

# Retirement Portfolio Service

ABN 61 808 189 263

Annual Financial Report  
For the year ended 30 June 2024

# Retirement Portfolio Service Annual Financial Report

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## Directors' report

The Directors of OnePath Custodians Pty Limited (OPC) ABN 12 008 508 496 (the 'Trustee'), as Trustee for the Retirement Portfolio Service (the 'Fund'), submit here with the annual financial report of the Fund for the financial year ended 30 June 2024. In order to comply with the provisions of the *Corporations Act 2001*, the Directors of the Trustee report as follows:

### Principal activities

The Retirement Portfolio Service is a superannuation fund that provides both defined contribution and defined benefit accounts to members. The Fund is closed to new defined benefit entrants. The Fund is operated for the purpose of providing superannuation services to members. The Fund was constituted by a Trust Deed dated 22 October 1997, as amended. It is domiciled in Australia and the address of the registered office is Level 1, 800 Bourke Street Docklands, VIC 3008.

In accordance with the 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) (registration number R1000986).

### Directors

The Directors during the period were:

Directors	Date Appointed / Retired	Position
Lindsay Smartt	18 January 2021	Independent Non-Executive Director, Chair
Karen Gibson	31 March 2021	Independent Non-Executive Director
Steven Schubert	17 March 2022	Independent Non-Executive Director
Beth McConnell	17 March 2022	Independent Non-Executive Director
Mario Pirone	03 October 2023	Independent Non-Executive Director
Marianne Perkovic	03 October 2023	Independent Non-Executive Director
Jane Harvey	Appointed 19 March 2020 Retired 15 December 2023	Independent Non-Executive Director

### Review of operations

During the financial year, the net assets available for member benefits of the Fund was \$37,020m (2023: \$35,200m) with the increase being driven by positive market movements throughout the year. The Fund recorded total revenue of \$3,816m (2023: \$3,426m) and total expenses of \$295m (2023: \$316m).

### Significant events

- [Licence conditions](#)

In November 2022, APRA imposed additional licence conditions on OPC. These conditions included:

- Enhancement of the Trustee's governance in relation to member outcomes, oversight of service providers, risk, compliance and managing conflicts of interest;
- Appointment of an independent expert to examine the operational effectiveness of the Trustee's governance, accountability and risk management frameworks and practices; and
- Rectification of areas of concern with input from the independent expert.

The Trustee is working with Insignia Financial Ltd and its subsidiaries (collectively referred to as the IFL Group) to satisfactorily address all the Licence Conditions and to rectify any and all areas of concern identified by the independent

## Directors' report

expert. A Rectification Action Plan to address these additional licence conditions was formally approved by APRA on 22 November 2023.

There have been no other significant events from 30 June 2024 to the date of signing this report.

### Significant changes in state of affairs

In the opinion of the Trustee, there was no other significant change in the state of affairs of the Fund during the financial year.

### Events subsequent to balance date

- **Court enforceable undertaking**

Due to an incident previously notified to the Australian Prudential Regulation Authority ("APRA"), the Trustee paid a fine on 20 July 2024 of \$10,704,600 under infringement notices issued by APRA for alleged breaches of the Superannuation Industry (Supervision) Act 1993 (SIS Act) for failing to invest members' default superannuation contributions in MySuper product.

Additionally, APRA agreed to accept a court enforceable undertaking (CEU) from OPC. OPC has committed to:

- Identify, rectify, and remediate all members adversely affected by the breaches with assurance from an independent expert;
- Allocate additional resources to replenish the Operational Risk Financial Requirement resources to 100% of the target balance of 0.25% of funds under management; and
- Hold \$40m of its existing Operational Risk Financial Requirement assets as an overlay until the Company has satisfied the terms of the CEU.

OPC must comply with the CEU, failing which APRA may seek a court order to require compliance or take further enforcement steps. OPC has recognised a provision of \$26.3m in its financial accounts to cover the costs of both the fine and remediation activities required under the CEU.

- **Directors retirement and appointment**

In August 2024, Chair Lindsay Smartt announced that he will be stepping down from the RSEL Board. Danielle Press will be appointed as a Non-Executive Director on 19 September 2024 and will officially take on the position of Chair in November 2024.

Aside from the above there are no other matters to note.

### Likely developments

There are no likely developments to report except as may be stated elsewhere in this report or in the financial statements. Further information has not been included in this report to avoid the disclosure of information that may result in unreasonable prejudice to the Fund.

### Environmental regulations

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

Environmental, social and governance ("ESG") risks can have a material impact on the Fund's ability to deliver sustainable long-term outcomes for the members and the community. To ensure the Fund fulfils its purpose the IFL Group considers a broad range of ESG considerations. To help guide its responsible investment practice, the IFL Group has become a member of the Investor Group on Climate Change (IGCC). The IFL Group's ESG activities are discussed in the ESG section of its annual report.

## Directors' report (continued)

### Rounding

The Retirement Portfolio Service is an entity of the kind referred to in ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191, dated 24 March 2016, and in accordance with that Corporations Instrument amounts in the Directors' Report and the financial statements are rounded off to the nearest million dollars, unless otherwise indicated.

### Indemnification and insurance of officers and auditors

The Fund has not indemnified or made a relevant agreement for indemnifying against a liability for any person who is or has been an officer of the Trustee or an auditor of the Fund during the year. Subject to the relevant Trust Deed and relevant law, the Trustee is entitled to be indemnified out of the assets of the Fund for any liability incurred by it in properly performing or exercising any of its powers or duties in relation to the Fund. The auditor of the Fund is in no way indemnified out of the assets of the Fund.

The ultimate parent company of the Trustee, Insignia Financial Ltd, has paid or agreed to pay insurance premiums in respect of the Trustee's officers for liability, legal expenses, insurance contracts, and premiums in respect of such insurance contracts, for the financial year ended 30 June 2024. Such insurance contracts insure against certain liability (subject to specified exclusions) for persons who are or have been the officers of the Trustee. Details of the nature of the liabilities covered or the amount of the premium paid has not been included as such disclosure is prohibited under the terms of the contracts.

### Non-audit services

The Directors are satisfied that there were no non-audit services provided by the auditor. This complies with the general standard of independence for auditors imposed by the *Corporations Act 2001*. Any non-audit services are managed as follows:

- Fees earned from non-audit work undertaken by KPMG are capped at 0.1 times the total audit fee;
- Services are reviewed and approved to ensure that they do not impact the integrity and objectivity of the auditor; and
- Services are provided in accordance with the general principles relating to auditor independence as set out in the Code of Conduct APES 110 Code of Ethics for Professional Accountants issued by the Accounting Professional & Ethical Standards Board.

Further information regarding remuneration of auditors is included in Note 10 Auditor's remuneration.

### Lead auditor's independence declaration

The lead auditor's independence declaration, as required under section 307C of the *Corporations Act 2001* is set out on page 28 and forms part of the Directors' Report for the financial year ended 30 June 2024.

Signed in accordance with a resolution of the Directors of OnePath Custodians Pty Limited, pursuant to Section 298(2) of the *Corporations Act 2001*.



Mr Lindsay Smartt

Chair

18 September 2024

# Remuneration report

## Remuneration report

### Letter from the Group People & Remuneration Committee Chair

Dear Members,

On behalf of OnePath Custodians Limited (OPC) I am pleased to present our 2024 Remuneration report to members. OPC is the Registrable Superannuation Entity Licensee (RSEL) of the Retirement Portfolio Service and is one of the RSEL Boards under Insignia Financial. As a Group, Insignia Financial Limited (IFL) is made up of a number of businesses and products, that provide a number of services to OPC including administrative services, through outsourced arrangements, which supports OPC to operate this Fund.

I present this report to you as the Chair of the IFL Group People and Remuneration Committee, which is also the Remuneration Committee for this Fund. In this capacity, the Committee is responsible for overseeing remuneration for employees who provide services to OPC. This report aims to provide clarity and transparency on our remuneration practices and governance as well as insight on remuneration arrangements for the most critical employees providing services to OPC, referred to as Key Management Personnel (KMP) in this report.

This is the first Remuneration report published for this Fund, which is in response to new financial reporting obligations. I hope it is well received by our members.

#### Changes to Key Management Personnel

This year saw the departure of Renato Mota as Chief Executive Officer (CEO) of IFL at the end of February and the commencement of Scott Hartley into the role on 1 March 2024. In addition, Chris Weldon (Chief Client Officer) was appointed as a KMP in November 2023. With the announcement of a new Executive structure in July and changes to the Executive Team, there will be changes to our KMP in next year's Remuneration report.

#### Board renewal

In 2024, we welcomed two new directors to the OPC Board. Mario Pirone and Marianne Perkovic both joined the RSEL Boards on 3 October 2023. It was announced in September 2024 that Danielle Press has been appointed as Chair elect and Non-Executive Director of the RSEL Board. Danielle will begin her role as Non-Executive Director on 19 September 2024 and will officially take on the position of Chair in November 2024 from Lindsay Smartt who recently announced he would be stepping down from the RSEL Boards.

#### Financial Year 2024

Over the past few years, IFL has been on a pathway of simplifying and uplifting the company. IFL (then IOOF Holdings Ltd) acquired MLC Wealth from National Australia Bank in 2021, and the Australian & New Zealand Pensions and Investments business (P&I from ANZ) in 2020, making it one of the largest super Fund providers in Australia. The greater scale, capability and efficiency of these combined businesses will flow through to members in the form of value, choice and accessibility. I am pleased to say that through the 2024 financial year, we have continued taking steps forward to better integrate and simplify these legacy businesses, to support this Fund in a more efficient way.

In addition, focus has continued around uplifting governance standards to reflect the larger organisation we have become. In particular, good progress continues to be made in relation to the licence conditions APRA imposed in November 2022, aimed at enhancing OPC's governance in relation to member outcomes, oversight of service providers, risk, compliance and managing conflicts of interest. OPC is working with IFL to satisfactorily address these licence conditions.

With regard to investment performance, all three of IFL's default Funds were placed in the top 10 for FY24 in the SuperRatings SR50 MySuper Survey – a great achievement and outcome for members.

Equally, we also recognise that there have been challenges in 2024, largely related to remediation for legacy product compliance issues. In response, the relevant RSEL has paid a fine, increased its remediation provision to address legacy issues and agreed to additional commitments with APRA on this matter.

# Remuneration report

Performance & remuneration outcomes for Financial Year 2024

The average short-term variable reward (STVR) outcome for KMP as a percentage of target is 70% as compared with the maximum of 125%.

In the 2024 financial year, a 2.1% average Total Fixed Remuneration (TFR) increase was applied across the KMP, effective 1 July 2024.

Non-Executive Director Fees

For financial year 2024, the Non-Executive Directors fees received a 2.5% increase across their fee structure to ensure alignment to market benchmarks. In addition to the 2.5% increase, an additional fee was introduced for the financial year 2024 to compensate the directors for additional workload.

On behalf of the People and Remuneration Committee, I would like to thank you for your support as a member and invite you to read this Remuneration report.

Yours sincerely



John Selak

Group People & Remuneration Committee Chair

18 September 2024

# Remuneration report

## Contents

The Remuneration report for the Retirement Portfolio Service outlines our remuneration approach and outcomes for the KMP. This report has been prepared, and audited, as required by the *Corporations Act 2001*. It forms part of the Directors' Report.

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Long-term variable remuneration	12	NED RSEL Board, Committee and subsidiary fee structure	22
4. Executive remuneration outcomes for the 2024 financial year	14	2024 statutory remuneration – NEDs	23
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# Remuneration report

## 1. Remuneration objectives, principles & governance

IFL believes remuneration plays an important role in supporting a strong culture and delivering business outcomes. We have a comprehensive remuneration framework which ensures the design and oversight of our practices support the delivery of strategic objectives, whilst meeting regulatory standards and stakeholder expectations. This is achieved by rewarding collective and individual performance, in addition to constructive behaviours that drive strong risk outcomes.

### Promoting member best financial interests

Our remuneration framework practices support behaviours that protect the best financial interests of members. This is achieved by encouraging prudent risk management behaviours that underpin a foundation of member and employee trust and ensure clear accountability and appropriate consequences for management where there are adverse outcomes for members.

### Role of RSELS in governing remuneration

The RSEL Boards within IFL are responsible for the relevant RSEL's Remuneration Framework and its effective application. The RSEL Boards consider, approve and adopt IFL's Remuneration Policy and oversee the remuneration practices of IFL to support behaviours that protect the best financial interests of members for RSELS. The RSEL Boards are responsible for providing feedback, input and decision making on the performance and remuneration outcomes for employees who provide services that have been outsourced to IFL by the RSEL Boards. This is facilitated by the People and Culture function who ensure appropriate and timely information is provided to the Boards regarding goals, performance and remuneration. The RSEL Boards receive relevant reporting and information from their respective Risk & Compliance Committees, the Risk and Conduct Forum (on serious risk matters) and the Chief Risk Officer to ensure that the risk outcomes are appropriately reflected in remuneration outcomes.

RSEL Board representatives also took part in a joint meeting with the IFL Group People & Remuneration, Group Risk and Compliance and Group Audit Committees, as part of IFL's end of year performance and remuneration review process. The joint Committee meeting was extended to include the Chairs of the RSEL Boards, Risk and Compliance and Audit Committees to provide the perspective of the RSELS to the discussion. The joint meeting reviewed the material risk matters and considered potential consequences on performance and remuneration outcomes for senior leaders. For the financial year 2024, two Executive KMP incurred a reduction to their Short Term Variable Reward (STVR) via the Risk & Conduct modifier due to significant risk matters.

In addition, the IFL Group People and Remuneration Committee, were recommended by the IFL Board to exercise discretion for 2024 by applying a 20% reduction to STVR outcomes for all current executives in relation to the fines, increased provisions and additional commitments with APRA on remediation matters. This reduction was approved by the RSEL Boards.

# Remuneration report

## 2. Meeting Regulatory Requirements

The Financial Accountability Regime (FAR) will apply to superannuation RSEs and insurance entities commencing 15 March 2025. We welcome this legislation which is aimed at strengthening our responsibility and accountability frameworks and improving the risk and governance cultures of Australia's financial institutions. IFL has made solid progress over FY2024 in readiness for this legislation. We have established our Office of the FAR and defined the operationalisation of the uplifted Risk Governance Frameworks and systems to ensure adherence with the regime. We are also in the final stages of defining our Accountable Persons, who will have additional obligations to ensure compliance with the regime.

An amended CPS 511 commenced in FY2024 for superannuation and insurance Significant Financial Institutions. This standard aims to ensure remuneration practices manage risk and conflicts, that appropriate consequences exist for risk and conduct and that RSEL Boards have oversight and accountability for remuneration outcomes for key employees. This represented an opportunity to strengthen the existing practices within the industry and in the twelve months since this standard commenced, we have continued to embed and uplift practices.

This includes:

- Further enhancing the application of our consequence management framework, including launching a new policy and practices to support more consistent and rigorous application of consequences where there are adverse risk matters;
- Updating our performance and goal setting framework to ensure the right balance of financial and non-financial goals;
- Putting appropriate deferrals in place for at risk incentive payments for key senior managers, to manage any risk matters that may emerge over time;
- Completing another rigorous review of the remuneration framework and policy and continued to develop robust processes around conflicted remuneration scenarios;
- Defining a materiality threshold and definition for the engagement of Third-Party Service Providers (TPSP), approved by the Boards, which is used to identify the scale and nature of services that could present a material conflict to the remuneration framework; and
- Our Boards continuing to demonstrate active governance and oversight to these significant matters and ongoing regulatory change.

# Remuneration report

## 3. Key components of remuneration for Key Management Personnel

The Key Management Personnel are employed by IOOF Service Co Pty Ltd or MLC Wealth Ltd. Whilst this cohort are employed by IOOF Service Co Pty Ltd and MLC Wealth Ltd, the amounts paid to KMP are in relation to services provided to the Fund. The Directors and the Chief Member Officer costs are recharged 100% to the RSEL. A portion of their fees are then recharged to members via expense recovery.

Each KMP is aligned to one of the three incentive plans outlined in the table. However, this excludes the NEDs who are not eligible to participate in IFL incentive plans.

KMP Incentive Plans	Executive Incentive Plan (EIP)	Asset Management Incentive Plan (AMIP)	Insignia Financial Incentive Plan (IFIP)															
TFR	Total fixed remuneration (TFR) comprises base remuneration (i.e. cash salary) and superannuation. TFR is delivered in accordance with contractual terms and conditions of employment and is reviewed annually against relevant comparator Group remuneration benchmarks.																	
STVR	<p>The EIP is the incentive plan covering the CEO and Executive KMP. It is divided into short-term variable reward (STVR) which is delivered in cash, and long-term variable reward (LTVR) which is delivered in equity. The total EIP opportunity is 170% of fixed remuneration for the CEO and 60% -90% for Executive KMP.</p> <p>The Table below represents the total STVR opportunity of each role's total variable reward:</p> <table border="1"> <thead> <tr> <th></th> <th>% STVR of EIP Target</th> <th>Maximum STVR (125%)</th> </tr> </thead> <tbody> <tr> <td>CEO</td> <td>35%</td> <td>43.75%</td> </tr> <tr> <td>Executive KMP</td> <td>50%</td> <td>62.5%</td> </tr> </tbody> </table> <p>Individual STVR outcomes are determined with reference to IFL performance and individual performance, through a balanced scorecard. The performance measures comprise a mix of financial and non-financial metrics linked to IFL and business unit targets, aligned to IFL's strategy, with the weightings varied by role. For the CEO and Executive KMP, the financial weighting was 30% for financial year 2024. STVR outcomes are subject to Board Discretion.</p>		% STVR of EIP Target	Maximum STVR (125%)	CEO	35%	43.75%	Executive KMP	50%	62.5%	<p>The AMIP is a specialist incentive plan which is designed to reward participants for delivery of annual goals that drive long-term sustainable performance.</p> <p>The plan provides an appropriate level of remuneration that varies based on the RSEL Board's determination of the KMP performance for the year which is measured against agreed targets for financial and non-financial measures that deliver strategic objectives.</p> <p>All participants for consideration for an AMIP award, will be subject to minimum performance requirements.</p> <p>The AMIP Pool is allocated to participants on a discretionary basis, taking into account individual performance, contribution to Asset Management outcomes, risk outcomes and the values and behaviours demonstrated by participants.</p>	<p>The IFIP is the general plan for the IFL. The plan is designed to deliver remuneration outcomes in line with annual performance achievement, with material weighting to financial and non-financial outcomes across customer, leadership, strategy execution and member and shareholder measures, incorporating both risk and behavioural assessments. The plan recognises both the "what" and the "how" of performance. STVR amounts are paid in cash.</p> <p>The Table below represents the total STVR opportunity of each role's total variable reward:</p> <table border="1"> <thead> <tr> <th></th> <th>% STVR of IFIP Target</th> <th>Maximum STVR (125%)</th> </tr> </thead> <tbody> <tr> <td>KMP, CMO, Senior Manager and Material Risk Takers</td> <td>0% - 100%</td> <td>0% - 125%</td> </tr> </tbody> </table> <p>Individual STVR outcomes are determined with reference to IFL performance and individual performance through a balanced scorecard. The performance measures</p>		% STVR of IFIP Target	Maximum STVR (125%)	KMP, CMO, Senior Manager and Material Risk Takers	0% - 100%	0% - 125%
	% STVR of EIP Target	Maximum STVR (125%)																
CEO	35%	43.75%																
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## Remuneration report

	<table border="1" data-bbox="300 315 663 524"> <thead> <tr> <th></th> <th>Financial</th> <th>Non-financial</th> </tr> </thead> <tbody> <tr> <td>CEO</td> <td>30%</td> <td>70%</td> </tr> <tr> <td>Executive KMP</td> <td>30%</td> <td>70%</td> </tr> </tbody> </table>		Financial	Non-financial	CEO	30%	70%	Executive KMP	30%	70%		<p>comprise a mix of financial and non-financial metrics linked to IFL and business unit targets, aligned to IFL's strategy with the weightings varied by role.</p> <p>For the KMP and APRA Specified Roles, the financial weighting was 30% - 50% for financial year 2024. STVR outcomes are subject to IFL and RSEL Boards' Discretion.</p> <table border="1" data-bbox="1050 636 1458 853"> <thead> <tr> <th></th> <th>Financial</th> <th>Non-financial</th> </tr> </thead> <tbody> <tr> <td>KMP, CMO and APRA Specified Roles</td> <td>30% - 50%</td> <td>50% - 70%</td> </tr> </tbody> </table> <p>To reward eligible participants for delivery of annual goals that drive long-term sustainable performance.</p> <p>The plan is not formulaic; judgement is applied through qualitative assessment of risk, reputation, sustainability and environment, conduct and values, the quality of IFL's and individual performance and any other matters determined by either the IFL Board or the OPC Board.</p>		Financial	Non-financial	KMP, CMO and APRA Specified Roles	30% - 50%	50% - 70%
	Financial	Non-financial																
CEO	30%	70%																
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KMP, CMO and APRA Specified Roles	30% - 50%	50% - 70%																
<p><b>LTVR</b></p>	<p>Under the LTVR, performance rights are performance tested after four years and are vested subject to the relevant restriction period.</p> <p>TSR (70% of LTVR target) Based on the percentile ranking against the peer group of the ASX 200 (excluding resources).</p> <p>Reputational (30% of LTVR target) IFL is using RepTrak to track its reputation from a 2024 baseline score of 73.4%. The outcome is derived at the end of the four-year performance period, using the average of the quarterly scores of the last 12 months of the performance period.</p>	<p>n/a</p>	<p>n/a</p>															

## Remuneration report

<p>Risk and Conduct and Principles</p>	<p>Performance outcomes are subject to the following gateways and modifiers:</p> <ul style="list-style-type: none"> <li>• Compliance gateways: all KMP must meet core compliance expectations to be eligible for a STVR, including adherence to the Code of Conduct and completion of mandatory training requirements.</li> <li>• Principles: the Boards have the discretion to adjust the CEO, Executive KMP and APRA Specified Roles STVR outcomes on the basis of an assessment of behaviours aligned with IFL principles, where appropriate.</li> <li>• Risk and Conduct: the Boards have discretion, where appropriate, to adjust the CEO, Executive KMP and/or other APRA Specified Roles STVR outcomes, including where informed by recommendations from the Risk &amp; Conduct Forum in relation to risk and conduct matters. The Risk and Conduct modifier also includes consideration of the risk matter outcomes that may warrant an adjustment to the Risk and Conduct assessment.</li> </ul>												
<p>Deferral</p>	<p>The EIP, AMIP &amp; IFIP are designed to meet CPS 511 and Financial Accountability Regime (FAR) deferral requirements with at least 40% of the total reward deferred for 5 years for KMP and APRA Specified Roles &amp; at least 60% of the total reward deferred for 6 years for the Chief Executive Officer.</p> <p>STVR is delivered as a combination of cash and deferred cash/or performance rights*</p> <table border="1" data-bbox="300 748 1442 954"> <thead> <tr> <th></th> <th>Cash</th> <th>Deferred Cash /or Performance Rights</th> <th>Minimum deferral period</th> </tr> </thead> <tbody> <tr> <td>KMP and APRA Specified Roles</td> <td>60%</td> <td>40%</td> <td>5 years</td> </tr> <tr> <td>CEO</td> <td>40%</td> <td>60%</td> <td>6 years</td> </tr> </tbody> </table> <p><i>*Deferral only applies if the total VR outcome is \$125,000 or more.</i></p> <p>These deferrals enable the Board to have effective forfeiture powers for a period of time if malus or other equivalent events subsequently come to light post grant/vesting.</p>		Cash	Deferred Cash /or Performance Rights	Minimum deferral period	KMP and APRA Specified Roles	60%	40%	5 years	CEO	40%	60%	6 years
	Cash	Deferred Cash /or Performance Rights	Minimum deferral period										
KMP and APRA Specified Roles	60%	40%	5 years										
CEO	40%	60%	6 years										
<p>Board discretion and adjustments</p>	<p>The Boards may apply its absolute discretion to adjust remuneration, subject to clawback and malus provisions in the relevant variable reward plans.</p>												

# Remuneration report

## 4. Key Management Personnel remuneration outcomes for the 2024 financial year

Snapshot of FY24 remuneration outcomes

KMP (excluding NEDs)

Gateway Compliance	<ul style="list-style-type: none"> <li>- All KMP have all met the behavioural and compliance gateway requirements.</li> </ul>
Total Fixed Remuneration (TFR)	<ul style="list-style-type: none"> <li>- Average fixed remuneration increases for KMP were 2.1%, effective 1 July 2024.</li> </ul>
Short-term variable reward (STVR)	<ul style="list-style-type: none"> <li>- The key financial and non-financial goals that determine STVR outcomes are outlined on page 18.</li> <li>- Against a possible STVR range of 0% - 125%, the average Executive KMP STVR target outcome was 70%.</li> <li>- Discretion was exercised by the Board in relation to the 2024 STVR outcome for the current CEO and Executive KMP, with a 20% reduction applied in relation to an increase in provisions related to remediation.</li> <li>- A reduction of 30% under the risk and conduct modifier was also applied to two executive KMP, totalling a 50% reduction overall for those individuals.</li> <li>- 50% of Executive KMP STVR is deferred for 12 months.</li> </ul>
Long-term variable reward (LTVR)	<p><u>CEO &amp; Executive KMP only</u></p> <ul style="list-style-type: none"> <li>- The first tranche of the prior equity-based Executive incentive scheme (the Executive Equity Plan) reached the end of its four-year performance period on 30 June 2024.</li> <li>- The 40% of rights tested against a relative Total Shareholder Return hurdle, failed and will lapse.</li> <li>- The 60% that was tested against annualised business performance vested at the maximum opportunity of 100%.</li> </ul> <p>LTVR is now issued under the EIP with a 4-year vesting period, released after 5 or 6 years in line with relevant regulatory requirements.</p>

Non-Executive Director (NED)

NED fees	<ul style="list-style-type: none"> <li>- NED fees were increased by 2.5% effective 1 July 2023.</li> <li>- An additional RSEL workload fee was also introduced in FY2024 to compensate the NEDs for increase in additional workload and time commitment to RSEL activities.</li> </ul>
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# Remuneration report

## 4. Key Management Personnel remuneration outcomes for the 2024 financial year (continued)

2024 performance outcomes

The following table provides the 2024 financial year STVR outcomes for the current KMP (excluding NEDs). The 50% weighting of shared goals for the CEO is due to his tenure of 4 months and balance with other priorities for this time.

	IFL Performance Measures	Rationale	CEO weighting	Exec KMP weighting	CMO Weighting	Scorecard result	CEO outcome	Exec KMP outcome <sup>(2)</sup>	CMO <sup>(2)</sup>
Financial	Net Funds flow	Aggregate Funds flow from platforms and asset management. Assessed against financial ranges set at the commencement of the financial year	7.5%	10.0%	10.0%	Not Achieved	0.0%	0.0%	0.0%
	OPEX	Operating expenditure across the enterprise assessed against financial ranges set at the commencement of the financial year	7.5%	10.0%	0%	Achieved	7.5%	10.0%	0.0%
	UNPAT	Underlying net profit after tax. Assessed against financial ranges set at the commencement of the financial year	7.5%	10.0%	0%	Exceeds	9.4%	12.5%	0.0%
Non-Financial	Rectification Action Plan	Embedding sustainable enterprise governance to meet APRA Licence conditions. Assessed against delivery of program milestones	10.0%	15.0%	25.0%	Achieved	10.0%	15.0%	25%
	MasterTrust Separation Critical Pathways	Separation of legacy MasterTrust products - Plum and MasterKey from NAB and P&I from ANZ. Assessed against delivery of program milestones	7.5%	10.0%	10.0%	Exceeds	9.4%	12.5%	12.5%
	MLC Wrap transition to Expand	Transition of MLC Wrap members to Expand platform. Assessed against delivery of program milestones	7.5%	10.0%	10.0%	Exceeds	9.4%	12.5%	12.5%
	Cultural alignment	Assessment of engagement factors measured through CultureAmp, externally benchmarked across organisations. Assessed against targets set at the commencement of the financial year	2.5%	5.0%	5.0%	Not Achieved	0.0%	0.0%	0.0%
Total outcome	Total shared goals outcome		50.0%	70.0%	60.0%	Partially Achieved	45.6%	62.5%	50%
	Total individual goals outcome		50.0%	30.0%	40.0%	Varied	50.0%	27.5% - 35.0%	40%
	Total scorecard outcome <sup>(1)</sup>		100.0%	100.0%	100.0%	Varied	95.6%	90.0%-121.9%	90%

<sup>(1)</sup> The total scorecard outcome includes any individuals who may have role modelled behavioural principles where the total scorecard outcome is multiplied by 125%.

<sup>(2)</sup> The CMO and Chief Investment Officer are part of discretionary plans where STVR outcomes are not driven from a performance scorecard. The Chief Investment Officer has the same shared goals and weightings as the Exec KMP.

# Remuneration report

## 5. Key Management Personnel

All KMP (including NEDs) are employed by IOOF Service Co Pty Ltd or MLC Wealth Ltd. KMP are defined as persons having authority and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly, including any Director (whether Executive or otherwise) of that entity.

They are all remunerated in accordance with IFL's Remuneration policy and practices by the employing entities. KMP (excluding NEDs) remuneration arrangements are reflective of the role they perform for IFL and are reviewed at least annually. In setting an individual's remuneration IFL considers:

- o role complexity and responsibilities;
- o individual capabilities, experience and knowledge;
- o business and individual performance;
- o internal and external market role relativities;
- o management on the target remuneration for individuals; and
- o general remuneration market environment and trends.

More information on the remuneration arrangements for NEDs, can be found in Section 6 of this report.

### Remuneration Methodology

NEDs perform work for the RSEL and other RSEs within IFL. Therefore, the proportion of remuneration is based on Funds Under Management (FUM) for the relevant RSE as a percentage of the total FUM across all the RSEs within IFL.

For all other KMP, they perform work for the RSEL and other IFL entities. The amounts disclosed for remuneration in this document reflect an apportionment methodology considering the following:

- o time committed to the RSEs, and
- o the FUM of the relevant RSE, as a percentage of the total FUM of all the RSEs within IFL.

The amounts paid to all KMP (including NEDs) in relation to services provided to the Fund amounted to \$1,489,595. The NEDs and the Chief Member Officer costs are recharged 100% to the RSEL. A portion of their fees are then recharged to members via expense recovery.



# Remuneration report

## 5. Key Management Personnel (continued)

### Key Management Personnel

The table below outlines the KMP for the year ended 30 June 2024.

Name	Role	Term as KMP
<b>Chair<sup>(1)</sup></b>		
L Smartt	Independent Non-Executive Director & Chair	Full year
<b>Non-Executive Directors<sup>(1)</sup></b>		
K Gibson	Independent Non-Executive Director	Full year
B McConnell	Independent Non-Executive Director	Full year
M Perkovic	Independent Non-Executive Director	Appointed 3 October 2023
M Pirone	Independent Non-Executive Director	Appointed 3 October 2023
S Schubert	Independent Non-Executive Director	Full year
<b>Chief Executive Officer and Executive Director</b>		
S Hartley	Chief Executive Officer (CEO) and Executive Director	Appointed 1 March 2024
<b>Current KMP</b>		
D Chalmers	Chief Financial Officer	Full year
F Lombardo	Chief Operating and Technology Officer	Full year Ceased KMP duties effective 26 July 2024
D Farmer	Chief Investment Officer	Full year
S Hopwood	Acting Chief Member Officer	Appointed 26 February 2024 Ceased KMP duties effective 26 July 2024
M Oliver	Chief Distribution Officer	Full year. Ceased KMP duties effective 26 July 2024
A Saxena	Chief Risk Officer	Full year
M Walls	Chief People Officer	Full year
C Weldon	Chief Client Officer	Appointed 13 November 2023 Ceased KMP duties effective 26 July 2024
<b>Former Non-Executive Directors</b>		
J Harvey	Independent Non-Executive Director	Ceased KMP duties effective 15 December 2023
<b>Former KMP</b>		
A Coyne	Chief Member Officer	Ceased KMP duties effective 23 February 2024
R Mota	Chief Executive Officer (CEO) and Managing Director	Ceased KMP duties effective 29 February 2024

<sup>(1)</sup> NEDs serve an initial term of 4 years from the date of appointment, a decision to reappoint of RSEL Board NEDs can serve as a Board member for maximum 9 years and Board Chair for a maximum of 12 years.

OnePath Custodians Limited is the RSEL for the following RSE:

- Retirement Portfolio Service

## Remuneration report

### 5. Key Management Personnel (continued)

#### KMP STVR performance outcomes

The following table provides the 2024 financial year STVR outcomes for KMP (excluding NEDs) for the period. The minimum potential outcome is zero:

Name	STVR Target	STVR Maximum	STVR Outcome (2,3,4)	STVR Cash <sup>(5)</sup>	STVR Deferred <sup>(6)</sup>	STVR actual as a % of STVR target	STVR actual as a % of STVR maximum
	2024 \$	2024 \$	2024 \$	2024 \$	2024 \$	2024 %	2024 %
<b>Chief Executive Officer and Executive Director</b>							
S Hartley <sup>(1)</sup>	11,798	14,748	9,026	3,610	5,415	77	61
<b>Current KMP</b>							
D Chalmers	13,529	16,912	10,418	5,209	5,209	77	62
D Farmer <sup>(8,10)</sup>	-	-	94,770	56,862	37,908	-	-
S Hopwood <sup>(8)</sup>	-	-	4,685	4,685	-	-	-
F Lombardo	28,266	35,332	14,246	7,123	7,123	50	40
M Oliver	40,722	50,902	20,524	10,262	10,262	50	40
A Saxena	18,812	23,515	18,342	9,171	9,171	98	78
M Walls	10,653	13,317	9,852	4,926	4,926	92	74
C Weldon	15,222	19,027	11,568	5,784	5,784	76	61
<b>Former KMP</b>							
A Coyne <sup>(8,9)</sup>	-	-	-	-	-	-	-
R Mota <sup>(7)</sup>	25,458	31,823	31,823	15,911	15,911	125	100

<sup>(1)</sup>S Hartley commenced KMP duties 1 March 2024. STVR amounts are prorated for the period they were KMP.

<sup>(2)</sup>Includes 20% discretionary Board reduction.

<sup>(3)</sup>Includes 30% risk and conduct modifier reduction for F Lombardo and M Oliver.

<sup>(4)</sup>Approval date of STVR for S Hartley is 21 August 2024 and 20 August 2024 for other Executive KMP.

<sup>(5)</sup>STVR Cash will be paid on 20 September 2024.

<sup>(6)</sup>STVR Deferred will be paid September 2025 (excluding S Hartley), subject to malus and clawback provisions. S Hartley will have 60% of their STVR outcome deferred as follows: 50% payment due September 2025, 10% payment in November 2024, subject to shareholder approval of LTVR offer at 2024 AGM.

<sup>(7)</sup>R Mota ceased KMP duties 29 February 2024 and STVR amounts are prorated for the period they were KMP, 50% of STVR outcome is paid upfront and remaining 50% STVR deferred will be paid September 2025.

<sup>(8)</sup>D Farmer, S Hopwood and A Coyne are not participants of the EIP STVR plan. Their plans are discretionary plans and do not have target and maximum amounts.

<sup>(9)</sup>A Coyne ceased KMP duties 23 February 2024.

<sup>(10)</sup>D Farmer STVR deferral equates to 40%, deferred for 5 years.

# Remuneration report

## 5. Key Management Personnel (continued)

Remuneration received by KMP

The remuneration outcomes table below provides a summary of the remuneration that was received by KMP (excluding NEDs). We believe that presenting this information provides members with greater clarity and transparency of remuneration. This voluntary non-statutory disclosure differs from the statutory remuneration table in section 7.

	Total fixed remuneration <sup>(1)</sup>	STVR <sup>(2)</sup>	EEP/EIP <sup>(4,5)</sup>	Total value of remuneration
Name	2024	2024	2024	2024
	\$	\$	\$	\$
<b>Chief Executive Officer and Executive Director</b>				
S Hartley <sup>(8)</sup>	19,883	9,026	21,911	50,820
<b>Current KMP</b>				
D Chalmers	30,169	10,418	8,060	48,647
D Farmer	95,086	94,770	-	189,856
S Hopwood	25,435	4,685	-	30,120
F Lombardo <sup>(6)</sup>	63,056	14,246	7,262	84,564
M Oliver <sup>(5)</sup>	91,304	20,524	33,876	145,704
A Saxena <sup>(3)</sup>	62,991	39,191	18,812	120,994
M Walls	23,801	9,852	6,565	40,218
C Weldon	32,398	11,568	9,676	53,642
<b>Former KMP</b>				
A Coyne	50,447	-	-	50,447
R Mota <sup>(7)</sup>	43,244	31,823	(10,315)	64,752
<b>Total</b>	<b>537,814</b>	<b>246,103</b>	<b>95,847</b>	<b>879,764</b>

<sup>(1)</sup>Includes base salary, non-monetary and superannuation.

<sup>(2)</sup>Refer to table on prior page 'KMP STVR performance outcomes' for specific STVR arrangements.

<sup>(3)</sup>A Saxena total STVR represents a commencement incentive and performance based STVR for the FY24 period. The commencement incentive was paid 11 October 2023.

<sup>(4)</sup>On review of the 2023 EEP annual assessment of the Financial and Non-Financial hurdles, a portion of the Performance Rights granted were forfeited/cancelled. The impact of this cancellation has been reflected in 2024. Those with negative figures are due to not being part of the 2024 EIP offer, however did have cancellation of rights that were in relation to 2023 EEP.

<sup>(5)</sup>EIP/EEP value for M Oliver includes an additional grant of performance rights for the 2023 EEP plan granted in October 2023 due to a remuneration increase associated with a role expansion.

<sup>(6)</sup>F Lombardo 2024 EEP/EIP amount includes an additional 40% reduction to his 2023 EEP annualised outcome via a Risk & Conduct modifier which was determined in 2024.

<sup>(7)</sup>R Mota ceased KMP duties 29 February 2024 and STVR amounts are prorated for the period they were KMP for FY24, as per prior table 'KMP STVR performance outcomes'.

<sup>(8)</sup>S Hartley has been offered an LTVR (EIP) for 2024. Approval of this grant will be sought at the 2024 IFL AGM.

# Remuneration report

## 5. Key Management Personnel (continued)

### Deferred performance rights for CEO and Executive KMP

Performance rights for the CEO and Executive KMP currently operate under the Executive Incentive Plan (EIP). The vesting of performance rights is subject to two hurdles over a four-year vesting period. The IFL performance rights are equity-settled share-based payment plans as per below:

- 70% of the grant is subject to a Total Shareholder Return (TSR) progressive vesting scale over four years which is known as the financial measure. TSR represents the change in the value of a share plus the value of dividends paid.
- The remaining 30% of the grant is subject to reputation which will be determined based on the Company's reputation score as at 1 July 2023, relative to a subset of peer organisations positions similar to the company over the same four year performance period. 2024 is the first year that IFL will use reputation as a performance measure, and it has been included in recognition of its critical importance in enhancing long-term financial performance.

Year	Performance period	Grant date	IFL TSR for the period %	Ranking relative to ASX200	Vesting status at 30 June 2024	Performance period end date
2024 EIP	2024-2027	13-Dec-23	(12.98%)	125th	0% vested	30 Jun 27

For performance rights plans pre-dating the EIP, the vesting of 60% of performance rights under the EEP is subject to annualised assessment for the grant date performance period and subject to a four-year vesting period. 40% of the grant is subject to a TSR progressive vesting scale over four years.

Year	Performance period	Grant date	IFL TSR for the period %	Ranking relative to ASX200	Vesting status at	Performance period end date
2023 EEP	2023-2026	14-Dec-22	(8.44%)	116th	0% vested	30 Jun 26
2022 EEP	2022-2025	04-Mar-22	(34.02%)	128th	0% vested	30 Jun 25
2021 EEP	2021-2024	18-Dec-20	(37.08%)	122nd	0% vested	30 Jun 24

Accordingly, the following IFL performance rights were vested and forfeited for KMP as issued under the 2021 Executive Equity Plan. This plan refers to the previous executive incentive scheme which was in place for financial years 2021 – 2023.

Name	Performance period end	Type of instrument	TSR (40%) <sup>(2)</sup>	Financial (10%) <sup>(1)</sup>	Non-Financial (50%) <sup>(1)</sup>	% vested	% forfeited
<b>Executive KMP</b>			<b>Number of rights vested</b>				
D Chalmers	30-Jun-24	2021 Executive Equity Plan	-	419	2,096	60%	40%
D Farmer	30-Jun-24	2021 Executive Equity Plan	-	618	3,093	60%	40%
F Lombardo	30-Jun-24	2021 Executive Equity Plan	-	656	3,278	60%	40%
M Oliver	30-Jun-24	2021 Executive Equity Plan	-	631	3,154	60%	40%
M Walls	30-Jun-24	2021 Executive Equity Plan	-	181	907	60%	40%
C Weldon	30-Jun-24	2021 Executive Equity Plan	-	197	985	60%	40%
<b>Former KMP</b>			<b>Number of rights vested</b>				
R Mota	30-Jun-24	2021 Executive Equity Plan	-	1,118	5,589	60%	40%

<sup>(1)</sup>The financial and non-financial hurdles were annualised hurdles that were assessed on a one-year performance period between 1 July 2020 and 30 June 2021.

<sup>(2)</sup>The TSR performance condition had a four-year performance period (1 July 2020 - 30 June 2024) and was performance tested on 30 June 2024. The TSR hurdle did not pass its performance conditions and performance rights were forfeited.

# Remuneration report

## 5. Key Management Personnel (continued)

### CEO, Executive KMP and other KMP employment arrangements

Contract Term	CEO	Executive KMP	Other KMP <sup>(2)</sup>
Contract Type <sup>(1)</sup>	Permanent	Permanent	Permanent
Notice Period	6 months	6 months	3 months
Severance	n/a	n/a	n/a
STVR treatment on termination	<p>In general, unless otherwise determined by the IFL Board and subject to law:</p> <ul style="list-style-type: none"> <li>In the case of a KMP resignation or termination for cause before the end of the performance period, the KMP will not be eligible to be considered for an STVR award for that year.</li> <li>Where a KMP's exit is related to any other reason (i.e. retrenchment, retirement, ill health separation, mutual agreement or death), the KMP remains eligible (unless the IFL Board determines otherwise) to be considered for an STVR award with regard to actual performance against performance measures (as determined by the IFL Board in the ordinary course following the end of the performance period).</li> </ul>		
LTVR treatment on termination	<p>In general, unless otherwise determined by the IFL Board:</p> <ul style="list-style-type: none"> <li>Any performance rights will lapse if a KMP resigns or is terminated for cause before the vesting date of the 2024 LTVR (EIP), and the end of the performance period for awards granted of the 2021 LTVR (EEP).</li> <li>Where a KMP's exit is related to any other reason (i.e. retrenchment, retirement, ill health separation, mutual agreement or death), any unvested LTVR awards continue on-foot with performance measured at the end of the performance period related to each award (and with the award otherwise remaining subject to all terms and conditions other than those relating to continuity of employment). For LTVR awards granted from the 2024 financial year, KMPs who are dismissed during the restricted period will forfeit all performance rights subject to the restricted period.</li> <li>Where a KMP exits for any other reason during the restricted period, outstanding performance rights will continue to remain on foot for the original restricted period(s).</li> </ul>		

<sup>(1)</sup> Contracts for permanent employment continue until notice is given by either party.

<sup>(2)</sup> Excludes RSEL Non-Executive Directors.

# Remuneration report

## 6. Non-Executive Director remuneration

Director and Committee fees are set by the IFL Board for each NED across IFL including the RSEs. Whilst this cohort are employed by IOOF Service Co Pty Ltd or MLC Wealth Ltd, the fee paid to perform the role undertaken for the RSEL is funded by the RSEL. Fees include compulsory contributions to superannuation. This fee is based on market data provided by external market remuneration from the Financial Institutions Remuneration Group (FIRG) and IFL's Group People & Remuneration Committee's recommendations to the IFL Board, where the following is considered.

- The ability to attract, retain and motivate directors.
- General industry practise and fees paid to non-executive directors of comparable companies, and principles of corporate governance.
- The responsibilities and risks attached to the role.
- The time commitment expected of NEDs on all matters.

To ensure independence and impartiality, fees are not linked to performance. NEDs are not eligible to participate in any of the IFL incentive arrangements.

NEDs are remunerated for their work, having regard to their specific responsibilities and the nature and objectives of the Fund. The fees are reviewed annually, effective 1 July each year.

# Remuneration report

## 6. Non-Executive Director remuneration

### 2024 statutory remuneration – Non-Executive Directors

The following table has been prepared in accordance with the Act and Regulations. It shows details of the nature and amount of each element of remuneration paid or awarded for services provided for the year based on a FUM apportionment methodology. The figures below relate to the total remuneration apportionment paid to each KMP for services provided to the Fund.

NED		Short-term benefits <sup>(1)</sup>		Post-employment	Total
		Directors' fees <sup>(2)</sup>	Non-monetary <sup>(3)</sup>	Superannuation	
		\$	\$	\$	\$
<b>Chair</b>					
L Smartt	2024	76,207	-	5,336	81,543
<b>Non-Executive Directors</b>					
K Gibson <sup>(6)</sup>	2024	57,067	183	5,060	62,310
B McConnell	2024	56,786	-	5,336	62,122
M Perkovic <sup>(5)</sup>	2024	42,433	-	3,972	46,405
M Pirone <sup>(5)</sup>	2024	42,545	-	3,860	46,405
S Schubert	2024	56,786	-	5,336	62,122
<b>Former Non-Executive Directors</b>					
J Harvey <sup>(4,7)</sup>	2024	26,167	-	2,828	28,995
<b>Total</b>	<b>2024</b>	<b>357,991</b>	<b>183</b>	<b>31,728</b>	<b>389,902</b>

<sup>(1)</sup>Short-term benefits include mandated superannuation guarantee contributions in line with the superannuation opt out rules.

<sup>(2)</sup>Directors fees include Board and committee fees received in cash.

<sup>(3)</sup>Non-monetary benefits include Company funded benefits and fringe benefits tax payable on those benefits.

<sup>(4)</sup>J Harvey ceased KMP duties on 15 December 2023.

<sup>(5)</sup>M Perkovic and M Pirone commenced KMP duties on 3 October 2023.

<sup>(6)</sup>Amounts for K Gibson include delayed payments in relation to financial year 2024 for Fees and Superannuation of \$5,749. Payments have been processed in financial year 2025.

<sup>(7)</sup>Amounts for J Harvey include delayed payments in relation to financial year 2024 for Fees and Superannuation of \$1,363. Payments have been processed in financial year 2025.

### Terms of appointment

All NEDs and KMP have letters of appointment detailing the terms under which they are engaged. The term of appointment for each is open-ended, subject to the provisions of the Corporations Act and the Company's Constitution.

## Remuneration report

### 7. Key Management Personnel remuneration – additional statutory disclosure

The following table sets out the remuneration received by KMP (excluding NEDs) for the year ended 30 June 2024 reflecting the apportionment methodology that constitutes time committed to the RSEs and the FUM of the relevant RSE as a percentage of the total FUM of all the RSEs within IFL. The share-based payments shown below are not amounts received by the KMP during the year, as they include accounting values for unvested share awards in accordance with accounting standards.

Element of remuneration	Short-term benefits				Post-employment	Long-term benefits	Termination benefits	Total	Component as a % of total remuneration		
	Salary	Bonus - cash		Non-monetary <sup>(1)</sup>	Super-annuation	Share based payments <sup>(2)</sup>			Fixed	Var <sup>(5)</sup>	
Component of remuneration	Fixed \$	Fixed <sup>(4)</sup> \$	Variable <sup>(3)</sup> \$	Fixed \$	Fixed \$	Variable \$	Fixed \$	\$	Fixed <sup>(5)</sup> %	Var <sup>(5)</sup> %	
<b>Chief Executive Officer and Executive Director</b>											
S Hartley	2024	19,257	-	9,026	-	627	761	-	29,671	67	33
<b>Current KMP</b>											
D Chalmers	2024	29,106	-	10,418	104	959	9,826	-	50,413	60	40
D Farmer	2024	91,084	-	94,770	-	4,002	3,554	-	193,410	49	51
S Hopwood <sup>(7)</sup>	2024	23,627	-	4,685	39	1,769	-	-	30,120	84	16
F Lombardo	2024	60,631	-	14,246	238	2,188	13,830	-	91,133	69	31
M Oliver	2024	87,210	-	20,524	625	3,468	24,847	-	136,674	67	33
A Saxena	2024	60,633	20,849	18,342	277	2,081	1,633	-	103,815	81	19
M Walls	2024	22,502	-	9,852	128	1,172	6,827	-	40,481	59	41
C Weldon	2024	30,771	-	11,568	80	1,547	7,754	-	51,720	63	37
<b>Former KMP</b>											
A Coyne <sup>(8)</sup>	2024	46,658	-	-	-	3,790	344	88,989	139,781	100	0
R Mota <sup>(6)</sup>	2024	42,094	-	31,823	319	831	14,959	142,449	232,475	80	20
<b>Total</b>	<b>2024</b>	<b>513,573</b>	<b>20,849</b>	<b>225,254</b>	<b>1,810</b>	<b>22,434</b>	<b>84,335</b>	<b>231,438</b>	<b>1,099,693</b>		

<sup>(1)</sup>Non-monetary benefits include Company funded benefits and fringe benefits tax payable on those benefits, typically car parking.

<sup>(2)</sup>Share-based payments include accruals in relation to the Executive Performance Share Plans (EEP/EIP) and accruals in relation to other grants of performance rights over shares in IFL. The value of the number of shares and options expected to vest has been apportioned over the term from grant date to vesting date, in accordance with the accounting standards.

<sup>(3)</sup>Incentive amounts represent cash accruals in current year. As payment of the variable component is at the discretion of the IFL Board, the minimum value is nil and the maximum is the total amount paid. The variable bonus paid in cash refers to the total STVR outcome and includes an upfront amount paid in September 2024 and the deferred amount due in 2025.

<sup>(4)</sup>Amounts represent retention and commencement incentives, which are non-performance based. For A Saxena, this is a commencement incentive that was paid 11 October 2023.

<sup>(5)</sup>Fixed amounts are non-performance based, and variable amounts are performance based.

<sup>(6)</sup>R Mota ceased KMP duties on 29 February 2024 and STVR amounts are prorated for the period they were a KMP.

<sup>(7)</sup>S Hopwood commenced KMP duties on 26 February 2024 and STVR amounts are prorated for the period they were a KMP.

<sup>(8)</sup>A Coyne ceased KMP duties on 23 February 2024.



# Remuneration report

## 8. Other information

### Equity holdings

The table below sets out details of deferred Insignia Financial performance rights that were granted to KMP (excluding NEDs) during 2024, or in prior years and that then vested, were exercised/sold or which lapsed/were forfeited during 2024. When each performance right is exercised, it is converted into one IFL ordinary share. Amounts reflect the apportionment methodology aforementioned, comprising time committed to the RSELs and the FUM of the relevant RSE as a percentage of the total FUM of all RSEs within IFL.

Name	Type of instrument	Grant date	Fair value per right at grant date	Number granted <sup>(1)</sup>	Opening balance	Granted as compensation	Exercised/Vested <sup>(2)</sup>	Forfeited/Lapsed <sup>(3,4)</sup>	Closing balance	Financial year of performance period end
<b>Chief Executive Officer and Executive Director</b>										
S Hartley <sup>(6)</sup>	2024 EIP	-	\$0.99	7,679	-	7,679	-	-	7,679	2027
Total S Hartley				7,679	-	7,679	-	-	7,679	
<b>Current KMP</b>										
D Chalmers	2024 EIP	13-Dec-23	\$0.99	4,745	-	4,745	-	-	4,745	2027
	2023 EEP	14-Dec-22	\$2.45	8,696	8,696	-	-	(1,871)	6,824	2026
	2022 EEP	4-Mar-22	\$2.72	5,791	5,126	-	-	-	5,126	2025
	2021 EEP	18-Dec-20	\$2.29	4,192	4,192	-	(2,515)	(1,677)	-	2024
Total D Chalmers				23,424	18,014	4,745	(2,515)	(3,548)	16,695	
D Farmer	2021 EEP	18-Dec-20	\$2.29	6,186	6,186	-	(3,712)	(2,475)	-	2024
Total D Farmer				6,186	6,186	-	(3,712)	(2,475)	-	
F Lombardo	2024 EIP	13-Dec-23	\$0.99	9,913	-	9,913	-	-	9,913	2027
	2023 EEP	14-Dec-22	\$2.45	18,125	18,125	-	-	(7,187)	10,938	2026
	2022 EEP	4-Mar-22	\$2.72	10,460	9,257	-	-	-	9,257	2025
	2021 EEP	18-Dec-20	\$2.29	6,557	6,557	-	(3,934)	(2,623)	-	2024
Total F Lombardo				45,055	33,939	9,913	(3,934)	(9,810)	30,108	
M Oliver <sup>(5)</sup>	2024 EIP	13-Dec-23	\$0.99	14,282	-	14,282	-	-	14,282	2027
	2023 EEP	14-Dec-22	\$2.45	26,105	21,694	4,411	-	(6,753)	19,352	2026
	2022 EEP	4-Mar-22	\$2.72	13,082	12,007	-	-	-	12,007	2025
	2021 EEP	18-Dec-20	\$2.29	6,307	6,307	-	(3,784)	(2,523)	-	2024
Total M Oliver				59,776	40,008	18,693	(3,784)	(9,276)	45,641	
A Saxena	2024 EIP	13-Dec-23	\$0.99	6,598	-	6,598	-	-	6,598	2027
Total A Saxena				6,598	-	6,598	-	-	6,598	

## Remuneration report

### 8. Other information (continued)

Name	Type of instrument	Grant date	Fair value per right at grant date	Number granted <sup>(1)</sup>	Opening balance	Granted as compensation	Exercised/Vested <sup>(2)</sup>	Forfeited/Lapsed <sup>(3,4)</sup>	Closing balance	Financial year of performance period end
<b>Current KMP (continued)</b>										
M Walls	2024 EIP	13-Dec-23	\$0.99	3,736	-	3,736	-	-	3,736	2027
	2023 EEP	14-Dec-22	\$2.45	6,846	6,846	-	-	(1,399)	5,447	2026
	2022 EEP	4-Mar-22	\$2.72	4,554	3,832	-	-	-	3,832	2025
	2021 EEP	18-Dec-20	\$2.29	1,815	1,815	-	(1,089)	(726)	-	2024
<b>Total M Walls</b>				<b>16,951</b>	<b>12,493</b>	<b>3,736</b>	<b>(1,089)</b>	<b>(2,125)</b>	<b>13,015</b>	
C Weldon	2024 EIP	13-Dec-23	\$0.99	5,338	-	5,338	-	-	5,338	2027
	2023 EEP	14-Dec-22	\$2.45	8,393	8,393	-	-	(1,898)	6,496	2026
	2022 EEP	4-Mar-22	\$2.72	4,574	4,048	-	-	-	4,048	2025
	2021 EEP	18-Dec-20	\$2.29	1,970	1,970	-	(1,182)	(788)	-	2024
<b>Total C Weldon</b>				<b>20,275</b>	<b>14,411</b>	<b>5,338</b>	<b>(1,182)</b>	<b>(2,686)</b>	<b>15,882</b>	
<b>Former KMP</b>										
A Coyne <sup>(7)</sup>	2022 EPR	4-Mar-22	\$2.29	665	665	-	-	-	665	2025
<b>Total A Coyne</b>				<b>665</b>	<b>665</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>665</b>	
R Mota	2023 EEP	14-Dec-22	\$2.45	24,600	24,600	-	-	(5,294)	19,306	2026
	2022 EEP	4-Mar-22	\$2.72	16,396	12,373	-	-	-	12,373	2025
	2021 EEP	18-Dec-20	\$2.29	11,179	11,179	-	(6,707)	(4,471)	-	2024
<b>Total R Mota</b>				<b>52,175</b>	<b>48,152</b>	<b>-</b>	<b>(6,707)</b>	<b>(9,765)</b>	<b>31,679</b>	
<b>Total KMP</b>				<b>238,784</b>	<b>173,868</b>	<b>56,702</b>	<b>(22,923)</b>	<b>(39,685)</b>	<b>167,962</b>	

<sup>(1)</sup>Exercise price at grant date is \$nil.

<sup>(2)</sup>Vested rights were approved and vested 30 June 2024 for EEP 2021. These were exercised in financial year 2025.

<sup>(3)</sup>Forfeited/lapsed performance rights for EEP 2023 refer to annualised assessment at the end of each financial year.

<sup>(4)</sup>Forfeited/lapsed performance rights for EEP 2021 refer to the non-achievement of the TSR hurdle assessed at the end of the performance period.

<sup>(5)</sup>Additional rights were granted to M Oliver in 2024 in respect of the 2023 EEP plan based on a review of his remuneration in December 2022.

<sup>(6)</sup>S Hartley equity holdings relate to the offer provided for 2024. Official grant is subject to shareholder approval at the 2024 IFL AGM.

<sup>(7)</sup>A Coyne amounts represent performance rights that were granted through the Employee Performance Rights (EPR).

# Remuneration report

## 8. Other information (continued)

This report is signed in accordance with a resolution of the Directors made pursuant to Section 298(2) of the *Corporations Act 2001*.

The *Remuneration Report* is prepared, and audited, in accordance with the requirements of the *Corporations Act 2001*. It forms part of the *Directors' Report*.



John Selak

Group People & Remuneration Committee Chair

18 September 2024



# Lead Auditor's Independence Declaration under Section 307C of the Corporations Act 2001

To The directors of OnePath Custodians Pty Limited, as trustee for the  
Retirement Portfolio Service

I declare that, to the best of my knowledge and belief, in relation to the audit of Retirement Portfolio Service for the financial year ended 30 June 2024 there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

Dean Waters  
Partner  
Melbourne  
18 September 2024

KPMG

**Retirement Portfolio Service**  
**Statement of financial position**  
**As at 30 June 2024**

	Note	2024 \$m	2023 \$m
<b>Assets</b>			
Cash and cash equivalents	12(a)	2,214	2,282
Receivables	6	1,129	1,193
Investment assets:			
Equities	14	379	327
Interest bearing securities	14	7	7
Term deposits		391	356
Unlisted unit trusts	14	32,840	30,667
Life insurance policies	14	461	511
Derivatives assets	14	-	2
Deferred tax assets	11(c)	-	41
<b>Total assets</b>		<b>37,421</b>	<b>35,386</b>
<b>Liabilities</b>			
Payables and accruals	7	65	56
Investment liabilities			
Derivatives liabilities	14	-	1
Current tax liabilities		196	129
Deferred tax liabilities	11(c)	140	-
<b>Total liabilities excluding member benefits</b>		<b>401</b>	<b>186</b>
<b>Net assets available for member benefits</b>		<b>37,020</b>	<b>35,200</b>
<b>Member benefits</b>			
Defined contribution member liabilities	5	36,929	35,087
Defined benefit member liabilities	5	52	71
<b>Total member liabilities</b>		<b>36,981</b>	<b>35,158</b>
<b>Total net assets</b>		<b>39</b>	<b>42</b>
<b>Equity</b>			
Operational Risk Financial Requirement reserve	8	3	3
Administration reserve	8	1	1
Defined benefit that are over/(under) funded	5	17	20
General reserve	8	2	2
Unallocated benefits reserve	8	16	16
<b>Total equity</b>		<b>39</b>	<b>42</b>

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

**Retirement Portfolio Service**  
**Income statement**  
**For the year ended 30 June 2024**

	Note	2024 \$m	2023 \$m
<b>Superannuation activities</b>			
Interest income		100	65
Dividend income		13	12
Distribution income		1,733	1,685
Rebates received		3	19
Net change in fair value of investments	9	1,967	1,645
<b>Total revenue</b>		<u>3,816</u>	<u>3,426</u>
<b>Expenses</b>			
Administration expenses		109	109
Investment expenses		186	206
Other operating expenses		-	1
<b>Total expenses</b>		<u>295</u>	<u>316</u>
<b>Profit from operating activities</b>		3,521	3,110
Add/(less): Net benefits allocated to defined contribution members' accounts		(3,331)	(2,971)
Add/(less): Net change in defined benefit member liabilities		(3)	(4)
<b>Profit before income tax</b>		<u>187</u>	<u>135</u>
Income tax benefit/(expense)	11(a)	(190)	(139)
<b>Loss after income tax</b>		<u>(3)</u>	<u>(4)</u>

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

**Retirement Portfolio Service**  
**Statement of changes in member benefits**  
**For the year ended 30 June 2024**

	<b>Defined Contribution Members \$m</b>	<b>Defined Benefit Members \$m</b>	<b>Total \$m</b>
<b>Opening balance of member benefits as at 1 July 2023</b>	35,087	71	35,158
Contributions:			
Employer	1,968	1	1,969
Member	531	1	532
Transfers from other superannuation funds	713	-	713
Transfers to other superannuation funds	(2,602)	-	(2,602)
Income tax on contributions	(254)	-	(254)
<b>Net after tax contributions</b>	<b>356</b>	<b>2</b>	<b>358</b>
Benefits to members/beneficiaries	(1,739)	(24)	(1,763)
Insurance premiums charged to members' accounts	(350)	-	(350)
Death and disability benefits credited to members' accounts	244	-	244
<b>Benefits allocated to members' accounts comprising:</b>			
Net investment income	3,439	-	3,439
Administration fees	(108)	-	(108)
Net change in defined benefit member liabilities	-	3	-
<b>Closing balance of member benefits as at 30 June 2024</b>	<b>36,929</b>	<b>52</b>	<b>36,981</b>
<b>Opening balance of member benefits as at 1 July 2022</b>	<b>33,433</b>	<b>81</b>	<b>33,514</b>
Contributions:			
Employer	1,875	2	1,877
Member	551	1	552
Transfers from other superannuation funds	767	-	767
Transfers to other superannuation funds	(2,435)	-	(2,435)
Income tax on contributions	(246)	(1)	(247)
<b>Net after tax contributions</b>	<b>512</b>	<b>2</b>	<b>514</b>
Benefits to members/beneficiaries	(1,725)	(16)	(1,741)
Insurance premiums charged to members' accounts	(345)	-	(345)
Death and disability benefits credited to members' accounts	241	-	241
<b>Benefits allocated to members' accounts comprising:</b>			
Net investment income	3,080	-	3,080
Administration fees	(109)	-	(109)
Net change in defined benefit member liabilities	-	4	4
<b>Closing balance of member benefits as at 30 June 2023</b>	<b>35,087</b>	<b>71</b>	<b>35,158</b>

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

**Retirement Portfolio Service**  
**Statement of changes in reserves**  
**For the year ended 30 June 2024**

	Operational Risk Financial Requirement reserve	Administration reserve	Defined benefit that are over/(under) funded	General reserve	Unallocated benefit reserve	Total Equity
	\$m	\$m	\$m	\$m	\$m	\$m
<b>Opening balance as at 1 July 2023</b>	3	1	20	2	16	42
Profit/(loss) after income tax	-	-	(3)	-	-	(3)
<b>Closing balance as at 30 June 2024</b>	3	1	17	2	16	39

	Operational Risk Financial Requirement reserve	Administration reserve	Defined benefit that are over/(under) funded	General reserve	Unallocated benefit reserve	Total Equity
	\$m	\$m	\$m	\$m	\$m	\$m
<b>Opening balance as at 1 July 2022</b>	3	1	24	2	16	46
Profit/(loss) after income tax	-	-	(4)	-	-	(4)
<b>Closing balance as at 30 June 2023</b>	3	1	20	2	16	42

The above statement of changes in reserves should be read in conjunction with the accompanying notes to the financial statements.



**Retirement Portfolio Service**  
**Statement of cash flows**  
**For the year ended 30 June 2024**

	Note	2024 \$m	2023 \$m
<b>Cash flows from operating activities</b>			
Interest received		103	54
Dividends received		13	13
Distributions received		44	65
Rebates received/(paid)		(2)	26
Administration expenses paid		(292)	(314)
Insurance premiums paid		(157)	(160)
Foreign exchange gain/(loss)		-	(1)
Other expenses paid		-	(3)
Interest paid		-	(1)
Income tax received		59	36
<b>Net cash flows from operating activities</b>	12(b)	<u>(232)</u>	<u>(285)</u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of investments		10,352	9,930
Purchases of investments		(8,850)	(8,684)
<b>Net cash flows from investing activities</b>		<u>1,502</u>	<u>1,246</u>
<b>Cash flows from financing activities</b>			
Employers' contribution		1,953	1,870
Members' contribution		500	522
Transfers from other superannuation funds		574	632
Transfers to other superannuation funds		(2,586)	(2,418)
Income tax on contributions		(282)	(268)
Benefits to members/beneficiaries		(1,581)	(1,554)
Death and disability benefits credited to members' accounts		84	104
<b>Net cash flows from financing activities</b>		<u>(1,338)</u>	<u>(1,112)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		(68)	(151)
<b>Cash and cash equivalents at the beginning of the year</b>		2,282	2,433
<b>Cash and cash equivalents at the end of the year</b>	12(a)	<u>2,214</u>	<u>2,282</u>

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

The statement of cash flows excludes cashflow of products with underlying life insurance policies, administered by Zurich Australia Limited (ZAL), previously OnePath Life Limited (OPL). This is due to the transactions for these policies being aggregated with ZAL statutory funds. The transactions are unable to be segregated from other statutory fund flows to create the required level of disclosure.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**1. Reporting entity**

The Retirement Portfolio Service (the “Fund”) is a superannuation fund that provides both defined contribution and defined benefit accounts to members. The Fund is operated for the purpose of providing superannuation services to members. The Fund was constituted by a Trust Deed dated 22 October 1997, as amended. It is domiciled in Australia and the address of the registered office is Level 1, 800 Bourke Street, Docklands, VIC 3008.

The Trustee of the Fund is OnePath Custodians Pty Limited (“OPC”). The Trustee is incorporated and domiciled in Australia and holds RSE Licence Number L0000673. The ultimate parent entity is Insignia Financial Limited.

In accordance with the 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) (registration number R1000986).

**(a) Significant events**

In November 2022, APRA imposed additional licence conditions on OnePath Custodians Pty Limited. These conditions included:

- (i) enhancement of the Trustee’s governance in relation to member outcomes, oversight of service providers, risk, compliance and managing conflicts of interest;
- (ii) appointment of an independent expert to examine the operational effectiveness of the Trustee’s governance, accountability and risk management frameworks and practices; and
- (iii) rectification of areas of concern with input from the independent expert.

The Trustee is working with Insignia Financial Ltd and its subsidiaries (collectively referred to as the IFL Group) to satisfactorily address all the Licence Conditions and to rectify any and all areas of concern identified by the independent expert. A Rectification Action Plan to address these additional licence conditions was formally approved by APRA on 22 November 2023.

Aside from the above there are no other matters to note.

**2. Basis of preparation**

The principal accounting policies that have been adopted in the preparation of the financial statements are as follows:

**(a) Statement of compliance**

General purpose financial statements

These general purpose financial statements have been prepared in accordance with the recognition and measurement principles of all applicable Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) and the *Corporations Act 2001*. They contain disclosures that are mandatory under the Accounting Standards and those considered necessary by the Directors to meet the needs of members.

The financial statements were authorised for issue by the Board of Directors of the Trustee, OnePath Custodians Pty Limited, on 18 September 2024.

**(b) Basis of measurement**

The financial statements and notes accompanying the financial statements have been prepared on the historical cost basis except for:

- (i) financial instruments held at fair value through profit or loss, which are measured at fair value; and
- (ii) financial liabilities and term deposits, other than those held at fair value through profit or loss, are measured at amortised cost.

**(c) Functional and presentation currency**

The financial statements are presented in Australian dollars. Amounts are shown rounded to the nearest million (\$m) under the option available under ASIC Corporations (Rounding in Financial/Directors' Report) Instrument 2016/191 and ASIC Corporations (Amendment) Instrument 2022/519, unless otherwise stated.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**2. Basis of preparation (continued)**

**(d) Foreign currency translation**

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement.

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when fair value was determined. Translation differences on assets and liabilities carried at fair value are reported in the income statement within changes in investments measured at fair value.

**(e) Material accounting judgements, estimates and assumptions**

The preparation of the Fund's financial statements requires management to make judgements, estimates and assumptions that affect the amounts recognised in the financial statements. However, uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future.

Assumptions made at each reporting date are based on best estimates at that date. Although the Fund has internal control systems in place to ensure that estimates are reliably measured, actual amounts may differ from those estimates.

Estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and any future periods affected.

The additional accounting policies sensitive to the use of judgement, estimates and assumptions are outlined below:

***(i) Fair value of financial instruments***

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Management applies judgement in selecting valuation techniques where there is no market price available for an instrument. Further details on the determination of fair value of financial instruments are set out in Note 13.

***(ii) Assessment of the interest in unlisted unit trusts as structured entities***

The Fund has assessed whether its investments in unlisted unit trusts should be classified as structured entities. A structured entity is an entity in which voting or similar rights are not the dominant factor in deciding control. The Fund has concluded that its investments in unlisted unit trusts meet the definition of structured entities as the voting rights of these unlisted unit trusts are not substantive in nature as set out in Note 16 Interests in unconsolidated structured entities.

As such, the Fund does not consolidate any entities.

***(iii) Valuation of defined benefit member liabilities***

The amount of member liabilities in relation to defined benefits has been determined using actuarial valuation techniques and assumptions. An actuarial valuation involves making various assumptions about the future. Actual developments in the future may differ from these assumptions. The assumptions include rates of leaving service, future investment returns, pension indexation rates, mortality rates and future salary increases. These liabilities are determined in part by the salaries earned by members at the time they retire. Due to the complexities involved in the valuation and its long-term nature, defined benefit member liabilities are sensitive to changes in these assumptions.

In determining the appropriate investment return rate, the actuary considers the long-term best estimate return that reflects the Fund's actual investments and investment strategy in respect of defined benefit member liabilities. Future salary increases are set in consultation with the employer-sponsors and take into account general market wage growth expectations.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**3. Changes in material accounting standards and interpretations**

The Fund has adopted Disclosure of Accounting Policies (Amendments to AASB 101 and IFRS Practice Statement 2) from 1 July 2023. The amendments did not result in changes to the accounting policy information disclosed in the financial statements.

There are no other material new standards or amendments to standards that are mandatory for the first time in the financial year beginning 1 July 2023 that affect the Fund's financial statements and are not likely to affect future periods. The Fund has not elected to apply any pronouncements before their operative date in the annual reporting period beginning 1 July 2023.

**New standards and amendments to accounting standards issued but not yet effective**

AASB 18 Presentation and Disclosure in Financial Statements will be applicable to the Fund for the 30 June 2029 financial year. The standard will replace AASB 101 Presentation of Financial Statements. The standard establishes key presentation and disclosure requirements including newly defined subtotals in the statement of profit or loss, the disclosure of management-defined performance measures and enhanced requirements for grouping information.

**4. Material accounting policies**

The material accounting policies set out below have been applied consistently to all periods presented in these financial statements, unless otherwise stated.

**(a) Financial Assets**

**(i) Cash and cash equivalents**

Cash comprises cash at bank. Cash and cash equivalents include cash at bank, deposits held at call with financial institutions and other short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

**(ii) Outstanding settlements**

Outstanding settlements payable include net amounts outstanding for redemptions of investments and purchases of investments, which remain unsettled at the reporting date and are normally settled within 30 days. These amounts are measured at fair value.

**(iii) Receivables**

Receivables are carried at nominal amounts due and are measured at fair value. Receivables are normally settled within 30 days.

**(iv) Investments**

Investments of the Fund are initially recognised at cost, being the fair value of the consideration given. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Investments are included in the statement of financial position at fair value as at reporting date and movements in the fair value of investments are recognised in the income statement in the financial year in which they occur. Further details on how fair value is determined at each reporting date are set out in Note 13.

Purchases and sales of financial assets that require delivery of assets within the time frame generally established by regulation or convention in the market place are recognised on the trade date, i.e. the date that the Fund commits to purchase the asset.

The Fund's maximum exposure to loss from their investments in unlisted unit trusts, which have been assessed to be structured entities, is restricted to their fair value, refer to Note 16.

The prices used to value investments include:

**(i) Equities**

Equities, for which there is a readily available market quotation, are valued at the last quoted sale price as at the close of business on reporting date.

**(ii) Interest bearing securities**

Interest bearing securities, for which there is a readily available market quotation, are valued at the last quoted sale price as at the close of business on reporting date.

## Retirement Portfolio Service

### Notes to the financial statements

#### For the year ended 30 June 2024

#### 4. Material accounting policies (continued)

##### (a) Financial Assets (continued)

###### (iv) Investments (continued)

###### (iii) Term deposits and annuities

Term deposits and annuities, other than those held at fair value through profit or loss, are recorded at amortised cost which approximates fair value.

###### (iv) Unlisted unit trusts

Unlisted unit trusts are valued at the sale price at reporting date quoted by the investment managers which equates to the fair value, after being reduced for any distributions receivable.

For investments in suspended unlisted unit trusts, the prices used to value investments are the last available sale prices published by the relevant Fund Manager.

###### (v) Life insurance policies

Investments in life insurance policies are included in the statement of financial position at fair value as at the reporting date and the net change in the fair value are recognised in the income statement in the period in which they occur. The Fund recognises investments in life insurance policies on the date it becomes a party to the contractual provisions of the investment. Investments are recognised using trade date accounting. From this date, any gains and losses arising from changes in fair value are recorded in the income statement. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or in its absence, the most advantageous market to which the Fund has access at that date.

The fair value of investments in life insurance policies is the sale price of the investment options held at the reporting date.

###### (vi) Derivatives

Derivatives are valued at the last quoted sale price relevant to close out the contract as at the close of business on reporting date.

##### (b) Financial liabilities

The Fund recognises financial liabilities on the day it becomes a party to the contractual provisions of the instrument. Liabilities are carried at amortised cost and may include amounts for unsettled investment purchases and accrued fees payable. Unsettled purchases are amounts due to brokers for securities purchased that have not been paid at reporting date. Trades are recorded on trade date and normally settle within two business days.

Benefits payable are measured at fair value which comprises the entitlements of members who ceased employment prior to the year-end but had not been paid at that time. Benefits payable are normally settled within 30 days.

##### (c) Loan Payable

OnePath Custodians Limited (OPC), in its capacity as Trustee of the Fund, entered into a limited recourse loan facility with OnePath Administration Pty Limited (OPA) in April 2019 for up to \$2,000,000. This limited recourse loan facility allows the Fund to acquire an initial seeding investment for new investment options available within the Fund. Each investment option invests in an underlying unlisted unit trusts.

##### (d) Offsetting

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Fund has a legal right to offset the amounts and it intends either to settle on a net basis or realise the asset and settle the liability simultaneously. Income and expenses are presented on a net basis only when permitted under Australian Accounting Standards. For example, for gains and losses arising from a group of similar transactions, such as gains and losses from investments held at fair value.

## Retirement Portfolio Service

### Notes to the financial statements For the year ended 30 June 2024

#### 4. Material accounting policies (continued)

##### (e) Member Liabilities

Allocated to members

Defined contribution member liabilities are measured as the amount of member account balances as at the reporting date.

Defined benefit member liabilities are measured as the amount of a portfolio of investments that would be needed as at the reporting date to yield future net cash inflows that would be sufficient to meet accrued benefits as at that date when they are expected to fall due.

##### (f) Revenue and expense recognition

###### (i) Interest income

Interest income is recognised in the income statement as it accrues, using the effective interest rate of the instrument calculated at the acquisition date.

###### (ii) Dividend income

Dividends from equity securities are recognised on the date the shares are quoted ex-dividend.

###### (iii) Distribution income

Distributions from unlisted unit trusts are recognised as at the date the unit value is quoted ex-distribution.

###### (iv) Net change in fair value of investments

Changes in investments measured at fair value are calculated as the difference between the fair value at sale, or at reporting date, and the fair value at the previous valuation point. All changes are recognised in the income statement.

###### (v) Other income

Other income consists mainly of fee rebate income which is recognised when the Fund has established the right to receive the income.

###### (vi) Expenses

Expenses are recognised on an accruals basis and if not paid at reporting date, are reflected in the statement of financial position as a liability.

###### (vii) Contributions revenue and transfers in the statement of changes in member benefits

Contributions revenue and transfers in are recognised when the control and the benefits from the revenue have transferred to the Fund and are recognised gross of any taxes.

##### (g) Income tax

The Fund is a complying superannuation fund for the purposes of the provisions of the *Income Tax Assessment Act 1997*. Accordingly, the concessional tax rate of 15% has been applied to the Fund's taxable income. The Fund has both accumulation and pension members. Where assets are held to support pension liabilities, the income earned on those assets does not form part of the Fund's assessable income, thus incurring an effective tax rate of 0%.

Income tax in the income statement for the year includes current and deferred tax.

Current tax expense is the expected tax payable on the taxable income for the year using the tax rates enacted or substantively enacted at the reporting date and any adjustments to tax payable in respect of previous years. Taxable income includes gains and losses on disposals of investments, and these are calculated using the first-in-first-out method.

Deferred tax is provided using the balance sheet liability method, providing for temporary differences between the carrying amount of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. The amount of deferred tax provided is based on the expected manner of realisation of the asset or settlement of the liability, using tax rates enacted or substantively enacted at reporting date.

Deferred tax assets and deferred tax liabilities are offset only if a legally enforceable right exists to set off current tax assets against current tax liabilities and the deferred tax assets and liabilities relate to the same taxable entity and the same taxation authority.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**4. Material accounting policies (continued)**

**(h) Goods and services tax**

Income, expenses, and assets are recognised net of the amount of Goods and Services Tax (GST) except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO) as a Reduced Input Tax Credit (RITC). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as part of other receivables or payables, in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

**(i) No-TFN contributions tax**

Where a member does not provide their tax file number (TFN), the Fund may be required to pay no-TFN contributions tax at a rate of 32% which is in addition to the concessional tax rate of 15% which applies to the Fund's taxable income.

The no-TFN contributions tax liability recognised by the Fund will be charged to the relevant member's account. Where a tax offset is obtained by the Fund in relation to members' no-TFN contributions tax, the tax offset will be included in the relevant members' accounts.

**(j) Excess contributions tax**

The ATO may issue release authorities to members of the Fund relating to the relevant member's excess contributions tax that is payable in respect of the member's concessional and/or non-concessional contributions for a particular year and the concessional and/or non-concessional contributions received in the prior year. The liability for the excess contributions tax will be recognised when the relevant release authorities are received from the members, as the Trustee considers this is when it can be reliably measured.

**5. Member liabilities and funding arrangements**

**(a) Defined contribution member liabilities and funding arrangements**

Defined contribution member account balances are determined by unit prices that are based on the underlying investment assets or the surrender value of policies at the end of the financial year. As at reporting date, the Fund had a net total of \$36,929m (2023: \$35,087m) defined contribution members liabilities.

Defined contribution members bear the investment risk relating to the underlying assets and unit prices used to measure the member liabilities. Unit prices are updated daily for movements in investment markets.

For defined contribution members, employers are expected to contribute at a minimum rate as determined by the Industrial Awards or Superannuation Guarantee Legislation together with any additional salary contributions. The Superannuation Guarantee for the year ending 30 June 2024 was 11% (2023: 10.5%) of salary for superannuation purposes. Members' contributions were made in accordance with the requirements of the Trust Deed pursuant to applications contained in the Product Disclosure Statements and Supplements on issue by the Trustee during the year.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**5. Member liabilities and funding arrangements (continued)**

**(b) Defined benefit member liabilities and funding arrangements**

The Fund engages qualified actuaries to measure the defined benefit members' liabilities in each of its defined benefit sub-plans as required by superannuation regulations. The actuaries also conduct regular (at least every three years, or more frequently as required) actuarial investigations of the defined benefit sub-plans as required by the regulations and at the Trustee's request. Taking into account the Trustee's Defined Benefit Funding Policy on funding objectives and the sub-plan's circumstances, the actuaries advise the employers' required contribution levels. The Fund has no information that would lead to adjustments to the actuaries' assumptions in addition to what has already been discussed above.

The actuarial valuation of member liabilities reflects the actuarial assessment of the benefits accrued up to the most recent valuation date. This value is then rolled up to the current reporting date using an approach based on the estimated growth in vested benefits over the period since the last actuarial calculation. The assets of each of the defined benefit employer sub-plans are quarantined from the other assets of the Fund. In an event that the assets of a particular sub-plan are not adequate to provide for member liabilities, or if the employer contributions are insufficient, the member liabilities are limited to the assets of the particular sub-plan.

The key assumptions used to determine the actuarial value of the accrued benefits for each defined benefit sub-plans were:

- (i) Future rate of investment return of investments forecasted at a range of 1% - 7% per annum (2023: 0.7% - 6.1%)
- (ii) Future rate of salary increase forecasted at a range of 0% - 5% per annum (2023: 2% - 4%)

**(i) Sensitivity analysis of defined benefit member liabilities**

The following are sensitivity calculations of a reasonably possible change in the investment return and salary adjustment rate assumptions for defined benefit member liabilities:

	Key assumptions at reporting date	Reasonably possible change		Amount of change in the member benefit liability	
		%	%	\$m	\$m
		+	-	+	-
<b>Year ended 30 June 2024</b>					
Investment return	0%-4%	1	1	-	-
	4%-6%	1	1	(3)	3
	6%-7%	1	1	-	-
Salary adjustment rate	0%-2%	1	1	-	-
	2%-4%	1	1	2	(2)
	4%-5%	1	1	1	(1)
<b>Year ended 30 June 2023</b>					
Investment return	0%-4%	1	1	-	-
	4%-6%	1	1	(3)	3
	6%-8%	1	1	-	-
Salary adjustment rate	0%-2%	1	1	-	-
	2%-4%	1	1	2	(2)
	4%-6%	1	1	1	(1)



**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**5. Member liabilities and funding arrangements (continued)**

**(b) Defined benefit member liabilities and funding arrangements (continued)**

**(i) Sensitivity analysis of defined benefit member liabilities (continued)**

The Trustee is provided with quarterly updates on the funding position of the defined benefit sub-plans. Where a defined benefit sub-plan is in, or is likely to enter into, an unsatisfactory financial position, the sub-plan's actuary will advise the Trustee and APRA, and remedial action will be proposed to the Trustee.

The Trustee has a number of steps in place to manage the risks associated with the defined benefit sub-plans. The Trustee has appointed external actuaries to address the risks for each defined benefit sub-plan, including establishing suitable funding objectives.

Funding requirements for the sub-plans are impacted by various financial and demographic factors. The assumptions include rates of leaving service, future investment returns, pension indexation rates, mortality rates and future salary increases. The funding arrangements are primarily dependent upon investment performance relative to salary growth and, in some cases pension growth. Each defined benefit sub-plan has its own actuary and has a current actuarial Funding and Solvency Certificate.

**(ii) Summary of actuarial investigations reports**

Contribution levels are consistent with actuarial recommendations for all plans. The table below reports the actuarial investigations of the individual sub-plans as at 30 June 2024:

Sub-plan	Last Actuarial Review	Net assets as at reporting date	Estimated accrued benefits at reporting date	Over/(under) funded	Vested benefits at reporting date	Net assets less vested benefits	Investment return rate^^	Salary adjustment rate^^
		\$m	\$m	\$m	\$m	\$m		
Calista	30/06/2021	-	-	-	-	-	5%	3%
Cigweld Employees	30/06/2021	13	12	1	11	2	4%	3%
ColgatePalmolive	1/01/2022	3	2	1	2	1	6%	3%
Corinthian Industries	30/06/2023	11	9	2	8	3	5%	4%
Five Star Shipping	30/06/2021	4	3	1	3	1	5%	4%
Fluor Australia **	30/06/2023	4	3	1	4	-	5%	3%
Garuda Indonesia	30/06/2021	4	1	3	1	3	5%	3%
Mazda Australia	30/06/2023	11	8	3	6	5	6%	5%
Merck	30/06/2023	-	-	-	-	-	5%	3%
Mulawa Group	1/07/2022	4	3	1	1	3	5%	3%
Rentokil Initial	1/01/2022	2	-	2	1	1	4%	3%
Smith & Nephew	1/06/2023	-	-	-	-	-	4%	3%
Solvay Interlox	30/06/2021	1	1	-	1	-	4%	3%
Tokio Marine	1/07/2022	2	1	1	2	-	6%	4%
Toll Group	30/06/2023	1	1	-	1	-	4%	5%
Vinidex	30/06/2021	5	5	-	4	1	6%	4%
WPS	1/07/2023	4	3	1	4	-	7%	4%
<b>Total as at 30 June 2024</b>		<b>69</b>	<b>52</b>	<b>17</b>	<b>49</b>	<b>20</b>		

\*\* This plan is in remediation, refer to the explanation of over/(under) funded plans on page 16

^^ These are based on the Key Assumptions

**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**5. Member liabilities and funding arrangements (continued)**

**(ii) Summary of actuarial investigations reports (continued)**

Contribution levels are consistent with actuarial recommendations for all plans. The table below reports the actuarial investigations of the individual sub-plans as at 30 June 2023:

Sub-plan	Last Actuarial Review	Net assets as at reporting date	Estimated accrued benefits at reporting date	Over/(under) funded	Vested benefits at reporting date	Net assets less vested benefits	Investment return rate^^	Salary adjustment rate^^
		\$m	\$m	\$m	\$m	\$m		
AFS^	1/07/2019	1	-	1	-	1	4%	3%
Calista	30/06/2021	-	-	-	-	-	6%	3%
Cigweld Employees	30/06/2021	13	12	1	10	3	5%	3%
ColgatePalmolive	1/01/2022	5	3	2	3	2	4%	3%
Corinthian Industries	30/06/2020	12	8	4	10	2	4%	2%
Five Star Shipping	30/06/2021	4	3	1	3	1	5%	4%
Fluor Australia**	30/06/2020	6	7	(1)	5	1	3%	3%
Garuda Indonesia	30/06/2021	5	2	3	2	3	5%	3%
MAST	30/06/2020	12	7	5	8	4	5%	4%
Mazda Australia	30/06/2020	1	1	-	1	-	5%	3%
Merck	1/07/2022	14	12	2	11	3	5%	3%
Mulawa Group^	1/01/2022	2	1	1	-	2	4%	3%
Rentokil Initial	1/06/2020	-	-	-	-	-	1%	3%
Solvay Interlox	30/06/2021	1	1	-	1	-	4%	3%
Tokio Marine^	1/07/2022	1	1	-	1	-	6%	4%
Toll Group	30/06/2020	1	1	-	1	-	4%	3%
Vinidex	30/06/2021	7	7	-	6	1	6%	4%
WPS	1/07/2020	6	5	1	6	-	4%	3%
<b>Total as at 30 June 2023</b>		<b>91</b>	<b>71</b>	<b>20</b>	<b>68</b>	<b>23</b>		

\*\* This plan is in remediation, refer to the explanation of over/(under) funded plans on page 16

^ For the sub plan with the last actuarial review date of 01/07/2019, no review required due to the fact that the last members left the sub plan on 29/04/2022

^^ These are based on the Key Assumptions

**(c) Explanations of over/(under) funded from Note 5 table**

In accordance with Superannuation Prudential Standard 160 Defined Benefit Matters, the Trustee aims to maintain the financial position of each sub-plan so that the ratio of net assets to vested benefits is above 100%. These sub-plans all have net assets greater than 100% of vested benefits. This is generally attributable to better than expected investment returns. As a result of any particular sub-plan's surplus, employers of that sub-plan may be on a contribution holiday.

**(d) Plans in remediation**

The sub-plan is in remediation as determined by the plan actuary where there is a shortfall of assets to vested benefits. In accordance with SPS 160, the sub-plan has a plan in place to bring the funding level back to 100% of vested benefits, within a period of less than three years. In general, the sub-plan fell below full funding due largely to lower than expected investment returns or higher than expected salary increases.

In all instances, where a shortfall is identified or imminent, the Trustee has reported to APRA for its prudential oversight and worked with the sub-plan's actuary to determine a suitable remedial action for the employer sponsor of the sub-plan.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**5. Member liabilities and funding arrangements (continued)**

**(e) Calculation of accrued benefits**

Formal actuarial reviews of the sub-plans were undertaken at various dates according to the individual arrangements of the sub-plans (at least triennial). In accordance with AASB 1056, accrued benefits are to be calculated at each reporting period as opposed to at each actuarial investigation.

As a result, the Fund has utilised estimation techniques to calculate accrued benefits. Due to the individual arrangements of each sub-plan, not every sub-plan completed a formal actuarial review at reporting date. However, the actuaries of each sub-plan were engaged to confirm the use of the estimation technique employed by the Fund.

**(f) Funding arrangements**

There are two main sources of funding: employer contributions and member contributions.

For defined contribution members, employers are expected to contribute at a minimum rate as determined by the Industrial Awards or Superannuation Guarantee Legislation together with any additional salary sacrifice contributions. The Superannuation Guarantee for the year ending 30 June 2024 was 11% (2023:10.5%) of salary for superannuation purpose.

For defined benefit members, employers are expected to contribute at a rate determined by the Trustee acting on the advice of the appointed actuaries.

Members are also able to make voluntary member contributions.

Members contributing to the Fund must meet eligibility requirements under the superannuation law. Given eligibility, contributions to the Fund can be in the form of lump sum contributions, regular contributions, spouse contributions and/or amounts rolled over from other superannuation funds or rollover funds. Allocated pension account contributions are restricted to members who have an eligible termination payment or who transfer eligible amounts from other complying superannuation funds.

**6. Receivables**

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Interest receivable	9	12
Dividends receivable	2	2
Distributions receivable	1,101	1,159
Switch/Margin/Insurance receivable	3	-
Management fee rebates receivable	6	2
Other receivables	8	18
<b>Total receivables</b>	<b>1,129</b>	<b>1,193</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**7. Payables and accruals**

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Benefit payable	25	19
Insurance premiums payable	2	2
Administration expenses payable	32	29
Other payables	6	6
<b>Total payables and accruals</b>	<b>65</b>	<b>56</b>

**8. Reserves**

**Operational Risk Financial Requirement reserve (ORFR)**

In accordance with Superannuation Prudential Standard 114: Operational Risk Financial Requirement, financial resources to meet the ORFR target amount is held as an operational risk reserve by the Fund and the Trustee, on behalf of the Fund. The standard requires the operational risk reserve to be separately identifiable from member accounts and provide an unrestricted commitment of financial resource to address losses arising from operational risk in a timely manner.

The Trustee has assessed a Target Amount of 0.25% (2023:0.25%) of funds under management for the Fund. These reserve monies are invested in liquid, defensive assets and cash. As part of the ORFR governance processes, the Trustee monitors the ORFR reserve on a quarterly basis as set out in the ORFR Strategy. The strategy also states that if the ORFR reserve falls below the lower Tolerance Limit of 85%, the Trustee will approve and implement a plan to replenish financial resources to bring the ORFR reserve back to Target Amount. The total ORFR balance as at 30 June 2024 was \$87m (2023: \$91m). This total consists of \$3m (2023: \$3m) held within the Fund, and \$84m (2023: \$88m) held by the Trustee on behalf of the Fund. It also represents 94% (2023: 103%) of the Target Amount.

**Administration reserve**

Administration reserve funds the administrative and operational expenses for plans, namely Workplace Super Products. It also includes employer sponsor funding for member fees where employers make top-up contributions if required to maintain the reserve balance.

**General reserve**

The general reserve is for the benefit of the members and may be used to recover costs such as the Member Office operating expenses, directors' fees, project costs, annual members' meeting, audit fees, APRA levy, Australian Financial Complaints Authority ('AFCA') levy and other expenses approved by the Board.

The general reserve represents assets generated from historical events and/or processes that are in excess of member liabilities.

**Unallocated benefits reserve**

The unallocated benefits reserve is generated by tax deductions claimed by the Fund, not attributable to individual members, plus interest accrued.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**9. Net change in fair value of investments**

<b>Investments held at the end of the financial year</b>	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Equities	31	22
Unlisted unit trusts	2,182	1,924
Life insurance policies	4	18
Derivative assets	4	(6)
<b>Total unrealised gains/(losses)</b>	<b>2,221</b>	<b>1,958</b>

  

<b>Investments realised at the end of the financial year</b>	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Equities	3	5
Unlisted unit trusts	(249)	(290)
Life insurance policies	(4)	(5)
Derivative assets	(4)	(23)
<b>Total realised gains/(losses)</b>	<b>(254)</b>	<b>(313)</b>

  

<b>Net change in fair value of investments</b>	<b>1,967</b>	<b>1,645</b>
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**10. Auditor's remuneration**

The principal auditor of the Fund is KPMG. The following fees were incurred by the Fund for services provided by the auditor.

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Audit services</b>		
<i>KPMG</i>		
Audit and review of financial statements	307,500	307,500
Audit and review of regulatory compliance and APRA returns	184,500	184,500
<b>Total remuneration for audit services</b>	<b>492,000</b>	<b>492,000</b>

Audit fees for the Fund were paid by the Trustee for both 2024 and 2023.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**11. Income tax benefit/(expense)**

**Reconciliation of accounting profit/(loss) to income tax benefit/(expense)**

A reconciliation of accounting profit/(loss) to tax expense, and to income tax paid/payable with identification of material temporary and non-temporary differences is included within the financial statements.

**(a) Recognised in the income statement:**

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
<b>Current income tax</b>		
Current income tax benefit/(expense)	(17)	(39)
Under/(over) provision in the previous year	2	5
<b>Deferred tax expense</b>		
Movement in temporary differences	(175)	(105)
<b>Total tax benefit/(expense) as reported in the income statement</b>	<b>(190)</b>	<b>(139)</b>

**(b) Reconciliation between income tax benefit/(expenses) and the accounting profit/(loss) before income tax:**

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Profit/(loss) from operating activities	3,521	3,110
Income tax benefit/(expense) at 15% (2023: 15%)	(528)	(466)
<b>Adjustments in respect of current income tax:</b>		
Difference between accounting and tax treatment of investment gains/(losses)	109	83
Franking credits and foreign income tax offsets	148	162
Non-assessable investment revenue – pension product	88	88
Non-deductible expenditure – pension product	(9)	(11)
Under/(over) provision for income tax in the previous year	2	5
<b>Income tax benefit/(expense) as reported in the income statement</b>	<b>(190)</b>	<b>(139)</b>

**(c) Deferred income tax at 30 June relates to the following:**

The balance comprises temporary differences attributable to:

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
<b>Amounts recognised in changes in net assets:</b>		
Net realised gains/(losses) and unrealised gains/(losses) on investments subject to CGT	(140)	41
<b>Gross deferred tax assets</b>	<b>(140)</b>	<b>41</b>

**Movements:**

Opening Balance at 1 July	41	145
Charged/(credited) to the changes in net assets	(181)	(104)
<b>Closing balance</b>	<b>(140)</b>	<b>41</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**12. Cash flow statement reconciliation**

For the purposes of the statement of cash flows, cash includes cash at bank, short duration term deposits with original terms of maturity of less than three months and units in unlisted cash trusts. Cash at the end of the financial year in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

**(a) Reconciliation of cash and cash equivalents**

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Cash at bank and at call deposits	429	437
Short term duration term deposits	759	799
Units in unlisted cash trusts	1,026	1,046
<b>Cash and cash equivalents at the end of the year</b>	<b>2,214</b>	<b>2,282</b>

**(b) Reconciliation of net cash from operating activities to net profit/(loss) after income tax**

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Profit/(loss) after income tax	(3)	(4)
<b>Adjustments for non-cash items and movements in the statement of financial position:</b>		
Net change in fair value of investments	(1,967)	(1,645)
Foreign exchange gain/(loss)	-	(1)
(Increase)/decrease in receivables	55	506
Increase/(decrease) in payables	3	(3)
(Increase)/decrease in current tax assets	28	41
Increase/(decrease) in current tax liabilities	40	22
(Increase)/decrease in deferred tax assets	44	90
Increase/(decrease) in deferred tax liabilities	138	21
<b>Adjustments for items included in profit/(loss) after tax, but are not included in net cash from operating activities:</b>		
Reinvestment of distribution income	(1,746)	(2,127)
<b>Adjustments for items not included in profit/(loss) after tax, but are included in net cash from operating activities:</b>		
Benefits allocated to members' accounts	3,333	2,975
Insurance premiums charged to members	(157)	(160)
<b>Net cash flows from operating activities</b>	<b>(232)</b>	<b>(285)</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**13. Fair value of financial instruments**

**Investments**

Investments of the Fund, other than cash held for liquidity purposes, comprise of units in investment vehicles such as equities, interest bearing securities, term deposits, unlisted unit trusts and life insurance policies. The Trustee has determined that these types of investments are appropriate for the Fund and are in accordance with the Fund's published investment strategy.

The investment managers of the investment vehicles will have invested in a variety of financial instruments, including derivatives, which expose the Fund's investments to a variety of investment risks, including credit risk, liquidity risk, market risk which includes interest rate risk and currency risk. The investment manager provides a regular report on the Fund's investments to the Trustee. The Trustee seeks information from the managers of each proposed investment vehicle to determine the nature and extent of any risks, and the expected returns, associated with each investment prior to determining its suitability as an investment for the Fund.

**Investments held in suspended unlisted unit trusts and stale price or thinly traded securities**

As at 30 June 2024, the Fund held approximately \$234,099 (2023: \$282,389 ) of its investments in suspended unlisted unit trusts (unlisted unit trusts suspended to applications and redemptions) and stale price or thinly traded securities. For the suspended unlisted unit trusts, the prices used to value investments are the last available sale prices published by the relevant Fund Manager. For stale price or thinly traded securities, the last available sale prices is used to value these investments.

Suspended unlisted unit trusts and stale price or thinly traded securities held as at 30 June 2024 and 30 June 2023.

<b>Investment name</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
AusCann Group Holdings Limited	960	960
Australasian Resources Limited	85	85
Consolidated Financial Holdings Limited	-	2
Crater Gold Mining Limited	14	14
Dominion Minerals Limited	565	-
Energy World Corporation Limited	-	2,884
EOR Group Limited	5	5
GoConnect Limited	455	455
Immutep Limited	-	16,373
Kaddy Limited	225	225
Lantern Hotel Group	-	36
Leo Lithium Limited	841	-
Molopo Energy Limited	980	980
NGX Limited	-	933
NovaPort Smaller Companies Fund	670	-
Openpay Group Limited	3,900	3,900
Sino Securities International Limited	-	2,800
Southern Cross Payment Limited	204,982	231,732
Sundance Resources Limited	110	110
Syngas Limited	12	12
TBG Diagnostics Limited	540	540
Tiger Resources Limited	-	588
Troy Resources Limited	19,755	19,755
<b>Total</b>	<b>234,099</b>	<b>282,389</b>

The Trustee is continuing to monitor distressed unit trusts where it has been notified by the Fund Manager that the unit trust is closed to applications and redemptions.



**Retirement Portfolio Service**  
**Notes to the financial statements**  
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**13. Fair value of financial instruments (continued)**

**Estimation of fair value**

The Fund's financial assets and liabilities included in the statement of financial position are carried at fair value. The major methods and assumptions used in determining fair value of financial instruments are disclosed in Note 4 (a) Financial assets.

The Fund measures fair value using the following fair value hierarchy that reflect the significance of the inputs used in making the measurements:

Level 1 - Quoted prices (unadjusted) in active markets for financial assets or liabilities.

Level 2 - Valuation techniques based on observable inputs, either directly (i.e. as prices) or indirectly (i.e. derived from prices). This category includes instruments valued using quoted prices in active markets for similar instruments; quoted prices for identical or similar instruments in markets that are considered less than active; or other valuation techniques for which all material inputs are directly or indirectly observable from market data.

Level 3 - Valuation techniques using material unobservable inputs. This category includes all instruments that use a valuation technique which includes inputs not based on observable data and the unobservable inputs have a material effect on the instrument's valuation. This category includes instruments that are valued based on quoted prices for similar instruments for which material unobservable adjustments or assumptions are required to reflect differences between the instruments.

The following table details how the fair values of the Fund's financial instruments have been determined, and the valuation technique applied:

<b>Financial Instruments</b>	<b>Fair Value Hierarchy</b>	<b>Valuation Techniques and Inputs</b>
Listed equities	1	Valued based on quoted bid prices in an active market.
Interest bearing securities	1	Valued based on quoted bid prices in an active market.
Life insurance policies	2	Valued at the surrender value as quoted by the insurer.
Unlisted unit trusts	2	Valued using prices as quoted by the investment managers.
Derivatives	2	Valued based on observable market data i.e. broker quoted prices.
Unlisted unit trusts	3	Valued at prices as quoted by investment manager.
Unlisted equities/delisted equities	3	Valued based on last available price. The investment is transferred to Level 3 where the stale price/suspension has remained with positions reviewed periodically for material events that might impact upon fair value.
Unlisted unit trusts (suspended/ stale price)	3	Valued based on last available sale price. The investment is transferred to Level 3 where the stale price/suspension has remained with positions reviewed periodically for material events that might impact upon fair value.

The Trustee has implemented a Valuation Policy to ensure that management proactively manages valuation risks and ensures an effective governance structures is in place to produce equitable distribution of investment earnings to members. The valuation policy outlines the guiding principles in managing valuation risks and includes valuation methodologies and frequencies for superannuation investments.

To assist the Trustee in its fiduciary duties, a Trustee Valuation Forum (VF) is in place to review, oversee and monitor valuations. Key observations and outcomes of the forum are reported to the Superannuation Trustee Investment Committee (STIC) in line with APRA's prudential requirements. The VF reviews key valuation metrics and information to monitor the appropriateness, effectiveness and adequacy of valuations of investments and considers whether valuations are equitable and align with the required valuation methods and frequency as set out in the Trustee Valuation Policy.

Additionally, the Insignia Financial Limited group has established a Unit Pricing Forum (UPF) to promote good unit pricing practices, and manage unit pricing risks and controls. The Unit Pricing Forum oversees unit pricing operations including policies and standards, outsourced arrangements, incident and remediation methodologies, identifying systematic issues, tax related matters and unit pricing principles and practices.

## Retirement Portfolio Service

### Notes to the financial statements For the year ended 30 June 2024

#### 13. Fair value of financial instruments (continued)

##### Estimation of fair value (continued)

When third party information, such as custodian valuations, broker quotes or pricing services, is used to measure fair value, the UPF and VF assess the evidence from these third parties to support the conclusion that these valuations meet the fair value requirements. This may include: information and inputs from the Fund, verifying that the custodian valuation, broker or pricing service, is appropriate to use in pricing the relevant type of financial instruments, understanding how the fair value has been arrived and the extent at which it represents actual market transactions, and whether it represents a quoted price in an active market for an identical asset.

##### Recurring fair value measurements

The tables below analyses financial instruments measured at fair value at the end of the reporting period by the level in the fair value hierarchy into which the fair value measurement is categorised:

2024	Level 1	Level 2	Level 3	Total
	\$'000	\$'000	\$'000	\$'000
Equities	378,555	-	233	378,789
Interest bearing securities	6,865	-	-	6,865
Unlisted unit trusts	-	32,839,848	1	32,839,974
Life insurance policies	-	461,067	-	461,067
Derivative assets	107	-	-	107
Derivative liabilities	(191)	-	-	(191)
	<u>385,336</u>	<u>33,300,915</u>	<u>234</u>	<u>33,686,611</u>

2023	Level 1	Level 2	Level 3	Total
	\$'000	\$'000	\$'000	\$'000
Equities	326,742	-	282	327,024
Interest bearing securities	7,227	-	-	7,227
Unlisted unit trusts	-	30,667,258	-	30,667,258
Life insurance policies	-	510,685	-	510,685
Derivative assets	2,375	-	-	2,375
Derivative liabilities	(971)	(1)	-	(972)
	<u>335,373</u>	<u>31,177,942</u>	<u>282</u>	<u>31,513,597</u>

##### Non - recurring fair value measurements

The Fund has no assets or liabilities measured at fair value on a non-recurring basis in the current reporting period.

##### Level 3 financial instruments

###### Movements of Level 3 securities

The disclosure in the following table shows a reconciliation of the movement in the fair value of financial instruments categorised within Level 3 at the beginning and the end of the reporting year for the investments held directly by the Fund.

Financial Assets	Unlisted unit trusts		Equities		Total	
	2024	2023	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Opening balance	-	44	282	259	282	303
*Change in fair value	(120)	(6)	(31)	(1)	(151)	(7)
Purchases/applications	7	-	1	7	8	7
(Sales)/redemptions	(11)	(29)	(1)	(4)	(12)	(33)
Transfer from Level 3	-	-	(19)	-	(19)	-
Transfer to Level 3	125	(9)	1	21	126	12
<b>Closing balance</b>	<b>1</b>	<b>-</b>	<b>233</b>	<b>282</b>	<b>234</b>	<b>282</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**13. Fair value of financial instruments (continued)**

**Level 3 financial instruments (continued)**

*Movements of Level 3 securities (continued)*

\*These amounts are included in 'Net change in fair value of investments' within the income statement.

The fair value of Level 3 unlisted unit trusts are based on the sale prices published by the relevant Responsible Entity. These unlisted unit trusts have been classified as Level 3 as they are suspended. The fair value of Level 3 unlisted equities or private equity is based on last quoted prices published by the ASX. These unlisted equities or private equity have been classified as Level 3 as they are stale price or thinly traded securities. Transfers into/(out of) Level 3 comprise investments whose status has changed during the reporting period. Transfers into Level 3 comprise unlisted unit trusts that became suspended and equities whose prices became stale or that were thinly traded during the reporting period. Transfers out of Level 3 comprise unlisted unit trusts that lost their suspended status and equities whose prices or trading levels became active during the reporting period.

During the year, there was no transfers between Level 1 to 2 of the fair value hierarchy. However, there were five transfers from Level 1 to 3, and 2 to 3. Also, there were two transfers from Level 3 to 1.

**Level 3 fair value measurement of unobservable inputs and sensitivity analysis**

The following table summarises the quantitative information about the material unobservable inputs used in Level 3 investments. These Level 3 assets are often infrequently traded and the valuation can be subjective. As observable prices are not available for these assets, the Fund has used valuation techniques to derive fair value. These unobservable inputs may include discounts for the lack of marketability or restrictions on redemptions, liquidity market adjustments using comparable trading, and benchmarking to similar assets. Changes in assumptions about these factors could affect the reported fair value.

Type	Valuation Approach	Key unobservable input	Range	2024 Fair Value \$'000	2023 Fair Value \$'000
Listed securities with stale price	Latest available trade price less appropriate discounts	Valuation of underlying assets of company and liquidity used to derive the price	0-100%	233	282
Holdings in suspended unlisted unit trusts	Latest available sale prices published by the relevant Fund Manager	Valuation of underlying assets, liquidity, and suspension of redemption	0-100%	1	-

There were no material inter-relationships between unobservable inputs that materially affected fair value.

**Level 3 sensitivity analysis of unobservable inputs**

Although the Trustee of the Fund believes that its estimates of fair value are appropriate, the use of different methodologies or assumptions could lead to different measurements of fair value. For fair value measurements in Level 3, changing one or more of the assumptions used as reasonably possible alternative assumptions upwards or downwards (% are disclosed in the table) would have the following effects on profit or loss:

Favourable \$'000		Unfavourable \$'000	
2024	2023	2024	2023
10%	10%	10%	10%

**Input on fair value of Level 3 sensitivities**

Listed securities with stale price	23	28	(23)	(28)
Holdings in suspended unlisted unit trusts	13	-	(13)	-
	<u>36</u>	<u>28</u>	<u>(36)</u>	<u>(28)</u>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**14. Financial management framework**

**Risk Management**

The Fund's assets principally consist of financial instruments which includes equities (comprising listed shares, units in listed unit trusts, exchange traded funds and stapled securities), interest bearing securities (comprising floating rate notes and hybrid securities), term deposits, units in unlisted trusts, investments in life insurance policies, and derivatives. The Trustee has determined that these types of investments are appropriate for the Fund and are in accordance with the Fund's published investment strategy.

**Overview**

The Trustee seeks to ensure the appropriateness of investments offered through an approval process before making them available to members and also through ongoing monitoring. The allocation of assets between the various types of investments described above is determined by members of the Fund as they or their financial adviser instruct the Trustee to invest into financial instruments on their behalf.

The Trustee has established a Superannuation Trustee Investment Committee (STIC) which is delegated with certain responsibilities through its Trustee approved Charter. The STIC monitors and approves all investment options of the Fund on a regular basis to ensure they still meet the investment guidelines of the Fund. This monitoring is done on a regular basis and any investment option that no longer meets the investment guidelines is tabled with the STIC.

The Fund is exposed to a variety of financial risks: credit risk, liquidity risk, market risk (including price risk, foreign exchange risk and interest rate risk) arising from the financial instruments it holds. The Fund's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the Fund's financial performance.

The financial risks are discussed in more detail in the sections below.

**Credit risk**

Credit risk is the risk that a counterparty to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The controls around this risk are assessed at the approval stage of a new investment option being made available to members of the Fund.

The Fund's financial assets that are exposed to credit risk include cash and cash equivalents, term deposits and receivables as reported in the statement of financial position. The carrying amounts of financial assets that are exposed to credit risk best represent the maximum credit risk exposure at the reporting date. No collateral is held as security nor do other credit enhancements exist for all financial assets held. No financial assets are considered past due as all payments are considered recoverable when contractually due.

*Credit quality*

The following table details the credit risk for the Fund in relation to cash and cash equivalents and fixed interest securities held, which is in line with the credit policy of having assets with institutions that have B rating and higher. The rating table excludes any rating categories applicable to the underlying assets of the unlisted unit trusts. Cash is mainly held with the institutions listed below. The source of the ratings are Standard and Poors (S&P).

	Rating	
	2024	2023
<b>Institution</b>		
Australia and New Zealand Banking Group Limited	AA-	AA-
Macquarie Bank Limited	A+	A+
National Australia Bank Limited	AA-	AA-
Westpac Banking Corporation	AA-	AA-
Commonwealth Bank of Australia	AA-	AA-
Other institutions	BBB+ to BBB-	BBB+ to BBB-

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**14. Financial management framework (continued)**

**Credit risk (continued)**

*Credit quality (continued)*

The credit quality of cash and cash equivalents, interest bearing securities and term deposits held by the Fund at 30 June 2024 are analysed below:

	AAA-AA-		BB+-BB-		Total	
	2024	2023	2024	2023	2024	2023
	\$m	\$m	\$m	\$m	\$m	\$m
Cash and cash equivalents	2,214	2,282	-	-	2,214	2,282
Interest bearing securities	7	6	-	1	7	7
Term deposits	391	356	-	-	391	356
<b>Total</b>	<b>2,612</b>	<b>2,644</b>	<b>-</b>	<b>1</b>	<b>2,612</b>	<b>2,645</b>

**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 Fund's 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 Fund's 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's cash and cash equivalents and term deposits are held by the financial institutions disclosed in the Credit risk note above. Bankruptcy or insolvency of these Australian Authorised Deposit Taking Institutions may cause the Fund's rights, with respect to the cash held, to be delayed or limited. Fund liquidity risk is mitigated because Trustee considers liquidity risk in line with the Trustee's Superannuation Liquidity Management Policy prior to approving any new investment option.

The Fund's equities are considered to be readily realisable as they are all listed on the ASX, except for stale price and thinly traded securities. The Fund holds investments in unlisted unit trusts, which may be subject to redemption restrictions. As a result, the Fund may not be able to liquidate some of its investments in these instruments in due time in order to meet their liquidity requirements. If the Fund is unable to meet liquidity requirements this may impact on member withdrawals. The Fund's liquidity risk and the investment managers' approaches are monitored in accordance with their investment mandates.

The Fund's liabilities comprise of liabilities for accrued benefits, income tax payable, as well as payables and accruals. The Fund's liabilities are generally due within one month except for income taxes which are typically settled within statutory deadlines that is greater than one month. The liability for accrued benefits are payable on demand under normal circumstances.

	Carrying amount		Less than one month		Greater than one month	
	2024	2023	2024	2023	2024	2023
	\$m	\$m	\$m	\$m	\$m	\$m
<b>Financial liabilities</b>						
Payables and accruals	65	56	65	56	-	-
Derivative liabilities	-	1	-	1	-	-
Current tax liabilities	196	129	-	-	196	129
Deferred tax liabilities	140	-	-	-	140	-
Total member liabilities	36,978	35,158	36,978	35,158	-	-
<b>Total financial liabilities</b>	<b>37,379</b>	<b>35,345</b>	<b>37,043</b>	<b>35,215</b>	<b>336</b>	<b>129</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**14. Financial management framework (continued)**

**Market price risk**

Market risk is the risk that the fair value or future cash flows of financial instruments will fluctuate due to changes in market variables such as currencies, interest rates and prices. These changes might be caused by factors specific to the individual asset or its issuer or factors affecting all assets in the market. Market risk is managed by providing diversified portfolios for members to choose from the investment list. Diversification helps reduce the exposure to market risk. There has been no material change to the type of market risk to which the Fund is exposed or the manner in which it manages and measures the risk.

**(a) Currency risk**

Currency risk is the risk that the fair value of future cash flows of a monetary financial instrument will fluctuate due to changes in foreign exchange rates.

The Fund predominantly invests into financial instruments denominated in Australian dollars. In 2023 the Fund invested in foreign exchange contracts with exposure to US dollars \$1,076,280, in 2024 no foreign exchange contracts were held. Foreign exchange risk arises as the value of monetary assets denominated in other currencies fluctuate due to changes in exchange rates. The Fund has minimal direct exposure to currency risk, however, many of the Fund's investment options in listed securities and unlisted unit trusts are indirectly exposed to currency risk. Fluctuations in currency could impact either underlying asset values of the investment option, or the underlying cash flow, and be reflected in the ongoing market value of the investment option. The indirect exposure is not material.

**(b) Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in interest rates. The Fund is directly exposed to interest rate risk through cash and cash equivalents, fixed interest securities and life insurance policies.

The Fund addresses exposure to interest rate risk through its diverse investment list. Some of the underlying investments held by the Fund in unlisted unit trusts use derivative financial instruments to provide flexibility to manage the risks arising from interest rate movements.

At the reporting date the interest rate risk exposure of the Fund's interest bearing financial instruments was as follows:

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
Cash and cash equivalents	2,214	2,282
Interest bearing securities	7	7
Life insurance policies	461	511
<b>Total</b>	<b>2,682</b>	<b>2,800</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**14. Financial management framework (continued)**

**Market price risk (continued)**

***Interest rate sensitivity analysis***

The sensitivity analysis shows the effect on change in net assets and the income statement to a reasonably possible change in interest rates with all other variables held constant is indicated in the table below:

	+ change in basis points		- change in basis points		Sensitivity of interest income and changes in net assets	
	2024	2023	2024	2023	2024	2023
	+25bps	+50bps	-50bps	-25bps	\$m	\$m
Cash and cash equivalents	6	11	(11)	(6)	(5)	5
Interest bearing securities	-	-	-	-	-	-
Life insurance policies	1	3	(2)	(1)	(1)	2
<b>Total</b>	<b>7</b>	<b>14</b>	<b>(13)</b>	<b>(7)</b>	<b>(6)</b>	<b>7</b>

**(c) Other market price risk**

Other market price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

As investments in listed securities and unlisted unit trusts are carried at fair value with changes recognised in the income statement, all changes in market conditions affecting fair value will be recognised under the investment income section disclosed in the income statement.

The Fund's investments in Australian listed securities and unlisted unit trusts directly and indirectly expose it to other market price risk.

Other market price risk is mitigated by constructing a diversified portfolio of investments. This is in accordance with the investment objective of the Fund, to provide a diversified range of investments including listed securities (comprising equities, derivatives and interest bearing securities) and unlisted unit trusts.

The Trustee seeks information from the Trustee and/or manager of each proposed unlisted unit trusts (and may also seek independent advice from other qualified persons) so as to determine the nature and extent of any risks, and the expected returns, associated with each investment prior to determining its suitability as an investment for the Fund.

Risk is measured through the careful assessment of assets offered and through measures to facilitate appropriate diversification. The measures include:

- (i) The provision of multiple asset classes and investment strategies from which a member can choose; and
- (ii) The appointment of multiple investment managers with multiple investment strategies.

At the reporting date the other market price risk exposure of the Fund's investments was as follows:

	2024	2023
	\$m	\$m
Equities	379	327
Interest bearing securities	7	7
Unlisted unit trusts	32,840	30,667
Life insurance policies	461	511
Derivative assets	-	2
Derivative liabilities	-	(1)
	<b>33,687</b>	<b>31,513</b>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**14. Financial management framework (continued)**

**Market price risk (continued)**

***Other market price risk sensitivity***

Management have considered the movements for each investment asset type in the table below to be reasonable given the Fund's economic environment. The increase/(decrease) in the market price against the investments of the Fund as at 30 June 2024 would have increased/(decreased) the profit from operating activities and net assets available for member benefits by the amount shown below. This analysis assumes that all other variables, including interest rates, remain constant. The analysis was performed on the same basis in 2023.

The Fund invests in a range of life insurance policies. These policies are typically capital guaranteed in nature, meaning that returns are expected to be positive and smoothed over time. The assets backing these policies are primarily invested in cash and fixed interest securities, with a nominal exposure to equities. The investment return is typically expressed as a crediting rate and is expected to be reasonably stable over time, and broadly in line with cash and fixed interest security returns. As such, these policies have been included as part of the interest rate risk analysis.

	% Applied*		Change in profit/(loss) from operating activities and changes in net assets	
	2024	2023	2024	2023
			\$m	\$m
Equities	10%	10%	38	33
Interest bearing securities	10%	10%	1	1
Unlisted unit trusts	10%	10%	3,284	3,067
Life insurance policies	10%	10%	46	51
<b>Total</b>			<b>3,369</b>	<b>3,152</b>

\*A corresponding decrease in the market price would provide an equal and opposite effect on the profit from operating activities and net assets available for member benefits.



**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties**

**Trustee**

The Trustee of the Fund is OnePath Custodians Pty Limited, (ABN 12 008 508 496 (RSE L0000673) which is a wholly owned subsidiary of Australian Wealth Management Limited (ABN 53 111 116 511), whose ultimate parent entity is Insignia Financial Limited (ABN 49 100 103 722).

**Key Management Personnel**

The names of the Directors of the Trustee who held office at any time during or since the end of the financial year are:

<b>Directors</b>	<b>Date Appointed</b>	<b>Date Retired</b>
Lindsay Smartt (Appointed Chair 18/01/2021)	18/01/2021	
Steven Schubert	17/03/2022	
Beth McConnell	17/03/2022	
Jane Harvey	31/01/2020	15/12/2023
Karen Gibson	31/03/2021	
Marianne Perkovic	03/10/2023	
Mario Pirone	03/10/2023	

The following persons had the authority and responsibility for planning, directing and controlling the major activities of the Fund, directly or indirectly, during the financial year:

<b>Other key management personnel</b>	<b>Position held</b>	<b>Date Appointed</b>	<b>Date Retired</b>
Scott Hartley	Chief Executive Officer	01/03/2024	
David Chalmers	Chief Financial Officer	31/05/2021	
Daniel Farmer	Chief Investment Officer	19/08/2022	
Frank Lombardo	Chief Operating and Technology Officer	31/05/2021	
Mark Oliver	Chief Distribution Officer	31/05/2021	
Anvij Saxena	Chief Risk Officer	27/03/2023	
Mel Walls	Chief People Officer	01/07/2023	
Chris Weldon	Chief Transformation Officer/ Chief Client Officer	01/07/2023	
Sally Hopwood	Acting Chief Member Officer	26/02/2024	
Renato Mota	Chief Executive Officer	31/05/2021	29/02/2024
Anne Coyne	Chief Member Officer	09/01/2023	23/02/2024

**Changes to other key management personnel post year end**

Since the end of the financial year, the following KMPs have been retired from the Fund, Frank Lombardo, Mark Oliver, Chris Weldon and Sally Hopwood.

**Key management personnel remuneration, loan disclosures and holdings**

The KMPs are employed by IOOF Service Co Pty Limited or MLC Wealth Limited, related parties of the Fund. The remuneration paid by IOOF Service Co Pty Ltd and MLC Wealth Ltd to the KMPs in relation to services to the Fund amounted to \$1,489,595, refer to Note 6 Non-executive director remuneration and Note 7 Key management personnel in the Remuneration Report.

A portion of the Non-Executive Director Fees and the Chief Member Officer's remuneration is recharged to members via expense recovery.

The Fund has not made, guaranteed or secured, directly or indirectly, any loans to the key management personnel or their personally related entities at any time during the financial year. The Directors may become members of and hold investments in the Fund. These transactions are on normal commercial, arm's length basis.

**Related parties transactions**

The Trustee has appointed various related party service providers with all arrangements managed in accordance with the Insignia Financial Limited's Conflict Management Framework. The duties and obligations of each service provider are documented in contractual arrangements with each service provider required to report on their performance, including any material breaches of obligations and details of how these breaches were, or will be, resolved.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties transactions (continued)**

Transactions between the related entities and the Fund result from normal dealings in the ordinary course of business and all transactions are conducted on normal arm's length commercial terms and conditions.

The below relationships were in place with related parties throughout the reporting period:

<b>Related Party</b>	<b>Service Provided</b>
Insignia Financial Limited	Immediate parent entity of the Trustee.
OnePath Custodians Pty Limited	Trustee of the Fund.
OnePath Funds Management Limited	Responsible Entity for certain unlisted unit trusts in which the Fund invests. The fees associated with these investments are reflected in the unit prices of the unit trusts.
MLC Investments Limited (MLCI)	Responsible Entity for certain unlisted unit trusts in which the Fund invests. The fees associated with these investments are reflected in the unit prices of the unit trusts.
IOOF Investment Services Limited (IISL)	Responsible Entity for certain unlisted unit trusts in which the Fund invests. The fees associated with these investments are reflected in the unit prices of the unit trusts.
Financial Services Partners Pty Limited	Financial adviser to certain members.
Consultum Financial Advisers Pty Limited	Financial adviser to certain members.
Bridges Financial Services Pty Limited	Financial adviser to certain members.
RI Advice Group Pty Limited	Financial adviser to certain members. RI Advice ceased to be a related party on 01 July 2024, after the parent entity divested a significant portion of its holding.
Lonsdale Financial Group Limited	Financial adviser to certain members.
Millennium 3 Financial Services Pty Limited	Financial adviser to certain members: Millennium 3 ceased to be a related party on 8 <sup>th</sup> December 2023 due to its sale by the parent entity.

**Related parties fees**

The following table sets out transactions with the Trustee during the year and balances held at reporting date:

	<b>2024</b>	<b>2023</b>
	<b>\$m</b>	<b>\$m</b>
<b>Transactions during the reporting period</b>		
<b>Expenses</b>		
Administration expenses (includes adviser fees) *	78	76
Investment expenses	179	194
	<u>257</u>	<u>270</u>
<b>Balances outstanding as at end of reporting period</b>		
Receivable/(payable) from/to the Trustee	<u>(24)</u>	<u>(26)</u>

\*Administration expenses include adviser fees collected from members and paid to financial advisers through the Trustee.

**Loan Payable**

OPC, in its capacity as Trustee of the Fund, entered into a limited recourse loan facility with OPA in April 2019 for up to \$2,000,000. This limited recourse loan facility allows the Fund to acquire initial (seeding) investment for (new) investment options available within the Fund. Each investment option invests in an underlying unlisted unit trusts.

As at 30 June 2024, the Fund had drawn down \$270,133 (2023: \$293,511) of the loan facility to seed investment options.

The loan is a limited recourse loan, whereby the loan is linked to the seeding investment, OPA cannot seek from OPC in its capacity as Trustee of the Fund repayment for an amount greater than the market value of the seeding investments.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

The interest rate of the loan in the 90 day bank bill swap rate plus a margin of 2%. The loan is accounted for on an amortised cost basis.

In addition to the loan, OPC in its capacity as Trustee of the Fund has entered into a swap agreement with OPA. The swap is a total return swap that exchanges that interest rate of the loan for the market movement of the assets in the underlying unlisted unit trusts, the effect of which results in the Fund incurring no market exposure or cost from the seeding investments made to establish the investment options.

**Related parties investments**

The Fund held investments in the following unlisted unit trusts of which are a related party within Insignia Financial Limited is the Responsible Entity. The following table sets out transactions with related party unlisted unit trusts during the year and balances held at reporting date:

2024	Fair value at	Interest	Distribution	Number of Units
	30 June	held	income	Held
	\$'000	%	\$'000	Units
<b>OnePath Funds Management Limited:</b>				
Active Growth Trust	-	-	252	-
ANZ Australian Cash Fund	715,529	63.12	54,709	711,216,629
ANZ Equity Trust No 1	47,586	92.17	2,824	33,207,358
ANZ OA Arrowstreet Global Equity (Hedged) Trust	230,099	83.76	9,487	153,019,905
ANZ OA Investors Mutual Australian Share Trust	-	-	814	-
ANZ OA OnePath Blue Chip Imputation Trust	179,948	66.67	10,424	165,109,343
ANZ OA OnePath Conservative Trust	-	-	175	-
ANZ OA OnePath Global Emerging Markets Share Trust	34,588	90.09	188	25,510,785
ANZ OA OnePath Income Trust	-	-	14	-
ANZ OA OnePath Property Securities Trust	85,173	73.88	5,781	63,140,838
ANZ OA Perpetual Australian Share Trust	228,088	86.60	7,335	209,628,885
ANZ OA Schroder Australian Equity Trust	-	-	1,147	-
ANZ OA SG Hiscock Property Trust	-	-	71	-
ANZ OneAnswer - Barrow Hanley Concentrated Global Shares Hedged Trust	8,040	84.48	352	8,506,501
ANZ OneAnswer - BlackRock Advantage Australian Equity Trust	9,061	68.52	357	10,000,707
ANZ OneAnswer - BlackRock Advantage International Equity Trust	19,219	73.62	270	13,319,049
ANZ OneAnswer - First Sentier Imputation Trust	51,359	78.31	1,578	49,744,662
ANZ Property Securities Trust	-	-	469	-
ANZ Select Leaders Pool	70,735	83.79	2,904	32,449,943
Australian Share Trust	155,193	92.93	6,028	91,155,657
Blue Chip Imputation Trust	24	0.06	1	13,307
Emerging Companies Trust	-	-	1,232	-
Global Share Trust	181,407	85.10	2,200	36,882,460
OneAnswer - Altrinsic Global Equities Trust	2,351	89.87	273	2,734,904
OneAnswer - Antipodes Global (Long Only) Trust	54,332	73.64	6,283	89,351,251
OneAnswer - ANZ Cash Advantage	875,987	91.41	39,863	875,990,712
OneAnswer - Ardea Real Outcome Trust	47,588	85.48	1,610	53,348,662
OneAnswer - Ausbil Australian Emerging Leaders Trust	44,238	86.34	3,408	56,767,425
OneAnswer - Bennelong Australian Equities Trust	103,107	90.76	2,600	125,352,043
OneAnswer - Bentham Global Income Trust	63,146	86.47	3,714	63,041,816
OneAnswer - BlackRock Advantage Australian Equity Trust	-	-	15	-
OneAnswer - BlackRock Advantage International Equity Trust	-	-	3	-
OneAnswer - BlackRock Diversified ESG Growth Trust	17,145	69.57	620	17,174,921
OneAnswer - Blackrock Tactical Growth Trust	28,496	88.14	2,170	31,851,822

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**2024**

	Fair value at 30 June	Interest held	Distribution income	Number of Units Held
	\$'000	%	\$'000	Units
OneAnswer - ClearBridge RARE Infrastructure Value Hedged Trust	67,664	85.82	1,343	164,127,544
OneAnswer - Fidelity Australian Equities Trust	184,154	88.54	18,909	197,947,808
OneAnswer - First Sentier Global Listed Infrastructure Trust	70,141	83.65	2,912	77,553,373
OneAnswer - Greencape Broadcap Trust	55,659	85.58	4,088	54,569,883
OneAnswer - Investors Mutual Australian Share Trust	79,493	82.75	5,043	69,898,591
OneAnswer - Janus Henderson Diversified Credit Trust	20,521	83.60	1,100	21,793,378
OneAnswer - Kapstream Absolute Return Income Trust	168,510	78.05	8,257	156,621,277
OneAnswer - Magellan Global Trust	113,634	83.06	24,476	135,349,897
OneAnswer - Merlon Australian Share Income Trust	40,056	85.95	1,929	39,095,512
OneAnswer - MFS Global Equity Trust	208,743	84.48	39,420	186,249,119
OneAnswer - MultiSeries 30 Trust	-	-	4,306	-
OneAnswer - MultiSeries 50 Trust	-	-	15,249	-
OneAnswer - MultiSeries 70 Trust	-	-	67,099	-
OneAnswer - MultiSeries 90 Trust	-	-	35,774	-
OneAnswer - OnePath Australian Property Securities Index Trust	98,184	82.92	5,554	113,683,190
OneAnswer - OnePath Australian Shares Index Trust	787,754	86.10	43,479	655,888,840
OneAnswer - OnePath Balanced Index Trust	1,285,417	86.56	40,969	1,286,746,353
OneAnswer - OnePath Conservative Index Trust	401,217	81.36	6,144	410,669,167
OneAnswer - OnePath Diversified Bond Index Trust	140,174	86.12	708	173,165,779
OneAnswer - OnePath Global Property Securities Index Trust	177,472	76.14	-	166,118,545
OneAnswer - OnePath Growth Index Trust	781,859	90.43	41,047	761,512,046
OneAnswer - OnePath High Growth Index Trust	361,707	90.37	22,646	317,021,740
OneAnswer - OnePath International Shares Index (Hedged) Trust	97,152	83.42	9,732	99,422,689
OneAnswer - OnePath International Shares Index Trust	673,493	84.96	75,271	351,049,476
OneAnswer - Pandal Australian Share Trust	20,201	90.22	2,819	23,559,319
OneAnswer - Pandal Monthly Income Plus Trust	27,490	86.45	1,443	27,367,231
OneAnswer - Pandal Smaller Companies Trust	69,572	72.81	2,115	60,834,751
OneAnswer - Perennial Value Shares Trust	57,906	84.28	3,570	67,564,372
OneAnswer - Perpetual Balanced Growth Trust	53,087	88.38	2,490	67,321,807
OneAnswer - Perpetual Conservative Growth Trust	67,381	68.89	1,887	73,274,685
OneAnswer - Perpetual ESG Australian Share Trust	4,934	76.54	518	4,536,336
OneAnswer - Platinum Asia Trust	20,114	93.15	105	21,992,145
OneAnswer - Platinum International Trust	164,281	86.07	7,025	173,980,953
OneAnswer - Schroder Australian Equity Trust	136,632	84.24	8,525	136,310,868
OneAnswer - Schroder Fixed Income Trust	101,828	88.41	13	112,788,467
OneAnswer - Schroder Real Return Trust	178,042	83.30	3,107	176,439,469
OneAnswer - Schroder Sustainable Growth Trust	-	-	7,023	-
OneAnswer - SG Hiscock Property Trust	-	-	769	-
OneAnswer - Stewart Investors Worldwide Sustainability Trust	6,580	77.43	48	5,567,835
OneAnswer - T. Rowe Price Global Equity Trust	76,501	85.28	6,937	47,754,552
OneAnswer - T.Rowe Price Dynamic Global Bond Trust	47,796	82.83	352	54,671,057
OneAnswer - Tyndall Australian Share Trust	1,832	76.56	75	1,955,262
OneAnswer - UBS Balanced Trust	-	-	1,396	-
OneAnswer - UBS Defensive Trust	-	-	43	-
OneAnswer - UBS Diversified Fixed Income Trust	45,485	90.84	414	53,046,693
OneAnswer - Walter Scott Global Equity (Hedged) Trust	32,350	90.41	2,475	37,302,746
OnePath Alternatives Growth Fund	90,511	85.11	2,443	121,173,611
OnePath Australian Bonds Index Pool	872,279	60.89	14,687	951,374,128
OnePath Australian Credit Securities Index Trust	9	100.00	3,172	10,065

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**2024**

	Fair value at 30 June	Interest held	Distribution income	Number of Units Held
	\$'000	%	\$'000	Units
OnePath Australian Inflation Protected Securities Index Pool	134,408	84.34	9,014	126,889,179
OnePath Australian Shares Index Pool	5,544,960	74.42	213,904	3,722,675,175
OnePath Global Bonds (Hedged) Index Pool	901,617	44.32	-	914,325,933
OnePath Global Credit Securities (Hedged) Index Trust	21	100.00	-	5,051
OnePath Global Emerging Markets Share Trust	-	-	213	-
OnePath Global Emerging Markets Shares (Unhedged) Index Pool	736,519	87.04	29,596	537,021,384
OnePath Global Listed Infrastructure Index Trust	33,551	87.32	936	36,561,198
OnePath Global Listed Property (Hedged) Index Pool	513,174	58.74	-	501,930,535
OnePath Global Shares – Global Infrastructure (Hedged) Index Pool	396,399	87.40	11,637	418,326,845
OnePath Global Shares – Large Cap (Hedged) Index Pool	2,294,148	82.55	150,061	1,652,833,356
OnePath Global Shares – Large Cap (Unhedged) Index Pool	3,725,820	47.24	213,857	1,444,323,057
OnePath Global Shares – Small Cap (Unhedged) Index Pool	183,729	58.68	8,375	140,221,659
OnePath Low Volatility Global Equities Index Pool	517	58.21	182	224,664
OnePath Multi Asset Income Trust	64	0.05	26	32,818
OnePath Sustainable Investments - Wholesale Australian Share Trust	20,625	82.92	785	10,648,501
OnePath Wholesale Australian Share Trust	95,175	82.80	6,194	73,385,917
OnePath Wholesale Balanced Trust	40	0.05	1,188	36,244
OnePath Wholesale Capital Stable Trust	97,317	70.01	2,293	107,001,695
OnePath Wholesale Diversified Fixed Interest Trust	164,470	66.69	623	177,949,230
OnePath Wholesale Emerging Companies Trust	3,855	11.46	396	1,136,263
OnePath Wholesale Geared Australian Shares Index Trust	67,668	87.38	1,398	100,620,635
OnePath Wholesale Global Smaller Companies Share Trust	27,134	13.31	2,691	32,373,504
OnePath Wholesale High Growth Trust	-	-	992	-
OnePath Wholesale Index Balanced Trust	15,757	100.00	899	16,566,666
OnePath Wholesale Index Conservative Trust	5,589	100.00	234	5,919,270
OnePath Wholesale Index Moderate Trust	3,343	100.00	218	3,625,829
OnePath Wholesale Managed Growth Trust	-	-	3,638	-
OnePath Wholesale Select Leaders Trust	-	-	13,000	-
OptiMix Global Share Trust	21,209	40.82	1,825	13,061,773
OptiMix Wholesale Australian Fixed Interest Trust	12,925	11.34	18	14,753,957
OptiMix Wholesale Australian Share Trust	36,023	15.08	2,045	38,954,393
OptiMix Wholesale Balanced Trust	1,790,523	86.91	57,508	1,736,695,799
OptiMix Wholesale Conservative Trust	420,091	91.67	8,670	407,187,407
OptiMix Wholesale Global Emerging Markets Share Trust	20,080	2.55	237	27,117,653
OptiMix Wholesale Growth Trust	707,908	91.22	27,910	551,267,907
OptiMix Wholesale Moderate Trust	635,445	83.52	14,414	576,058,343
OptiMix Wholesale Property Securities Trust	14,124	63.55	441	15,204,943
Small Companies Pool	85,440	59.41	1,495	163,675,112
Smart Choice Wholesale Alternatives Defensive Trust	623,992	100.00	42,728	589,988,227
Smart Choice Wholesale Alternatives Growth Trust	1,096,082	100.00	141,259	1,058,200,272
	<u>31,569,996</u>	<u>7,658</u>	<u>1,688,977</u>	<u>25,792,630,538</u>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**2024**

	Fair value at 30 June	Interest held	Distribution income	Number of Units Held
	\$'000	%	\$'000	Units
<b>IISL Trusts:</b>				
MLC Cash Management Trust^	84	0.00	4	83,182
MLC MultiMix Australian Shares Trust^	35	0.01	2	29,651
MLC Multimix Balanced Growth Trust^	119	0.01	-	121,008
MLC MultiMix Conservative Trust^	117	0.02	7	121,478
MLC MultiMix Diversified Fixed Interest^	23	0.01	2	27,719
MLC MultiMix Growth Trust^	454	0.06	-	466,015
MLC MultiMix International Shares Trust^	36	0.01	-	36,107
MLC MultiSeries 30^	3,591	0.56	110	3,359,623
MLC MultiSeries 50^	2,324	0.13	18	2,026,860
MLC MultiSeries 70^	38,412	1.96	2,245	40,062,622
MLC MultiSeries 90^	1,415	0.34	87	1,133,765
MLC MultiMix Moderate Trust^	1,073	0.18	5	1,021,302
Specialist Property Fund	11	0.01	-	13,246
	<u>47,694</u>		<u>2,480</u>	<u>48,502,578</u>
<b>MLC Investment Limited:</b>				
MLC Wholesale Horizon 4 Balanced Portfolio	86	0.00	47	63,881
MLC Wholesale Global Share Fund	136	0.16	15	127,515
MLC Wholesale Property Securities Fund	217	0.30	5	234,959
MLC Wholesale IncomeBuilder	118	0.03	14	68,734
MLC Wholesale Inflation Plus - Assertive Portfolio	419	0.07	26	403,423
MLC Wholesale Inflation Plus - Moderate Portfolio	57	0.01	3	50,292
MLC Wholesale Horizon 5 Growth Portfolio	4	0.00	9	2,673
MLC Wholesale Horizon 6 Share Portfolio	123	0.03	11	90,606
MLC Wholesale Horizon 3 Conservative Growth Portfolio	-	-	1	-
MLC Wholesale Horizon 7 Accelerated Growth	240	0.10	16	113,360
MLC Wholesale Horizon 2 Income Portfolio	-	-	2	-
Altrinsic Global Equities Trust*	33	0.02	-	21,224
Antares Ex-20 Australian Equities Fund*	5	0.01	-	4,247
Antares Income Fund*	158	0.08	4	157,985
	<u>1,596</u>		<u>153</u>	<u>1,338,899</u>
<b>Total</b>	<u><u>31,619,286</u></u>		<u><u>1,691,610</u></u>	<u><u>25,842,472,015</u></u>

^On 30 November 2023, the MLCI and IISL renamed multiple unit trusts as part of their rebranding strategy.

\*On 3 October 2023, MLCI replaced Antares as Responsible Entity of the unlisted unit trusts.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

2023	Fair value at 30 June \$'000	Interest held %	Distribution income \$'000	Number of Units Held Units
<b>OnePath Funds Management Limited:</b>				
Active Growth Trust	19,154	46.00	662	12,292,619
ANZ Australian Cash Fund	1,713,434	81.83	26,963	1,699,074,137
ANZ Equity Trust No 1	42,064	91.27	3,200	31,084,003
ANZ Fixed Interest Trust	-	-	1	-
ANZ OA Arrowstreet Global Equity (Hedged) Trust	205,123	83.18	11,587	164,507,557
ANZ OA Investors Mutual Australian Share Trust	40,750	95.09	1,647	39,531,896
ANZ OA Magellan Global Trust	50,735	95.36	31,087	57,705,440
ANZ OA OnePath Active Growth Trust	-	-	22	-
ANZ OA OnePath Blue Chip Imputation Trust	181,968	64.87	10,074	169,430,096
ANZ OA OnePath Conservative Trust	15,671	42.85	414	16,310,957
ANZ OA OnePath Global Emerging Markets Share Trust	1,597	3.79	41	1,343,003
ANZ OA OnePath High Growth Trust	-	-	251	-
ANZ OA OnePath Income Trust	1,131	22.40	29	986,758
ANZ OA OnePath Property Securities Trust	24,007	24.19	2,024	20,437,900
ANZ OA Perpetual Australian Share Trust	241,935	86.17	8,076	230,564,473
ANZ OA Schroder Australian Equity Trust	54,103	87.84	2,532	47,861,352
ANZ OA SG Hiscock Property Trust	6,542	66.03	264	6,000,076
ANZ OneAnswer - Barrow Hanley Concentrated Global Shares Hedged Trust	8,623	83.15	128	9,040,866
ANZ OneAnswer - BlackRock Advantage Australian Equity Trust	8,536	64.41	404	10,124,313
ANZ OneAnswer - BlackRock Advantage International Equity Trust	8,935	66.58	254	7,532,800
ANZ OneAnswer - First Sentier Imputation Trust	43,283	77.23	2,588	47,204,982
ANZ Property Securities Trust	46,821	67.53	5,157	49,451,319
Australian Share Trust	142,310	92.36	6,592	90,306,268
Blue Chip Imputation Trust	23	0.06	1	13,307
Emerging Companies Trust	64,147	54.51	3,813	73,631,539
Global Share Trust	170,255	84.72	1,915	38,715,983
OneAnswer - Altrinsic Global Equities Trust	3,249	92.18	302	3,622,844
OneAnswer - Antipodes Global (Long Only) Trust	61,717	73.53	834	100,001,238
OneAnswer - ANZ Cash Advantage	893,008	90.87	23,424	893,007,730
OneAnswer - Ardea Real Outcome Trust	51,860	84.58	279	56,542,116
OneAnswer - Ausbil Australian Emerging Leaders Trust	45,391	86.49	5,586	58,969,420
OneAnswer - Bennelong Australian Equities Trust	117,898	90.32	3,647	159,088,690
OneAnswer - Bentham Global Income Trust	50,856	87.00	3,461	52,270,007
OneAnswer - BlackRock Advantage Australian Equity Trust	689	17.77	31	416,552
OneAnswer - BlackRock Advantage International Equity Trust	416	14.04	12	267,031
OneAnswer - BlackRock Diversified ESG Growth Trust	18,677	69.32	211	20,222,491
OneAnswer - Blackrock Tactical Growth Trust	28,258	87.72	2,404	32,930,763
OneAnswer - ClearBridge RARE Infrastructure Value Hedged Trust	73,810	87.10	1,843	179,071,718
OneAnswer - Fidelity Australian Equities Trust	212,142	87.87	13,207	222,856,073
OneAnswer - First Sentier Global Listed Infrastructure Trust	93,489	82.94	3,214	101,124,348
OneAnswer - Greencape Broadcap Trust	59,405	86.34	3,595	61,217,236
OneAnswer - Investors Mutual Australian Share Trust	55,036	49.08	4,275	47,465,455
OneAnswer - Janus Henderson Diversified Credit Trust	20,407	83.74	625	22,233,945
OneAnswer - Kapstream Absolute Return Income Trust	220,884	78.05	7,978	208,783,693

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**2023**

	Fair value at 30 June \$'000	Interest held %	Distribution income \$'000	Number of Units Held Units
OneAnswer - Magellan Global Trust	52,462	41.91	27,936	61,329,282
OneAnswer - Merlon Australian Share Income Trust	44,299	86.89	1,810	44,664,776
OneAnswer - MFS Global Equity Trust	262,261	83.93	26,889	207,526,787
OneAnswer - MultiSeries 30 Trust	78,088	82.59	1,858	64,098,299
OneAnswer - MultiSeries 50 Trust	219,540	91.33	10,319	172,168,884
OneAnswer - MultiSeries 70 Trust	713,208	96.45	25,725	676,470,183
OneAnswer - MultiSeries 90 Trust	318,800	90.77	23,639	225,969,223
OneAnswer - OnePath Australian Property Securities Index Trust	90,884	81.53	4,476	123,087,159
OneAnswer - OnePath Australian Shares Index Trust	710,459	85.13	73,882	625,658,286
OneAnswer - OnePath Balanced Index Trust	1,314,146	86.10	55,814	1,392,741,420
OneAnswer - OnePath Conservative Index Trust	442,532	80.18	7,319	476,170,130
OneAnswer - OnePath Diversified Bond Index Trust	102,397	84.33	490	129,717,306
OneAnswer - OnePath Global Property Securities Index Trust	196,641	75.62	-	191,448,113
OneAnswer - OnePath Growth Index Trust	729,981	89.85	52,566	754,395,071
OneAnswer - OnePath High Growth Index Trust	319,695	89.65	27,061	300,949,492
OneAnswer - OnePath International Shares Index (Hedged) Trust	89,791	83.62	4,347	100,439,400
OneAnswer - OnePath International Shares Index Trust	630,162	84.23	60,139	354,410,552
OneAnswer - Pental Australian Share Trust	22,110	90.64	1,863	25,851,597
OneAnswer - Pental Monthly Income Plus Trust	34,088	87.55	715	34,773,131
OneAnswer - Pental Smaller Companies Trust	67,781	72.60	1,894	67,908,086
OneAnswer - Perennial Value Shares Trust	60,288	83.84	4,479	71,679,642
OneAnswer - Perpetual Balanced Growth Trust	56,032	89.47	3,707	73,299,112
OneAnswer - Perpetual Conservative Growth Trust	77,713	70.88	4,160	87,433,058
OneAnswer - Perpetual ESG Australian Share Trust	4,861	76.31	540	4,519,758
OneAnswer - Platinum Asia Trust	24,350	92.83	276	27,698,315
OneAnswer - Platinum International Trust	184,033	85.96	10,122	195,782,867
OneAnswer - Schroder Australian Equity Trust	83,783	52.88	12,318	85,256,589
OneAnswer - Schroder Fixed Income Trust	111,175	87.38	169	129,989,616
OneAnswer - Schroder Real Return Trust	207,166	83.13	4,557	223,289,422
OneAnswer - Schroder Sustainable Growth Trust	103,694	90.42	78	99,752,717
OneAnswer - SG Hiscock Property Trust	739	8.25	52	981,082
OneAnswer - Stewart Investors Worldwide Sustainability Trust	8,133	79.15	52	6,925,938
OneAnswer - T. Rowe Price Global Equity Trust	83,177	86.21	1,344	57,468,242
OneAnswer - T.Rowe Price Dynamic Global Bond Trust	71,514	83.62	325	81,504,813
OneAnswer - Tyndall Australian Share Trust	2,758	79.37	127	3,013,325
OneAnswer - UBS Balanced Trust	30,234	89.61	302	33,066,868
OneAnswer - UBS Defensive Trust	15,039	87.04	262	16,841,874
OneAnswer - UBS Diversified Fixed Income Trust	63,712	90.44	1,892	77,002,822
OneAnswer - Walter Scott Global Equity (Hedged) Trust	32,827	88.57	2,531	39,408,421
OnePath Alternatives Growth Fund	102,730	81.54	2,348	138,477,155
OnePath Australian Bonds Index Pool	526,337	48.45	8,492	585,664,947
OnePath Australian Credit Securities Index Trust	350,565	100.00	6,973	418,931,410
OnePath Australian Inflation Protected Securities Index Pool	195,740	88.14	3,652	180,657,680
OnePath Australian Shares Index Pool	4,790,714	73.31	376,852	3,454,548,385
OnePath Capital Stable Trust	-	-	26	-
OnePath Global Bonds (Hedged) Index Pool	578,499	33.80	-	603,655,738



**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**2023**

	Fair value at 30 June \$'000	Interest held %	Distribution income \$'000	Number of Units Held Units
OnePath Global Credit Securities (Hedged) Index Trust	323,247	100.00	-	374,666,281
OnePath Global Emerging Markets Share Trust	28,876	91.70	603	24,855,343
OnePath Global Emerging Markets Shares (Unhedged) Index Pool	689,544	87.43	65,045	542,558,843
OnePath Global Listed Infrastructure Index Trust	23,484	84.51	1,463	25,685,893
OnePath Global Listed Property (Hedged) Index Pool	438,542	56.03	-	446,671,738
OnePath Global Shares – Global Infrastructure (Hedged) Index Pool	458,515	94.33	28,840	485,268,157
OnePath Global Shares – Large Cap (Hedged) Index Pool	2,098,703	81.57	69,234	1,740,912,687
OnePath Global Shares – Large Cap (Unhedged) Index Pool	3,240,782	46.24	228,790	1,426,512,762
OnePath Global Shares – Small Cap (Unhedged) Index Pool	168,949	55.81	26,443	134,420,118
OnePath Low Volatility Global Equities Index Pool	1,582	100.00	232	572,287
OnePath Multi Asset Income Trust	1,115	0.91	1,012	713,855
OnePath Sustainable Investments - Wholesale Australian Share Trust	19,441	81.12	815	10,944,891
OnePath Wholesale Australian Share Trust	103,292	84.22	8,647	84,052,527
OnePath Wholesale Balanced Trust	128,119	56.78	3,813	130,524,817
OnePath Wholesale Blue Chip Imputation Trust	94	2.91	4	97,541
OnePath Wholesale Capital Stable Trust	132,818	71.46	3,170	149,291,392
OnePath Wholesale Diversified Credit Trust	30	4.64	51	41,741
OnePath Wholesale Diversified Fixed Interest Trust	171,214	65.31	2,411	193,240,934
OnePath Wholesale Emerging Companies Trust	20,199	63.25	1,087	16,661,453
OnePath Wholesale Geared Australian Shares Index Trust	54,721	86.06	5,186	93,069,620
OnePath Wholesale Global Emerging Markets Share Trust	3,888	58.37	74	3,410,321
OnePath Wholesale Global Smaller Companies Share Trust	22,921	27.63	1,555	29,810,993
OnePath Wholesale High Growth Trust	22,992	94.28	693	23,248,435
OnePath Wholesale Index Balanced Trust	16,914	100.00	602	18,713,771
OnePath Wholesale Index Conservative Trust	5,998	100.00	242	6,572,338
OnePath Wholesale Index Moderate Trust	3,764	100.00	156	4,225,397
OnePath Wholesale Managed Growth Trust	277,561	58.48	9,798	286,062,661
OnePath Wholesale Property Securities Trust	-	-	1	-
OnePath Wholesale Select Leaders Trust	70,660	96.60	4,360	54,834,835
OptiMix Global Share Trust	21,049	40.08	639	14,280,837
OptiMix Wholesale Australian Fixed Interest Trust	14,345	11.14	30	17,232,679
OptiMix Wholesale Australian Share Trust	36,392	16.28	1,796	41,765,753
OptiMix Wholesale Balanced Trust	274,536	17.50	8,211	282,681,856
OptiMix Wholesale Conservative Trust	143,094	50.99	2,992	144,359,700
OptiMix Wholesale Global Emerging Markets Share Trust	21,546	4.47	465	33,233,689
OptiMix Wholesale Global Share Trust	319	0.29	7	755,506
OptiMix Wholesale Growth Trust	247,142	33.37	9,066	206,494,345
OptiMix Wholesale High Growth Trust	70,331	99.59	2,446	74,653,920
OptiMix Wholesale Moderate Trust	124,649	19.97	3,509	118,403,679
OptiMix Wholesale Property Securities Trust	12,859	61.89	585	16,648,933
Smart Choice Wholesale Alternatives Defensive Trust	637,403	100.00	52,531	643,372,104
Smart Choice Wholesale Alternatives Growth Trust	1,049,028	100.00	56,163	983,300,465
	<u>30,484,135</u>		<u>1,651,799</u>	<u>26,654,695,064</u>

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**2023**

	Fair value at 30 June \$'000	Interest held %	Distribution income \$'000	Number of Units Held Units
<b>IOOF Investment Services Limited:</b>				
MLC Cash Management Trust <sup>^</sup>	118	0.05	4	117,400
MLC MultiMix Cash Enhanced Trust <sup>^</sup>	72	0.04	2	71,509
MLC MultiMix Australian Shares Trust <sup>^</sup>	55	0.01	1	49,572
MLC Multimix Balanced Growth Trust <sup>^</sup>	72	0.00	3	75,815
MLC MultiMix Capital Stable Interest <sup>^</sup>	-	-	1	-
MLC MultiMix Diversified Fixed Interest <sup>^</sup>	237	0.06	7	290,416
MLC MultiMix Growth Trust <sup>^</sup>	62	0.01	3	67,649
MLC MultiMix International Shares Trust <sup>^</sup>	55	0.02	3	61,150
MLC MultiSeries 30 <sup>^</sup>	4,337	0.74	60	4,237,267
MLC MultiSeries 50 <sup>^</sup>	2,351	0.15	41	2,186,419
MLC MultiSeries 70 <sup>^</sup>	29,704	1.64	545	33,617,388
MLC MultiSeries 90 <sup>^</sup>	602	0.21	35	510,035
MLC MultiMix Moderate Trust <sup>^</sup>	266	0.04	12	260,806
Specialist Property Fund	105	0.12	-	135,661
	<u>38,036</u>		<u>717</u>	<u>41,681,087</u>
<b>MLC Investment Limited:</b>				
MLC Wholesale Horizon 4 Balanced Portfolio	5,375	0.21	115	4,354,595
MLC Wholesale Global Share Fund	131	0.16	18	126,779
MLC Wholesale Property Securities Fund	190	0.26	5	250,679
MLC Wholesale IncomeBuilder	220	0.06	16	134,881
MLC Wholesale Inflation Plus - Assertive Portfolio	208	0.04	4	212,195
MLC Wholesale Inflation Plus - Moderate Portfolio	51	0.01	1	47,741
MLC Wholesale Horizon 5 Growth Portfolio	1,159	0.16	30	844,639
MLC Wholesale Horizon 6 Share Portfolio	298	0.07	15	236,511
MLC Wholesale Horizon 3 Conservative Growth Portfolio	42	0.00	1	37,261
MLC Wholesale Horizon 7 Accelerated Growth	205	0.11	6	110,626
MLC Wholesale Horizon 2 Income Portfolio	367	0.10	4	368,660
Altrinsic Global Equities Trust*	53	0.02	5	33,417
Antares Ex-20 Australian Equities Fund*	5	0.02	-	4,247
Antares Income Fund*	107	0.06	3	109,427
	<u>8,411</u>		<u>223</u>	<u>6,871,658</u>
<b>Total</b>	<u>30,530,582</u>		<u>1,652,739</u>	<u>26,703,247,809</u>

<sup>^</sup>On 30 November 2023, the MLCI and IISL renamed multiple unit trusts as part of their rebranding strategy.

\*On 3 October 2023, MLCI replaced Antares as Responsible Entity of the unlisted unit trusts.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**15. Related parties (continued)**

**Related parties investments (continued)**

**Insignia Financial Limited Securities - Related party investments**

As at reporting date, the Fund's holdings in Insignia Financial Limited issued securities are set out in the table below:

Fair value of investments		Dividend income received/receivable	
2024	2023	2024	2023
\$'000	\$'000	\$'000	\$'000
141	181	13	15

Insignia Financial Limited (Listed equity)

**16. Investment assets of unconsolidated structured entities**

Investments in unlisted unit trusts, which are considered unconsolidated structured entities, are disclosed in the statement of financial position. The maximum exposure to loss in the unconsolidated structured entities is the fair value disclosed in the note. The fair value of the exposure will change on a daily basis throughout the period and in subsequent periods and will cease once the investments are disposed of.

The investments of the Fund are managed in accordance with the investment mandates with the respective underlying investment managers. The investment decisions of the Fund are based on the analysis conducted by the investment manager. The return of the Fund is exposed to the variability of the performance of the underlying investment strategies. The underlying investment managers receive a management fee for undertaking the management of these investments. The table below describes the types of the investments of the underlying assets of the unconsolidated structured entities that the Fund invests into:

	Fair value of investments		Ownership interest %	
	2024	2023	2024	2023
	\$m	\$m	\$m	\$m
Cash	994	2,074	4%	7%
Equity	21,528	19,912	66%	65%
Fixed Interest	5,732	4,548	17%	15%
Derivative	323	321	1%	1%
Commodity	-	1	0%	0%
Property	1,779	1,627	5%	5%
Infrastructure	61	71	0%	0%
Alternative assets	2,423	2,113	7%	7%
	<b>32,840</b>	<b>30,667</b>	<b>100%</b>	<b>100%</b>

**Investment assets**

As at 30 June 2024 and 30 June 2023, the Fund has not imposed any material restrictions (e.g. borrowing arrangements or contractual arrangements) on the ability of the unconsolidated structured entities to transfer funds to the Fund in the form of dividends or to repay loans or advances made to the unconsolidated structured entities by the Fund.

As at 30 June 2024 and 30 June 2023, the Fund does not have any current commitments or intentions to provide financial or other support to the unconsolidated structured entity, including commitments or intentions to assist the structured entity in obtaining financial support.

The Fund had a controlling interest in the related parties listed in Note 16 with interests of greater than 50%. Unlisted unit trusts that the Fund invests in, but do not consolidate, meet the definition of structured entities because:

- (a) The voting rights in the unlisted unit trusts are not dominant rights in deciding who controls them as they relate to administrative tasks only;
- (b) The investment and other activities of the unlisted unit trusts are restricted to their investment mandates and/(or) Product Disclosure Statements (PDS); and
- (c) The unlisted unit trusts have narrow and well-defined objectives to provide investment opportunities to investors.

**Retirement Portfolio Service**  
**Notes to the financial statements**  
**For the year ended 30 June 2024**

**17. Indemnity**

For the year ended 30 June 2024, the Trustee and its Directors are entitled to be indemnified by the Fund for certain liabilities they might incur in their capacity as Trustees of the Fund.

**18. Contingent assets, liabilities, and capital commitments**

*Class Actions*

The Trustee is party to a class action against OPC (and two companies external to the Insignia Group) in the Federal Court in relation to alleged breaches of trustee obligations regarding the investment of cash investment option funds and the charging of fees relating to commissions.

*Remediation matters*

There are several remediation matters under investigation, the potential outcomes and total costs associated with these matters remain uncertain and any provisions raised in relation to these matters have been recognised by either the Trustee's related party administrator or the ultimate parent entity where appropriate.

**19. Events subsequent to reporting date**

**Court enforceable undertaking**

Due to an incident previously notified to the Australian Prudential Regulation Authority ("APRA"), the Trustee paid a fine on 20 July 2024 of \$10,704,600 under infringement notices issued by APRA for alleged breaches of the Superannuation Industry (Supervision) Act 1993 (SIS Act) for failing to invest members' default superannuation contributions in MySuper product.

Additionally, APRA agreed to accept a court enforceable undertaking (CEU) from OPC. OPC has committed to:

- identify, rectify, and remediate all members adversely affected by the breaches with assurance from an independent expert;
- allocate additional resources to replenish the Operational Risk Financial Requirement resources to 100% of the target balance of 0.25% of funds under management; and
- hold \$40m of its existing Operational Risk Financial Requirement assets as an overlay until OPC has satisfied the terms of the CEU.

OPC must comply with the CEU, failing which APRA may seek a court order to require compliance or take further enforcement steps. OPC has recognised a provision of \$26.3m in its financial accounts to cover the costs of both the fine and remediation activities required under the CEU.

**Director retirement and appointment**

In August 2024, Chair Lindsay Smartt announced that he will be stepping down from the RSEL Board. Danielle Press will be appointed as a Non-Executive Director on Thursday, 19 September and will officially take on the position of Chair in November 2024.

No other significant events have occurred after the reporting date that affect the interpretation of the financial information contained within this report.

## Retirement Portfolio Service

### Trustee Declaration

In the opinion of the Directors of OnePath Custodians Pty Limited being the Trustee of Retirement Portfolio Service (the Fund):

1. The financial statements of the Fund, the notes to the financial statements and Remuneration Report set out in the Directors' Report, are in accordance with the *Corporations Act 2001* including:

(i) Giving a true and fair value of the financial position of the Fund as at 30 June 2024, the results of its operations and its cash flows for the year then ended;

(ii) Complying with Australian Accounting Standards, other mandatory professional reporting requirements and the provisions of Trust Deed dated 22 October 1997, as amended, and the *Corporations Regulations 2001*; and

2. There are reasonable grounds to believe that the Fund will be able to pay their debts as and when they become due and payable; and

3. The operations of the Fund have been carried out in accordance with its Trust Deed dated 22 October 1997, as amended and in compliance with:

- the requirements of the *Superannuation Industry (Supervision) Act 1993 and Regulations*;
- applicable sections of the *Corporations Act 2001 and Regulations*;
- the requirements under *Section 13 of the Financial Sector (Collection of Data) Act 2001*.

Signed in accordance with a resolution of the Board of Directors of the Trustee, OnePath Custodians Pty Limited.



.....

Director



.....

Director

Signed 18 September 2024



# Independent Auditor's Report

To the members of Retirement Portfolio Service

## Report on the audit of the Financial Report

### Opinion

We have audited the **Financial Report** of Retirement Portfolio Service (the Fund).

In our opinion, the accompanying Financial Report of the Fund gives a true and fair view, including of the Fund's financial position as at 30 June 2024 and of its financial performance for the year then ended, in accordance with the *Corporations Act 2001*, in compliance with *Australian Accounting Standards* and the *Corporations Regulations 2001*.

The **Financial Report** comprises:

- Statement of financial position as at 30 June 2024
- Income statement, Statement of changes in member benefits, Statement of changes in reserves and Statement of cash flows for the year then ended
- Notes, including material accounting policies
- Trustee Declaration.

### Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 Fund in accordance with 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 fulfilled our other ethical responsibilities in accordance with these requirements.

### Other Information

Other Information is financial and non-financial information in the Fund's annual report which is provided in addition to the Financial Report and the Auditor's Report. The Trustee is responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Directors Report.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not



express an audit opinion or any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we 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.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

### Responsibilities of the Directors of the Trustee for the Financial Report

The Directors of the Trustee are responsible for:

- preparing the Financial Report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Fund, and in compliance with *Australian Accounting Standards* and the *Corporations Regulations 2001*
- implementing necessary internal control to enable the preparation of a Financial Report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Fund, and that is free from material misstatement, whether due to fraud or error
- assessing the Fund's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Fund or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- 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 *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They 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 the Financial Report.

A further description of our responsibilities for the audit of the Financial Report is located at the *Auditing and Assurance Standards Board* website at:

[http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf)

This description forms part of our Auditor's Report.



## Report on the Remuneration Report

### Opinion

In our opinion, the Remuneration Report of Retirement Portfolio Service for the year ended 30 June 2024, complies with *Section 300C* of the *Corporations Act 2001*.

### Directors of the Trustee's 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 responsibilities

We have audited the Remuneration Report included in pages 8 to 27 of the Directors' report for the year ended 30 June 2024.

Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with *Australian Auditing Standards*.

KPMG

Dean Waters

*Partner*

Melbourne

17 September 2024