance Committee (Member since 24 February 2016 and Chair from 2 November 2023 to 30 April 2024) Ceased: 30 November 2024	Non-executive Director USL and USM	 Director Zurich Australia Limited (One Path General Insurance Pty Ltd merged on 31 December 2023 with Zurich Australia Limited) Zurich Financial Services Australia Limited Zurich Investment Management Limited Zurich Australian Insurance Limited (Appointed 1 January 2023) CBHS Health Fund Greenpeace Australia Pacific Limited Other positions held Chair Audit Committee, Greenpeace Australia Pacific Limited Risk Compliance & Audit Committee for Zurich Financials Services Australia Limited (Ceased as Chair end of April 2023) 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) Zurich Australia Limited (Ceased as Chair end of April 2023) (One Path General Insurance Pty Ltd merged on 31 December 2023 with Zurich Australia Limited) Zurich Australia Limited (Ceased as Chair end of April 2023) (One Path General Insurance Pty Ltd merged on 31 December 2023 with Zurich Australia Limited) Zurich Australia Limited (Ceased as Chair end of April 2023) Audit and Risk Committee, Zurich Australian Insurance Limited (Chair up to April 2023) ASFA Lifetime Member Macquarie University Faculty of Business & Economics Industry Advisory Board Greenpeace General Assembly Conexus Institute Advisory Board (Pro Bono position) AICD APRA Regulated Entities Forum 	