



MLC Super fund

ABN 70 732 426 024

Annual Financial Report
For the year ended 30 June 2025

MLC Super Fund Annual Financial Report

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Directors' report

The Directors of NULIS Nominees (Australia) Limited (NULIS) ABN 80 008 515 633 (the Trustee or RSEL), as Trustee for the MLC Super Fund (the Fund), submit herewith the annual financial report of the Fund for the financial year ended 30 June 2025. In order to comply with the provisions of the *Corporations Act 2001*, the Directors of the Trustee report as follows:

Principal activities

The MLC Super Fund 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 9 May 2016, 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 R1077223).

NULIS is a subsidiary of Insignia Financial Ltd. The Insignia Financial group (Insignia Financial) provides a number of services to the Trustee including superannuation member administration services, through outsourced arrangements, which supports NULIS to operate this Fund.

Directors

The Directors during the year were:

Directors	Date appointed	Date retired	Position
Danielle Press	25 November 2024 19 September 2024		Independent Non-Executive Chair Independent Non-Executive Director
Beth McConnell	04 December 2019		Independent Non-Executive Director
Marianne Perkovic	03 October 2023		Independent Non-Executive Director
Mario Pirone	03 October 2023		Independent Non-Executive Director
Steven Schubert	04 December 2019		Independent Non-Executive Director
Lindsay Smartt	15 October 2021 08 September 2021	25 November 2024 31 December 2024	Independent Non-Executive Chair Independent Non-Executive Director
Karen Gibson	17 March 2022	31 March 2025	Independent Non-Executive Director

Review of operations

During the financial year, the net assets available for member benefits of the Fund was \$92,244m (2024: \$86,726m) with the increase being driven by positive market movements throughout the year. The Fund recorded total revenue of \$9,483m (2024: \$8,900m) and total expenses of \$549m (2024: \$506m).

Significant events

- Licence conditions**

In November 2022, APRA imposed the following additional licence conditions on the Trustee:

Directors' report (continued)

- 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.

A Rectification Action Plan (RAP) was developed, and the Trustee has made significant progress in addressing rectification activities. The RAP has considered changes broader than the Independent Expert findings and is expected to be completed in December 2026.

- **Master Trust target state**

On 1 July 2025, Insignia Financial completed the transition of its Master Trust administration and technology services to SS&C Administration Services (Australia) Pty Ltd (SS&C) and was completed by the Trustee's Administrator.

- **Successor fund transfer**

The Trustee approved on 4 April 2025 the transfer of MLC Life Insurance's retail and legacy insurance products to Equity Trustees Superannuation Limited (ABN 50 055 641 757) via a Successor Fund Transfer (SFT). The SFT was effective 1 July 2025, and the Trustee will consequently cease to act as Trustee for MLC Life Insurance (ABN 90 000 000 402).

- **Change in Fund management and administration**

Commencing 1 July 2025, Oasis Asset Management Limited, a wholly owned subsidiary of Insignia Financial Ltd, commenced operating as the Administrator for the Trustee replacing MLC Wealth Limited. The terms of the agreement covering these services is made on commercial terms and conditions.

- **Class action**

On 28 July 2025, a payment of \$64.3m was made by MLC Wealth Limited (on behalf of the Trustee) in relation to the settlement of the "MySuper" class action commenced by Maurice Blackburn in January 2020. This settlement was made using money provided by National Australia Bank Ltd (NAB) as the party liable for the costs associated with this class action.

- **Change in auditor**

During the financial year ended 30 June 2025, the Trustee of the Fund resolved to appoint Ernst & Young (EY) as the external auditor, replacing KPMG, who has served as the Fund's auditor in the current and prior years. The proposed appointment is in accordance with the requirements of the *Corporations Act 2001*, the *Superannuation Industry (Supervision) Act 1993*, and relevant regulatory guidance, including the resignation of KPMG. The change in auditor is effective from 1 July 2025, and does not impact the operations of the Fund. The appointment is subject to regulatory approval.

KPMG has conducted the audit for the year ended 30 June 2025 and has issued an independent auditor's report included in this financial report.

- **Operational Risk Financial Requirement (ORFR) target amount**

On 19 May 2025, the Trustee approved a reduction in the ORFR target amount from 0.25% to 0.20% of funds under management for the Fund. The Trustee also approved a change in the Lower Tolerance Limit from 90% to 85%, and Upper Tolerance Limit from 110% to 115%. These changes are effective from 1 July 2025.

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.

Directors' report (continued)

Events subsequent to reporting date

- **Binding share offer**

On 22 July 2025, the ultimate parent entity of the Trustee, Insignia Financial Ltd announced that it had entered into a Scheme of Implementation Deed (SID) under which CC Capital has agreed to acquire all of the issued shares in Insignia Financial Ltd pursuant to a scheme of arrangement (Scheme) for cash consideration of \$4.80 per share.

The Insignia Financial Ltd Board has unanimously recommended that shareholders vote in favour of the Scheme in the absence of a superior proposal, and subject to an independent expert concluding (and continuing to conclude) that the Scheme is in the best interests of Insignia Financial Ltd shareholders.

The Scheme is subject to various conditions, including approval by Insignia Financial Ltd shareholders and regulatory approvals from the Australian Prudential Regulatory Authority, the Foreign Investment Review Board and the Australian Competition and Consumer Commission.

Subject to Insignia Financial Ltd shareholders approving the Scheme and the other conditions being satisfied (or, if applicable, waived), Insignia Financial expects that the Scheme will be implemented in the 1st half of calendar year 2026.

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, Insignia Financial considers a broad range of ESG considerations. To help guide its responsible investment practice, Insignia Financial has become a member of the Investor Group on Climate Change (IGCC). Insignia Financial's ESG activities are discussed in the ESG section of its annual report.

Under the new Australian Sustainability Reporting Standard (ASRS) S2 released in Australia, Registrable Superannuation Entities (RSEs) have an increased responsibility to assess, manage, and disclose climate-related risks. The standard requires RSEs to provide clear reporting on their approach to managing climate-related risks and opportunities within their operations as well as their investment portfolios. Climate risk reports outlining this information are required to be included in financial reporting for qualifying RSEs for the 30 June 2027 financial year. Insignia Financial has set up a project working group to build climate risk reporting capability in readiness for the new reporting standard. Further information on this and other ESG activities are outlined in the Insignia Financial Sustainability Report.

Rounding

The MLC Super Fund 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

Directors' report (continued)

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 entity 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 2025. 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 11 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 2025.

Signed in accordance with a resolution of the Directors of NULIS Nominees (Australia) Limited, pursuant to Section 298(2) of the *Corporations Act 2001*.



Ms Danielle Press

Chair

23 September 2025

Remuneration report

Letter from the Group People & Remuneration Committee Chair

Dear Members,

On behalf of NULIS, I am pleased to present our 2025 remuneration report. NULIS is the Trustee and RSEL of the Fund and is a subsidiary of Insignia Financial Ltd (IFL). The Insignia Financial group (the Group) includes NULIS and other subsidiaries of IFL.

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 NULIS. 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 NULIS, referred to as Key Management Personnel (KMP) in this report.

Changes to KMP

As prefaced in the 2024 report, a number of executive team changes have been made in July 2024 to align with the Group's new operating structure, which enhances end-to-end Profit and Loss (P&L) accountability, improves risk management and governance and drives sustainable growth. The executive KMP for 2025 have also been reassessed and as a result of this reassessment, a number of individuals are no longer considered KMP to the Fund. Details of these changes are provided in Section 2 of this report.

Board renewal

On 19 September 2024, we welcomed Danielle Press as Non-Executive Director of the RSEL Boards and appointed Danielle as the Chair of the RSEL Boards effective 25 November 2024. Lindsay Smartt resigned from the RSEL Boards on 31 December 2024 and resigned as the chair on 25 November 2024. Karen Gibson resigned from the RSEL Boards on 31 March 2025.

Progress in 2025

During a year of significant change that took place across the organisation, the team have delivered strong outcomes for our members.

The NAB separation was completed in November 2024, with the formal exit from the transitional services agreement in May 2025. This significant milestone marks the end of reliance on NAB and was achieved through meticulous planning and execution, ensuring a smooth transition and continued operational excellence.

Another significant transformation milestone was the announcement in December 2024 of a partnership, with SS&C Administration Services (Australia) Pty Ltd (SS&C) to provide administration and technology services to the Fund. The transition has been completed successfully on 1 July 2025. We will work closely together with SS&C to transform the multiple technology platforms and operating models to one, resulting in an improved member experience and cost efficiencies.

Progress also includes the successful implementation of the IFL Enterprise Agreement, which is a key lever in unifying our culture by ensuring our people are covered by one consistent and competitive set of employment terms and conditions, a significant simplification from the six enterprise agreements that previously existed.

Uplifting governance

Good governance is key to any successful organisation which includes pursuing ongoing compliance with regulatory and legislative requirements. Implementation of APRA Prudential Standard CPS 511 *Remuneration* (CPS 511) and the Financial Accountability Regime (FAR), which went live on 15 March 2025, are just two of a number of requirements that will contribute to ongoing regulator confidence with Insignia Financial.

The FAR reinforces our commitment to accountability and strengthens our governance framework. As part of FAR and aligned to the new operating model, clear accountabilities have been mapped to executives for key business responsibilities, with clear 'reasonable steps' underpinning each. Operational policies and procedures have also been introduced to ensure ongoing management and compliance with the regime.

Remuneration report

Uplifting governance (continued)

In alignment with CPS 511, we have enhanced our remuneration disclosure practices to ensure greater transparency and good governance, including the uplift of consequence management policies and practices. These measures demonstrate our commitment to aligning executive remuneration with prudent risk management and long-term shareholder value.

Good progress also continues to be made in relation to the licence conditions APRA imposed in November 2022, aimed at enhancing NULIS' governance in relation to member outcomes, oversight of service providers, risk, compliance and managing conflicts of interest. NULIS is working with IFL to satisfactorily address these licence conditions.

Non-Executive Director fees

For financial year 2025, the Non-Executive Directors (NEDs) fees received a 0.5% increase to account for the legislated increase in the Superannuation Guarantee rate.

On behalf of the Group 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
23 September 2025

Remuneration report

Contents

The Remuneration report for the MLC Super Fund 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.

1. Remuneration objectives, principles & governance	4. Remuneration for executive KMP
2. Key Management Personnel	5. Remuneration for Non-Executive Directors
3. Remuneration policy and methodology	6. Other information

1. Remuneration objectives, principles & governance

IFL believes remuneration plays an important role in supporting a high performance 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.

1.1 Promoting member best financial interests

Our remuneration framework practices support behaviours that promote the best financial interests of members. This is achieved by encouraging prudent risk management behaviours and ensuring clear accountability and appropriate consequences for management where there are adverse outcomes for members.

1.2 Role of RSELs in governing remuneration

The RSEL Boards within IFL (including the NULIS Board) 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 approval of the performance and remuneration outcomes for certain 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 RSEL 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 RSELs' perspective to the discussion. The joint meeting reviewed the material risk matters and considered potential consequences on performance and remuneration outcomes for senior leaders.

1.3 Meeting regulatory requirements

From 15 March 2025, the FAR became applicable to the RSELs. FAR aims at strengthening the responsibility and accountability frameworks and improving the risk and governance cultures of Australia's financial institutions. IFL has established the Office of the FAR and identified Accountable Persons who will have additional obligations to ensure compliance with the regime.

IFL continues to embed and uplift practices in compliance with APRA's Prudential Standard CPS 511 *Remuneration* (CPS 511). The 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.

2025 is the first year that NULIS is required to make disclosures on its remuneration framework and practices as specified under CPS 511. The information contained in this Remuneration report will be reflected in the CPS 511 disclosure and forms part of NULIS' compliance with regulatory requirements. It provides transparency on the remuneration framework, governance processes, and how remuneration outcomes align with the best financial interests of fund members.

Remuneration report

2. Key Management Personnel

2.1 Key Management Personnel

The table below outlines the KMP for the year ended 30 June 2025. 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.

Name	Role	Term as KMP
Chair and Non-Executive Directors		
D Press	Independent Non-Executive Director & Chairman	Appointed 19 September 2024 as NED. Chair from 25 November 2024.
K Gibson	Independent Non-Executive Director	Ceased 31 March 2025
B McConnell	Independent Non-Executive Director	Full year
M Perkovic	Independent Non-Executive Director	Full year
M Pirone	Independent Non-Executive Director	Full year
S Schubert	Independent Non-Executive Director	Full year
L Smartt	Independent Non-Executive Director & Chairman	Ceased 31 December 2024 as NED. Ceased 25 November 2024 as Chair.
Executive KMP		
D Woodall	CEO – Superannuation	Appointed 1 November 2024
J Sommer	Acting CEO – Superannuation	27 July 2024 to 31 October 2024
D Farmer	Chief Investment Officer	Full year
M Oliver	Chief Distribution Officer	Ceased 26 July 2024

2.2 KMP movement

On 19 September 2024, we welcomed Danielle Press as Non-Executive Director of the RSEL Boards and appointed Danielle as the Chair of the RSEL Boards effective 25 November 2024. Lindsay Smartt resigned from the RSEL Boards on 31 December 2024 and resigned as the chair on 25 November 2024.

As prefaced in the 2024 report, a number of executive team changes were made in July 2024 to align with the Group's new operating structure. This restructuring was designed to enhance end-to-end P&L accountability, improve risk management and governance, and drive sustainable growth.

The executive KMP for 2025 has been reassessed as a consequence of this organisational change. The new structure necessitated a re-evaluation of roles and responsibilities to ensure alignment with the Group's strategic objectives.

As a result of this reassessment, several executive positions, including the Group CEO, Group Chief Financial Officer, Group Chief Operating and Technology Officer, Group Chief Risk Officer, Group Chief People Officer, Group Chief Client Officer, and Chief Member Officer, are no longer considered KMP of the Fund from 1 July 2024. This decision was based on a thorough analysis of the new operating model, which identified that these roles, while critical to the organisation, do not meet the criteria for KMP under the revised governance framework.

The changes reflect a shift towards a more streamlined and focused leadership structure, aimed at enhancing operational efficiency and accountability. By redefining the scope of KMP, the Group ensures that the designation is reserved for roles with the most significant impact on the Fund's strategic direction and financial performance.

Dave Woodall was appointed as CEO – Superannuation effective 1 November 2024. Dave Woodall has end-to-end profit & loss responsibilities to the Group's Master Trust (Superannuation) business and is considered a KMP. Jason Sommer was the acting CEO – Superannuation from 27 July 2024 to 31 October 2024 prior to Dave Woodall's commencement.

Mark Oliver ceased his KMP responsibilities effective 26 July 2024 and has subsequently ceased employment with the Group.

Remuneration report

3. Remuneration policy and methodology

3.1 Remuneration policy

KMP are remunerated in accordance with IFL's remuneration policy and practices by the employing entities. All KMP are employed by non-RSEL subsidiaries of IFL.

Remuneration arrangements for executive KMP reflect the nature of their roles within IFL and are reviewed at least annually. In setting individual remuneration, IFL considers:

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

Remuneration for NEDs is set by the IFL Board based on recommendations from the Group People & Remuneration Committee and benchmarked against external market data, including from the Financial Institutions Remuneration Group (FIRG). Fees are determined with regard to:

- the ability to attract and retain suitably qualified directors;
- general industry practice and corporate governance principles;
- the responsibilities, risks, and time commitment of the role.

NEDs are remunerated for their contributions, with no link to performance to preserve independence and impartiality. They are not eligible to participate in IFL's incentive arrangements. NED fees are reviewed annually, effective 1 July each year.

3.2 Remuneration apportionment methodology

The Group includes four RSEs for a number of Registrable Superannuation Entities (RSEs) including the Fund. Remuneration for KMP is apportioned across the RSEs using the following methodology:

- NEDs perform work solely for the RSEs. Therefore, the proportion of remuneration is based on a Funds Under Administration (FUA) for the relevant RSE, as a percentage of the total FUA across all the RSEs of the Group.
- Executive KMP perform work for the RSEs and other IFL entities. The amounts disclosed for remuneration in this document reflect an apportionment methodology considering the following:
 - time committed to the RSEs; and
 - the FUA of the relevant RSE, as a percentage of the total FUA of all the RSEs within the Group.

Total remuneration for KMP (including NEDs) in relation to services provided to the Fund amounted to \$2,603,913 for 2025. NED remuneration is paid by non-RSEL subsidiaries of IFL and reimbursed by the Fund from the Fund's general reserve. Executive KMP remuneration is paid by a non-RSEL subsidiary of IFL and not reimbursed by the Fund or the Trustee.

3.3 Components of remuneration

The remuneration package for executive KMP include a mix of short-term fixed benefits and non-monetary benefits, post-employment benefits, short-term variable reward (STVR), long-term variable reward (LTVR), and termination benefits (if applicable).

Remuneration for executive KMP is discussed at Section 4 and remuneration for NEDs is discussed at Section 5.

Remuneration report

4. Remuneration for executive KMP

4.1 Snapshot of 2025 remuneration outcomes for executive KMP

Gateways and modifiers	All executive KMP have met the behavioural and compliance gateway requirements.
Total fixed remuneration (TFR)	<p>The TFR of new executives was determined with reference to the market remuneration quantum observed for equivalent roles in the Australian market.</p> <p>The Chief Investment Officer received a 15% increase to his TFR effective 1 July 2024 following an internal and external benchmarking review to ensure remuneration is aligned with market remuneration for comparative roles. This supports our objective of attracting and retaining high-calibre leadership to drive long-term value creation.</p>
Short-term variable reward	<p>All executive KMP met their business unit specific operating expenditure (OPEX) gateway requirement.</p> <p>STVR outcomes ranged between 99.8% and 133.5% of target (66.5% and 89% of maximum opportunity).</p>
Long-term variable reward	<p>The 40% rTSR component of the 2022 Executive Equity Plan (EEP) reached the end of its four-year performance period on 30 June 2025, with a vesting outcome of 0%. The remaining 60% was assessed in 2022 on annual financial and non-financial performance for the first year of the performance period, with an outcome for Mr Oliver of 109.3% of target (87.4% of maximum opportunity). There is no LTVR vesting for the current KMP who commenced with the business in 2025.</p> <p>Under the revised executive remuneration framework, LTVR is now issued with a 3-year performance period, with vested performance rights exercised pro-rata up to 6 years (depending on role) in line with regulatory requirements. Refer to Section 4.6.1 for more detail.</p>

4.2 2025 executive remuneration framework

Effective 1 July 2024, a revised executive remuneration framework has been implemented. Whilst the overall framework follows the same broad structure and principles as the 2024 Executive Incentive Plan (EIP), the revised framework is designed to meet the requirements of CPS 511 and FAR while striking a balance between short-term and long-term performance, sustainable shareholder growth, and ensuring remuneration outcomes reflect both performance and risk considerations. In particular, a key change is the introduction of a variable portion of the LTVR (the LTVR Deferred component) to meet regulatory deferral requirements based on STVR outcomes, as detailed in the following sections.

The executive variable remuneration framework, outlined in the following diagram, applies to executive KMP (excluding the Chief Investment Officer, who instead participates in a specialist incentive plan as described in Section 4.5.2) and operates within the broader governance, risk and consequence management frameworks under IFL Board's discretion. Variable remuneration and deferrals support executive retention and motivation while aligning rewards with shareholder experience, long-term value creation and regulatory compliance. Deferred remuneration ensures long-term accountability, with the IFL Board retaining discretion to adjust past, present and future pay through clawback and malus where necessary (see Section 4.6.1 for details).

Remuneration report

4. Remuneration for executive KMP (continued)

4.2 2025 executive remuneration framework (continued)

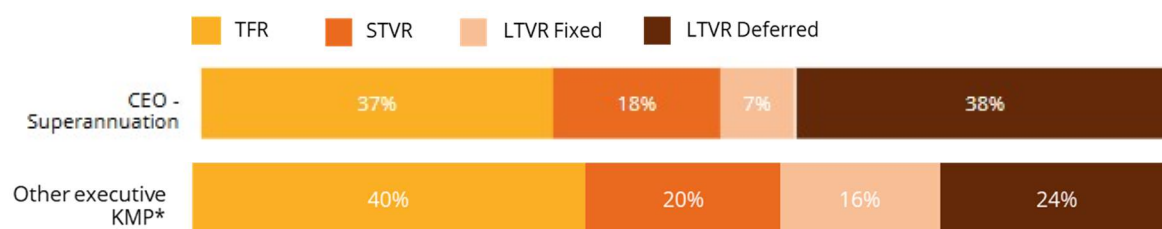
Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
STVR Paid in cash after the end of the performance year					
LTVR Fixed Vested rights are exercised after the end of the three-year performance period					
LTVR Deferred Number of allocated rights is adjusted based on the STVR outcome determined after the end of the initial performance year			Three-year restriction period for Functional CEOs		
			Two-year restriction period for other Executive KMP		

4.3 Remuneration mix

The remuneration mix under the new framework has been designed to allow for the LTVR Deferred component to be adjusted based on the STVR outcome, such that LTVR Deferred will always remain at 40% of total variable remuneration for the year, in line with regulatory deferral requirements. Please refer to the worked example contained in Section 4.6.1 for an illustration of how this works.

Additionally, CEO - Superannuation is required to have 60% of their total variable remuneration deferred. Mr Woodall received a one-off commencement incentive in 2025 as payment for incentives foregone (as described in Section 2.2), which forms part of his total variable remuneration for 2025. To ensure regulatory deferral requirements are met, a portion of his STVR outcome will be deferred into restricted rights, subject to ongoing considerations relating to the proposed acquisition of IFL by CC Capital Partners, LLC. Restricted rights will vest equally on 30 June 2028, 30 June 2029 and 30 June 2030 subject to continued service and meeting of risk and conduct expectations, and details of these rights to be granted have been included in Section 4.6.3.

The graphic below sets out the potential remuneration mix showing the relative proportion of each component in the executive remuneration framework as a percentage of total target opportunity. Further details of each component are set out in the following sections.



*excluding the Chief Investment Officer.

4.4 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 to ensure market competitive remuneration for attracting and retaining talent.

Remuneration report

4. Remuneration for executive KMP (continued)

4.5 Short-term variable remuneration

4.5.1 Key features for executives

The table below outlines key features of the 2025 STVR award for executive KMP, excluding the Chief Investment Officer who participates in a separate specialist incentive plan (refer to Section 4.5.2). Refer to Section 4.8 for treatment of STVR on cessation of employment.

Feature	Approach						
Purpose	Varies annual remuneration outcomes in line with annual performance achievement, with material weighting to financial and non-financial outcomes across customer, leadership, strategy execution and shareholder measures, incorporating both risk scorecard and values assessments. Recognises both the “what” and the “how” of performance.						
Performance period	Annual in line with IFL’s financial year.						
Participants	Executives (excluding the Chief Investment Officer)						
Instrument	100% of the STVR award will be delivered in cash.						
Opportunity	Target STVR: 50% of TFR Maximum STVR: 75% of TFR (150% of target STVR)						
Financial gateway	For 2025, the STVR is subject to an OPEX gateway specific to the executive’s business unit. This measure must be met for the executive to be eligible for any STVR outcome.						
Performance measures and weightings	<div>Individual STVR outcomes are determined with reference to Group performance and individual performance through a balanced scorecard. The performance measures comprise a mix of financial and non-financial metrics linked to Group and business unit targets, aligned to the Group’s strategy with the weightings varied by role. STVR outcomes are subject to IFL Board discretion. More information on the Group STVR scorecard can be found in Section 4.5.3.</div> <table><tr><td></td><td>Financial</td><td>Non-financial</td></tr><tr><td>Executive KMP</td><td>24% - 41.5%</td><td>58.5% - 76%</td></tr></table>		Financial	Non-financial	Executive KMP	24% - 41.5%	58.5% - 76%
	Financial	Non-financial					
Executive KMP	24% - 41.5%	58.5% - 76%					
Risk and Conduct and Principles	<div>Performance outcomes are subject to the following gateways and modifiers:</div> <ul style="list-style-type: none">Compliance gateways: all executives must meet core compliance expectations to be eligible for a STVR outcome, including adherence to the Code of Conduct and completion of mandatory training requirements.Principles: the IFL Board has discretion to adjust executive STVR outcomes on the basis of an assessment of behaviours aligned with our Group principles, where appropriate.Risk and conduct: the IFL Board has discretion, where appropriate, to adjust executive STVR outcomes based on individual risk performance and conduct, including where informed by recommendations from the Risk & Conduct Forum in relation to risk and conduct matters. The Risk and Conduct modifier also includes consideration of the senior risk matter outcomes that may warrant an adjustment to the Risk and Conduct assessment.						

Remuneration report

4. Remuneration for executive KMP (continued)

4.5.1 Key features for executives (continued)

Feature	Approach
Calculation of Awards	<p>STVR awards for executives are calculated as follows:</p> $\text{TFR} \times \text{Target STVR opportunity \%} \times \text{Performance result \%} \times \text{Risk \& conduct modifier (if applicable)} = \text{Value of adjusted STVR award}$
Deferral	<p>The STVR award will be assessed and awarded at the end of the 12-month performance period. To balance the additional deferral period introduced with the LTVR Deferred component from 2025 (see Section 4.6.1), the STVR will no longer be subject to further deferral.</p>

4.5.2 Asset Management Incentive Plan

The Asset Management Incentive Plan (AMIP) is a specialist incentive plan which is designed to reward participants for delivery of annual goals that drive long-term sustainable performance. Due to the specialist nature of his role, the Chief Investment Officer is a participant in the AMIP rather than the STVR.

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.

Participants are subject to minimum performance requirements for consideration for an AMIP award.

The AMIP pool is allocated to participants at the discretion of the Chief Asset Management Officer and subject to Group CEO and IFL Board approval, taking into account individual performance, contribution to Asset Management outcomes, risk outcomes and the values and behaviours demonstrated by participants.

Additionally, the Chief Investment Officer is required to have 40% of their total variable remuneration deferred. To ensure regulatory deferral requirements are met, a portion of his AMIP outcome will be granted as deferred restricted rights instead of a cash payment, subject to ongoing considerations relating to the proposed sale of IFL under a scheme of arrangement with CC Capital Partners, LLC (refer to Section 4.5.4 for details). Restricted rights will vest equally on 30 June 2028 and 30 June 2029 subject to continued service and meeting of risk and conduct expectations, and details of these rights to be granted have been included in Section 4.6.3.

4.5.3 Group STVR scorecard






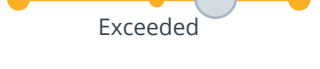
Executive KMP are employed by a non-RSEL subsidiary of IFL and remunerated in accordance with IFL's remuneration policy and practices. The IFL Board approved 2025 Group STVR scorecard places a significant weighting on enterprise shared goals to align executive focus and effort, balancing financial and non-financial measures. Executive STVR is weighted 60% to enterprise shared goals and 40% to individual goals. Enterprise shared goals comprise eight key measures critical to the Group strategy, shared by the executive team. Individual goals reflect role-specific responsibilities and are weighted towards non-financial measures. The measures are designed to create both immediate and long-term value in line with our Group strategy and risk management framework.

Remuneration report

4. Remuneration for executive KMP (continued)

4.5.3 Group STVR scorecard (continued)

The table below summarises the 2025 STVR outcomes for executives. For 2025, all executive KMP met their business unit specific operating expenses gateway.

Performance measure			Commentary	Weight	Scorecard result	Weighted outcome
Enterprise shared goals	Financial	Net funds flow	Net funds flow of \$1.6b exceeded target as it continues to benefit from solid momentum in the MLC Expand and Master Trust businesses.	6%		9%
		Operating expenses	OPEX of \$939.3m achieved target as a result of effective cost management and strong investment markets.	6%		6%
		UNPAT	UNPAT of \$254.8m achieved target with performance driven by favourable average Funds Under Management and Administration (FUMA) reflecting market growth, and effective cost management.	12%		12%
	Non-Financial	Rectification action plan	100% of RAP milestones achieved by the closure date, including completion of deliverables within APRA agreed timeframes.	9%		9%
		Master Trust simplification	Delivery of Master Trust technology and operations strategy and roadmap exceeded on time, budget and quality metrics.	6%		9%
		Separation	Final separation of MLC fully occurred before 31 May, with all program targets achieved ahead of schedule and delivered under budget.	9%		13.5%
		Customer metrics	NPS results either exceeded or achieved the customer metric target across different business lines.	6%		7.8%
		People engagement	Employee engagement increased from 52% to 65%, reflecting a notable uplift in engagement across the remaining core workforce post SS&C transition.	6%		7.2%
	Total enterprise shared goals outcome			60%		73.5%
	Individual goals outcome			40%		26.3% - 60%
Overall outcome			99.8% - 133.5% of target opportunity 66.5% - 89% of maximum opportunity			

Remuneration report

4. Remuneration for executive KMP (continued)

4.5.4 Short-term variable reward outcomes for executive KMP

The following table provides the STVR outcomes for executive KMP. The minimum potential outcome is zero. Remuneration for KMP is apportioned across the RSEs using the apportionment methodology as discussed in Section 3.

Name	Year	STVR target	STVR maximum	STVR outcome	Outcome as % of target	Outcome as a % of maximum
		\$	\$	\$	%	%
D Woodall ¹	2025	146,356	219,534	178,700	122	81
J Sommer ²	2025	29,943	44,914	41,501	139	92
D Farmer ³	2025	-	-	315,412	-	-
	2024	-	-	220,935	-	-
M Oliver ⁴	2024	94,933	118,667	47,846	50	40

4.6 Long-term variable remuneration

4.6.1 Key features

The table below outlines key features of the 2025 LTVR for executive KMP, other than the Chief Investment Officer. The Chief Investment Officer received a grant of performance rights in 2025 with a 5-year vesting period ending 30 June 2029, subject to continued service and compliance with risk and conduct expectations. Refer to Section 4.8 for the treatment of LTVR on cessation of employment.

Features	LTVR Fixed	LTVR Deferred	
Purpose	Varies remuneration outcomes in line with longer term performance achievement, with a focus on relative shareholder returns to support sustainable shareholder value over time.		
Participants	Executive KMP (excluding the Chief Investment Officer)		
Instrument	Performance rights – each right entitles the participant to receive one IFL share (or cash equivalent at the IFL Board’s discretion), subject to vesting conditions.		
Opportunity	This component is a fixed opportunity as a percentage of TFR:		
	Role	Opportunity	
	CEO - Superannuation	20% of TFR	
	Other executive KMP	40% of TFR	
	LTVR Deferred will be granted at target opportunity, subject to adjustment based on the STVR outcome as detailed below (down to zero or up to the maximum opportunity):		
	Role	Target opportunity	Maximum opportunity
	CEO - Superannuation	105% of TFR	142.5% of TFR
	Other executive KMP	60% of TFR	76.7% of TFR
Performance Period	Three years from 1 July 2024 to 30 June 2027.		

¹ Appointed 1 November 2024. A portion of Mr Woodall's outcome will be deferred into restricted rights as described in Sections 4.3 and 4.6.3.

² KMP responsibilities from 27 July 2024 to 31 October 2024. STVR amounts have been prorated for the KMP period.

³ D Farmer participates in the AMIP which is a discretionary plan and does not have target or maximum amounts. 40% of his outcome is deferred as restricted rights as described in Sections 4.5.2 and 4.6.3.

⁴ Ceased 26 July 2024 and was not eligible for a 2025 STVR outcome.

Remuneration report

4. Remuneration for executive KMP (continued)

4.6.1 Key features (continued)

Features	LTVR Fixed	LTVR Deferred
Performance measures / weightings	<ul style="list-style-type: none"> 70% subject to relative Total Shareholder Return (rTSR) performance 30% subject to Reputational performance. 	
Restricted period	Not applicable. Any vested LTVR Fixed performance rights are exercised and converted to IFL shares following assessment of the performance hurdles after at the end of the performance period.	<p>LTVR Deferred performance rights that vest after assessment of performance hurdles will be subject to a further restricted period as follows:</p> <p>CEO - Superannuation: 33.3% restricted until each of 30 June 2028, 30 June 2029, and 30 June 2030</p> <p>Other executives: 50% restricted until each of 30 June 2028 and 30 June 2029.</p> <p>After the restricted period, the vested performance rights will be exercised and converted to IFL shares.</p>
Face value allocation approach	<p>Number of LTVR Fixed performance rights:</p> $\text{TFR} \times \text{LTVR Fixed opportunity \%} \div \text{Share price (face value allocation)}$ <p>The share price used was the volume weighted average closing price of IFL's ordinary shares over the 20 trading days up to and including 30 June 2024 (\$2.2129).</p>	<p>Number of LTVR Deferred performance rights:</p> $\text{TFR} \times \text{LTVR Deferred opportunity \%} \div \text{Share price (face value allocation)}$
Adjustment based on STVR outcome	<p>Following assessment of STVR outcomes at the end of year 1, the LTVR Deferred portion will be adjusted to ensure that LTVR Deferred is 40% (60% for CEO - Superannuation) of total variable remuneration to align with regulatory deferral requirements:</p> <ul style="list-style-type: none"> Where the STVR outcome is below target, the relevant portion of LTVR Deferred performance rights will lapse. Where the STVR outcome exceeds target, an additional relevant portion of LTVR Deferred performance rights will be granted. <p>The following formula is used to calculate the final number of LTVR Deferred performance rights in accordance with the above.</p> $\text{TFR} \times \left(\text{STVR actual outcome (as \% of TFR)} + \text{LTVR Fixed (as \% of TFR)} \right) \times \left(\text{40\%/60\% (or 60\%/40\% for CEOs)} \right) \div \text{Share price (as above)} = \text{Adjusted number of LTVR Deferred rights}$	

Remuneration report

4. Remuneration for executive KMP (continued)

4.6.1 Key features (continued)

Features	LTVR Fixed	LTVR Deferred		
Adjustment based on STVR outcome (continued)	Worked example The following example shows how this works in practice. Please note these numbers are purely for illustrative purposes only. Refer to Section 4.5.4 for actual STVR outcomes. The example assumes an apportioned TFR of \$300,000 for the CEO - Superannuation role. At the end of the year 1, the executive achieved an overall STVR outcome of 65% of TFR (above target). Using the above formula, the LTVR Deferred component is increased from 105% to 127.5% of TFR (below the maximum opportunity of 142.5% of TFR) to remain at 60% of total variable remuneration for the performance year. An additional number of performance rights is granted to the executive as a result.			
		Target opportunity	Maximum opportunity	Actual assessed outcome
	STVR	\$150,000 (50%)	\$225,000 (75%)	\$195,000 (65%)
	LTVR Fixed	\$60,000 (20%)	\$60,000 (20%)	\$60,000 (20%)
	LTVR Deferred	\$315,000 (105.0%)	\$427,500 (142.5%)	\$382,500 (127.5%)
	Total	\$525,000 (175.0%)	\$712,500 (237.5%)	\$637,500 (212.5%)
Dividend equivalents	LTVR Fixed performance rights are not eligible for a dividend equivalent payment.		No dividends are paid throughout the performance period. A dividend equivalent payment is paid (in the form of IFL shares or cash at the IFL Board’s discretion) for any vested LTVR Deferred performance rights held during the restricted period (i.e. between vesting and exercise).	
IFL Board discretion and adjustments	The IFL Board has absolute discretion to cancel, reduce, suspend, forfeit, or claw back some or all variable remuneration, subject to compliance with the law. Malus <ul style="list-style-type: none">The IFL Board may adjust variable remuneration in cases of misconduct, risk management failings, regulatory breaches, or underperformance.Adjustments may be applied at an individual, business unit, or company-wide level.The IFL Board may extend the deferral period of deferred incentives on the basis of a participant’s failure to meet threshold measures of conduct or compliance with regulatory standards. Clawback <ul style="list-style-type: none">The IFL Board has discretion to claw back variable remuneration for at least two years from the date of payment or vesting.If clawback is applied, participants may be required to repay amounts determined by the IFL Board or forfeit some or all of their incentives.			

Remuneration report

4. Remuneration for executive KMP (continued)

4.6.1 Key features (continued)

The table below provides more detail on the LTVR performance measures.

Performance measure	Approach										
<p>Relative TSR (70% of target)</p> <ul style="list-style-type: none"> rTSR provides a robust and easily quantifiable performance measure with strong alignment to shareholder value. TSR measures share price movement, dividends paid and any return of capital over a specific period. rTSR compares the ranking of IFL's TSR over the performance period with the TSR of other companies in a peer group. 	<p>From 2025 onwards, both LTVR Fixed and LTVR Deferred performance rights are tested after three years. The LTVR Deferred component is subject to an additional restricted period as detailed above.</p> <table> <tr> <th>Peer group ranking</th><th>Proportion of performance rights vesting</th></tr> <tr> <td>At the 75th percentile or higher</td><td>100%</td></tr> <tr> <td>Between the median and 75th percentile</td><td>Pro-rata vesting from 50% to 100%</td></tr> <tr> <td>At the median</td><td>50%</td></tr> <tr> <td>Below the median</td><td>0%</td></tr> </table> <p>Calculation of results</p> <p>Each company in the peer group will be given a percentile ranking based on the growth in its TSR over the three year performance period.</p> <p>TSR outcomes are calculated by an external provider. TSR is relative to a general ASX peer group.</p> <p>TSR is measured against companies that comprise the ASX200 by market capitalisation at the beginning of the performance period, excluding mining and resources companies. This cross-industry peer group has been chosen as it represents the typical portfolio of companies in which IFL's shareholders invest, and so provides relevant benchmarks for measuring IFL's TSR.</p>	Peer group ranking	Proportion of performance rights vesting	At the 75th percentile or higher	100%	Between the median and 75th percentile	Pro-rata vesting from 50% to 100%	At the median	50%	Below the median	0%
Peer group ranking	Proportion of performance rights vesting										
At the 75th percentile or higher	100%										
Between the median and 75th percentile	Pro-rata vesting from 50% to 100%										
At the median	50%										
Below the median	0%										
<p>Reputational (30% of target)</p> <p>The IFL Board considers MLC reputation to be an appropriate non-financial measure as part of the organisational strategy.</p>	<p>The Reputational component sits as the non-financial element of the LTVR. Given the change in brand strategy to focus on MLC as our primary consumer brand, the Reputational component of the LTVR reflects this change to adopt the tracking of the MLC brand. MLC reputation will be measured using data from RepTrak. The final Reputational Score will be calculated using the average of the quarterly scores of the last 12 months of the performance period, compared to baseline score at the commencement of the performance period of 68.4%.</p> <table> <tr> <th>Reputational Score</th><th>Proportion of performance rights vesting</th></tr> <tr> <td>Reputational Score of 74%</td><td>100%</td></tr> <tr> <td>Reputational Score between 70% and 74%</td><td>Pro-rata vesting from 50% to 100%</td></tr> <tr> <td>Reputational Score of 70%</td><td>50%</td></tr> <tr> <td>Reputational Score below 70%</td><td>0%</td></tr> </table> <p>Updates to the Reputational hurdle are being considered for the 2026 LTVR, with a proposed shift to a relative measure that compares reputational scores against a suitable peer group.</p>	Reputational Score	Proportion of performance rights vesting	Reputational Score of 74%	100%	Reputational Score between 70% and 74%	Pro-rata vesting from 50% to 100%	Reputational Score of 70%	50%	Reputational Score below 70%	0%
Reputational Score	Proportion of performance rights vesting										
Reputational Score of 74%	100%										
Reputational Score between 70% and 74%	Pro-rata vesting from 50% to 100%										
Reputational Score of 70%	50%										
Reputational Score below 70%	0%										

Remuneration report

4. Remuneration for executive KMP (continued)

4.6.2 Vesting of 2022 long-term variable remuneration

The performance rights granted under the 2022 EEP reached the end of the four-year performance period on 30 June 2025 in relation to the relative Total Shareholder Return component. The rTSR component comprises 40% of the performance hurdles and is subject to progressive vesting over a scale between 50% and 100% based on IFL's TSR percentile ranking (between 50th and 75th) among the ASX 200 comparator group over the performance period.

The remaining 60% of the hurdles were based on annual financial and non-financial performance which was assessed after the end of the first year of the performance period (1 July 2021 to 30 June 2022).

The 2022 EEP also includes a risk modifier to ensure each participant has met risk and compliance expectations. This modifier enables downward adjustment of remuneration outcomes if these measures are not adequately achieved. As part of the assessment of the 2022 EEP, this modifier was not applied to reduce any outcomes.

The following table shows the outcome of the performance hurdles for the 2022 EEP.

Performance condition (2022 EEP)	Performance period	Weighting	Performance outcome
rTSR	1 July 2021 to 30 June 2025	40%	0% (43.3% percentile ranking)
UNPAT (2022)	1 July 2021 to 30 June 2022	10%	Exceeded
Building a better tomorrow	1 July 2021 to 30 June 2022	5%	Exceeded
Client	1 July 2021 to 30 June 2022	10%	Partially achieved
Client First culture	1 July 2021 to 30 June 2022	10%	Partially achieved
Individual, role specific measures	1 July 2021 to 30 June 2022	25%	Rated separately
Total		100%	

Remuneration report

4. Remuneration for executive KMP (continued)

4.6.3 Current year movement of shares granted as part of the long-term variable remuneration

Remuneration for executive KMP is apportioned using the apportionment methodology as discussed in Section 3. Due to the change in FUA and the number of RSEs during the year, the opening balance has been restated to align with the current year apportionment percentage. This table also includes the additional rights in relation to 2025 that will be granted to Executive KMP after the date of this report as discussed in Sections 4.3 and 4.5.2.

Executive KMP	Incentive plan	Grant date	Vesting date	Fair value at grant date	Opening balance at 1 July 2024 (restated)	Granted during the year	Vested during the year	Forfeited/Lapsed during the year	Closing balance at 30 June 2025
D Woodall ⁵	2025 LTVR ⁶		30 June 2027		-	49,603	-	-	49,603
	2025 LTVR	30 December 2024	30 June 2027	\$2.91	-	165,407	-	-	165,407
	2025 Restricted Rights		Varies		-	24,236	-	-	24,236
J Sommer ⁷	2025 LTVR ⁶		30 June 2027		-	3,446	-	-	3,446
	2025 LTVR	30 December 2024	30 June 2027	\$2.91	-	26,783	-	-	26,783
D Farmer ⁸	2025 Restricted Rights		Varies		-	35,748	-	-	35,748
	2024 Restricted Rights	30 December 2024	30 June 2029	\$2.84	-	61,764	-	-	61,764
M Oliver ⁹	2024 EIP	13 December 2023	30 June 2027	\$0.99	33,136	-	-	(22,045)	11,091
	2023 EEP	14 December 2022	30 June 2026	\$2.45	44,899	-	-	(18,654)	26,245
	2022 EEP	4 March 2022	30 June 2025	\$2.72	27,858	-	(14,435)	(13,423)	-

⁵ Appointed 1 November 2024. As noted in Section 4.3, a portion of Mr Woodall's STVR outcome will be deferred into restricted rights (subject to ongoing considerations relating to the proposed acquisition of IFL by CC Capital Partners, LLC) to satisfy regulatory deferral requirements. The number of rights to be granted is calculated based on the 20-day VWAP on 30 June 2025, being \$3.53. One third of the rights will vest on each of 30 June 2028, 30 June 2029 and 30 June 2030 subject to continued employment, adherence to risk and conduct standards, and malus provisions. The "Grant date" and "Fair value at grant date" columns are blank as these details are unknown until the rights are granted.

⁶ Represents additional number of rights that will be granted to executive KMP under the LTVR Deferred component as described in Section 4.3. The "Grant date" and "Fair value at grant date" columns are blank as these details are unknown until the rights are granted.

⁷ KMP responsibilities from 27 July 2024 to 31 October 2024.

⁸ As noted in Section 4.5.2, a portion of Mr Farmer's STVR outcome will be deferred into restricted rights (subject to ongoing considerations relating to the proposed acquisition of IFL by CC Capital Partners, LLC) to satisfy regulatory deferral requirements. The number of rights to be granted is calculated based on the 20-day VWAP on 30 June 2025, being \$3.53. 50% of the rights will vest on each of 30 June 2028 and 30 June 2029 subject to continued employment, adherence to risk and conduct standards, and malus provisions. The "Grant date" and "Fair value at grant date" columns are blank as these details are unknown until the rights are granted.

⁹ Ceased 26 July 2024.

Remuneration report

4. Remuneration for executive KMP (continued)

4.7 Total remuneration received by executive KMP

The remuneration outcomes table below provides a summary of the remuneration that was received by Executives in their KMP roles. This voluntary non-statutory disclosure differs from the statutory remuneration table in Section 4.9. In 2024 this table presented the value of equity and deferred incentive awards granted during the year. From 2025 onwards, this approach has been revised to better reflect actual remuneration outcomes. The table now discloses the value of incentives and equity awards that vested during the year, providing a clearer view of remuneration actually received by executives in the reporting period. This change aligns with evolving market practice and enhances transparency by focusing on take-home pay and realised reward outcomes. Prior period comparative figures have been restated to align with current period presentation.

Remuneration for executive KMP is apportioned across the RSEs using the methodology as discussed in Section 3.

Name	Year	TFR ¹⁰	STVR ¹¹	LTVR	Commencement incentive	Termination benefits	Total value of remuneration
		\$	\$	\$	\$	\$	\$
D Woodall ¹²	2025	294,166	93,166	-	39,734	-	427,066
J Sommer ¹³	2025	115,786	41,501	-	-	-	157,287
D Farmer ¹⁴	2025	400,195	189,247	-	-	-	589,442
	2024	221,671	220,935	30,646	-	-	473,252
M Oliver ¹⁵	2025	17,520	-	52,398	-	223,622	293,540
	2024	212,854	47,846	20,109	-	-	280,809
Total ¹⁶	2025	827,667	323,914	52,398	39,734	223,622	1,467,335
	2024	434,525	268,781	50,755	-	-	754,061

¹⁰ TFR includes base salary, non-monetary benefits (excluding net annual leave and long service leave accrual) and superannuation.

¹¹ Includes realised STVR outcomes in relation to the current financial year and prior years.

¹² Appointed 1 November 2024. Mr Woodall received a one-off deferred cash incentive amount to be paid in instalments subject to continued service until 1 July 2027. This incentive was provided to compensate for incentive entitlements forfeited on leaving Mr Woodall's previous employer. The value and structure were determined by reference to the original terms of those entitlements. STVR amount in this table reflects Mr Woodall's take-home pay. A portion of Mr Woodall's STVR outcome has been deferred as discussed in Section 4.3.

¹³ KMP responsibilities from 27 July 2024 to 31 October 2024.

¹⁴ STVR amount in this table reflects Mr Farmer's take-home pay. A portion of Mr Farmer's STVR outcome has been deferred as discussed in Section 4.5.2.

¹⁵ Ceased 26 July 2024.

¹⁶ For clarity, the significant difference in totals between 2025 and 2024 amounts is due to the KMP movement as discussed in Section 2.2.

Remuneration report

4. Remuneration for executive KMP (continued)

4.8 Executive KMP arrangements

The table below provides the employment arrangements for executive KMP.

Contract term	Executive KMP
Contract type	Permanent
Notice Period	6 months (3 months for the Chief Investment Officer)
Severance	Provided for in a separate policy that reflects the terms of the Enterprise Agreement.
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"> In the case of resignation or termination for cause before the end of the performance period, will not be eligible to be considered for an STVR award for that year. Where a KMP leaves for any other reason (e.g. 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). This is subject to pro-rating for the period they were a KMP.
LTVR treatment on termination (up to 2024)	<p>In general, unless otherwise determined by the IFL Board:</p> <ul style="list-style-type: none"> Upon resignation within 3 years of the grant date or termination for cause, all unvested performance rights granted under the 2024 EIP will lapse. Upon resignation to join a competitor within 12 months of resignation or termination for cause, all unvested performance rights granted under the 2022 and 2023 EEP will lapse. 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 will be subject to a cessation calculation 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 in the 2024 financial year, KMP who are dismissed during the restricted period will forfeit all performance rights subject to the restricted period (as determined by the IFL Board in the ordinary course following the end of the performance period). Where a KMP ceases for any other reason during the restricted period, outstanding performance rights will continue to remain on foot for the original restricted period(s).
LTVR treatment on termination (granted from 2025 onwards)	<p>In general, unless otherwise determined by the IFL Board:</p> <ul style="list-style-type: none"> Upon termination for any reason during the initial 12 months of the performance period, all unvested performance rights will lapse. During the remaining performance period, in the case of termination for cause, all unvested performance rights will lapse. In the case of resignation where the executive is going to a competitor and has less than 5 years of tenure with the group, or in other leaver situations where the executive has less than 3 years of tenure with the group, all unvested performance rights will lapse. In all other cases, a pro-rata portion of unvested performance rights will remain on foot based on the period served over the performance period, subject to testing. During the restricted period following the performance period (see Section 4.6.1), in the case of termination for cause, all performance rights are forfeited. In all other circumstances, all vested Performance Rights will continue to remain on foot for the original restricted period(s).
Change of control	If a change of control occurs, the IFL Board has discretion to determine the treatment of unvested performance rights.

Remuneration report

4. Remuneration for executive KMP (continued)

4.9 Executive KMP remuneration – additional statutory disclosure

The following table sets out the executive KMP remuneration in accordance with accounting standards. The amounts shown below are not the amounts received by the executive KMP as they include accounting values for unvested share awards for share-based payments benefits. Remuneration for executive KMP is apportioned across the RSEs using the apportionment methodology as discussed in Section 3.

Executive KMP	Year	Short-term benefits				Post-employment	Long-term benefits		Termination benefits	Total		Component as a % of total remuneration	
		Salary	Bonus - cash ¹⁷		Non-monetary ¹⁸	Superannuation	Share-based payments ¹⁹	Other long-term benefits					
		A*	A* ²⁰	B*	A*	A*	B*	A*	A*	A*	B*	A*	B*
		\$		\$	\$	\$	\$	\$	\$	\$	\$	%	%
D Farmer	2025	382,911	-	189,247	14,458	15,796	35,035	6,621	-	419,786	224,282	65	35
	2024	212,342	-	220,935	-	9,329	8,285	-	-	221,671	229,220	49	51
J Sommer ²¹	2025	112,917	-	41,501	4,766	2,672	26,199	4,568	-	124,923	67,700	65	35
D Woodall ²²	2025	279,571	39,734	93,166	13,837	14,595	160,074	4,860	-	352,597	253,240	58	42
M Oliver ²³	2025	15,553	-	-	2,520	675	(2,951)	1,919	223,622	244,289	(2,951)	101	(1)
	2024	203,311	-	47,846	1,457	8,085	57,925	-	-	212,853	105,771	67	33
Total ²⁴	2025	790,952	39,734	323,914	35,581	33,738	218,357	17,968	223,622	1,141,595	542,271	68	32
	2024	415,653	-	268,781	1,457	17,414	66,210	-	-	434,524	334,991	56	44

*A: Non-performance based remuneration B: Performance-based remuneration.

¹⁷ Incentive amounts represent cash accruals. 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.

¹⁸ Non-monetary benefits include benefits funded by the Group and fringe benefits tax payable on those benefits, typically car parking. When leave taken during the year exceeds the leave accrued, amount may be shown as negative.

¹⁹ Share-based payments include accruals in relation to the grants of performance rights over IFL Shares. The value of the number of rights expected to vest has been apportioned over the term from grant date to vesting date in accordance with the accounting standards. Any negative balance is due to the cancellation of performance rights upon termination of employment.

²⁰ Amounts represent commencement and retention incentives.

²¹ Appointed 27 July 2024.

²² Appointed 1 November 2024.

²³ Ceased 26 July 2024.

²⁴ For clarity, the significant difference in totals between 2025 and 2024 amounts is due to the KMP movement as discussed in Section 2.2.

Remuneration report

5. Remuneration for Non-Executive Directors

5.1 Terms of appointment

NEDs serve an initial term of 4 years from the date of appointment and a maximum of 9 years for an RSEL board member or 12 years for the RSEL Chair.

5.2 Non-Executive Director fees

NED fees were increased by 0.5% effective 1 July 2024 to account for the legislated increase in the Superannuation Guarantee rate. An additional RSEL workload fee was also paid in 2025 to compensate the NEDs for the increased workload and time commitment associated with RSEL activities. This additional fee ceased on 1 July 2025.

NEDs are not eligible to participate in IFL incentive plans.

5.3 Statutory remuneration – Non-Executive Directors

The following table has been prepared in accordance with the accounting standards. Short-term benefits include Directors' fees and non-monetary benefits, typically car parking benefits. The superannuation guarantee contribution is subject to the superannuation opt-out rules where relevant. Directors' fees are paid in cash. Non-monetary benefits include benefits paid by the Group and the related fringe benefits taxes on these benefits.

NEDs are appointed by the four RSEL Boards as a group and remunerated for their efforts on the multiple RSEs as a whole. The four RSEL Boards are all subsidiaries of Insignia Financial Ltd and are the trustee for five RSEs including the Fund. The remuneration amount shown below has been apportioned across the 5 RSEs based on the average FUA of the year.

NED	Year	Short-term benefits		Post-employment	Total
		Directors' fees	Non-monetary benefits	Superannuation	
		\$	\$	\$	
D Press ²⁵	2025	129,035	-	10,716	139,751
K Gibson ²⁶	2025	98,507	-	10,935	109,442
	2024	133,038	428	11,796	145,262
B McConnell	2025	131,162	-	13,462	144,624
	2024	132,384	-	12,439	144,823
M Perkovic	2025	131,162	-	13,462	144,624
	2024	98,923	-	9,260	108,183
M Pirone	2025	144,624	-	-	144,624
	2024	99,184	-	8,999	108,183
S Schubert	2025	131,162	-	13,462	144,624
	2024	132,384	-	12,439	144,823
L Smartt ²⁷	2025	85,015	380	6,963	92,358
	2024	177,660	-	12,439	190,099
Total	2025	850,667	380	69,000	920,047
	2024	773,573	428	67,372	841,373

²⁵ Appointed 19 September 2024.

²⁶ Ceased 31 March 2025.

²⁷ Ceased 31 December 2024.

Remuneration report

6. Other information

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

23 September 2025



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

To The directors of NULIS Nominees (Australia) Limited, as trustee for the MLC Super Fund

I declare that, to the best of my knowledge and belief, in relation to the audit of MLC Super Fund for the financial year ended 30 June 2025 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.

KPMG

Dean Waters
Partner
Melbourne
23 September 2025

MLC Super Fund
Statement of financial position
As at 30 June 2025

	Note	2025 \$m	*2024 \$m
Assets			
Cash and cash equivalents	13(a)	862	774
Outstanding settlements receivable		41	11
Receivables	6	1,411	1,481
Investment assets:			
Interest bearing securities	14	127	148
Term deposits		222	225
Unlisted unit trusts	14	91,192	85,110
Life insurance policies	14	122	132
Derivative assets	14	23	7
Total assets		94,000	87,888
Liabilities			
Payables and accruals	7	150	112
Investment liabilities:			
Derivative liabilities	14	-	1
Current tax liabilities		535	215
Deferred tax liabilities	12(c)	1,071	834
Total liabilities excluding member benefits		1,756	1,162
Net assets available for member benefits		92,244	86,726
Member benefits			
Defined contribution member liabilities	5	88,379	82,885
Defined benefit member liabilities	5	3,239	3,323
Unallocated contributions	4	6	6
Total member liabilities		91,624	86,214
Total net assets		620	512
Equity			
Defined benefit that are over funded	5	533	383
Administration reserve	8	4	5
Self-insurance reserve	8	9	12
General reserve	8	37	83
Other reserves	8	37	29
Total equity		620	512

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

* Prior year numbers have been updated in line with restatements. Please refer to Note 21.

MLC Super Fund
Income statement
For the year ended 30 June 2025

	Note	2025 \$m	* 2024 \$m
Superannuation activities			
Interest income		32	33
Distribution income		3,975	3,383
Net changes in fair value of investments	9	5,452	5,460
Other income		24	24
Total revenue		9,483	8,900
Expenses			
Administration expenses	10	259	293
Investment expenses		210	192
Other operating expenses	10	80	21
Total expenses		549	506
Profit from operating activities		8,934	8,394
Add/(less): Net benefits allocated to defined contribution member accounts		(8,060)	(7,681)
Add/(less): Net change in defined benefit member liabilities		(192)	(186)
Profit before income tax		682	527
Income tax expense	12(a)	(741)	(529)
Loss after income tax		(59)	(2)

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

* Prior year numbers have been updated in line with restatements. Please refer to Note 21.

MLC Super Fund
Statement of changes in member benefits
For the year ended 30 June 2025

	Defined Contribution Members \$m	Defined Benefit Members \$m	Total \$m
Opening balance of member benefits as at 1 July 2024	82,885	3,323	86,208
Contributions:			
Employer	4,428	74	4,502
Member	1,018	4	1,022
Transfer from other superannuation funds	1,218	3	1,221
Transfer to other superannuation funds	(5,278)	(50)	(5,328)
Income tax on contributions	(561)	(8)	(569)
Net after tax contributions	825	23	848
Benefits to members/beneficiaries	(3,047)	(149)	(3,196)
Insurance premiums charged to members' accounts	(715)	(4)	(719)
Death and disability benefits credited to members' accounts	390	1	391
Reserves transferred to/(from) members' accounts			
Defined benefit that are over/ (under) funded	-	(150)	(150)
Administration reserve	1	-	1
Self-insurance reserve	-	3	3
General reserve	(13)	-	(13)
Other reserves	(7)	-	(7)
Benefits allocated to members' accounts comprising:			
Net investment income	8,315	-	8,315
Administration fees	(255)	(4)	(259)
Net change in defined benefit member benefits	-	196	196
Closing balance of member benefits as at 30 June 2025	88,379	3,239	91,618
Opening balance of member benefits as at 1 July 2023	77,799	3,316	81,115
Contributions:			
Employer	4,318	94	4,412
Member	852	5	857
Transfer from other superannuation funds	1,202	7	1,209
Transfer to other superannuation funds	(5,135)	(64)	(5,199)
Income tax on contributions	(551)	(10)	(561)
Net after tax contributions	686	32	718
Benefits to members/beneficiaries	(2,965)	(148)	(3,113)
Insurance premiums charged to members' accounts	(698)	(1)	(699)
Death and disability benefits credited to members' accounts	412	1	413
Reserves transferred to/(from) members' accounts			
Defined benefit that are over/ (under) funded	-	(63)	(63)
Administration reserve	3	-	3
Self-insurance reserve	-	-	-
General reserve	(29)	-	(29)
Other reserves	(4)	-	(4)
Benefits allocated to members' accounts comprising:			
Net investment income	7,972	-	7,972
Administration fees	(291)	(4)	(295)
Net change in defined benefit member benefits	-	190	190
Closing balance of member benefits as at 30 June 2024	82,885	3,323	86,208

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

MLC Super Fund
Statement of changes in reserves
For the year ended 30 June 2025

	Defined benefit that are over funded	Administration reserve	Self-insurance reserve	General reserve	Other reserves	Total Equity
	\$m	\$m	\$m	\$m	\$m	\$m
Opening balance as at 1 July 2024	383	5	12	83	29	512
Net transfers to/(from) members' accounts	150	(1)	(3)	13	7	166
Profit/(loss)	-	-	-	(59)	1	(58)
Closing balance as at 30 June 2025	533	4	9	37	37	620

	Defined benefit that are over funded	Administration reserve	Self-insurance reserve	General reserve	Other reserves	Total Equity
	\$m	\$m	\$m	\$m	\$m	\$m
Opening balance as at 1 July 2023	320	8	11	54	27	420
Net transfers to/(from) members' accounts	63	(3)	-	30	4	94
Profit/(loss)	-	-	1	(1)	(2)	(2)
Closing balance as at 30 June 2024	383	5	12	83	29	512

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

MLC Super Fund
Statement of cash flows
For the year ended 30 June 2025

	Note	2025 \$m	2024 \$m
Cash flows from operating activities			
Interest received		32	33
Distributions received		45	60
Other income received		23	24
Administration expenses paid		(259)	(305)
Insurance premiums paid		(732)	(705)
Investment expenses paid		(207)	(192)
Other expenses paid		(55)	(19)
Income tax (paid)/received		(183)	112
Net cash flows from operating activities	13(b)	(1,336)	(992)
Cash flows from investing activities			
Proceeds from sale of investments		38,365	24,349
Purchases of investments		(34,997)	(21,087)
Net cash flows from investing activities		3,368	3,262
Cash flows from financing activities			
Employers' contributions		4,497	4,412
Members' contributions		1,022	857
Transfer from other superannuation plans		1,222	1,209
Transfer to other superannuation plans		(5,328)	(5,199)
Benefits to members/beneficiaries		(3,178)	(3,123)
Death and disability benefits credited to members' accounts		391	413
Income tax on contributions		(570)	(561)
Net cash flows from financing activities		(1,944)	(1,992)
Net increase in cash and cash equivalents		88	278
Cash and cash equivalents at the beginning of the year		774	496
Cash and cash equivalents at the end of the year	13(a)	862	774

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

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

1. Reporting entity

The MLC Super Fund (the Fund) 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 9 May 2016, 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 at reporting date is NULIS Nominees (Australia) Limited ABN 80 008 515 633. The Trustee is incorporated and domiciled in Australia and holds RSE Licence number L0000741. The ultimate parent entity is Insignia Financial Ltd.

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 R1077223).

(a) Significant events

(i) Licence conditions

In November 2022, APRA imposed the following additional licence conditions on the Trustee:

- 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.

A Rectification Action Plan (RAP) was developed and the Trustee has made significant progress in addressing rectification activities. The RAP has considered changes broader than the independent expert findings and is expected to be completed in December 2026.

(ii) Master Trust target state

On 1 July 2025, Insignia Financial completed the transition of its Master Trust administration and technology services to SS&C Administration Services (Australia) Pty Ltd (SS&C) and was completed by the Trustee's Administrator.

(iii) Successor fund transfer

The Trustee approved on 4 April 2025 the transfer of MLC Life Insurance's retail and legacy insurance products to Equity Trustees Superannuation Limited (ABN 50 055 641 757) via a Successor Fund Transfer (SFT). The SFT was effective 1 July 2025, and the Trustee will consequently cease to act as Trustee for MLC Life Insurance (ABN 90 000 000 402).

(iv) Change in Fund management and administration

Commencing 1 July 2025, Oasis Asset Management Limited, a wholly owned subsidiary of Insignia Financial Ltd, commenced operating as the Administrator for the Trustee replacing MLC Wealth Limited. The terms of the agreement covering these services is made on commercial terms and conditions.

(v) Class action

On 28 July 2025, a payment of \$64.3m was made by MLC Wealth Limited (on behalf of the Trustee) in relation to the settlement of the "MySuper" class action commenced by Maurice Blackburn in January 2020. This settlement was made using money provided by National Australia Bank Ltd (NAB) as the party liable for the costs associated with this class action.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

1. Reporting entity (continued)

(a) Significant events (continued)

(vi) Change in auditor

During the financial year ended 30 June 2025, the Trustee of the Fund resolved to appoint Ernst & Young (EY) as the external auditor, replacing KPMG, who has served as the Fund's auditor in the current and prior years. The proposed appointment is in accordance with the requirements of the *Corporations Act 2001*, the *Superannuation Industry (Supervision) Act 1993*, and relevant regulatory guidance, including the resignation of KPMG. The change in auditor is effective from 1 July 2025, and does not impact the operations of the Fund. The appointment is subject to regulatory approval.

KPMG has conducted the audit for the year ended 30 June 2025 and has issued an independent auditor's report included in this financial report.

(vii) Operational Risk Financial Requirement target amount

On 19 May 2025, the Trustee approved a reduction in the ORFR target amount from 0.25% to 0.20% of funds under management for the Fund. The Trustee also approved a change in the Lower Tolerance Limit from 90% to 85%, and Upper Tolerance Limit from 110% to 115%. These changes are effective from 1 July 2025.

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

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards, including *Australian Accounting Standards Board (AASB) 1056 Superannuation Entities (June 2014)* and other authoritative pronouncements of the Australian Accounting Standards Board, the provisions of the Trust Deed, the requirements of the *Superannuation Industry (Supervision) Act 1993 and Regulations 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.

These financial statements also comply with International Financial Reporting Standards.

The financial statements were authorised for issue by the Board of Directors of the Trustee, on 23 September 2025.

(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.

(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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

2. Basis of preparation (continued)

(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 values of financial instruments are set out in Note 14.

(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 17 Investment assets of 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.

3. Changes in material accounting standards and interpretations

There were no material new standards or amendments to standards that are mandatory for the first time in the financial year beginning 1 July 2024 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 2024.

New accounting 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 2028 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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

3. Changes in material accounting standards and interpretations (continued)

New accounting standards and amendments to accounting standards issued but not yet effective (continued)

Environmental, social and governance reporting

Under the new Australian Sustainability Reporting Standard (ASRS) S2 released in Australia, RSEs have an increased responsibility to assess, manage, and disclose climate-related risks.

The standard requires RSEs to provide clear reporting on their approach to managing climate-related risks and opportunities within their operations as well as their investment portfolios.

Climate risk reports outlining this information are required to be included in financial reporting for qualifying RSEs from the 30 June 2027 financial year.

Insignia Financial has set up a project working group to build climate risk reporting capability in readiness for the new reporting standard. Further information on this and other ESG activities are outlined in the Insignia Financial Sustainability Report.

4. Material accounting policies

The material accounting policies set out below have been applied consistently to all periods presented in these financial statements, unless as set out in Note 4(j) change in comparatives.

(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 including term deposits that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. As cash and cash equivalents are not subject to changes in price, historical cost approximates fair value.

(ii) Outstanding settlements

Outstanding settlements include 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) Other 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 14.

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 17.

The prices used to value investments include:

(i) 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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

4. Material accounting policies (continued)

(a) Financial assets (continued)

(iv) Investments (continued)

(ii) Term deposits and annuities

Term deposits and annuities, are recorded at amortised cost which approximates fair value.

(iii) Unlisted unit trusts

Units in unlisted unit trusts are valued at the sale price at reporting date quoted by the investment managers which equates to the fair value.

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.

(iv) 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.

(v) 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 fair value and may include amounts for unsettled investment purchases and accrued fees payable. Outstanding settlements payable 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.

(i) Benefits payable

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) 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 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.

(d) Member liabilities

Member liabilities are measured as the amount of accrued benefits as set out in the paragraphs below.

(i) 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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

4. Material accounting policies (continued)

(d) Member liabilities (continued)

(ii) Unallocated contributions

As at reporting date, the Fund had received net contributions of 2025: \$6m (2024: \$6m) yet to be allocated to members' accounts. Amounts will be cleared once allocated to members during the next financial year.

(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) Distribution income

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

(iii) Changes in investments measured at fair value

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.

(iv) Other income

Other income consists mainly of trustee levy and other investment income which is recognised when the Fund has established the right to receive the income.

(v) 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.

(vi) 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.

(f) 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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

4. Material accounting policies (continued)

(g) 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.

(h) 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.

(i) 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.

(j) Change in comparatives

During the year ended 30 June 2025, the Fund reclassified distribution income from cash basis to accrual basis. Consequently, for year ended 30 June 2024, distribution receivable was reclassified from the net changes in fair value of investments to distribution income in Income statement and from unlisted unit trusts to distribution receivables in Statement of financial position.

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 \$88,379m (2024: \$82,885m) defined contribution member 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 on a daily basis for movements in investment markets. The Fund's management of the investment market risks is disclosed within Note 15.

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 2025 was 11.5% (2024: 11%) 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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

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:

	2025	2024
The future rate of investment return of investments forecasted	0% - 6%	0% - 7%
The future rate of salary increase forecasted	0% - 3%	0% - 5%

(c) Sensitivity analysis of defined benefit member liability

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 member benefit liability	
		% +	% -	\$m +	\$m -
Year ended 30 June 2025					
Investment return	0% - 4%	1	1	(11)	12
	4% - 6%	1	1	(135)	149
	6% - 6.75%	1	1	(138)	153
Salary adjustment rate	0% - 2%	1	1	-	-
	2% - 4%	1	1	136	(123)
	4% - 5%	1	1	8	(7)
Year ended 30 June 2024					
Investment return	0% - 4%	1	1	(7)	7
	4% - 6%	1	1	(146)	161
	6% - 7.1%	1	1	(138)	153
Salary adjustment rate	0% - 2%	1	1	-	-
	2% - 4%	1	1	141	(127)
	4% - 5%	1	1	13	(12)

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 including investment earnings, salary inflation, benefit claims experience and pensioner mortality rates. 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.

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Notes to the financial statements
For the year ended 30 June 2025

5. Member liabilities and funding arrangements (continued)

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 2025:

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		
ABB Superannuation Plan	30/04/2024	5	2	3	2	3	7%	3%
Air Liquide Superannuation Plan 1	30/06/2022	1	1	-	1	-	7%	4%
APA Group Superannuation Plan 3	31/12/2022	155	145	10	145	10	6%	3%
ASP Ship Management Superannuation Plan 2	30/06/2023	49	48	1	44	5	6%	5%
Bayer Employees' Superannuation Trust 1	30/06/2022	3	1	2	1	2	7%	3%
BHP No. 2 Superannuation Plan	31/12/2023	15	15	-	14	1	4%	4%
BHP Superannuation Fund 1	30/06/2024	146	141	5	137	9	4%	4%
BNP Paribas Australian Superannuation Plan	1/07/2024	45	41	4	41	4	5%	4%
BP Superannuation Plan 3	31/12/2022	258	189	69	198	60	7%	3%
British American Tobacco Superannuation Plan 1	30/06/2022	11	7	4	8	3	6%	4%
Camberwell Grammar School Superannuation Plan	30/06/2024	3	1	2	1	2	4%	3%
Carlton & United Breweries Superannuation Plan 2	30/06/2023	13	12	1	12	1	5%	4%
ExxonMobil Super 1	30/06/2024	1,162	1,104	58	1,096	66	4%	4%
GlencoreSuper	31/12/2024	8	5	3	5	3	6%	2%
GM3 Superannuation Plan **	1/01/2025	11	12	(1)	12	(1)	5%	3%
HP Super 1	30/06/2022	64	55	9	55	9	4%	3%
Insignia Financial Super Plan	30/06/2023	38	20	18	20	18	6%	3%
ITW Superannuation Plan	1/07/2024	2	2	-	2	-	5%	3%
Liberty Bell Bay Superannuation Plan	1/07/2024	4	1	3	2	2	6%	3%
Mars Australia Retirement Plan 3	31/12/2024	948	783	165	777	171	7%	3%
MSD Australia Superannuation Plan	1/07/2024	112	90	22	90	22	7%	4%
National Australia Bank Group Superannuation Fund A 1	30/06/2022	52	12	40	9	43	6%	4%
Opal and Australian Paper Superannuation Plan 1	30/06/2022	17	14	3	15	2	4%	3%
PepsiCo Australia Superannuation Plan 1	30/06/2022	16	11	5	11	5	6%	3%
Philip Morris Superannuation Plan 1	30/06/2022	45	42	3	39	6	6%	4%
Sealed Air Superannuation Plan 3	31/12/2022	29	8	21	8	21	6%	3%
Shell Australia Superannuation Plan 1	30/06/2024	181	141	40	141	40	5%	3%
South32 Superannuation Plan	31/12/2024	23	20	3	20	3	6%	3%
Sydney Grammar School Superannuation Plan	31/12/2024	48	45	3	44	4	6%	4%
Tabcorp Group Superannuation Plan 1	30/06/2022	10	6	4	7	3	6%	3%
The Arnott's Group Superannuation Plan 1	30/06/2024	120	109	11	110	10	7%	3%
The Hempel (Watty) Superannuation Plan 2	30/06/2023	8	7	1	7	1	6%	4%
TWE Superannuation Plan 1	30/06/2024	1	1	-	1	-	5%	n/a
Viridian Superannuation Plan 2	30/06/2023	25	21	4	23	2	6%	3%
Visy Glass Australia Superannuation Plan	30/06/2024	76	66	10	70	6	5%	3%
Viva Energy Superannuation Plan	30/06/2024	68	61	7	64	4	5%	3%
Total		3,772	3,239	533	3,232	540		

* This includes defined contribution benefits for defined benefit members

** This plan is in remediation, refer to the explanation of over/(under) funded plans on page 44

*** These are based on the key assumptions

1 Sub plans with the last actuarial review date of 30/06/2022 and 30/06/2024 are currently under review & are to be completed by 31 December 2025

2 Sub plans with the last actuarial review date of 30/06/2023 are currently under review & are to be completed by 31 December 2026

3 Sub plans with the last actuarial review date of 31/12/2022 and 31/12/2024 are currently under review & are to be completed by 30 June 2026

MLC Super Fund
Notes to the financial statements
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5. Member liabilities and funding arrangements (continued)

Summary of actuarial investigations reports (continued)

Contribution levels are consistent with actuarial recommendations. 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		
ABB Superannuation Plan 3	30/04/2021	5	2	3	2	3	7%	5%
Agilent Superannuation Plan	31/12/2022	6	5	1	5	1	6%	4%
Air Liquide Superannuation Plan	30/06/2022	1	1	-	1	-	7%	4%
APA Group Superannuation Plan	31/12/2022	145	141	4	141	4	6%	3%
ASP Ship Management Superannuation Plan **	30/06/2023	45	46	(1)	42	3	6%	5%
Bayer Employees' Superannuation Trust	30/06/2022	3	-	3	1	2	7%	3%
BHP No. 2 Superannuation Plan	31/12/2023	22	22	-	21	1	4%	4%
BHP Superannuation Fund 1	30/06/2023	152	149	3	144	8	4%	4%
BNP Paribas Australian Superannuation Plan 2	1/07/2023	43	38	5	38	5	5%	4%
BP Superannuation Plan	31/12/2022	256	200	56	210	46	7%	3%
British American Tobacco Superannuation Plan	30/06/2022	11	8	3	8	3	6%	4%
Camberwell Grammar School Superannuation Plan 1	30/06/2021	3	1	2	2	1	6%	4%
Carlton & United Breweries Superannuation Plan	30/06/2023	16	16	-	16	-	5%	4%
ExxonMobil Super ** 1	30/06/2023	1,108	1,121	(13)	1,108	-	4%	4%
GlencoreSuper 4	31/12/2021	7	4	3	4	3	6%	2%
HanesBrands Superannuation Plan	30/06/2022	5	5	-	5	-	6%	4%
HP Super	30/06/2022	61	46	15	54	7	4%	3%
ITW Superannuation Plan 2	1/07/2021	4	3	1	3	1	4%	3%
Liberty Bell Bay Superannuation Plan 2	1/07/2021	4	1	3	2	2	3%	3%
Mars Australia Retirement Plan 4	31/12/2023	901	776	125	761	140	7%	3%
MSD Australia Superannuation Plan 2	1/07/2023	109	92	17	93	16	7%	4%
National Australia Bank Group Superannuation Fund A	30/06/2022	50	13	37	11	39	6%	4%
National Wealth Management Superannuation Plan	30/06/2023	44	25	19	25	19	6%	3%
Opal and Australian Paper Superannuation Plan	30/06/2022	21	18	3	19	2	4%	3%
PepsiCo Australia Superannuation Plan	30/06/2022	15	11	4	11	4	6%	3%
Philip Morris Superannuation Plan	30/06/2022	49	46	3	43	6	6%	4%
Sealed Air Superannuation Plan	31/12/2022	29	10	19	10	19	6%	3%
Shell Australia Superannuation Plan 1	30/06/2023	176	148	28	148	28	5%	3%
South32 Superannuation Plan 4	31/12/2021	35	28	7	28	7	4%	3%
Sydney Grammar School Superannuation Plan 4	31/12/2021	55	52	3	51	4	6%	4%
Tabcorp Group Superannuation Plan	30/06/2022	10	6	4	7	3	6%	3%
The Arnott's Group Superannuation Plan 1	30/06/2023	118	113	5	114	4	7%	3%
The Hempel (Watty) Superannuation Plan	30/06/2023	10	9	1	9	1	6%	4%
TWE Superannuation Plan 1	30/06/2023	1	1	-	1	-	5%	0%
Viridian Superannuation Plan	30/06/2023	28	25	3	25	3	6%	3%
Visy Glass Australia Superannuation Plan 1	30/06/2021	85	76	9	79	6	4%	4%
Viva Energy Superannuation Plan 1	30/06/2021	73	65	8	68	5	3%	3%
Total		3,706	3,323	383	3,310	396		

* This includes defined contribution benefits for defined benefit members

** These plans are in remediation, refer to the explanation of over/(under) funded plans on page 44

*** These are based on the key assumptions

1 Sub plans with the last actuarial review date of 30/06/2021 and 30/06/2023 are currently under review & are to be completed by 31 December 2024

2 Sub plans with the last actuarial review date of 01/07/2021 and 01/07/2023 are currently under review & are to be completed by 1 January 2025

3 Sub plans with the last actuarial review date of 30/04/2021 and 01/07/2023 are currently under review & are to be completed by 31 October 2024

4 Sub plans with the last actuarial review date of 31/12/2021 and 31/12/2023 are currently under review & are to be completed by 30 June 2025

MLC Super Fund
Notes to the financial statements
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5. Member liabilities and funding arrangements (continued)

(d) 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, with the exception of those disclosed below under plans in remediation, 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.

(e) Plan in remediation

The GM3 Superannuation Plan has a shortfall of net assets to vested benefits. The employer is being engaged to accept the actuary's recommended contribution rates to ensure the plan gets back to a funding level of 100% within 3 years. The reason this plan is in an unsatisfactory financial position is due to the different assumptions used by the new Plan actuary when doing the take-on valuation.

In all instances, where a shortfall is identified or imminent, the sub-plan actuary will report the financial position to APRA as part of its prudential oversight; and worked with the employer sponsor sub-plan to determine a suitable remedial action. Once the remediation plan has been approved by the Trustee, the Trustee will notify APRA.

(f) 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.

(g) 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 2025 was 11.5% (2024: 11%) of salary for superannuation purposes.

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.

MLC Super Fund
Notes to the financial statements
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6. Receivables

	2025	2024
	\$m	\$m
Distributions receivable	1,397	1,432
GST receivable	3	3
Other receivables	11	46
	1,411	1,481

Prior year number for distributions receivable have been updated in line with restatements. Please refer to Note 21.

7. Payables and accruals

	2025	2024
	\$m	\$m
Benefits payable	39	22
Insurance premiums payable	9	22
Administration expenses payable	40	39
Other payables	62	29
	150	112

8. Reserves

Operational Risk Financial Requirement reserve

In accordance with Superannuation Prudential Standard 114: Operational Risk Financial Requirement, financial resources to meet the ORFR target amount is held by the Trustee, on behalf of the Fund. The standard requires the ORFR 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% of funds under management for the Fund as at 30 June 2025. These reserve monies are invested in liquid, defensive assets and cash in line with the NULIS ORFR Strategy. 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 90%, the Trustee will approve and implement a plan to replenish financial resources to bring the ORFR reserve back to Target Amount. The ORFR balance attributable to the Fund as at 30 June 2025 was \$237,272,304 and 103% of the Target Amount (2024: \$224,315,900 and 103%) and was held by the Trustee on behalf of the Fund.

Effective 1 July 2025, the ORFR target amount for the Fund will be reduced from 0.25% to 0.20% of funds under management. Additionally, the Lower Tolerance Limit will be adjusted from 90% to 85%, and the Upper Tolerance Limit will increase from 110% to 115%.

Administration reserve

The administration reserve includes contributions and operational expenses for corporate plans. The administration reserve is segregated for specific employer sub-plans and the benefits are limited to those members.

Self-insurance reserve

The Fund has an element of self-insurance and has an obligation to meet current and future insurance claims out of its assets. The self-insurance reserve is used to meet the potential liability arising from any self-insured risks of defined benefit sub-plans. The reserve is set up and segregated for specific defined benefit sub-plans within the Fund, and as such, the obligations are limited to the reserves of those individual sub-plans.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

8. Reserves (continued)

Self-insurance reserve (continued)

The actuary of each individual sub-plan completes a detailed assessment of the self-insurance reserve at least every three years as part of the actuarial investigation. The level of insurance cover, the risk profile of the insured group, possible catastrophe scenarios and past claims experience are included as part of the assessment. In addition, the Trustee seeks confirmation from the actuaries annually that self-insurance remains in the best interests of members. The Trustee also provides details of the self-insurance reserve to APRA as part of its prudential reporting requirements.

As the self-insurance reserve is immaterial relative to the size of the Fund, the Fund does not act in the capacity of an insurer as defined by AASB 17 and hence covered under AASB 1056.

General reserve

The general reserve is for the benefit of the members and is 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 is primarily funded by the Trustee levy, tax credits and interest on certain bank accounts.

Other reserves

Other reserves are made up of two primary components. The first component relates to any amounts that have not yet been allocated to members' accounts. The second component relates to unvested derivative assets held by the Fund. The Trustee has entered into arrangements to provide certain guaranteed investment options for members. These derivatives are treated in the same manner as other derivatives held in the Fund.

9. Net change in fair values of investments

Investments held at the end of the financial year

	2025	2024
	\$m	\$m
Interest bearing securities	(8)	(2)
Unlisted unit trusts	2,827	3,871
Life insurance policies	3	1
Derivative assets/liabilities	11	6
Total unrealised gains	2,833	3,876

Investments realised during the financial year

	2025	2024
	\$m	\$m
Interest bearing securities	13	6
Unlisted unit trusts	2,607	1,571
Derivative assets/liabilities	(1)	7
Total realised gains	2,619	1,584

Net change in fair value of investments

	2025	2024
	\$m	\$m
	5,452	5,460

Prior year numbers for unrealised gains/losses have been updated in line with restatements. Please refer to Note 21.

10. Expenses

	2025	2024
	\$m	\$m
Administration expenses	259	293
	259	293

MLC Super Fund
Notes to the financial statements
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10. Expenses (continued)

	2025	2024
	\$m	\$m
<u>Other operating expenses</u>		
Actuarial fees	2	2
APRA and AFCA levies	4	4
Consultant fees	4	1
Member office and director's fees	5	4
Project costs	12	9
Fee for administration services *	52	-
Other expenses	1	1
	80	21

* Relates to fees paid to the Trustee for administration services in relation to the reduction of administration fees for members in the 2025 financial year.

11. Auditor's remuneration

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

	2025	2024
	\$'000	\$'000
Audit services		
Audit and review of financial statements	372	300
Audit and review of regulatory compliance and APRA returns	142	36
Total remuneration for audit services	514	336

The fees disclosed above are exclusive of GST.

Audit fees for the Fund were paid by the Trustee and reimbursed by the Fund for both 2025 and 2024.

12. Income tax benefit/(expense)

Reconciliation of accounting profit to income tax expense

A reconciliation of accounting profit 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:

	2025	2024
	\$m	\$m
Current income tax		
Current income tax expense	(495)	(149)
Under provision in the previous year	(9)	(2)
Deferred tax expense		
Relating to origination and reversal of unrealised gains	(237)	(378)
Total tax expense as reported in the income statement	(741)	(529)

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

12. Income tax benefit/(expense) (continued)

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

	2025	2024
	\$m	\$m
Profit from operating activities	8,934	8,394
Income tax expense at 15% (2024:15%)	(1,340)	(1,259)
Adjustments in respect of current income tax:		
Non-assessable income *	519	746
Non-deductible expenses	(4)	(3)
Exempt pension income	60	62
Tax benefit on administration fees reported on the statement of changes in member benefits	(51)	(47)
Under provision for income tax in the previous year	(9)	(2)
Increase in deferred tax provision	(237)	(378)
Net imputation and foreign tax credits	321	352
Income tax expense reported in the income statement	(741)	(529)

**Non-assessable income consists of accounting gains and losses and non-assessable components from distributions from unit trust investments.*

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

	2025	2024
	\$m	\$m
The balance comprises temporary differences attributable to:		
Amounts recognised in changes in net assets:		
Net realised losses & unrealised gains/losses on investments subject to CGT	1,072	837
Fund expenses accrued but not incurred	(1)	(3)
Gross deferred tax liability	1,071	834
Movements:		
Opening balance at 1 July	834	456
Charged / (credited) to the changes in net assets	237	378
Closing balance	1,071	834

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

13. Cash flow statement reconciliation

(a) Reconciliation of cash and cash equivalents

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:

	2025	2024
	\$m	\$m
Cash and cash equivalents	862	774

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

Net loss after income tax	(59)	(2)
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Adjustments for non-cash items and movements in the statement of financial position:

Increase in assets measured at fair value	(5,452)	(5,460)
Decrease/(increase) in receivables	70	(45)
(Increase)/decrease in receivables not related to operating activities	(19)	45
Increase/(decrease) in payables	38	(26)
(Decrease)/increase in payables not related to operating activities	(36)	10
Decrease in tax receivable	-	48
Increase in deferred tax liabilities	237	378
Increase in current tax liabilities	320	215

Adjustment for items included in profit/(loss) after tax, that are not included in net cash from operating activities:

Reinvestment of distribution income	(3,968)	(3,323)
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Adjustments for items not included in profit/(loss) after tax, but included in net cash from operating activities:

Benefits allocation to Members' accounts	8,252	7,867
Insurance premiums charged to members	(719)	(699)

Net cash flows from operating activities	(1,336)	(992)
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Prior year numbers have been updated in line with restatements. Please refer to Note 21.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

14. Fair value of financial instruments

Investments

Investments of the Fund, other than cash held for liquidity purposes, comprises interest bearing securities, term deposits, unlisted unit trusts, private equities 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 risk, 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 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.

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

As at 30 June 2025, the Fund held approximately \$1m (2024: \$1m) 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 price available is used to value these investments. Below is a list of stale price or thinly traded securities and unlisted unit trusts suspended at 30 June 2025 and held by the Fund.

Investment name	2025	2024
	\$m	\$m
Russell Global Property Fund 1	1	1
	<u>1</u>	<u>1</u>

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

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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

14. Fair value of financial instruments (continued)

Estimation of fair value (continued)

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

Financial Instruments	Fair Value Hierarchy	Valuation Techniques and Inputs
Interest bearing securities	2	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 (excluding swaps and over the counter put options)	2	Value based on observable market data i.e. broker quoted.
Swaps	2	Mark to market valuation based on the daily difference in the underlying index vs the value at fixing.
Over the counter put options	3	Actuarial calculations using market standard actuarial valuation models and valuation assumptions, including future investment returns on the underlying investments and risk-free interest rate assumptions.
Unlisted unit trusts (private equity)	3	Valued using prices as quoted by the investment managers.
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 for one year or longer, 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, Insignia Financial 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.

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.

For investments in indirectly held unlisted assets, including those classified as Level 3 investments, the fund relies on valuations of the underlying unlisted unit trusts provided by the relevant fund manager. These valuations are subject to a validation process to ensure compliance with the Trustee's Valuation Policy. Where a valuation exception is identified, VF conducts a review. If necessary, alternative valuations may be proposed and are subject to approval by STIC.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

14. Fair value of financial instruments (continued)

Recurring fair value measurements

The table 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:

	Level 1 \$m	Level 2 \$m	Level 3 \$m	Total \$m
2025				
Interest bearing securities	-	127	-	127
Unlisted unit trusts	-	82,102	9,090	91,192
Life insurance policies	-	122	-	122
Derivative assets	-	22	1	23
	-	82,373	9,091	91,464
2024				
Interest bearing securities	-	148	-	148
Unlisted unit trusts	-	76,400	8,710	85,110
Life insurance policies	-	132	-	132
Derivative assets	-	6	1	7
Derivative liabilities	-	(1)	-	(1)
	-	76,685	8,711	85,396

Prior year numbers have been updated in line with restatements. Please refer to Note 21.

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.

	Unlisted Unit Trusts		Derivatives		Total	
	2025 \$m	2024 \$m	2025 \$m	2024 \$m	2025 \$m	2024 \$m
Financial assets						
Opening balance	8,911	12,898	1	1	8,912	12,899
Change in fair value	73	1,044	-	-	73	1,044
Purchases / applications	1,577	(5,390)	-	-	1,577	(5,390)
(Sales) / redemptions	(1,132)	520	-	-	(1,132)	520
Transfers to Level 2	(339)	(362)	-	-	(339)	(362)
Transfers to Level 3	-	-	-	-	-	-
Closing balance	9,090	8,710	1	1	9,091	8,711

As at reporting date, the majority of the Fund's Level 3 investments consist of holdings in private equity unlisted unit trusts and suspended and stale price investments, with insignificant amounts held in derivatives. Due to the nature and the range of significant unobservable inputs in determining the fair value of the underlying private equity investments, these are classified as Level 3 investments.

During the year there was no reclassification of any securities from Level 3 to Level 1 and there were no transfers from Level 1 to Level 2. However, there were transfers from Level 2 to Level 3, the value of these were very small and rounded to zero in the table, there were also transfers from Level 3 to Level 2 of the fair value hierarchy.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

14. Fair value of financial instruments (continued)

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	2025 Fair value \$m	2024 Fair value \$m
Private Equity Unit Trusts	Unadjusted unit price provided by the investment manager	Unit price change	0-100%	9,055	8,673
Other unlisted property and infrastructure trusts	Latest available trade price	Valuation of underlying assets, liquidity & suspension of redemption	0-100%	35	37
Over the counter put options	Investment growth rate Australian 1-30 year interest rate	Investments' growth rate assumption change	0-100%	1	1

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 \$m		Unfavourable \$m	
	2025	2024	2025	2024
	10%	10%	10%	10%
Private Equity Unit Trusts	906	867	(906)	(867)
Other unlisted property and infrastructure trusts	4	4	(4)	(4)
	910	871	(910)	(871)

15. Financial risk management framework

Risk management

The Fund's assets principally consist of financial instruments which include cash and cash equivalents, interest bearing securities, unlisted unit trusts, life insurance policies and derivative financial instruments. 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.

Investment activities undertaken in accordance with members' instructions are limited to approved investments included in the investment list.

MLC Super Fund
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For the year ended 30 June 2025

15. Financial risk management framework (continued)

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 either determined by members of the Fund as they or their financial adviser instruct the Trustee to invest into financial instruments on their behalf, or if the investment decision is not determined by members, the assets will be defaulted to invest in the MySuper Lifestage investment option.

The Trustee has a 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 and are disclosed on a direct basis only.

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, interest bearing securities and term deposits 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, term deposits and interest bearing securities held. The rating table excludes any rating categories applicable to the underlying assets of the unlisted unit trusts. The source of the ratings are Standards and Poors (S&P).

<i>Institution</i>	Rating	
	2025	2024
National Australia Bank Limited	AA-	AA-
Commonwealth Bank of Australia	AA-	AA-
Westpac Banking Corporation	AA-	AA-
Australia and New Zealand Banking Group Limited	AA-	AA-
Suncorp Group Limited	AA-	A+
JPMorgan Chase & Co	A	A+
UBS Group AG	A+	A+
Macquarie Bank Limited	A+	A+
Morgan Stanley	A-	N/A
Sumitomo Mitsui Banking Corporation	A	N/A

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15. Financial risk management framework (continued)

Credit risk (continued)

	AA to AA- \$m	A+ to A- \$m	Total \$m
2025			
Cash and cash equivalents	858	4	862
Interest bearing securities	127	-	127
Term deposit	222	-	222
Total	1,207	4	1,211
	AA to AA- \$m	A+ to A- \$m	Total \$m
2024			
Cash and cash equivalents	699	75	774
Interest bearing securities	148	-	148
Term deposit	225	-	225
Total	1,072	75	1,147

Derivative financial instruments

Forward foreign currency contracts are subject to the creditworthiness of counterparties. Futures have minimal credit risk, as such risk is backed by clearing houses associated with recognised Stock or Futures Exchanges. Options held by the Fund are over the counter (OTC) options not available to general public. The Fund enters into forward foreign currency contracts with highly rated financial institutions, and the associated credit risk is reduced by holding master netting arrangements. Master netting arrangements do not result in an offset of assets and liabilities in the statement of financial position as the Fund does not presently have a legally enforceable right of set-off. However, the credit risk associated with unfavourable contracts is reduced by a master netting arrangement to the extent that if an event of default occurs, all amounts with the counterparty are closed and settled on a net basis.

	Notional Derivatives \$m	Gross amount presented in the statement of financial position	Related amounts not offset \$m	Cash collateral \$m	Net amount \$m
2025					
Derivative assets	1,809	23	(23)	(17)	(17)
Derivative liabilities	(97)	-	-	-	-
2024					
Derivative assets	1,244	7	(7)	(59)	(58)
Derivative liabilities	(62)	(1)	1	-	-

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 Trustee's Liquidity Management Plan 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 Trustee's Liquidity Management Plan 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 liquidity is a consideration of management prior to approving any new investment option.

The minimum liquidity requirements of the Fund enable the Fund to meet day-to-day operational expenses. The unlisted unit trusts of the Fund may suspend or impose restrictions on redemptions from time to time. 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 its liquidity requirements. If the Fund is unable to meet liquidity requirements this may impact on member withdrawals. The Fund's liquidity risk is monitored at portfolio level and the investment managers' approaches is in accordance with its investment mandates.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

15. Financial risk management framework (continued)

Liquidity risk (continued)

The Fund's liabilities include member benefits, current tax, deferred tax, derivatives, 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 which is greater than one month. The liability for member benefits are payable on demand under normal circumstances.

	Carrying amount		Less than one month		Greater than one month	
	2025	2024	2025	2024	2025	2024
	\$m	\$m	\$m	\$m	\$m	\$m
Payables and accruals	150	112	126	89	24	23
Derivative liabilities	-	1	-	-	-	1
Current tax liabilities	535	215	-	-	535	215
Deferred tax liabilities	1,071	834	-	-	1,071	834
Total member liabilities	91,624	86,214	91,624	86,214	-	-
Total liabilities	93,380	87,376	91,750	86,303	1,630	1,073

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 interest rates, currencies 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.

1. 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 holds both monetary and non-monetary assets denominated in currencies other than the Australian dollar (AUD). Foreign exchange risk arises as the value of monetary assets denominated in other currencies fluctuate due to changes in exchange rates. The foreign exchange risk relating to non-monetary assets and liabilities is a component of price risk not foreign exchange risk.

1a. Currency sensitivity analysis

The analysis below demonstrates the impact of a reasonably possible 10% movement in currency rate (2024: 10%), as at the end of each reporting period for non-hedged foreign currency denominated monetary assets. For 2025 the amount was \$1.3m and 2024 was nil.

	Carrying amount	Change in currency rate %		Effect on net assets / investment returns	
		+	-		
	\$m			\$m	\$m
2025					
Change in foreign currency exchange rate					
USD	13	10	(10)	1.3	(1.3)
Others	-	10	(10)	-	-

	Carrying amount	Change in currency rate %		Effect on net assets / investment returns	
		+	-		
	\$m			\$m	\$m
2024					
Change in foreign currency exchange rate					
USD	-	10	(10)	-	-
Others	-	10	(10)	-	-

MLC Super Fund
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15. Financial risk management framework (continued)

Market Price risk (continued)

1a. Currency sensitivity analysis

The analysis above calculates the effect of a reasonably possible movement in the USD against the AUD on the statement of financial position and income statement, based on management best estimate of reasonable possible movements in foreign exchange rates, with all other variables held constant. The types of risks faced and methods used for the sensitivity analysis are consistent for both periods. movements in foreign exchange rates, with all other variables held constant. The types of risks faced and methods used for the sensitivity analysis are consistent for both periods.

2. 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, interest bearing securities, term deposits 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:

	2025	2024
	\$m	\$m
Cash and cash equivalents	862	774
Interest bearing securities	127	148
Term deposits	222	225
Life insurance policies	122	132
	1,333	1,279

2a. 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 tables below:

	+ Change in basis points		- Change in basis points		Sensitivity of interest income and changes on net assets	
	2025	2024	2025	2024	2025	2024
	+25bps	+25bps	-75bps	-50bps	\$m	\$m
Cash and cash equivalents	2	2	(6)	(4)	(4)	(2)
Interest bearing securities	-	1	(1)	(2)	(1)	(1)
Term deposits	1	1	(2)	(2)	(1)	(1)
Life insurance policies	-	-	(1)	-	(1)	-
	3	4	(10)	(8)	(7)	(4)

3. 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 units in 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 units in unlisted unit trusts 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 derivatives and interest bearing securities) and units in unlisted unit trusts.

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15. Financial risk management framework (continued)

Market Price risk (continued)

3. Other market price risk (continued)

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:

- a) The provision of multiple asset classes and investment strategies from which a member can choose; and
- b) 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 is as follows:

	2025	2024
	\$m	\$m
Interest bearing securities	127	148
Unlisted unit trusts	91,192	85,110
Life insurance policies	122	132
Derivative assets	23	7
Derivative liabilities	-	(1)
	91,464	85,396

Prior year numbers have been updated in line with restatements. Please refer to Note 21.

3a. Other market price risk sensitivity

Management have considered the movements for each investment asset type in the below table to be reasonable given the Fund's economic environment. The increase/(decrease) in the market price against the investments of the Fund at 30 June 2025 would have increased/(decreased) the profit from operating activities and net assets available for member benefits by the amounts shown below. This analysis assumes that all other variables, including interest rates, remain constant. The analysis was performed on the same basis in 2024.

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 & change on net assets	
	2025	2024	2025 \$m	2024 \$m
Interest bearing securities	10%	10%	13	15
Unlisted unit trusts	10%	10%	9,119	8,511
Life insurance policies	10%	10%	12	13
Derivative assets	10%	10%	2	1
Total			9,146	8,540

* 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.

Prior year numbers have been updated in line with restatements. Please refer to Note 21.

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16. Related parties

The Trustee of the Fund is NULIS Nominees (Australia) Limited (NULIS) (ABN 80 008 515 633) (RSE L0000741) which is a wholly owned subsidiary of MLC Wealth Limited (MLCW) (ABN 97 071 514 264).

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:

Directors	Date Appointed	Date Retired
Danielle Press (Chair)	25/11/2024	
(Director)	19/09/2024	
Beth McConnell	04/12/2019	
Marianne Perkovic	03/10/2023	
Mario Pirone	03/10/2023	
Steven Schubert	04/12/2019	
Lindsay Smartt (Chair)	15/10/2021	25/11/2024
(Director)	08/09/2021	31/12/2024
Karen Gibson	17/03/2022	31/03/2025

The KMP for the 2025 financial year have been reassessed due to changes in group executive team resulting from implementing a new operating structure. Consequently, the following individuals have the authority and responsibility for planning, directing and controlling the major activities of the Fund, directly or indirectly:

Other key management personnel	Position held	Date Appointed	Date Retired
Daniel Farmer	Chief Investment Officer	19/08/2022	
Mark Oliver	Chief Distribution Officer	31/05/2021	26/07/2024
Jason Sommer	Acting Chief Executive Officer - Superannuation	27/07/2024	31/10/2024
Dave Woodall	Chief Executive Officer - Superannuation	01/11/2024	

Key management personnel remuneration, loan disclosures and holdings

The KMPs are employed by IOOF Service Co Pty Ltd and MLC Wealth Ltd, 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 \$2,603,913 (2024: \$3,472,643), refer to Section 4 Remuneration for executive KMP and Section 5 Remuneration for Non-executive directors in the Remuneration Report.

Non-Executive Director Fees are recharged to the Fund's general reserve.

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 party transactions

The Trustee has appointed various related party service providers with all arrangements managed in accordance with Insignia Financial's Conflicts 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.

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Notes to the financial statements
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16. Related parties (continued)

Related party 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:

Related Party	Service Provided
Insignia Financial Limited	Ultimate parent entity of the Trustee
NULIS Nominees (Australia) Limited (NULIS)	Trustee of the Fund
MLC Wealth Limited	Administrator of the Trustee of the Fund
IOOF Service Co Pty Limited	Service provider
MLC Asset Management Services Limited	Portfolio manager (for directly managed options in the Fund)
MLC Investments 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.
Actuate Alliance Services Pty Limited	Financial adviser to certain members
Bridges Financial Services Pty Limited	Financial adviser to certain members
Consultum Financial Advisers Pty Limited	Financial adviser to certain members. Consultum Financial Advisers Pty Ltd ceased to be a related party on 1 July 2024, after the parent entity divested a significant portion of its holdings.
Lonsdale Financial Group	Financial adviser to certain members. Lonsdale Financial Group ceased to be a related party on 21 August 2024, after the parent entity divested a significant portion of its holdings.
MLC Direct - Orphan Adviser Code	Financial adviser to certain members
RI Advice Group Pty Ltd	Financial adviser to certain members. RI Advice Group Pty Ltd ceased to be a related party on 1 July 2024, after the parent entity divested a significant portion of its holdings.
Shadforth Financial Group	Financial adviser to certain members
TenFifty	Financial adviser to certain members. TenFifty ceased to be a related party on 1 July 2024, after the parent entity divested a significant portion of its holdings.

Related parties fees

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

2025	NULIS Trustee	MLC Wealth Limited	Related party investments	Related party financial advisers	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Transactions during the reporting period					
Income					
Distribution income and gains ¹	-	-	3,886,246	-	3,886,246
Other income	4,666	-	-	-	4,666
Compensation ²	-	2,845	-	-	2,845
Expenses					
Administration fees (includes adviser fees) ³	179,663	-	-	4,404	184,067
Investment expenses	203,091	-	-	-	203,091
Operating expenses	73,149	-	-	-	73,149
Total income/(expenses)	(451,237)	2,845	3,886,246	(4,404)	3,433,450

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

16. Related parties (continued)

Related party transactions (continued)

Related parties fees (continued)

2025	NULIS Trustee	MLC Wealth Limited	Related party investments	Related party financial advisers	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Balances outstanding as at end of reporting period					
Receivable / (payable)	(72,045)	317	-	-	(71,728)
Fair value of derivatives	-	-	1,092	-	1,092
Fair value of unlisted unit trusts	-	-	90,627,693	-	90,627,693
Total assets/(liabilities)	(72,045)	317	90,628,785	-	90,557,057

1 Income includes distributed realised gains from underlying trusts, which are allocated to changes in investments measured at fair value.

2 Compensation for members is funded by MLCW and is included under contributions within the Statement of Member Benefits.

3 Administration fees include adviser fees collected from members and paid to financial advisers through NULIS.

2024	NULIS Trustee	MLC Wealth Limited	Related party investments *	Related party financial advisers	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Transactions during the reporting period					
Income					
Distribution income and gains ¹	-	-	3,237,340	-	3,237,340
Other income	2,418	-	-	-	2,418
Compensation ²	-	10,023	-	-	10,023
Expenses					
Administration fees (includes adviser fees) ³	231,965	-	-	14,599	246,564
Investment expenses	190,710	-	-	-	190,710
Operating expenses	14,053	-	-	-	14,053
Total income/(expenses)	(434,310)	10,023	3,237,340	(14,599)	2,798,454
Balances outstanding as at end of reporting period					
Receivable / (payable)	(44,539)	234	-	-	(44,305)
Fair value of derivatives	-	-	522	-	522
Fair value of unlisted unit trusts	-	-	83,042,859	-	83,042,859
Total assets/(liabilities)	(44,539)	234	83,043,381	-	82,999,076

1 Income includes distributed realised gains from underlying trusts, which are allocated to changes in investments measured at fair value.

2 Compensation for members is funded by MLCW and is included under contributions within the Statement of Member Benefits.

3 Administration fees include adviser fees collected from members and paid to financial advisers through NULIS.

* Prior year numbers have been updated in line with restatements. Please refer to Note 21.

MLC Super Fund
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16. Related parties (continued)

Related party investments

The Fund held investments in unlisted unit trusts managed by MLC Investments Limited (MLCI). The following table sets out transactions with related party unlisted unit trusts during the year and balances held at reporting date.

2025	Fair value at 30 June \$'000	Interest held %	Distribution income* \$'000	Number of Units held 000
MLC Investment Limited				
Altrinsic Global Equities Trust	89,916	45	7,036	54,742
Antares Elite Opportunities Fund	72,489	54	4,815	55,740
Antares High Growth Fund	57,742	20	3,454	56,252
Antares Inflation Linked Bond Fund Class A	25,661	97	1,473	24,258
Diversified Australian Share Trust	9,709,103	95	341,431	126,180
Diversified Global Share Trust	8,899,330	68	749,082	76,794
Diversified Global Share Trust with Currency Hedged	2,998,768	88	96,769	21,919
Fairview Equity Partners Emerging Companies Fund	87,423	15	8,452	35,844
Passive Australian Share Trust	1,876,653	100	61,828	1,091,871
Passive Global Share Trust	1,582,112	75	23,189	605,450
Passive Global Share Trust with Currency Hedged	525,017	100	-	258,629
LCS Trust Class A **	-	0	273	-
MLC Horizon 7 Trust **	-	0	23,145	-
MLC MasterKey Unit Trust - IncomeBuilder	781,620	57	84,567	353,649
MLC PE Evergreen Trust	2,612,377	100	216,588	76,446
MLC - Platinum Global Fund	216,135	41	34,610	132,577
WM Pool - Australian Equities No.2	-	0	258,773	-
WM Pool - Equities Trust No. 28	97	100	-	4
WM Pool - Equities Trust No. 40	25,469	100	405	1,578
WM Pool - Equities Trust No. 42	706,545	92	25,847	6,634
WM Pool - Equities Trust No. 53	6,883	100	55	73
WM POOL - Equities Trust No. 73 - DOT	237,733	100	8,046	2,311
WM Pool - Equities Trust No.16 **	-	0	61	-
WM Pool - Equities Trust No.48 - IP Conservative (Super)	20	100	14	1
WM POOL - Equities Trust No.65 -Passive GE Hedged (Redpoint)	845,391	68	-	3,709
WM POOL - Equities Trust No.67	3,919,825	100	91,964	23,181
WM POOL - Equities Trust No.74	1,215,431	40	41,855	4,838
WM POOL - Equities Trust No.75	7,114,451	65	473,329	38,889
WM Pool - Fixed Interest Trust No.12	149,553	100	-	1,122
WM Pool - Fixed Interest Trust No. 18	1,758,893	60	154,264	12,312
WM Pool - Fixed Interest Trust No. 22	2,720,230	96	62,444	33,952
WM Pool - Fixed Interest Trust No.13	843	80	-	7
WM Pool - Fixed Interest Trust No.14- Global Credit (Short)	708,957	100	91	4,093
WM Pool - Fixed Interest Trust No.15 - Global Credit (All)	4,111,817	85	-	3,883,898
WM Pool - Fixed Interest Trust No.16	25,785	100	-	247
WM Pool - Global Equities Trust No. 1- IP Moderate (Super)	1,311	100	23,885	31
WM Pool - Global Equities Trust No. 4	976,377	100	61,759	52,097
WM Pool - Global Properties Trust **	-	0	2,349	-
WM Pool - High Yield Fixed Interest Trust	1,559,779	100	134,477	14,104
WM Pool - Inflation Linked Securities Trust	61,491	100	10,490	56,501
WM Pool - LTAR Part 1 Trust - IP Assertive (Super)	1,262	100	19,081	141
WM Pool - NSIM Australian Fixed Interest (A) Trust	2,985,530	100	134,528	2,953,868
WM Pool - NSIM Australian Fixed Interest (A) Trust	5,591,447	100	20,225	60,619
WM Pool - NSIM Australian Fixed Interest (S) Trust	91,109	100	1,120	655
WM Pool - Resolution Capital Property Securities Trust	13,439	11	1,563	12,484
WM Pool - UBS Australian Fixed Interest (A) Trust	326,802	100	-	641,115
WM Pool - UBS Australian Fixed Interest (S) Trust	205,971	100	8,360	4,145
WM Pool Equities Trust No 66	1,685,983	100	425	5,321
WM Pool Equities Trust No 70	132,101	100	1	1,571
WM Pool Equities Trust No 78	2,732,638	82	155,315	1,847,560
WM Pool Equities Trust No 85	576,186	100	29,229	432,064
WM Pool Equities Trust No. 77	187,223	63	74	184,930
WM Pool Equities Trust No. 79	239,856	86	-	1,597
WM Pool Equities Trust No. 81	40	100	-	85,591
WM Pool Fixed Interest No 29	707,253	100	11,169	2,026,630
WM Pool Fixed Interest Trust No 25	56,092	0	61,516	588

MLC Super Fund
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16. Related parties (continued)

Related party investments (continued)

2025

	Fair value at 30 June \$'000	Interest held %	Distribution income* \$'000	Number of Units held 000
MLC Investment Limited				
WM Sector - Diversified Debt (All) Trust **	-	0	98,042	-
WM Sector - Diversified Debt (Short) Trust	1,451,805	79	76,498	14,707
WMP Active GREIT (S) (WMP EQ 9)	678,936	93	-	8,550
WMP Aggressive (WMP EQ 86)	1,756,433	100	13,409	1,695,977
WMP Enh AEQ (S) (WMP EQ 25)	12,063,663	96	176,693	176,336
WMP Enh Cash (S) (Fi 30)	3,132,976	93	72,178	3,124,175
Total	90,297,972		3,886,246	20,388,557

* Income includes distributed realised gains from underlying trusts, which are allocated to changes in investments measured at fair value.

** Holdings less than 1% are reported as zero.

2024 ****

	Fair value at 30 June \$'000	Interest held %	Distribution income* \$'000	Number of Units held 000
MLC Investment Limited				
Altrinsic Global Equities Trust ***	71,359	36	7,026	46,119
Antares Elite Opportunities Fund ***	76,053	46	5,273	57,315
Antares High Growth Shares Fund ***	58,927	18	4,667	54,393
Antares Inflation Linked Bond Fund Class A ***	25,555	87	1,018	24,579
Diversified Australian Share Trust	9,014,660	96	289,492	127,316
Diversified Global Share Trust	7,813,715	76	633,400	76,532
Diversified Global Share Trust with Currency Hedged	2,600,002	100	711	20,192
Fairview Equity Partners Emerging Companies Fund	81,012	14	1,824	37,064
Passive Australian Share Trust	1,677,734	100	64,349	1,088,103
Passive Global Share Trust	1,342,487	75	19,896	602,920
Passive Global Share Trust with Currency Hedged	469,190	100	-	260,758
LCS Trust Class A	3,273	100	-	2,929
MLC Horizon 7 Trust	1,278,291	86	109,863	858,704
MLC MasterKey Unit Trust - IncomeBuilder	755,553	54	59,274	338,699
MLC PE Evergreen Trust	2,501,844	100	135,169	74,839
MLC - Platinum Global Fund	232,992	39	12,736	125,181
WM Pool - Australian Equities No.2	10,627,495	92	562,545	140,906
WM Pool - Equities Trust No. 28	101	100	24,243	4
WM Pool - Equities Trust No. 30	132	0	9	105
WM Pool - Equities Trust No. 34	102,269	3	678	60,544
WM Pool - Equities Trust No. 37	446	0	54	4
WM Pool - Equities Trust No. 40	197	100	-	12
WM Pool - Equities Trust No. 42	1,058,541	100	31,735	11,013
WM POOL - Equities Trust No. 60 - Simple Real Return **	-	0	589	-
WM POOL - Equities Trust No. 73 - DOT	363,348	100	16,905	3,781
WM Pool - Equities Trust No.16	6,615	2	2,280	211
WM Pool - Equities Trust No.48 - IP Conservative (Super)	1,083	100	2,746	28
WM POOL - Equities Trust No.65 -Passive GE Hedged (Redpoint)	759,990	70	7	3,758
WM POOL - Equities Trust No.67	3,678,230	100	56	24,150
WM POOL - Equities Trust No.74	1,066,377	42	40,843	4,820
WM POOL - Equities Trust No.75	6,121,220	63	249,106	37,132
WM Pool - Fixed Interest Trust No.12	149,030	100	-	1,315
WM Pool - Fixed Interest Trust No.11 **	-	0	712	-
WM Pool - Fixed Interest Trust No. 18	1,793,665	64	94,362	12,494
WM Pool - Fixed Interest Trust No. 22	2,762,176	100	25,415	33,475
WM Pool - Fixed Interest Trust No. 24 **	-	0	13,580	-
WM Pool - Fixed Interest Trust No.14- Global Credit (Short)	774,190	100	-	4,508
WM Pool - Fixed Interest Trust No.15 - Global Credit (All)	3,316,183	89	12,158	3,424,391
WM Pool - Fixed Interest Trust No.16	25,904	100	-	260
WM Pool - Global Equities Trust No. 1- IP Moderate (Super)	339,729	100	22,972	3,115
WM Pool - Global Equities Trust No. 4	316,845	100	-	17,457

MLC Super Fund
Notes to the financial statements
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16. Related parties (continued)

Related party investments (continued)

2024 ****

	Fair value at 30 June \$'000	Interest held %	Distribution income* \$'000	Number of Units held 000
MLC Investment Limited				
WM Pool - Global Properties Trust	641,919	74	337	6,178
WM Pool - High Yield Fixed Interest Trust	1,706,080	98	38,936	15,675
WM Pool - Inflation Linked Securities Trust	438,409	96	18,875	380,082
WM Pool - LTAR Part 1 Trust - IP Assertive (Super)	211,913	100	17,179	2,513
WM Pool - NSIM Australian Fixed Interest (S) Trust	81,433	100	27	676
WM Pool - NSIM Cash Trust	2,728,079	100	126,185	2,699,910
WM Pool - Resolution Capital Property Securities Trust	12,447	10	3,415	11,931
WM Pool - UBS Australian Fixed Interest (A) Trust	333,297	100	-	630,723
WM Pool - UBS Australian Fixed Interest (S) Trust	181,457	100	5,119	3,733
WM Pool Equities Trust No 66	1,248,883	100	98,525	4,458
WM Pool Equities Trust No 70	4,452	100	57,820	48
WM Pool Equities Trust No 78	2,478,846	86	89,021	1,722,660
WM Pool Equities Trust No 85	542,080	100	11,909	438,143
WM Pool Equities Trust No. 77	173,951	68	36	187,727
WM Pool Equities Trust No. 79	249,997	100	-	1,660
WM Pool Equities Trust No. 81	56	100	-	85,591
WM Pool Fixed Interest No 29	624,594	100	-	1,901,654
WM Pool Fixed Interest Trust No 25	3,428,774	80	165,216	3,426,790
WM Pool Fixed Interest Trust No.5 - Extended Credit **	-	0	7,838	-
WM Sector - Diversified Debt (All) Trust	5,174,087	81	47,410	58,171
WM Sector - Diversified Debt (Short) Trust	1,430,137	94	84,551	14,749
WM Sector - Global Equities (Hedged) Trust	84,982	7	-	447
WM Sector - Global Equities (Unhedged) Trust	573	3	15,551	856
WM Sector - Property Securities Trust **	-	0	3,697	-
	83,042,859		3,237,340	19,173,501

* Income includes distributed realised gains from underlying trusts, which are allocated to changes in investments measured at fair value.

** Holdings less than 1% are reported as zero.

*** On 3 October 2023, MLC Investments Limited replaced Antares Capital Partners Limited as Responsible Entity of the unlisted unit trusts.

**** Prior year numbers have been updated in line with restatements. Please refer to Note 21.

MLC Super Fund
Notes to the financial statements
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17. 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 4(a)(iv). 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 investment		Ownership interest	
	2025 \$m	2024 \$m	2025 %	2024 %
Cash	5,853	5,388	6%	6%
Equity	56,591	51,855	63%	62%
Fixed income	13,974	14,702	15%	17%
Infrastructure	5,231	4,266	6%	5%
Other	3,734	3,392	4%	4%
Property	5,809	5,507	6%	6%
	91,192	85,110	100%	100%

As at 30 June 2025 and 30 June 2024, 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 2025 and 30 June 2024, the Fund does not have any current commitments or intentions to provide financial or other support to the unconsolidated structured entities, including commitments or intentions to assist the structured entities 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 funds invest 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.

18. Indemnity

For the year ended 30 June 2025, 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.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

19. Contingent assets, liabilities and capital commitments

The Trustee may from time to time be exposed to contingent liabilities and potential claims in respect of the activities of the underlying trust for which it acts as the RSE Trustee. As at the date of this report, there are no contingent liabilities where the underlying fund is not expected to have sufficient assets to indemnify the RSE Trustee as appropriate.

Other Remediation matters

There are a number of 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 will be recognised by either the Trustee's related party administrator or the ultimate parent entity of the Trustee where appropriate.

20. Events subsequent to reporting date

Binding share offer

On 22 July 2025, the ultimate parent entity of the Trustee, Insignia Financial Ltd announced that it had entered into a Scheme of Implementation Deed (SID) under which CC Capital has agreed to acquire all of the issued shares in Insignia Financial Ltd pursuant to a scheme of arrangement (Scheme) for cash consideration of \$4.80 per share.

The Insignia Financial Ltd Board has unanimously recommended that shareholders vote in favour of the Scheme in the absence of a superior proposal, and subject to an independent expert concluding (and continuing to conclude) that the Scheme is in the best interests of Insignia Financial Ltd shareholders.

The Scheme is subject to various conditions, including approval by Insignia Financial Ltd shareholders and regulatory approvals from the Australian Prudential Regulatory Authority, the Foreign Investment Review Board and the Australian Competition and Consumer Commission.

Subject to Insignia Financial Ltd shareholders approving the Scheme and the other conditions being satisfied (or, if applicable, waived), Insignia Financial expects that the Scheme will be implemented in the 1st half of calendar year 2026.

No other significant events have occurred since the end of the reporting period which would impact on the financial position of the Fund disclosed in the Statement of Financial Position as at 30 June 2025 or on the cash flows of the Fund for the year ended on that date.

21. Comparatives restatement

Due to the change in accounting treatment, a voluntary restatement has been made to recognise distribution income as at 30 June. The adjustment reclassified the amounts from unrealised gains to distribution income on the Income statement, with this, the value of the unlisted unit trusts on the Statement of financial position have decreased and receivables have increased.

The Fund has restated the prior year Statement of financial position, Income statement, Note 6 Receivables, Note 9 Net change in fair value of investments, Note 13 Cash flow statement reconciliation, Note 14 Fair value of financial instruments, Note 15 Financial Management Framework, Note 16 Related parties transactions, Note 16 Related party investments and Note 17 Investment assets of unconsolidated structured entities to conform to current year's presentation to enhance comparability.

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

21. Comparatives restatement (continued)

The Fund's comparative restatement details are shown below:

Statement of financial position

Assets

Cash and cash equivalents

Outstanding settlements receivable

Receivables

Investment assets:

Interest bearing securities

Term deposits

Unlisted unit trusts

Life insurance policies

Derivative assets

Total assets

2024 Restated	2024
\$m	\$m
774	774
11	11
1,481	49
-	-
148	148
225	225
85,110	86,542
132	132
7	7
87,888	87,888

Income statement

Superannuation activities

Interest income

Distribution income

Net changes in fair value of investments

Other income

Total revenue

2024 Restated	2024
\$m	\$m
33	33
3,383	1,671
5,460	7,172
24	24
8,900	8,900

Receivables

Distributions receivable

GST receivable

Other receivables

2024 Restated	2024
\$m	\$m
1,432	-
3	3
46	46
1,481	49

Net change in fair values of investments

Investments held at the end of the financial year

Interest bearing securities

Unlisted unit trusts

Life insurance policies

Derivative assets/liabilities

Total unrealised gains/(losses)

2024 Restated	2024
\$m	\$m
(2)	(2)
3,871	5,583
1	1
6	6
3,876	5,588

Fair value of financial instruments

Recurring fair value measurements

2024

Interest bearing securities

Unlisted unit trusts

Life insurance policies

Derivative assets

Derivative liabilities

Level 2 Restated	Level 2
\$m	\$m
148	148
76,400	78,372
132	132
6	6
(1)	(1)
76,685	78,657

MLC Super Fund
Notes to the financial statements
For the year ended 30 June 2025

21. Comparatives restatement (continued)

Cash flow statement reconciliation

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

2024

Loss after income tax

Adjustments for non-cash items and movements in the statement of financial position:

Increase in assets measured at fair value

Increase in receivables

Decrease in receivables not related to operating activities

Decrease in payables

Increase in payables not related to operating activities

Decrease in tax receivable

Increase in deferred tax liabilities

Increase in current tax liabilities

Adjustment for items included in profit/(loss) after tax, that are not included in net cash from operating activities:

Reinvestment of distribution income

Adjustments for items not included in profit/(loss) after tax, but included in net cash from operating activities:

Benefits allocation to Members' accounts

Insurance premiums charged to members

Net cash flows from operating activities

	2024 Restated \$m	2024 \$m
Loss after income tax	(2)	(2)
Adjustments for non-cash items and movements in the statement of financial position:		
Increase in assets measured at fair value	(5,460)	(7,172)
Increase in receivables	(1,476)	(45)
Decrease in receivables not related to operating activities	45	45
Decrease in payables	(26)	(26)
Increase in payables not related to operating activities	10	10
Decrease in tax receivable	48	48
Increase in deferred tax liabilities	378	378
Increase in current tax liabilities	215	215
Adjustment for items included in profit/(loss) after tax, that are not included in net cash from operating activities:		
Reinvestment of distribution income	(1,892)	(1,611)
Adjustments for items not included in profit/(loss) after tax, but included in net cash from operating activities:		
Benefits allocation to Members' accounts	7,867	7,867
Insurance premiums charged to members	(699)	(699)
Net cash flows from operating activities	(992)	(992)

Financial Management Framework

Market Price risk

Other market price risk

Interest bearing securities

Unlisted unit trusts

Life insurance policies

Derivative assets

Derivative liabilities

	2024 Restated \$m	2024 \$m
Interest bearing securities	148	148
Unlisted unit trusts	85,110	86,542
Life insurance policies	132	132
Derivative assets	7	7
Derivative liabilities	(1)	(1)
	85,396	86,828

Other market price risk sensitivity

Change in profit/(loss) from operating activities & change on net assets *

Interest bearing securities

Unlisted unit trusts

Life insurance policies

Derivative assets

	2024 Restated \$m	2024 \$m
Interest bearing securities	15	15
Unlisted unit trusts	8,511	8,654
Life insurance policies	13	13
Derivative assets	1	1
	8,540	8,683

* Using same sensitivity rate at 10%.

MLC Super Fund
Notes to the financial statements
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21. Comparatives restatement (continued)

	Related party investments Restated \$'000	Related party investments \$'000
Related parties transactions		
2024		
Transactions during the reporting period		
Income		
Distribution income and gains	3,237,338	2,645,497
Other income	-	-
Compensation	-	-
Expenses		
Administration fees (includes adviser fees)	-	-
Investment expenses	-	-
Operating expenses	-	-
Total income/(expenses)	3,237,338	2,645,497

	Fair value at 30 June Restated \$'000	Distribution income Restated \$'000	Fair value at 30 June \$'000	Distribution income \$'000
Related party investments				
2024				
MLC Investment Limited *				
Antares Income Fund	-	-	-	774
Antares Inflation Linked Bond Fund Class A	25,555	-	26,196	1,038
Fairview Equity Partners Emerging Companies Fund	81,011	1,824	82,835	2,163
Diversified Australian Share Trust	9,014,659	289,492	9,133,625	284,025
Diversified Global Share Trust	7,813,714	633,400	8,447,116	406,240
Diversified Global Share Trust with Currency Hedged	2,600,002	711	2,600,713	6
Passive Australian Share Trust	1,677,734	64,349	1,707,983	50,915
Passive Global Share Trust	1,342,487	19,896	1,362,383	31,773
MLC PE Evergreen Trust	2,501,844	135,169	2,604,860	32,152
MLC Wholesale Index Plus Growth Portfolio	-	-	-	2
WM Pool - Australian Equities No.2	10,627,495	562,545	10,957,216	414,880
WM Pool - Equities Trust No. 40	197	-	197	16
WM Pool - High Yield Fixed Interest Trust	1,706,080	38,936	1,745,015	-
WM Pool Equities Trust No 66	1,248,883	98,525	1,347,408	38,365
WM Pool Fixed Interest Trust No 25	3,428,774	165,216	3,484,288	156,890
Total assets	42,068,435	2,010,062	43,499,837	1,419,239

* Only the impacted related party investments are listed.

	Fair value of investment		Ownership interest	
Investment assets of unconsolidated structured entities	2024 Restated	2024	2024 Restated	2024
	\$m	\$m	%	%
Cash	5,388	5,388	6%	6%
Equity	51,855	53,287	62%	62%
Fixed income	14,702	14,702	17%	17%
Infrastructure	4,266	4,266	5%	5%
Other	3,392	3,392	4%	4%
Property	5,507	5,507	6%	6%
	85,110	86,542	100%	100%

MLC Super Fund
For the year ended 30 June 2025
Trustee Declaration

In the opinion of the Directors of NULIS Nominees (Australia) Limited being the Trustee of MLC Super Fund (the Fund):

1. The financial statements and notes to the financial statements, the 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 2025, 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 the Trust Deed dated 9 May 2016, 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 9 May 2016, 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, NULIS Nominees (Australia) Limited:



.....
Director



.....
Director

Signed 23 September 2025

Independent Auditor's Report

To the members of MLC Super Fund

Report on the audit of the Financial Report

Opinion

We have audited the **Financial Report** of MLC Super Fund (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 2025 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 2025
- 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 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 Director's 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 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

This description forms part of our Auditor's Report.

Report on the Remuneration Report

Opinion

In our opinion, the Remuneration Report of MLC Super Fund for the year ended 30 June 2025, complies with *Section 300C* of the *Corporations Act 2001*.

Directors' responsibilities

The Directors of the Trustee are responsible for the preparation and presentation of the Remuneration Report in accordance with *Section 300A* of the *Corporations Act 2001*.

Our responsibilities

We have audited the Remuneration Report included in pages 9 to 27 of the Directors' report for the year ended 30 June 2025.

Our responsibility is to express an opinion as to whether the Remuneration Report complies in all material respects with *Section 300C* of the *Corporations Act 2001*, based on our audit conducted in accordance with *Australian Auditing Standards*.



KPMG



Dean Waters

Partner

Melbourne

23 September 2025