



Mason Stevens Super

Annual Report
For the year ended 30 June 2025

Mason Stevens Super
ABN 34 422 545 198

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Directors' report

The directors of Diversa Trustees Limited (the Trustee) for Mason Stevens Super (the Fund), present their report together with the financial statements of the Fund for the year ended 30 June 2025.

Directors

The names of the directors in office of the Trustee during the financial year and until the date of this report are set out below. Directors were in office for the entire period unless otherwise stated.

Name	Position	Term as director
V. Plant	Independent chair	Full financial year
A. Peterson	Executive director/CEO	Full financial year
F. McNabb	Independent director	Full financial year
R. Beard	Independent director	Full financial year (Resigned 27 July 2024)
S. Thomas	Non-Executive Director	Full financial year
M. Walter	Independent director	Full financial year

Principal activities

Mason Stevens Super (ABN 34 422 545 198) (the "Fund") is a retail superannuation fund domiciled in Australia. The Fund primarily provides retirement benefits to its members and remains open to new members through financial advice. It was constituted by a Trust Deed dated 1 June 1988, as amended.

Review of operations and results

Net assets available for member benefits on 30 June 2025 grew from \$1,153 million to \$1,317 million during the year, predominantly due to member contributions and investment returns.

The Fund operates in a dynamic and evolving environment, subject to a range of risks that may influence its financial outcomes and long-term sustainability. The Trustee adopts a proactive and structured risk management approach, aligned with regulatory expectations and industry best practices, to manage these risks while optimising outcomes for members.

Key risks and developments during the reporting period include:

Regulatory and Legislative Changes: The regulatory landscape continues to evolve, requiring the Fund to remain agile and responsive. In preparation for the introduction of APRA's Prudential Standard CPS 230 – Operational Risk Management, effective from 1 July 2025, the Trustee progressed its implementation plan. This plan focuses on enhancing governance arrangements, strengthening oversight of material service providers, and improving resilience through more robust business continuity management.

The Financial Accountability Regime (FAR) also commenced during the reporting period, with obligations for RSE licensees coming into effect from 15 March 2025. The Trustee has taken steps to strengthen accountability frameworks and ensure that roles and responsibilities under FAR are clearly defined and embedded.

More broadly, the Trustee continues to monitor and respond to changing legislative and regulatory requirements, adapting its operations and strategic direction accordingly.

Operational Risk: Operational risk remains a significant focus, particularly in the context of the Trustee's oversight of third-party service providers. These risks may arise from failures in internal controls, governance processes, or operational execution, and can impact member outcomes if not properly managed. Key areas of risk include investment oversight, compliance management, conflicts of interest, and service provider performance.

To mitigate these risks, the Trustee maintains a comprehensive governance framework, including formal review processes, internal control mechanisms, and performance monitoring protocols. The Fund's approach to operational risk management continues to evolve, informed by CPS 230 and a commitment to continuous improvement in oversight and transparency.

Geopolitical and Trade Risks

Ongoing geopolitical tensions and global trade disruptions such as the imposition of tariffs by major economies and instability in regions like the Middle East have continued to contribute to market volatility. These conditions have posed challenges for investment markets, particularly in sectors sensitive to global trade, commodities, or geopolitical developments. The Trustee and its investment managers actively monitor these risks and maintain a diversified investment strategy designed to protect member outcomes across market cycles. Stress testing, and ongoing portfolio review processes are integral to the Fund's response to external risk drivers.

Climate Change and ESG Factors

The Trustee recognises the growing importance of environmental, social, and governance (ESG) considerations in investment decisions. This is an emerging risk, and the Trustee monitors ESG developments to identify potential issues that may impact investment returns for members.

Fund membership

The Fund's membership expanded to over 3,617 (30 June 2024: 3,404), largely due to its member-direct investment structure.

Average member account balances increase to \$362,728 (30 June 2024: \$286,558).

Service provider

Service	Provider	Term as service provider
Trustee	Diversa Trustees Limited	Full financial year
Administrator	FNZ (Australia) Pty Limited	Full financial year
Promoter	Mason Stevens Limited	Full financial year
Investment Manager	Mason Stevens Asset Management	Full financial year
Custodian	Mason Stevens Limited	Full financial year
RSE Auditor	Ernst & Young Australia	Full financial year

Significant changes after the end of the year

There are no other matters or circumstances that have arisen since 30 June 2025 that have significantly affected, or may have a significant effect, on:

- i. The operations of the Fund in future financial years
- ii. The results of those operations in future financial years
- iii. The state of affairs of the Fund in future financial years

Likely developments in the Fund's operations and expected results

The Fund will continue to be managed in accordance with the investment objectives and guidelines as set out in the Trustee's Product Disclosure Statements and the provisions of the Trust Deed.

The results of the Fund's operations will be affected by a number of factors, including the performance of the investment markets in which the Fund invests. Investment performance is not guaranteed, and future returns may differ from past returns. As investment conditions change over time, past returns should not be used to predict future returns.

Environmental regulation and performance

The operations of the Fund are not subject to any particular or significant environmental regulations under Commonwealth, State or Territory law.

Indemnification and insurance of officers

Under the Trust Deed, the Trustee including its officers and employees, is indemnified out of the Fund's assets for any loss, damage, expense or other liability incurred by it in properly performing or exercising any of its powers, duties or rights in relation to the Fund.

During the financial year the Trustee paid premiums in respect of its officers for professional indemnity insurance contracts for the year ended 30 June 2025. The Trustee has paid or agreed to pay in respect of the Fund, premiums in respect of such insurance contracts for the year ending 30 June 2025. The Fund did not reimburse the Trustee for such costs.

Details of the nature of the liabilities covered or the amount of the premium paid have not been included as such disclosure is prohibited under the terms of the contracts.

Auditor's independence declaration

The auditor's independence declaration is included on page 11.

Audit and non-audit services

The auditor did not provide non-audit services during the financial year.

Details of amounts paid or payable to the auditor for audit and non-audit services provided during the year by the auditor are disclosed in the table below.

	2025 \$'000	2024 \$'000
Statutory assurance services required by legislation to be provided by the auditor	135	120
Other Services	-	-
Total	135	120

During the financial year, the auditor: Ernest & Young did not provide any non-audit services to the Fund. Further details on the compensation paid to the auditor are provided in Note 18 Remuneration of auditors to the financial statements including details of audit-related services provided during the year of \$135K (2024: \$120K).

Indemnification of auditors

The Trustee has not, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify the Fund's auditor against a liability incurred as an auditor.

Environmental regulation

As of the time of reporting, the Fund's operations are not subject to any particular or significant environmental regulations under Commonwealth, State, or Territory law. However, the Trustee believes that the Fund has adequate systems in place for the management of its environmental requirements and is not aware of any breach of those environmental requirements as they may apply to the Fund.

Financial statements presentation

The Fund is an entity of the kind referred to in ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191, and in accordance with that Corporations Instrument amounts in the directors' report and the financial statements are rounded off to the nearest thousand dollars unless otherwise indicated.

Directors' remuneration report (audited)

The directors of the Trustee present the Remuneration Report for the Fund for the year ended 30 June 2025. The Remuneration Report forms part of the Directors' Report and has been audited in accordance with section 300C of the Corporations Act 2001. Reflecting the new regulatory landscape, this report also outlines how the Fund's remuneration framework aligns with the prudential requirements of the Australian Prudential Regulation Authority's (APRA) Prudential Standard CPS 511 Remuneration and the accountability obligations of the Financial Accountability Regime (FAR). It details the remuneration arrangements for the Directors and the Key Management Personnel (KMP) of the Fund which includes persons who directly, indirectly, have authority and responsibility for planning, directing, and controlling the major activities of the Fund. Remuneration objectives and principles.

Our remuneration objectives and principles are firmly aligned with our commitment to both our members and colleagues. They serve as guiding principles in the development and implementation of our remuneration structures.

To ensure compliance with regulatory standards, the Trustee Board has established the Remuneration and Nomination Committee, as mandated by APRA Prudential Standards SPS 510 Governance (SPS 510) and CPS 511 Remuneration (CPS 511).

Our remuneration strategy undergoes an internal review on, at least, an annual basis to ensure it remains effective and compliant with all regulatory obligations. This review considers factors such as the size, complexity, and responsibilities of roles, individual performance and behaviour, as well as skills and experience consistent with our fiduciary duties and the best financial interests of our members. The policy was last reviewed and updated on 11 December 2024. The most recent update was driven by the need to integrate the requirements of the FAR, which commenced on 15 March 2025. The FAR introduces strengthened accountability obligations for senior leaders. Accordingly, our updated policy ensures a clear link between remuneration outcomes and an individual's performance of their accountability obligations. This reinforces our commitment to applying appropriate financial consequences for poor risk outcomes and embedding a strong risk culture across the organisation.

In addition to the annual internal review, the policy may be subject to an independent review for appropriateness, effectiveness, and adequacy. No external review of the policy was undertaken during the year. Key management personnel

The directors of the Trustee and other key management personnel of the trustee during the financial year were:

1. Directors of the Trustee

Name	Date of appointment	Status
V. Plant (Chairperson)	4 May 2017	Independent
A. Peterson	28 June 2019	Chief Executive Officer
F. McNabb	28 June 2019	Independent
R. Beard	18 February 2021 (Resigned 27 July 2024)	Independent
S. Thomas	15 August 2022	Non-Executive
M. Walter	26 June 2023	Independent

2. Other key management personnel

The following is the list of executives, who at any time during the period up to the date of this report had an authority and responsibility for planning, directing and controlling activities either directly or indirectly:

The scope of disclosed executives has been broadened for the 2025 financial year. This expansion is a result of the commencement of the Financial Accountability Regime (FAR) on 15 March 2025. The FAR establishes heightened accountability obligations for senior leaders known as 'Accountable Persons'. In light of this new framework, and to enhance transparency around key leadership roles, the disclosures in this report have been extended to include certain additional executives.

Name	Date of appointment	Position
J. Hartnett	14 Feb 2022 (Resigned 17 January 2025)	General Manager Office of Superannuation Trustees
J. Haymes	15 Feb 2022	General Manager Strategy
R. Griffith	12 Jul 2021	General Manager Investment Oversight & Board Company Secretary
I. Czudek	15 Feb 2022	Head of Financial Oversight and Data
G. Moran	5 Feb 2024(Resigned from the role 18 May 2025)	General Manager Risk and Compliance
L. Rayner	19 May 2025	General Manager Risk and Compliance

The following section provides remuneration disclosures for the Directors and the Key Management Personnel of the Trustee. As the Trustee manages multiple funds, the disclosed remuneration incorporates awards granted across all funds under its management, and as such, the amounts below are not specific to this Fund alone. Directors of the Trustee and other key management personnel do not receive remuneration directly from the Fund.

The executive remuneration and reward framework has three components:

- base pay;
- short-term discretionary bonuses; and
- other remuneration such as superannuation, annual leave and long service leave.

The combination of these comprises the executive's total remuneration.

FY25 remuneration for Directors and Key Management Personnel**

2025FY	Short-term employee benefits		Post-employment benefits	Annual and Long Service Leave*	Termination Benefits	Total
	Cash Salary & Fees	Cash Bonus	Superannuation			
	\$	\$	\$	\$	\$	\$
Directors of the Trustee						
V. Plant	220,000	-	25,300	-	-	245,300
A. Peterson	825,000	777,399	29,932	89,911	-	1,722,242
F. McNabb	155,000	-	17,825	-	-	172,825
S. Thomas	144,999	-	16,675	-	-	161,674
M. Walter	144,999	-	16,675	-	-	161,674
Other Key Management Personnel						
J. Hartnett	151,361	24,879	16,519	(20,824)	53,300	225,235
J. Haymes	250,250	75,469	29,067	5,202	-	359,989
R. Griffith	459,756	135,930	29,932	25,697	-	651,315
I. Czudek	202,391	53,758	24,561	9,671	-	290,381
G. Moran***	294,394	-	27,411	6,274	-	328,079
L. Rayner***	39,048	-	2,152	3,985	-	45,185

FY24 remuneration for Directors and Key Management Personnel

2024FY	Short-term employee benefits		Post-employment benefits	Long-term employee benefits	Termination Benefits	Total incl accrued leave entitlements
	Cash Salary & Fees	Cash Bonus	Superannuation	Annual and Long Service Leave*		
	\$	\$	\$	\$	\$	\$
Directors of the Trustee						
V. Plant	220,000	-	24,200	-	-	244,200
A. Peterson	750,000	630,000	27,399	117,411	-	1,524,810
F. McNabb	155,000	-	17,050	-	-	172,050
R. Beard	161,096	-	17,721	-	-	178,817
S. Thomas	145,001	-	15,950	-	-	160,951
M. Walter	142,404	-	15,664	-	-	158,068
Other key management personnel						
J. Hartnett	252,317	45,669	27,399	18,883	-	344,268
J. Haymes	229,585	45,514	25,618	(5,587)	-	295,130
R. Griffith	393,068	79,511	25,125	41,458	-	539,162

*Annual Leave and Long Service Leave accrued during the year takes into consideration the impact of changes to the Superannuation Guarantee percentage. The amount represents the accrued amount less any time taken during the year and does not represent the amount paid.

**The Corporations Regulation requires KMP remuneration to be disclosed at the individual fund level. However, the Trustee has determined that, due to the unique responsibilities and accountabilities associated with the independent trustee model, which applies across all funds under trusteeship, the total remuneration of the KMP for all funds under trusteeship should be disclosed as the appropriate remuneration in the financial statements of all funds under their trusteeship.

***Remuneration has been disclosed only for the period during which the individual held the role of General Manager – Risk and Compliance, as this role was determined to be a Key Management Personnel (KMP) position for the relevant reporting period.

3. Non Cash Benefits

The Trustee does not pay non-cash benefits to its Directors or Key Management Personnel.

4. Bonuses granted in the current financial year

Cash bonuses

Key management personnel were granted and paid a cash bonus of \$1,067,435. The cash bonus was given in recognition of the substantial effort to negotiate and implement trustee's strategy, and these are discretionary in nature.

Employees participate in an annual performance review process, and performance evaluations for senior management were conducted in accordance with the trustee's established policies and procedures.

The bonuses are discretionary in nature and are based on the performance of individuals against financial and non-financial criteria as laid out in individual employee contracts. This performance is considered as part of the annual performance review process, and the bonuses are subject to the Remuneration and Nomination Committee's approval. The bonus of the CEO is approved by the Board.

No portion of these cash bonuses was deferred. As these bonuses were approved and paid before the commencement of the FAR, the deferral obligations under that regime were not applicable to these specific payments.

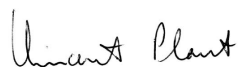
5. Service agreements

Remuneration arrangements for executives are formalised through employment agreements. These agreements outline the terms and conditions of employment, including the structure of remuneration packages and performance criteria.

6. Director's resolution

This directors' report is signed in accordance with a resolution of directors of the Trustee made pursuant to s.298(2) of the Corporations Act 2001.

On behalf of the Directors of the Trustee

A handwritten signature in black ink, appearing to read 'V. Plant'.

V. Plant
Chairperson

Melbourne 25 September 2025



**Shape the future
with confidence**

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Auditor's independence declaration to the directors of Diversa Trustees Limited as trustee of the Trustee of Mason Stevens Super

As lead auditor for the audit of the financial report of the Trustee of Mason Stevens Super for the financial year ended 30 June 2025, I declare to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;
- b. No contraventions of any applicable code of professional conduct in relation to the audit; and
- c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of the Trustee of Mason Stevens Super during the financial year.

A handwritten signature in black ink that reads 'Ernst & Young' in a cursive, stylized script.

Ernst & Young

A handwritten signature in black ink, appearing to read 'Maree Pallisco', written in a cursive script.

Maree Pallisco
Partner
25 September 2025

STATEMENT OF FINANCIAL POSITION

As at 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Assets			
Cash and cash equivalents	12, 4	186,874	179,366
Distributions and dividends receivable		12,824	9,120
Due from brokers – receivables for securities sold		3,658	3,721
Other receivables		240	-
Financial assets measured at fair value through profit and loss	4	1,125,597	978,945
Total assets		1,329,193	1,171,152
Liabilities			
Due to brokers – payables for securities purchased		2,974	10,163
Accounts payable and accrued expenses		1,516	1,708
Benefits payable		-	42
Current tax liabilities		3,168	3,707
Deferred tax liabilities	10	4,894	2,782
Total liabilities excluding member benefits		12,552	18,402
Net assets available for member benefits		1,316,641	1,152,750
Defined contribution member liabilities		1,312,195	1,147,507
Total net assets		4,446	5,243
Equity			
Operational risk reserve	9	2,504	2,421
Expense reserve	9	982	758
Unallocated surplus		960	2,064
Total equity		4,446	5,243

The above statement of financial position should be read in conjunction with the accompanying notes.

INCOME STATEMENT

For the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Superannuation activities			
Interest income		7,106	1,511
Dividend income		8,091	15,144
Distribution income		32,376	14,800
Net change in the fair value of investments	5	71,040	48,009
Other income		38	2,003
Total net income		118,651	81,467
Expenses			
Investment expenses		3,538	2,798
General administration expenses	11	12,782	10,281
Total expenses		16,320	13,079
Results from superannuation activities before income tax expense		102,331	68,388
Income tax (expense) / benefits	10	(116)	789
Results from superannuation activities after income tax expense		102,215	69,177
Net benefits allocated to defined contribution members		(104,278)	(70,852)
Net (loss) after income tax		(2,063)	(1,675)

The above income statement should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN MEMBER BENEFITS

For the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Opening balance of member benefits		1,147,507	866,292
Contributions:			
Employer contributions		17,908	15,634
Member contributions		73,177	70,424
Government contributions		51	44
Transfers in from other superannuation funds		222,757	296,347
Income tax on contributions		(5,138)	(4,068)
Net after-tax contributions		308,755	378,381
Benefits paid to members		(88,908)	(76,818)
Transfers out to other superannuation entities		(159,179)	(90,991)
Insurance premiums charged to member accounts		(260)	(203)
<i>Net benefits /(expense) allocated comprising:</i>			
Net investment income		117,062	81,127
Administration expenses		(12,782)	(10,281)
Closing balance of member benefits		1,312,195	1,147,507

The above statement of changes in member benefits should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2025

	Expense Reserve \$'000	Operational Risk Reserve \$'000	Unallocated Surplus \$'000	Total Equity \$'000
Opening balance as at 1 July 2023	570	2,200	4,148	6,918
Operating result	-	-	(1,675)	(1,675)
Transfers between reserves	188	221	(409)	-
Closing balance as at 30 June 2024	758	2,421	2,064	5,243
Opening balance as at 1 July 2024	758	2,421	2,064	5,243
Operating result	-	-	(797)	(797)
Transfers between reserves	224	83	(307)	-
Closing balance as at 30 June 2025	982	2,504	960	4,446

The above statement of changes in equity should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS

For the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Cash flows from operating activities			
Interest income received		6,762	1,511
Dividend income received		8,339	14,778
Distribution income received		28,768	10,735
Other income received		38	2,003
General administration expenses paid		(13,256)	(9,896)
Investment expenses paid		(3,538)	(2,798)
Insurance premiums paid		(260)	(203)
Income tax refund received		1,457	3,951
Net cash inflow from operating activities	13	28,310	20,081
Cash flows from investing activities			
Sale of financial instruments		637,223	453,783
Purchases of financial instruments		(719,961)	(664,879)
Net cash (outflow) from investing activities		(82,738)	(211,096)
Cash flows from financing activities			
Employer contributions received		17,908	15,634
Member contributions received		73,177	70,424
Government contributions received		51	44
Transfers from other superannuation activities		222,757	296,347
Transfers to other superannuation funds		(159,179)	(90,991)
Member liability movement		1,268	-
Benefit payments to members or beneficiaries		(88,908)	(76,893)
Tax paid on contributions		(5,138)	(4,068)
Net cash inflow from financing activities		61,936	210,497
Net increase in cash and cash equivalents		7,508	19,482
Cash and cash equivalents at the beginning of the financial year		179,366	159,884
Effect of foreign currency exchange rate changes on cash and cash equivalents		-	-
Cash and cash equivalents at the end of the financial year	12	186,874	179,366

The above statement of cash flows should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS

1. General information

Mason Stevens Super (ABN 34 422 545 198) (the “Fund”) is a retail superannuation fund domiciled in Australia. The Fund primarily provides retirement benefits to its members. It was constituted by a Trust Deed dated 1 June 1988, as amended.

In accordance with amendments to the Superannuation Industry (Supervision) Act 1993, the Fund is registered with the Australian Prudential Regulation Authority (“APRA”) as a Registrable Superannuation Entity (“RSE”) R1004168.

The Fund is a defined contribution fund. Members are either those employees of Australian-based employers who have selected the Fund as the default fund for their employees or those members who have voluntarily selected the Fund.

During the reporting period, the Trustee of the Fund was Diversa Trustees Limited (ABN 49 006 421 638) (RSE Licensee No L0000635). The address of the Fund’s registered office is Level 17, IBM Tower, 60 City Road, Southbank Victoria. Both the Trustee and the Fund are domiciled in Australia and registered with APRA.

These financial statements cover the Fund as an individual entity. The financial statements of the Fund were authorised for issue by the directors of the Trustee on 25 September 2025. The directors of the Trustee have the power to amend and re-issue these financial statements.

2. Summary of material accounting policies

Unless covered in other notes to the financial statements, the principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated in the following text.

(a) Basis of preparation

These general-purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board, the *Corporations Act 2001*, *Corporations Regulations 2001*, and the provisions of the Trust Deed. The financial statements are presented in Australian currency.

The statement of financial position is presented on a liquidity basis. Assets and liabilities are presented in decreasing order of liquidity, and there is no distinction between current and non-current. All balances are expected to be recovered or settled within twelve months, except for financial investments and net assets available for member benefits.

Amounts in the financial statements have been rounded to the nearest thousand dollars unless otherwise indicated.

(b) Financial instruments

i. Classification

The Fund’s investments are classified as at fair value through profit and loss in accordance with AASB 1056. They comprise:

- Financial instruments held for trading
Derivative financial instruments such as futures, forward contracts, options and interest rate swaps are included under this classification. However, the Fund presently is not directly exposed to or involved in the use of derivative financial instruments. However, some of the underlying investments may utilise

derivative financial instruments to hedge or partially hedge specific exposures. The Fund does not enter into, hold or issue derivative financial instruments for trading purposes.

- Financial instruments designated at fair value through income statement upon initial recognition These include financial assets that are not held for trading purposes and which may be sold. These are investments in exchange-traded debt and equity instruments, unlisted trusts and commercial paper.

These investments are managed, and their performance is evaluated on a fair value basis in accordance with the Fund's investment strategy.

ii. Recognition/de-recognition

Financial assets and liabilities are recognised on the date the Fund becomes a party to the contractual agreement (trade date), and changes in the fair value of the financial assets or liabilities are recognised from this date.

Investments are de-recognised when the right to receive cash flows from the investments has expired or the Fund has transferred substantially all of the risks and rewards of ownership.

iii. Measurement

At initial recognition, the Fund measures a financial asset or liability at fair value. Transaction costs are expensed in the income statement.

Subsequent to initial recognition, all financial assets and financial liabilities at fair value through income statement are measured at fair value. Gains and losses are presented in the income statement in the period in which they arise as net changes in the fair value of financial instruments.

For further details on how the fair values of financial instruments are determined, refer to Note 4.

iv. Offsetting financial instruments

Financial assets and liabilities are offset, and the net amount is reported in the statement of financial position when there is a legally enforceable right to offset the amounts and there is an intention to settle on a net basis or realise the asset and settle the liability at the same time.

(c) Cash and cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents include cash on hand, deposits held at call with financial institutions, and other short-term, highly liquid investments with original maturities of three months or less from the date of acquisition that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Payments and receipts relating to the purchase and sale of investment securities are classified as cash flows from investing activities.

(d) Revenue recognition

Interest revenue from financial instruments that are held at fair value is determined based on the effective interest rate and includes interest from cash and cash equivalents. Other changes in fair value for such instruments are recorded in accordance with the policies described in Note 2(b) to the financial statements.

Dividend and trust distribution income is recognised gross of withholding tax in the period in which the Fund's right to receive payment is established.

(e) Foreign currency translation

Foreign currency transactions are translated into functional currency using the exchange rates at the dates of the transactions. Foreign exchange gains and losses arise from the settlement of such transactions and the translations at year-end exchange rates of monetary items denominated in foreign currencies.

Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the balance date. Translation differences in assets and liabilities carried at fair value are reported in the income statement on a net basis within net changes in the fair value of financial instruments.

(f) Due from/to brokers

Amounts due from/to brokers represent receivables for securities sold and payables for securities purchased that have been contracted for but not yet delivered by the end of the year. Trades are recorded on the trade date. A provision for impairment is made when the Fund is not able to collect all amounts due from the relevant broker.

(g) Receivables

Receivable amounts (e.g. dividends, distributions, interest) are generally received within 30 days of being recorded as receivables.

Receivables may include amounts for dividends, interest and trust distributions and are measured at fair value. Dividends and trust distributions are accrued when the right to receive payment is established. Interest is accrued at the end of each reporting period from the time of the last payment in accordance with the policy set out in note 2(d) above.

The collectability of trade receivables is reviewed regularly. Amounts known to be uncollectable are written off by reducing the carrying amount.

(h) Other receivables

Other receivables may include amounts return to the fund as they were rejected by receiving members or other entities.

(i) Accounts payable and accrued expenses

Payables include liabilities and accrued expenses owed by the Fund, which are unpaid as of the end of the reporting period. These amounts are unsecured and are usually paid within 30 days of recognition.

(j) Benefits payable

Benefits paid/payable are valued at the amounts due to members at the reporting date. Benefits paid/payable comprise pensions accrued at the balance date and lump sum benefits of members who are due a benefit but had not been paid at the balance date.

(k) Contributions received and transfers from other funds

Contributions received and transfers from other Funds are recognised in the statement of changes in member benefits when the control of the contribution or transfer has been transferred to the Fund. They are recognised gross of any taxes.

(l) Other income

Other income includes compensation, foreign exchange gains, and operating interest.

(m) Reserves

Operational risk financial reserve

The Operational Risk Financial Reserve (ORFR) may address operational risk events or claims against the Fund arising from certain operational risk events. The ORFR is operated in accordance with the Operational Risk Financial Requirement Strategy. The Trustee has assessed an ORFR target amount of 0.25% of funds under management as appropriate for the Fund. The Fund achieves its ORFR target amount via an operational risk reserve in the Fund.

Changes in the ORFR are detailed in the Statement of Changes in Equity.

A combination of ORTC & ORR

The Trustee has established a combination of Operational Risk Trustee Capital ("ORTC") and Operational Risk Reserve ("ORR") in response to the operational risk financial requirement introduced into the Superannuation Industry (Supervision) Act 1993 on 1 July 2013.

(n) Use of estimates

The Fund makes estimates and assumptions affecting the reported assets and liabilities amounts. Estimates are evaluated based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

For the majority of the Fund's financial instruments, quoted market prices are readily available. However, certain financial instruments, such as unquoted securities, are fairly valued using valuation techniques. Where valuation techniques (for example, pricing models) are used to determine fair values, they are validated and periodically reviewed by experienced personnel. Refer to Note 4 for details.

(o) New and amended standards adopted by the Fund

The Fund has applied the following standards and amendments for the first time for its annual reporting period commencing 1 July 2024:

AASB 2020-1, 2020-6 & 2023-6 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current

These amendments clarify that a liability is classified as non-current if the entity has a right to defer settlement for at least 12 months at the end of the reporting period. New disclosure requirements have also been introduced for non-current liabilities with covenants.

AASB 2023-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements

These amendments add new disclosure requirements to enhance the transparency of an entity's supplier finance arrangements.

The adoption of these amendments did not have a material impact on the amounts recognised in the financial statements. The changes primarily relate to presentation and the addition of new disclosures where applicable.

(p) Accounting Standards and Interpretations issued but not yet adopted

Certain new accounting standards have been published that are not mandatory for the 30 June 2025 reporting period and have not been early adopted by the Fund. The Fund's assessment of the impact of these new standards is set out below.

New Requirement	Title	Effective Date (annual periods beginning on or after)	Summary of Impact
AASB 18	Presentation and Disclosure in Financial Statements	1 January 2027	This standard introduces new requirements for presentation and disclosures in the financial statements. The Fund is yet to undertake a detailed assessment of the impact, but it is not expected to have a material impact on the reported results or financial position.
AASB 2023-5	Amendments to AASs - Lack of Exchangeability	1 January 2025	The standard provides guidance on determining when a currency is not exchangeable and how to estimate the spot exchange rate in such cases, with the goal of enhancing the usefulness of financial statement information. The Fund is not expected to have a material impact.
AASB 2024-2	Amendments to Aus Accounting standards - Classification and Measurement of Financial Instrument	1 January 2026	The standard provides new and clarified rules for classifying and measuring financial instruments. Key changes include clearer guidance on settling financial liabilities through electronic payment systems, a new framework for assessing contractual cash flow characteristics of financial assets with Environmental, Social, and Governance (ESG) features, and updated disclosures for certain financial instruments. This standard has immaterial impact.
AASB 2024-3	Amendments to Aus Accounting standards - Annual Improvements Volume - 11	1 January 2026	The standard uses underlining, striking out and other typographical material to identify some of the amendments to a standard, in order to make the amendment more understandable. This standard has immaterial impact.

There are no other new accounting standards and other authoritative pronouncements that are expected to have a material impact on the Fund.

(q) Comparative figures

Where required by Accounting Standards or otherwise, comparative figures have been adjusted to conform to changes in the presentation for the current financial year.

Other legislative/government developments

On 17 September 2024, the Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Bill 2024 received Royal Assent. Schedule 4 of the Bill introduces a new mandatory climate-related financial disclosure regime. This regime imposes reporting obligations in phases, with the first phase for large entities starting on 1 January 2025. The reporting obligations will be based on criteria such as revenue, assets, number of employees, and existing climate reporting obligations. Specific reporting content will be established in new accounting standards under the Australia Sustainability Reporting Standards (ASRS), and assurance standards will be maintained by the Australian Auditing and Assurance Standards Board (AUASB).

The fund is not expected to have reporting obligations until 1 July 2027.

(r) Expense recovery reserve

The expense recovery reserve has been established to meet the fund's operating costs.

(s) Income tax

Under the Income Tax Assessment Act, the Fund is a complying superannuation fund. A concessional tax rate of 15% is applied to net investment earnings with deductions allowable for administrative and operational expenses. Financial assets held for less than 12 months are taxed at the Fund's rate of 15%. For financial assets held for more than 12 months, the Fund is entitled to a further discount on the tax rate, leading to an effective tax rate of 10% on any gains/(losses) arising from the disposal of investments.

Current tax is the expected tax payable on the estimated taxable income for the current year based on the applicable tax rate adjusted for instalment payments made to the ATO during the year.

Deferred tax is recognised for temporary differences between the carrying amount of assets and liabilities in the financial statements and the amounts used for taxation purposes. Deferred tax assets are recognised only if it is probable that future taxable amounts will be available to utilise temporary differences and losses.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

3. Financial risk management

The Fund's activities expose it to various financial risks, including market risk, price risk, currency risk, interest rate risk, credit risk, and liquidity risk.

The Trustee is responsible for identifying and controlling the risk that arise from these financial instruments. The Trustee has taken into consideration the ongoing geopolitical tensions and global trade disruptions such as the imposition of tariffs by major economies and instability in regions like the Middle East have continued to contribute to market volatility. These conditions have posed challenges for investment markets, particularly in sectors sensitive to global trade, commodities, or geopolitical developments. As a result, assessing fair value as of the reporting date involves increased uncertainties around the underlying valuation assumptions, given the wide range of potential paths forward for both economies, policy responses and asset fundamentals.

The Investment Governance Framework ("IGF") sets out the Trustee's policies and procedures for selecting, managing, and monitoring the Fund's investments. For each investment option offered by the Fund, the Trustee

seeks to maximise the returns derived for the level of risk to which the Fund is exposed. The Board Investment Committee oversees the implementation of the IGF.

(a) Market risk

On 30 June, the overall risk was as follows:

Market Risk	2025 \$'000	2024 \$'000
Price risk	1,081,785	931,406
Credit risk	43,812	47,539
	1,125,597	978,945

i. Price risk

The Fund is exposed to equity securities and derivative price risk, which arise from investments held by the Fund for uncertain future prices.

The Trustee mitigates price risk through diversification and a careful selection of securities. Compliance with the IGF and supporting investment guidelines are monitored by the Trustee on a regular basis.

On 30 June, the fair value of investments exposed to price risk were as follows:

Price Risk	2025 \$'000	2024 \$'000
Equity securities	246,860	202,136
Unlisted unit trusts	364,859	344,821
Exchange-traded funds	470,066	384,449
Net exposure to price risk	1,081,785	931,406

ii. Foreign currency risk

The Fund operates internationally and has assets and liabilities denominated in currencies other than the Australian dollar. Foreign currency risk arises as the value of securities denominated in foreign currencies will fluctuate due to changes in exchange rates.

The Fund's policy is not to hedge the direct foreign currency exposure on financial assets and liabilities.

The table below summarises the Fund's financial assets and liabilities, which are denominated in foreign currencies in thousands of dollars.

30 June 2025	USD	GBP	EUR	DKK	CHF	CAD
Cash and cash equivalents	675	83	50	4	3	2
Financial assets	52,240	3,616	4,762	463	521	842
Exposure to foreign exchange risk	52,915	3,699	4,812	467	524	844

	HKD	JPY	SGD	SEK	NZD	NOK
Cash and cash equivalents	18	9	-	1	-	2
Financial assets	993	519	306	115	-	-
Exposure to foreign exchange risk	1,011	528	306	116	-	2

30 June 2024	USD	GBP	EUR	DKK	CHF	CAD
Cash and cash equivalents	710	46	95	4	3	2
Financial assets	45,324	2,390	6,663	1,086	412	436
Exposure to foreign exchange risk	46,034	2,436	6,758	1,090	415	438

	HKD	JPY	SGD	SEK	NZD	NOK
Cash and cash equivalents	3	5	-	-	-	2
Financial assets	1,861	2,374	-	132	7	1
Exposure to foreign exchange risk	1,864	2,379	-	132	7	3

iii. *Cash flow and fair value interest rate risk*

The Fund is exposed to cash flow interest rate risk on financial instruments with variable interest rates. Financial instruments with fixed interest rates expose the Fund to fair value interest rate risk.

The table below summarises the Fund's direct exposure to interest rate risk.

At 30 June 2025	Floating interest rate \$'000	Fixed interest rate \$'000	Non-interest bearing \$'000	Total \$'000
Financial assets				
Cash and cash equivalents	186,874	-	-	186,874
Due from brokers	-	-	3,658	3,658
Account receivables	240	-	-	240
Financial assets	38,700	5,111	-	43,811
Net exposure interest rate risk	225,814	5,111	3,658	234,583

Financial liabilities				
Due to brokers	-	-	2,974	2,974
Net exposure interest rate risk	-	-	2,974	2,974

At 30 June 2024	Floating interest rate \$'000	Fixed interest rate \$'000	Non-interest bearing \$'000	Total \$'000
Financial assets				
Cash and cash equivalents	179,366	-	-	179,366
Due from brokers	-	-	3,721	3,721
Financial assets	45,954	1,585	-	47,539
Total Financial assets	225,320	1,585	3,721	230,626

Financial liabilities				
Due to brokers	-	-	(10,163)	(10,163)
Net exposure interest rate risk	-	-	(10,163)	(10,163)

(b) Summarised sensitivity analysis

The following table summarises the sensitivity of the Fund's operating profit and net assets attributable to unitholders to interest rate, foreign exchange, and price risks. The possible movements in the risk variables have been based on the Trustee's best estimate with regard to a number of factors, including historical levels of changes in interest rates, foreign exchange rates and market volatility. Actual movements in the risk variables may be greater or less than anticipated due to a number of factors. As a result, historical variations in risk variables should not be used to predict future variations in the risk variables.

	Price risk		Interest rate risk	
	Impact on operating profit/net assets attributable to members			
	MSCI index 15% decrease	MSCI index 7.5% increase	-75 bps decrease	75 bps increase
	\$'000	\$'000	\$'000	\$'000
30 June				
2025	(162,268)	81,134	(1,759)	1,759
2024	(139,711)	69,855	(1,730)	1,730

i. Foreign exchange risk

	Impact on operating profit/net assets attributable to members			
	2025	2025	2024	2024
	10% decrease	5% increase	10% decrease	5% increase
	\$'000	\$'000	\$'000	\$'000
Currency				
CAD Canadian Dollar	(84)	42	(44)	22
CHF Swiss Franc	(52)	26	(42)	21
DKK Danish Kroner	(47)	23	(109)	55
EUR Euro	(481)	241	(676)	338
GBP Great British Pound	(370)	185	(244)	122
HKD Hong Kong Dollar	(101)	51	(186)	93
JPY Japanese Yen	(53)	26	(238)	119
NZD New Zealand Dollar	-	-	(1)	-
SEK Swedish Kronor	(12)	6	(13)	7
SGD Singapore Dollar	(31)	15	-	-
USD United States Dollar	(5,292)	2,646	(4,603)	2,302

(c) Credit risk

The Fund is exposed to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when they fall due, causing a financial loss to the Fund.

The main credit risks, to which the Fund is exposed, arises from the Fund's investment in cash and cash equivalents, interest bearing securities, units in unit trusts and other receivables. The Trustee monitors the Fund's credit risk exposure on a regular basis.

The Fund measures credit risk using probability of default, exposure at default and loss given default. Management considers both historical analysis and forward looking information. At 30 June 2025 and 30 June 2024, all receivables, amounts due from brokers, cash and short-term deposits are held with counterparties are either callable on demand or due to be settled within 30 days.

Management considers the probability of default to be close to zero as these instruments have a low risk of default and the counterparties have a strong capacity to meet their contractual obligations in the near term.

i. Debt securities

The Fund invests in debt securities rated by Standard & Poor's (S&P). For unrated assets, the Trustee assesses credit risk using an approach similar to that used by rating agencies. An analysis of debt securities by rating is set out in the following table.

	2025 \$'000	2024 \$'000
Australian		
A+	-	137
A-	4,758	742
AA-	295	294
B-	118	-
BBB+	1,293	594
BBB	11,996	11,079
BBB-	-	376
Not rated	15,974	27,036
Total	34,434	40,258

ii. Derivative financial instruments

The Fund presently is not directly exposed to or involved in the use of derivative financial instruments. However, some of the Fund's underlying investments may, as part of the respective fund manager's investment strategy, utilise derivative financial instruments to hedge or partially hedge specific exposures. The Fund does not enter into, hold or issue derivative financial instruments for trading purposes.

iii. Settlement of securities transactions

All transactions in listed securities are settled upon delivery using brokers approved by the Trustee. The risk of default is considered low, as delivery of securities sold is only made once the broker has received payment.

iv. Cash and cash equivalents

The Fund's exposure to credit risk for cash and cash equivalents is considered low as all counterparties have a rating of A+ or higher (as determined by S&P).

v. Assets in custody

Citi Australia provided clearing and depository of the Fund's security transactions during the financial year. Citi Australia had a credit rating of BBB+ per S&P on 30 June 2025.

vi. Maximum exposure to credit risk

The Fund's maximum exposure to credit risk is the carrying amount of the financial assets. None of these assets are impaired or past due but not impaired.

(d) Liquidity risk

Liquidity risk is the risk that the Fund may not be able to generate sufficient cash resources to settle its obligations to members or counterparties in full as they fall due or can only do so on terms that are disadvantageous.

The Funds liquidity policy is designed to ensure it will meet its obligations as and when they fall due by ensuring it has sufficient cash and liquid assets to sell without adversely affecting the Fund's net asset value. The Funds liquidity policy is designed to ensure it maintains sufficient cash and liquid investments to meet its obligations to members and counterparties in both orderly markets and in periods of stress.

The Fund is obligated to pay member benefits upon request in accordance with relevant legislative requirements. Therefore, the Trustee's policy is to primarily hold investments that are traded in an active market and can be readily disposed of and converted into known amounts of cash. Only a limited proportion of its assets are held in investments not actively traded on a stock exchange or ordinarily redeemable within a short period of time. The Fund's overall liquidity risks are monitored by the Trustee's Investment Committee by quarterly reviews of investment scorecards and at least annually by liquidity stress testing of financial assets across a number of different scenarios. These tests assess the impact on the liquidity of the investment portfolio and any consequential impact on asset allocations for a range of stressed market events, taking into account potential adverse impacts on cash flows resulting from investment switching by members, rollover and benefit requests, settling foreign currency transactions and funding capital call commitments.

The liquidity position of the Fund is conditional on a number of external factors, including the liquidity of the investment markets in which the Fund invests and the relevant legislative requirements governing members' access to their superannuation benefits.

vii. Maturities of financial liabilities

The tables below show the Fund's financial liabilities based on their contractual maturities using undiscounted cash flows. Due to brokers and benefits payable are payable on demand. Liabilities to defined contribution members are payable upon request. The Fund considers it highly unlikely that all liabilities to members would fall due at the same time.

At 30 June 2025	Less than	One to	Greater than	Total
Financial Liabilities	one month	three months	three months	
	\$'000	\$'000	\$'000	\$'000
Non-derivatives				
Due to brokers	2,974	-	-	2,974
Payables	1,516	-	-	1,516
Current tax liabilities	3,168	-	-	3,168
Liability for accrued benefits	1,312,195	-	-	1,312,195
Total	1,319,853	-	-	1,319,853

At 30 June 2024				
Financial Liabilities	Less than one month \$'000	One to three months \$'000	Greater than three months \$'000	Total \$'000
Non-derivatives				
Due to brokers	10,163	-	-	10,163
Payables	1,750	-	-	1,750
Current tax liabilities	3,707	-	-	3,707
Liability for accrued benefits	1,147,507	-	-	1,147,507
Total	1,163,127	-	-	1,163,127

The tables above have changed to include current tax liabilities

The liability for accrued benefits has been included in the column for less than one month. This is the earliest date on which the Fund can be required to pay members' vested benefits. However, the Trustee does not anticipate that members will call upon amounts vested to them during this time.

4. Fair value measurement

(a) Fair value hierarchy

The Fund classifies fair value measurements using a fair value hierarchy that reflects the subjectivity of the inputs used in making the measurements.

The fair value hierarchy has the following levels:

Level 1: quoted prices (unadjusted) in active markets for identical assets and liabilities. These inputs are readily available in the market and are normally obtainable from multiple sources.

Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly. The Trustee values debt securities held by the Fund using broker quotes, units in unit trusts using the unit price provided by the underlying fund manager and OTC derivatives using valuation models.

Level 3: one or more significant inputs are not based on observable market data; examples include discount rates and other unobservable inputs. The Trustee values units in unit trusts classified as level 3 using the unit price provided by the underlying fund manager. These unit trusts hold illiquid investments such as unlisted property and private equity.

i. Recognised fair value measurements

The table below sets out the Fund's financial assets and liabilities at fair value according to the fair value hierarchy. Revision of the levels applied for current and prior financial year with investment data provided.

At 30 June 2025	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
Financial assets				
Australian				
Cash and cash equivalents	-	11,119	-	11,119
Direct fixed income	40,957	2,854	-	43,811
Direct shares	190,169	-	10	190,179
Listed investment companies	717	-	-	717
Listed investment schemes	461,655	-	-	461,655
Unlisted investment schemes	-	346,689	18,169	364,858
International				
Direct shares	55,965	-	-	55,965
Listed investment schemes	8,411	-	-	8,411
Total	757,874	360,662	18,179	1,136,715

At 30 June 2024	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
Financial assets				
Australian				
Cash and cash equivalents	-	10,157	-	10,157
Direct fixed income	42,367	4,270	902	47,539
Direct shares	151,553	-	10	151,563
Listed investment companies	715	-	-	715
Listed investment schemes	373,571	52	-	373,623
Unlisted investment schemes	-	330,029	14,792	344,821
International				
Direct shares	49,800	-	59	49,859
Listed investment schemes	10,826	-	-	10,826
Total	628,832	344,508	15,763	989,103

Presentation of table above has been changed to separate level 1, level 2 and level 3 investments

5. Net changes in fair value of investments

Net changes in financial assets and liabilities measured at fair value:

	2025 \$'000	2024 \$'000
Net changes in fair value of investments		
Direct fixed income	(204)	520
Direct shares	14,976	10,474
Listed investment company	(52)	-
Listed investment schemes	39,078	23,879
Unlisted investment schemes	18,192	13,672
Currency gains and losses	(950)	(536)
Total realised gains	71,040	48,009

6. Structured entities

A structured entity has been designed so that voting or similar rights are not the dominant factor in deciding who controls it. The relevant activities are directed by contractual arrangements.

The Fund considers all investments in managed investment schemes (funds) structured entities. It invests in underlying managed funds to gain capital appreciation and/or earn investment income.

The objectives of the investee funds are to achieve medium to long-term capital growth. They invest in various financial instruments, including equities, debt instruments, and infrastructure. The investee funds finance their operations by issuing redeemable shares, which are puttable at the holder's option and entitle the holder to a proportional stake in the respective fund's net assets.

The exposure to investments in investee funds at fair value by investment strategy is disclosed below:

Structured entities	2025 \$'000	2024 \$'000
Cash management accounts	8,748	214,349
Australian fixed interest funds	131,382	117,390
Australian property funds	21,523	11,592
Australian equity funds	448,001	336,312
Australian infrastructure funds	9,082	2,317
Australian commodities funds	1,353	1,387
International fixed interest funds	9,620	686
International property funds	7,094	6
International equity funds	184,099	8,617
International infrastructure funds	3,345	8
International commodities funds	652	1,509
Australian currency exposure	-	6
Alternative funds	10,025	35,091
Total	834,924	729,270

* The table has been amended to conform with the current year's presentation.

The fair value of financial assets, \$834,924K (2024: \$729,270K), is included in financial assets in the statement of financial position.

The Fund's maximum exposure to loss from its interests in investee funds is equal to the total fair value of its investments in the investee funds. During the year ended 30 June 2025, total gains incurred on investments in investee funds were \$57,720K (total gains 2024: \$37,551K).

During the year, the Fund earned fair value gains and distribution income from its interests in other funds.

7. Member liabilities

(a) Recognition and measurement of member liabilities

Members' entitlements to benefit payments are recognised as liabilities. They are measured at the amount of the accrued benefits as of the reporting date, which are the benefits that the Fund is presently obliged to transfer to members or their beneficiaries in the future due to membership up to the end of the reporting period.

(b) Defined contribution member liabilities

Defined contribution member account balances are measured using valuations determined by the Trustee based on the underlying investment option values selected by members or reflect the fair value of the investments held by the members.

The defined contribution members bear the investment risk related to the underlying investment options. Unit prices used to measure defined contribution member liabilities are updated daily for movements in investment values.

As at 30 June 2025, the net assets attributable to defined contribution members have been substantially allocated. Unallocated amounts are shown in the statement of financial position as "Unallocated surplus/(deficit)" within equity.

8. Insurance arrangements

The Fund provides death and disability benefits to its members. The Trustee has group and/or retail policies in place with third-party insurance companies to insure these benefits.

The Fund collects premiums from members on behalf of the relevant insurance company. Insurance claim amounts are recognised when the insurer agrees to pay the claim. Therefore, insurance premiums are not revenues or expenses of the superannuation entity and do not give rise to insurance contract liabilities or reinsurance assets. Insurance premiums charged to members' accounts and reinsurance recoveries allocated are recognised in the statement of member benefits changes.

The Trustee determined that the Fund is not exposed to material insurance risk because:

- members (or their beneficiaries) will only receive insurance benefits if the external insurer pays the claim;
- insurance premiums are only paid through the Fund for administrative reasons, and
- insurance premiums are effectively set directly by reference to premiums set by an external insurer.

9. Reserves

	2025 \$'000	2024 \$'000
Expense Reserve	982	758
ORFR Reserve	2,504	2,421

The Operational Risk Trustee Capital (ORTC) balance at the end of the reporting period was \$400K (2024: \$200K). This amount is not reflected in the Statement of Financial Position. The ORR provides funding for incidents where losses may arise from an operational risk event related to the Trust. The Trustee determines the level of funding based on an assessment of the Trust's risks.

The ORR balance at the end of the reporting period was \$2,504K (2024: \$2,421K). This amount is reflected in the Statement of Financial Position.

10. Income Tax

This note analyses the Fund's income tax expense and how the tax expense is affected by non-assessable and non-deductible items.

i. Income tax expense

	2025 \$'000	2024 \$'000
Current tax expense		
Current tax on profits for the year	(777)	223
Adjustments for current tax of prior periods	(1,219)	(2,605)
Current tax (benefit)	(1,996)	(2,382)
 Movement in temporary differences	 2,112	 1,593
Income tax expense/(benefit)	116	(789)

ii. Numerical reconciliation of income tax expense to prima facie tax payable

	2025 \$'000	2024 \$'000
Operating result before income tax expense	102,331	68,388
Tax at the Australian rate of 15% (2024 – 15%)	15,350	10,258
 <i>Increase in tax expenses due to:</i>		
Unrealised change in fair value	(3,323)	(4,331)
Realised change in fair value	(3,363)	(1,094)
Non-deductible expenses	276	-
Imputation and foreign tax credits	336	267
Non-deductible pension expenses	1,239	888
 <i>Decrease in tax expenses due to:</i>		
Current tax or prior periods	(1,219)	(2,605)
Non-assessable pension income	(3,055)	(2,424)
Imputation and foreign tax credits	(4,286)	(1,647)
Others	(1,839)	(101)
Income tax expense/(benefits)	116	(789)

In addition to the above, \$5,138K (2024: \$4,068K) is recognised in the statement of changes in member benefits relating to tax on contributions deducted from member accounts.

iii. *Deferred tax balances*

The balance comprises temporary differences attributable to the following:

	2025 \$'000	2024 \$'000
Deferred tax assets/(liabilities)		
Financial assets measured at fair value through profit or loss Australian rate of 15% (2024 – 15%)	(4,894)	(2,782)
Net deferred tax (liabilities)	(4,894)	(2,782)

The movements in temporary differences during the year are:

At 30 June 2025	Beginning of financial year \$'000	Recognised in income statement \$'000	End of the financial year \$'000
Net changes in fair value of financial instruments	(2,782)	(2,112)	(4,894)
Deferred tax (liabilities)	(2,782)	(2,112)	(4,894)

At 30 June 2024	Beginning of financial year \$'000	Recognised in income statement \$'000	End of the financial year \$'000
Net changes in fair value of financial instruments	(1,190)	(1,592)	(2,782)
Deferred tax (liabilities)	(1,190)	(1,592)	(2,782)

Presentation of tables above changed to correctly present net changes in fair value of financial instruments

11. General administration expenses

	2025 \$'000	2024 \$'000
Administration fees	3,120	2,523
Adviser fees	8,633	6,695
Trustee fees	487	725
Other expenses	542	338
	12,782	10,281

12. Cash and cash equivalents

	2025 \$'000	2024 \$'000
Cash at bank	186,874	179,366
	<u>186,874</u>	<u>179,366</u>

13. Reconciliation of profit/(loss) after income tax to net cash inflow/(outflow) from operating activities

(a) Reconciliation of profit/(loss) after income tax to net cash inflow/(outflow) from operating activities

	2025 \$'000	2024 \$'000
Operating result after income tax expense	(2,063)	(1,675)
<i>Adjustments for:</i>		
Net changes in financial instruments measured at fair value through the profit and loss	(71,040)	(48,009)
Net (expenses)/benefits allocated to defined contribution members	104,278	70,852
Insurance premiums paid	(260)	(203)
<i>Change in operating assets and liabilities</i>		
(Increase)/decrease in distributions and dividends receivable	(3,704)	(4,431)
Increase/(decrease) in payables	(234)	385
(Increase)/decrease in receivables	(240)	-
Increase/(decrease) in current tax liabilities	(539)	1,569
Increase/(decrease) in deferred tax liabilities	2,112	1,593
	<u>28,310</u>	<u>20,081</u>

(b) Non-cash financing and investing activities

There were no non-cash financing activities during the year or in the prior year.

14. Commitments

There are no commitments the Trustee is aware of as of this report's date.

15. Contingent liabilities and contingent assets

There are no outstanding contingent assets or liabilities as at 30 June 2025 and 30 June 2024.

16. Events occurring after the reporting period

No significant event has occurred since the end of the reporting period which would impact the Fund's financial position as of 30th June 2025 or the results and cash flows of the Fund for the year ended on that date.

17. Related party transactions

(a) Trustee

The Trustee of Mason Stevens Super is Diversa Trustees Limited.

(b) Directors

Key management personnel include persons who were directors of Diversa Trustees Limited at any time during the financial year as follows:

Name	Position	Term as director
V. Plant	Independent chair	Full financial year
A. Peterson	Executive director/CEO	Full financial year
F. McNabb	Independent director	Full financial year
R. Beard	Independent director	Full financial year (Resigned 27 July 2024)
S. Thomas	Non-executive director	Full financial year
M. Walter	Independent director	Full financial year

None of the directors nor the Trustee are or were members of the Fund.

(c) Other key management personnel

J. Hartnett, J. Haymes, R. Griffith, I. Czudek, G. Moran and L. Rayner were also key management personnel with responsibility for planning, directing, and controlling the activities of the Fund, directly or indirectly during the reporting year. Note J. Hartnett resigned from her position on 17 January 2025. Details for KMP are disclosed in the Remuneration Report within the Directors' Report. No other related party transactions occurred with KMP during the financial year.

(d) Remuneration of directors of the trustee

There have been no transactions between the Trustee and the Fund other than trustee fees disclosed in Note 11. The compensation received or due and receivable by the Trustee from the Promoter in connection with the trusteeship of the Fund was \$487,106 (2024: \$750,200).

(e) Other entities with significant influence over the fund

i. Promoter/Sponsor/Custodian/Investment Manager

The Fund's Promoter, Sponsor, and Custodian are Mason Stevens Limited (ABN 91 141 447 217) (AFSL 351578).

The Fund's Investment Manager is Mason Stevens Asset Management (ABN 92 141 447 654).

Under the terms of the Trust Deed, the Promoter, Sponsor, and Investment Manager are entitled to receive compensation for services provided to the Fund.

ii. Remuneration of the Promoter/Sponsor/Custodian/Investment Manager

No transactions between the Promoter/Sponsor/Custodian/Investment Manager and the Fund other than administration fees are disclosed in Note 11. The compensation received or due and receivable by the Promoter/Sponsor/Custodian from the Fund in connection with services provided to the Fund was \$4,148,877 (2024: \$3,585,787). The compensation received or due and receivable by the Investment Manager from the Fund in connection with services provided to the Fund was \$3,537,991 (2024: \$2,798,278).

In addition, the Sponsor is responsible for paying some costs associated with running the Fund, including trustee fees. All other operating costs are met through the Expense Reserve.

There were no other transactions between the Promoter/Sponsor/Custodian/Investment Manager and the Fund during the year.

iii. Investments

The Fund held investments in the following schemes, which the Promoter also manages. The investments are disclosed on the statement of financial position.

Investments held

At 30 June 2025	Units held		Fair value of investments held	
	2025 Units	2024 Units	2025 \$'000	2024 \$'000
Mason Stevens Credit Fund	3,289,392	259,824	3,281	257
	3,289,392	259,824	3,281	257

18. Remuneration of auditors

During the year, the following fees were paid or payable for services provided by the auditor(s) of the Fund:

	2025 \$'000	2024 \$'000
BDO Australia		
RMF Audit	5	4
Total remuneration to BDO Australia	5	4
Ernst & Young Australia		
Audit and review of financial statements and regulatory audit services	135	120
Total remuneration to Ernst & Young Australia	135	120
Total remuneration of auditors	140	124

TRUSTEES' DECLARATION

In the opinion of the directors of the Trustee of Mason Stevens Superannuation Fund:

- (a) the financial statements and notes set out on pages 12 to 36 are in accordance with the *Corporations Act 2001*, including:
 - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (ii) giving a true and fair view of the Fund's financial positions as at 30 June 2025 and of its performance of the financial year ended on that date, and
- (b) there are reasonable grounds to believe that the Fund will be able to pay its debts as and when they become due and payable, and

This declaration is made in accordance with resolution of the directors.

Signed on behalf of the Board of Directors of Diversa Trustees Limited as Trustee for Mason Stevens Super.

Director



Melbourne

25 September 2025



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Independent auditor's report to the members of the Trustee of Mason Stevens Super

Opinion

We have audited the financial report of the Trustee Mason Stevens Super ("the RSE"), which comprises the statement of financial position as at 30 June 2025, the income statement, statement of changes in member benefits, statement of cash flows and statement of changes in reserves for the year then ended, notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the RSE is in accordance with the *Corporations Act 2001*, including:

- a. Giving a true and fair view of the RSE's financial position as at 30 June 2025, and of its financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the RSE in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Trustee Mason Stevens Super, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information is the directors' report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



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Responsibilities of the directors for the financial report

The directors of Diversa Trustees Limited (“the Trustee”) are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the RSE’s ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the RSE or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the RSE’s internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- ▶ Conclude on the appropriateness of the directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the RSE’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the RSE to cease to continue as a going concern.
- ▶ Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.



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We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on the audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in page 3 of the directors' report for the year ended 30 June 2025.

In our opinion, the Remuneration Report of the Trustee Mason Stevens Super for the year ended 30 June 2025, complies with section 300C of the *Corporations Act 2001*.

Emphasis of Matter

The trustee considers the remuneration report true and fair at the fund level and concluded that the nature of the independent trustee model means the responsibilities and accountabilities of Directors and key management personnel extend beyond the oversight of this funds operations. As a trustee, ensuring the development of key frameworks requires an approach that covers oversight of all funds under trusteeship. This activity cannot necessarily be attributed to all funds equally. Accordingly, the fund has disclosed remuneration attributable to all funds the trustees has responsibility over. Our opinion is not modified in respect of this matter.

Responsibilities

The directors of the Trustee are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300C of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

The Ernst & Young logo, featuring the company name in a stylized, handwritten-style font.

Ernst & Young

A handwritten signature in black ink, appearing to read 'Maree Pallisco'.

Maree Pallisco
Partner
Melbourne
25 September 2025