

Register of Relevant Interests and Duties

Challenger Retirement and Investment Services Limited

This information has been prepared in accordance with ASIC Information Sheet 278 and is current as at 10 October 2024. It relates to relevant duties and interests of Challenger Retirement and Investment Services Limited (**CRISL**) and all 'Responsible Persons' (e.g. directors on the CRISL Board, company secretaries, senior managers and the Fund auditor).

What is a relevant duty or interest?

Relevant duty	A duty owed by CRISL or a person that might reasonably be considered to have the potential to have a significant impact on the capacity of CRISL to act in the best interests of beneficiaries of the Challenger Retirement Fund (Fund).
Relevant interest	Any interest, gift or benefit held by CRISL or a person that might reasonably be considered to have the potential to have a significant impact on the capacity of CRISL to act in a manner that is consistent with the best interests of the beneficiaries of the Fund.

Register

The Directors and Executive Officers of CRISL are listed in the below table.

Responsible person	Duties to CRISL	Other relevant duties ¹	Other relevant interests ²	Potential conflict	Conflict management mechanism
Margaret Kennedy	Non-Executive director (Chair) Audit Committee member	Ms Kennedy is a director of unrelated entities outside the Challenger Group. These appointments are not considered a potential conflict due to the nature of the Fund's investment and business operations. Ms Kennedy is a committee member of the Fidante Partners Limited and Fidante Partners Services Limited	Nil	Remunerated by Challenger Group Services Pty Ltd.	Control, disclose conflicts. Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices.

¹ CRISL invests the assets of the Fund wholly in guaranteed life insurance policies issued by Challenger Life Company Limited (**CLC**), under which the returns to members are guaranteed irrespective of the performance or asset allocation of CLC's investments. CRISL outsources the administration of the Fund to Challenger Group Services Pty Ltd and MetLife Insurance Limited for the Term Life Insurance (under Super) Plan. Any external directorships or other appointments (for profit or not-for profit) with an unrelated entity outside the Challenger group are not disclosed in this register as CRISL, in its capacity as the Responsible Superannuation Entity, does not consider such an appointment to be a potential conflict due to the nature of the Fund's investments and administration arrangements.

² E.g. Shares or benefits held in Challenger Limited or a related company (including beneficial interests in performance share plan rights that are subject to conditions and terms of employment). Due to the nature of the Fund's investments and administration arrangements (see footnote 1), CRISL does not consider remuneration received from other positions outside of Challenger Limited, shareholdings in an external company or membership of another superannuation fund to be a potential conflict.

Responsible person	Duties to CRISL	Other relevant duties ¹	Other relevant interests ²	Potential conflict	Conflict management mechanism
		Compliance Committees. FPL and FPSL are wholly owned subsidiaries of the Challenger Group.			Record of Director's Interest. Non participation in relevant deliberations / voting - recorded via minutes.
Catherine Dubé	Non-Executive director	Ms Dubé is a non-executive director on the MLC Limited Board.	Nil	Director as MLC Limited - if the Fund went to market for a new life insurer, it is possible that MLC Life Insurance may participate in the tender.	Ms Dubé would abstain from voting and vacate the meeting if required.
	Audit Committee member (Chair)	Ms Dubé is also a director of unrelated entities outside the Challenger Group. These appointments are not considered a potential conflict due to the nature of the Fund's investment and business operations.		Remunerated by Challenger Group Services Pty Limited.	Control, disclose conflicts. Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices. Record of Director's Interest. Non participation in relevant deliberations / voting - recorded via minutes.
Anthony Bofinger	Non-Executive director	Mr Bofinger is a non-executive director of other Challenger wholly-owned entities, including Fidante Partners Limited and Fidante Partners Services Limited. However, these appointments are not considered a potential conflict due to the nature of the Fund's investment and business operations.	Shareholder, Challenger Limited.	Remunerated by Challenger Group Services Pty Ltd.	Control, disclose conflicts.
	Audit Committee Member	Mr Bofinger is also a director of unrelated entities outside the Challenger Group. However, these appointments are not considered a potential conflict due to the nature of the Fund's investment and business operations.			Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices. Record of Director's Interest. Non participation in relevant deliberations / voting - recorded via minutes.
Lanh Nguyen	Executive Director	Chief Financial Officer, Life and Solutions	Shareholder, Challenger Limited.	Executive duties to Challenger Limited may	Control, disclose conflicts.

Responsible person	Duties to CRISL	Other relevant duties ¹	Other relevant interests ²	Potential conflict	Conflict management mechanism
		Director to various other Challenger entities.		<p>conflict with duties to CRISL.</p> <p>Performance evaluation and remuneration based on success of Challenger as well as CRISL.</p>	<p>Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices.</p> <p>Record of Director's Interest. Non participation in relevant deliberations / voting - recorded via minutes.</p>
Anton Kapel	Chief Executive, Life	Director, various other Challenger entities, including Challenger Investment Solutions Management Pty Ltd	Shareholder, Challenger Limited.	<p>Executive duties to Challenger Limited may conflict with duties to CRISL.</p> <p>Performance evaluation and remuneration based on success of Challenger as well as CRISL.</p>	<p>Control, disclose conflicts.</p> <p>Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices.</p>
Mandy Mannix	Chief Executive, Customer	Executive duties to various other Challenger entities	Nil	<p>Executive duties to Challenger Limited may conflict with duties to CRISL.</p> <p>Performance evaluation and remuneration based on success of Challenger as well as CRISL.</p>	<p>Control, disclose conflicts.</p> <p>Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices.</p>
Linda Matthews	Company Secretary	Head of Company Secretariat, Challenger Limited	Shareholder, Challenger Limited.	Duties as Company Secretary of other Challenger group companies may conflict with duties to CRISL.	<p>Control, disclose conflicts.</p> <p>Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of Conduct, other Challenger Group Policies and Corporate Governance practices</p>
Hannah-Mary Crabbe	Company Secretary	Company Secretary to the entities under the Funds Management business	Shareholder, Challenger Limited.	Duties as Company Secretary of other Challenger group companies may conflict with duties to CRISL.	<p>Control, disclose conflicts.</p> <p>Must comply with Challenger Group Conflicts of Interest Policy, Regulated Persons Policy, Code of</p>

Responsible person	Duties to CRISL	Other relevant duties ¹	Other relevant interests ²	Potential conflict	Conflict management mechanism
					Conduct, other Challenger Group Policies and Corporate Governance practices
Louise Burns	Partner, Ernst & Young External auditor, Challenger Retirement Fund	Nil	Nil – cannot hold shares in Challenger Limited.	Ernst & Young provides external audit services for the Challenger Group.	Control, avoid conflicts. Must comply with Challenger's Regulated Persons Policy. Segregation - External & Internal Audit service providers. Must comply with Auditor Independence Policy. Annual attestation of fitness and propriety. Ernst & Young provides external audit services for the Challenger Group.