

How to complete this form

Please review the Trustee's Conflicts Management Policy before you complete this form.

The following are quick reference definitions, for more detailed definitions please refer to the Conflicts Management Policy, section 12 of the SIS Act or contact the Governance team for clarification.

Quick Definitions

Associate

- partner or spouse
- children, children's partners or spouses
- partner spouse's parents or family (*in-laws*)
- close family, personal, business or social connection

Relevant Interest

- investments¹ in any investment vehicle
- gift, emolument or benefit (whether pecuniary or non-pecuniary)

Determining the materiality of relevant interests:

- an interest that has an aggregate value of at least \$100,000
- an interest greater than 10% of the total amount
- either directly held or indirectly, through a public or private company or through a trust, including an SMSF or family trust
- either personally held or held by an Associate
- an interest in any entity which is or may be appointed as a service provider to the Trustee or to related company of the Trustee, including any related party service provider

Irrespective of the monetary value, it is still possible that any interest could, or might be perceived to, affect the ability of a Director to exercise independent judgment or to perform their duties or functions in the best financial interests of the members and beneficiaries of the Fund. Interests of any value are therefore required to be declared, even if they are not ultimately considered to be material.

Relevant Duty

Any duty owed to another entity that may conflict with the duty owed by the Director, to the members and beneficiaries of the Fund.

Determining the materiality of relevant duties:

To determine whether the relevant duty could have a significant impact on the capacity of the candidate to exercise independent judgement and act in a manner that is consistent with prioritising the best financial interests of members and beneficiaries of the Fund when making decisions about the entity to whom the conflicting duty is owed.

When in doubt as to whether a conflict of duty is material, you should disclose the duty, so that it can be properly assessed.

¹ an investment in an entity in which Equip Super has a direct and substantial holding (i.e. Equip Super owns more than 5% of the issued capital) excluding ASX listed investment products

Disclosure of Interests and Duties



Name:

1 Interests

Please disclose the details of any assets, that would meet the materiality threshold as outlined on page 1.

Relevant assets will most commonly include shares and units in managed investment arrangements.

Organisation / Investment Name	Material Interest (Y/N)	If yes, please provide details

Add more rows as necessary

2 *Superannuation fund accounts (*compulsory*)

Please disclose the details of all superannuation fund memberships, including interests in any SMSFs.

Fund Name	Notes

Add more rows as necessary

3 Associate held interests

Details of interests that you indirectly hold, i.e. via an Associate.

For example, this will include family trusts, SMSFs and assets of family members which you have control over or where you have an arrangement.

Organisation/ Investment Name	Purchase Date	Material Interest (Y/N)	Notes

Add more rows as necessary

4 Contractual relationships

Any contractual arrangement (financial or non-financial benefits) between you or your Associate in any entity where financial benefit is received (other than a salary) which is or may be appointed as a service provider to the Trustee or to a related company of the Trustee, including any related party service provider.

Please also disclose any former contractual relationships (within the previous 3 years) that you consider to be relevant.

Organisation	Position	Appointment Date	Termination Date	Notes

Add more rows as necessary

5 Duties

Please disclose the details of any **other** role that you hold as a Director, officeholder, employee, agent or trustee.

You should also disclose the details of your former roles, where you consider relevant.

Organisation	Position	Appointment Date	End Date (or expected end date)	Notes

Add more rows as necessary

6 Other interests and benefits

Do you or your Associates have any other interests and/or duties that could conflict with the interests of the members of the Fund? If so, please disclose the details of these interests and/or duties below:

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7 Declarations

I declare this to be a complete list of interests and duties as at the current date. I undertake to advise the Company Secretary of any material change to this list.

Signed:

Date: