

MERCER SUPERANNUATION (AUSTRALIA) LIMITED

Register of Relevant Duties and Interests

1 January 2026 (register as at 31 December 2025)

The trustee of the Mercer Super Trust is Mercer Superannuation (Australia) Limited (**MSAL**).

The table below is the register of duties and interests which have been determined to be 'Relevant Duties' and 'Relevant Interests' for the purposes of APRA Prudential Standard SPS 521 Conflicts of Interest for MSAL.

The Relevant Duties and Relevant Interests listed are those of the Trustee and its Responsible Persons.

A Relevant Duty or a Relevant Interest is one that might reasonably be considered to have the potential to have a significant impact on the capacity of the RSE licensee, the associate of the RSE licensee or the Responsible Person with the relevant duty or holding the relevant interest, to act in a manner that is consistent with the best financial interests of beneficiaries.

The Register is required under Section 1017DA(1)(a) of the *Corporations Act 2001* (Cth) and subregulation 7.9.07ZB(1) and 7.9.07ZB(3) of the *Corporations Regulations 2001* (Cth).

Mercer (Australia) Pty Ltd (**MAPL**) and its subsidiaries including MSAL promote a culture that encourages Mercer colleagues to exercise proper judgement and to act honestly and professionally when providing financial and other services. Mercer Australia's Conflicts Management Framework is designed to enable MSAL as a RSE Licensee and its Responsible Persons to appropriately manage relevant conflicts of interest and duties that may arise. A summary of the Policy can be found on the Mercer Super website.

Name / Title	Relevant Duties	Relevant Interests
Directors		
James Minto Non-Executive Director and Chair	MSAL Duties/Memberships - Responsible Person of MSAL. - Member, MSAL Audit & Risk Committee. - Member, MSAL People & Culture Committee. - Member, MSAL Investment Committee. - Member, MSAL Insurance Committee. External Directorships - Director and Chair, Swiss-Re Life & Health Australia Limited. External Duties/Memberships - Chair of Advisory Board, Swiss Reinsurance Company Asia Ltd.	Receives Director fees for services performed as a director of MSAL.
Jim Miller Non-Executive Director	MSAL Duties/Memberships - Responsible Person of MSAL. - Member, MSAL Audit & Risk Committee. - Chair and Member, MSAL Investment Committee. External Directorships - Director and Secretary, J & S Miller Pty Limited. - Director and Secretary, JCL Miller Pty Limited. - Director and Secretary, JECALA Pty Limited. - Director and Secretary, JIMSAIR Pty Ltd. - Director, Invalorem Pty Ltd. - Non-Executive Director, Tennis Australia	Receives Director fees for services performed as a director of MSAL. Member, Mercer Super Trust.

Name / Title	Relevant Duties	Relevant Interests
	External Duties/Memberships - Chair, Infrastructure Victoria. - Defence Estate Audit Co-Leader.	
Pauline Vamos Non-Executive Director	MSAL Duties/Memberships - Responsible Person of MSAL. - Chair and Member, MSAL Audit & Risk Committee. - Chair and Member, MSAL Member Experience Committee. - Chair and Member, MSAL Insurance Committee. External Directorships - Chair, Zurich Assure Australia Pty Ltd. - Chair, Ardea Investment Management Limited. - Chair and Council Member, Chartered Governance Institute of Australia.	Receives Director fees for services performed as a director of MSAL.
Darren Wickham¹ Non-Executive Director	MSAL Duties/Memberships - Responsible Person of MSAL. - Member, MSAL Investment Committee. - Member, MSAL Member Experience Committee. External Directorships - Director, Nostalgia Cars and Parts Pty Limited SMSF fund.	Receives Director fees for services performed as a director of MSAL. Member, Mercer Super Trust.

¹ Conflicts Management Plan is in place.

Name / Title	Relevant Duties	Relevant Interests
	External Duties/Memberships Head of Group Insurance, Zurich Australia Group.	
Tony Johnson² Non-Executive Director	MSAL Duties/Memberships - Responsible Person of MSAL. - Member, MSAL Audit & Risk Committee. - Member, MSAL People & Culture Committee. External Directorships - Director, Allianz Australia Limited. - Director, E&P Financial Group Limited. - Director, Kieser Australia - Chair, Bupa ANZ External Duties/Memberships - Member, Committee of Management, Mannix College Foundation Council Inc - Committee Member, Melbourne Cricket Club - Member, Board of Management, Melbourne Theatre Company - Councillor, Council of Monash University	Receives Director fees for services performed as a director of MSAL.
Jennifer Fagg Non-Executive Director	External Directorships - Non-Executive Director, Ingenia Communities & Holdings Limited - Non-Executive Director, National Breast Cancer Foundation - Non-Executive Director, PayPal (Australia) Pty Ltd	Receives Director fees for services performed as a director of MSAL.

² Conflicts Management Plan is in place.

Name / Title	Relevant Duties	Relevant Interests
	External Duties/Membership Advisory Board Member and Minor Share Holdings, Stay or Go Pty Ltd	

Name / Title	Relevant Duties	Relevant Interests
Internal Responsible Persons		
Angela Meyer Gender Equity Consultant, Mercer (N.Z.) Limited.	- Employee, Mercer (N.Z.) Limited. - Responsible Person of MSAL. - Member, MSAL Member Experience Committee.	Remunerated by Mercer (N.Z.) Limited and is potentially entitled to a bonus.
Antony Proksa³ Chief Operating Officer, Mercer Pacific	- Employee, MAPL. - Responsible Person, MSAL. - Responsible Manager for related entity, Mercer Outsourcing (Australia) Pty Ltd. - Director, Mercer Australia Pty Ltd, Mercer Outsourcing (Australia) Pty Ltd, Mercer Services (Australia) Pty Ltd, Mercer Administration Services (Australia) Pty Ltd. - Director, Advance Asset Management Limited	Remunerated by MAPL and is potentially entitled to a bonus.
Brad Tallents Chief Distribution and Growth Officer	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager of MSAL. External Directorships - Director, Legacy Australia	Remunerated by MAPL and is potentially entitled to a bonus. Member, Mercer Super Trust.

³ Conflicts Management Plan is in place

Name / Title	Relevant Duties	Relevant Interests
	External Duties Finance, Audit, and Risk Management Committee, Legacy Australia	
Brent Tulk Trustee Office Leader	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus.
Claire Ross Chief Executive Officer, Mercer Super.	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus. Owns shares / share options, Marsh McLennan Companies. Member, Mercer Super Trust
Dennis Gentilin Chief Risk Officer, MSAL	- Employee, MAPL - Responsible Person of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus.
Darren Hall Head of Operations, Pacific	- Employee, Mercer Services Australia Pty Ltd. - Responsible Person of MSAL. - Responsible Manager for related entity, Mercer Outsourcing (Australia) Pty Ltd. - Responsible Manager for related entity, Mercer Administration Services (Australia) Pty Ltd.	Remunerated by MAPL and is potentially entitled to a bonus.
David Bryant CEO Marsh McLennan Pacific and President, Mercer Pacific	- Employee and Director, MAPL - CEO of Marsh McLennan Companies Inc. - Director of Marsh McLennan (Australia) Pty Ltd - Director of Mercer (N.Z.) Limited - Executive Director, Marsh Mercer Holdings (Australia) Pty Ltd External Directorships	Remunerated by MAPL and is potentially entitled to a bonus. Owns shares and/ or share options in MMC

Name / Title	Relevant Duties	Relevant Interests
	- Director of The Movember Group Pty Ltd and its subsidiaries - Director and Chair, Financial Services Council	
Emma Chand Head of Product, Mercer Super	- Employee, Mercer Services Australia Pty Ltd. - Responsible Person of MSAL. - Responsible Manager of MSAL	Remunerated by Mercer Services Australia Pty Ltd and is potentially entitled to a bonus.
Graeme Miller Chief Investment Officer, Mercer Super	- Employee, MAPL. - Responsible Person of MSAL External Duties - Investment Sub-Committee member (Pro-bono advisory role), Expression Australia - Investment Committee member (Pro-bono advisory role), Mount Scopus College Foundation	Remunerated by MAPL and is potentially entitled to a bonus.
Jehangir Sandhu Partnerships Lead	- Employee, MAPL - Responsible Manager, MSAL	Remunerated by MAPL and is potentially entitled to a bonus.
Jody Turner Senior People Partner, Mercer Super/Mercer Wealth	- Employee, MAPL. - Responsible Person of MSAL. External Directorship - Director, FVREE – Free From Family Violence	Remunerated by MAPL and is potentially entitled to a bonus. Member, Mercer Super Trust
Kelly Shay Head of Retention and Retirement	- Employee, MAPL. - Responsible Manager of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus.

Name / Title	Relevant Duties	Relevant Interests
Kendall Vine Chief Strategy & Financial Officer	- Employee, MAPL. - Responsible Person of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus.
Kim Richards Pacific Chief Risk and Compliance Officer, Marsh and Mercer	- Employee, Marsh Pty Ltd. - Responsible Person of MSAL.	Remunerated by Marsh Pty Ltd and is potentially entitled to a bonus. Shareholder, Commonwealth Bank of Australia. Shareholder, FNZ Australia Pty Limited. Member, ANZ Super Fund.
Kylie Dunphy-Brown Chief Operating Officer, Mercer Super	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager of MSAL	Remunerated by MAPL and is potentially entitled to a bonus.
Mark Seymour Head of Investment & Fund Services, Wealth Pacific	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager, MIAL	Remunerated by MAPL and is potentially entitled to a bonus.
Penny Collicoat Mercer Financial Advice Business Leader	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager for Mercer Financial Advice (Australia) Pty Ltd	Remunerated by MAPL and is potentially entitled to a bonus.
Petra Fawcett Transformation & Change Leader, Mercer Super	- Employee, MAPL. - Responsible Person of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus. Member, Mercer Super trust
Shannon Burdeu Company Secretary (Superannuation)	- Employee, MAPL. - Responsible Person of MSAL. External Directorships	Remunerated by MAPL and is potentially entitled to a bonus.

Name / Title	Relevant Duties	Relevant Interests
	- Vice-Chair (Volunteer Director) Rights, Information and Advocacy Centre External Duties - Member, Marong Community Action Group	
Simon Eagleton General Management Function/Business Leader	- Employee, MAPL. - Responsible Person of MSAL. - Accountable Person of MSAL - Director of Mercer Financial Advice (Australia) Pty Ltd - Director of Mercer Investments (Australia) Pty Ltd - Director of Advance Asset Management Limited	Remunerated by MAPL and is potentially entitled to a bonus. Owns shares and/or share options of MMC. Member, Mercer Super Trust.
Tim Price Commercial Manager	- Employee, MAPL. - Responsible Manager, MSAL	Remunerated by MAPL and is potentially entitled to a bonus. Member, Mercer Super Trust
Trevor Hare Mercer Technology Leader, AMEA and Pacific	- Employee, MAPL. - Responsible Person of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus.
Yaseen Shaik Audit Director – Pacific	- Employee, MAPL. - Responsible Person of MSAL.	Remunerated by MAPL and is potentially entitled to a bonus.
Angela Hartl RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus.
Guy Holley RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus. Shareholder, AMP Ltd

Name / Title	Relevant Duties	Relevant Interests
Julian Hotz RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus.
Mark Nelson RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus.
Mark Samuels RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus. Member, Mercer Super Trust
Richard Codron RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus. Member, Mercer Super Trust
Timothy Jenkins RSE Actuary	- Employee, MAPL. - Responsible Person of MSAL. - Responsible Manager for Mercer Consulting (Australia) Pty Ltd. - RSE Actuary to other superannuation funds	Remunerated by MAPL and is potentially entitled to a bonus.

Name / Title	Relevant Duties	Relevant Interests
External Responsible Persons		
Fiona O’Keefe RSE Auditor	- Responsible Person of MSAL. - RSE Auditor, MSAL. - Partner, Deloitte Touche Tohmatsu Australia. - May also be an auditor for other RSE Licensees.	No relevant interests declared.

Name / Title	Relevant Duties	Relevant Interests
Andrew West RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee, Towers Watson Australia Pty Ltd. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.
Chris Porter RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee, Willis Towers Watson Australia Pty Ltd. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.
David Lewis RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Principal, Professional Financial Solutions Pty Ltd. - May also be an RSE Actuary to other superannuation funds - Actuary to the Sims Group Plan	No relevant interests declared.
Hadas Danziger RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee, Willis Towers Watson Australia Pty Ltd. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.
Jacqueline Downham RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Trustee Director, Towers Watson Superannuation Pty Ltd. - Employee, Willis Towers Watson Australia Pty Ltd. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.
John Newman RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee, Professional Financial Solutions Pty Ltd.	No relevant interests declared.

Name / Title	Relevant Duties	Relevant Interests
	May also be an RSE Actuary to other superannuation funds	
Luke Carroll RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee, Willis Towers Watson Australia Pty Ltd. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.
Nerida Seccombe RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee/Director, The Heron Partnership. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.
Su Li Sin RSE Actuary	- Responsible Person of MSAL. - RSE Actuary for sub-plans, MSAL. - Employee, Aon Services Pty Limited. - May also be an RSE Actuary to other superannuation funds	No relevant interests declared.

RSE	Relevant Duties of the RSE	Explanation of Potential Conflict
Mercer Superannuation (Australia) Limited	MSAL is a subsidiary of MAPL which is a subsidiary of the Marsh McLennan Companies (MMC).	- MSAL receives services from MAPL and other MMC Group entities including access to employees and other resources. - The duties owed to and by MAPL and the MMC Group entities are contractual duties set out in relevant agreements.