



HOSTPLUS ANNUAL REPORT THAT'S A PLUS+

For the financial year ending 30 June 2022



As a national superannuation fund with offices in every state and territory around Australia, we recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the lands on which we live and work, who have maintained and protected these lands and seas for thousands of years. We pay our respects to Elders, past, present and emerging, and we extend this acknowledgement to all Aboriginal and Torres Strait Islander peoples today.



About this report

We have used the International Integrated Reporting <IR> Framework as a guide to producing our 2021–22 Annual Report. Using the <IR> Framework allows us to provide a fuller picture of Hostplus' ability and actions to create value in the short, medium and long term for our members and stakeholders.



Important information

This report, released in November 2022, covers the operations of Hostplus from 1 July 2021 to 30 June 2022. Information contained within this report is general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you, in light of your circumstances, before acting on it. Please read the relevant Hostplus Product Disclosure Statement (PDS), available at hostplus.com.au before making a decision about Hostplus. For a description of the target market, please read the Target Market Determination (TMD), available at hostplus.com.au. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a super fund. Issued by Host-Plus Pty Limited ABN 79 008 634 704, AFSL 244392 as Trustee for the Hostplus Superannuation Fund (the Fund) ABN 68 657 495 890, MySuper No 68 657 495 890 198.



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WHO WE ARE

WE'RE A SUPER FUND WITH A POSITIVE FOR EVERYONE, NO MATTER WHAT'S IMPORTANT TO YOU.

Today, we're widely recognised as the lifetime fund of choice for Australians from a broad range of backgrounds and industries. This year we've grown even more – now with 1.6 million members, \$80 billion in funds under management (FUM) and 273,000 contributing employers.

We've been helping members save for retirement for 34 years. Our continued growth shows how much people value our investment expertise and performance, and our profit-to-member ethos. Our scale allows us to continue to invest in and deliver new and innovative products and services, while also maintaining a low administration fee.

With approximately \$3 billion of venture capital investments, Hostplus has been a major backer of early-stage businesses in Australia and around the world.¹ Our investments in startups and other ground-breaking companies, like SafetyCulture and Gilmour Space, drive innovation and deliver excellent, long-term returns for members. Read more about some of our venture capital investments on page 34 and our responsible investments on page 31.

As a proud Industry SuperFund, we're committed to responsible and sustainable investment, a low administration fee and strong, long-term returns. In the 2021–22 financial year, our default Balanced (MySuper) option returned a positive 1.57% and was ranked the industry's number one balanced option over 1, 5, 7, 10, 15 and 20 years² to 30 June 2022. These results are a strong validation that our investment beliefs, strategy and approach have served our members well, delivering market-leading outcomes.³

THAT'S A PLUS+

1. Source: Hostplus.

2. Source: SuperRatings Accumulation Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022. For current returns, visit hostplus.com.au

3. Past performance is not a reliable indicator of future performance.



OUR VISION

With our origins in the hospitality and tourism industries, Hostplus continues to evolve as the lifetime fund of choice for all Australians, delivering retirement income security to our members.

Read more about our plans for the future on page 10.

OUR VALUES

At Hostplus we're driven by our values. Every day we have our members' best financial interests at heart. Our people live our values every time they interact with our members, employers, partners and stakeholders. For us, **members come first**.

We also work on having a positive workplace culture – celebrating and recognising employees who lead by example:



Go for it

We are optimistic and focus on solutions, not problems.



Keep it real

We are honest, genuine, straightforward and transparent.



We care

We care about our work, our members and our colleagues.



Better together

We've got each other's backs and we never walk alone.



Be proud

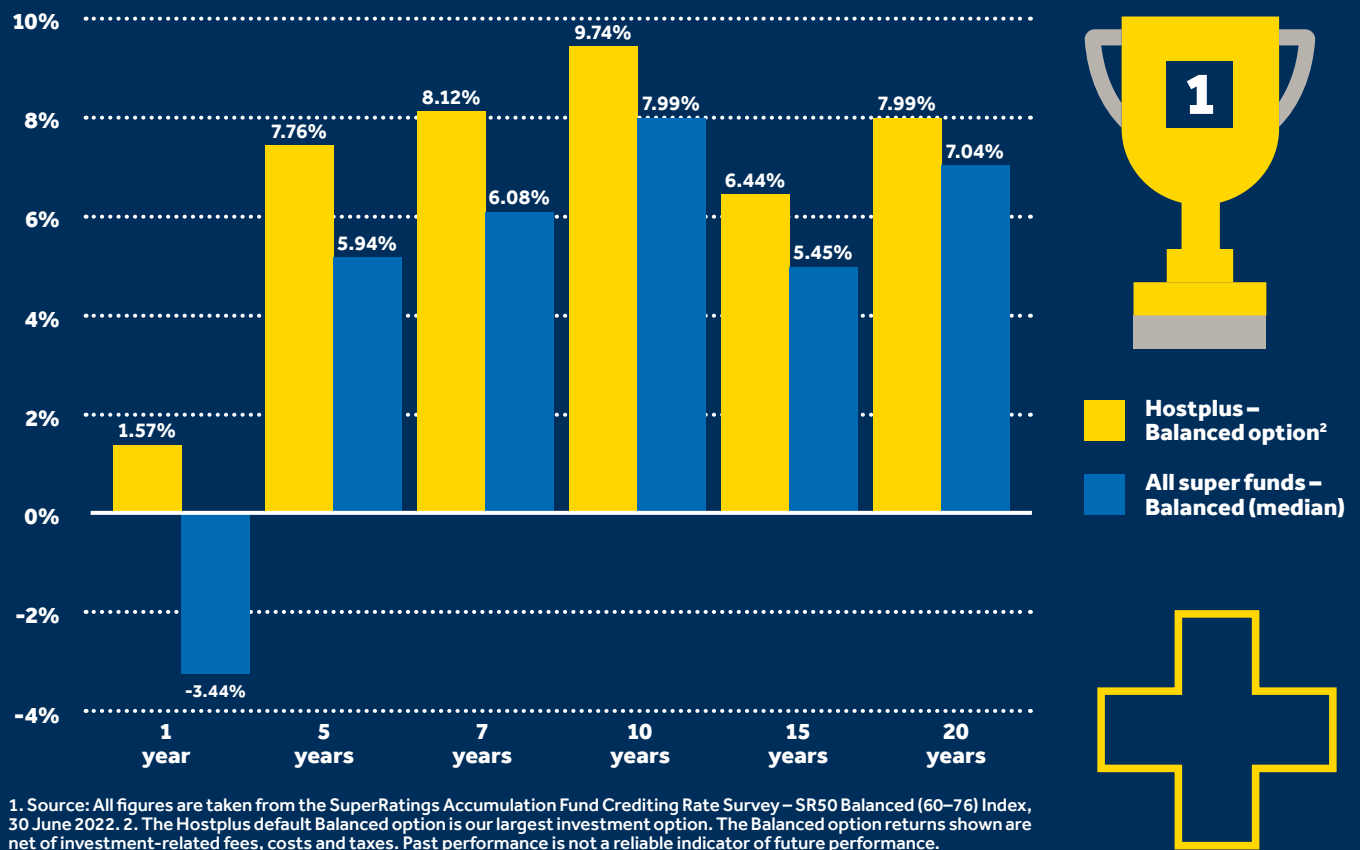
We are proud of who we are and the work we do every day.

HOSTPLUS TODAY

YEAR ENDED 30 JUNE 2022

According to SuperRatings, our default Balanced option was ranked number one in net returns over 1, 5, 7, 10, 15 and 20 years to 30 June 2022.¹

Net returns¹



WHERE MEMBERS ARE INVESTED

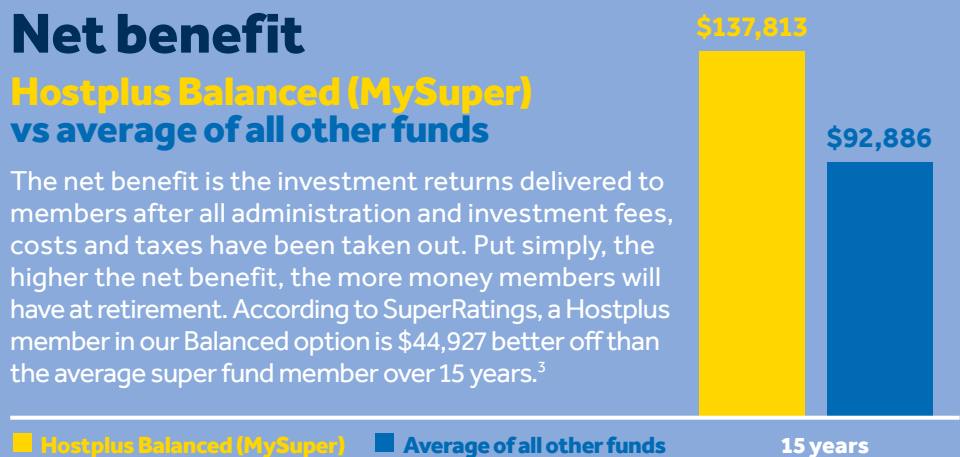


+ 84%
of our members are invested in our Balanced option

Net benefit

Hostplus Balanced (MySuper) vs average of all other funds

The net benefit is the investment returns delivered to members after all administration and investment fees, costs and taxes have been taken out. Put simply, the higher the net benefit, the more money members will have at retirement. According to SuperRatings, a Hostplus member in our Balanced option is \$44,927 better off than the average super fund member over 15 years.³

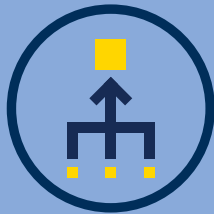




1.6m
MEMBERS



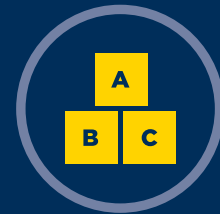
273k
ACTIVE EMPLOYERS



\$80b

FUNDS UNDER MANAGEMENT

\$86b including other
investments managed
by the Hostplus PST



450k
NEW MEMBER
ACCOUNTS CREATED

HOW WE'RE HELPING OUR MEMBERS



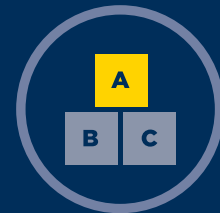
42k
average calls per month in FY22⁵



\$167.7m
insurance claims paid⁶



\$403.9m
retirement benefits paid⁵



222k
NEW MEMBER
ACCOUNTS CREATED,

excluding
members from the
Statewide Super
and Intrust Super
mergers

5. Source: Hostplus. 6. Source: MetLife, AIA, AMP, Hannover, MLC, Windsor on behalf of Certain Underwriters at Lloyds, Zurich/OnePath



A MESSAGE FROM OUR OUTGOING CHAIR

Welcome to Hostplus' 2021–22 Annual Report.

The past financial year was a challenging one for investment markets. Despite this, Hostplus provided a positive return for members in our Balanced (MySuper) option. Our robust, long-term investment strategy and the competitive advantages of scale and stability again proved reliable. Sam Sicilia, Hostplus' Chief Investment Officer, explains how we achieved this on page 30.

Our profits go to our members

As a proud Industry SuperFund, all of our profits go directly to you, our members. It's how we keep our administration fees low, meaning more money in your account for your retirement. That's a plus.

Read more about our profit-to-member philosophy on page 15.

We're one of Australia's ten largest super funds

I'm proud of the membership growth we're seeing outside our traditional sectors of hospitality, tourism, recreation and sport. Our increasing diversity is a great strength that sets Hostplus apart.

In recent times we've added Club Super, AUSfund and Intrust Super to our ever-growing Fund and, lately, Statewide Super. You can read more about our recent mergers on page 16.

Goodbye from me

This is my final message as Chair of the Hostplus Board. I stepped down on 30 June 2022 after more than 15 years in the role. It's been a hugely important, satisfying and challenging position. I've had the privilege of serving the Fund's members, and working with our CEO, David Elia, my fellow directors, our talented executive team and all Hostplus staff.

As I hand over this honour to Damien Frawley, I do so confident that the Fund continues to be in safe hands.

Damien has 35 years' experience in financial services and was most recently CEO at Queensland Investment Corporation for ten years. The future remains bright. Hostplus will always put members' financial interests at the heart of every decision.

Thank you all, and goodbye.

David Elmslie



A MESSAGE FROM OUR INCOMING CHAIR

I'm honoured to be appointed as Chair of Hostplus and would like to extend my appreciation to the Hostplus Board for this privilege.

David Elmslie has made an enormous contribution to the success of Hostplus, which has grown to become one of Australia's ten largest superannuation funds. I'd like to thank him for the legacy he leaves. I'd also like to assure our members that I share his commitment to delivering superior member outcomes in their best financial interests. This focus will continue to guide all of the Board's actions and decisions.

The Fund is responsible for the retirement savings of 1.6 million members, which brings with it great responsibility. I look forward to the challenge.

Damien Frawley





A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

In our constantly changing environment, Hostplus has remained steadfast in our mission: to deliver retirement income security to our members. This focus saw us again deliver the industry-leading results our members deserve.

While investment markets broadly lost value over the financial year, Hostplus' Balanced investment option – in which most of our members are invested – delivered a positive return of 1.57% for the 12 months to 30 June 2022. This result makes our Balanced option the top performer for the year, according to SuperRatings.¹

Our MySuper option is ranked number one over the long term

Remember, super is generally about the long term and we've designed our investment strategy with that in mind. I'm proud that our Balanced option was ranked number one over 1, 5, 7, 10, 15 and 20-year periods to 30 June 2022 for members in the accumulation phase.¹ It's delivered an average net return of 7.99% per year over the past 20 years – and that's after all investment fees, costs and taxes have been paid.¹

And for our Pension members, our Balanced option was also ranked number one in Australia for the past financial year, as well as over 5 and 10-year periods to 30 June 2022.² An outstanding result for those members.

While past performance is not a guarantee of future performance, these results speak for themselves. You can read more about how we've achieved this excellent performance in Sam's update on page 30.

We're committed to net zero emissions by 2050

Since 2017, we've offered our Socially Responsible Investment (SRI) – Balanced option. It's designed to reflect members' values regarding fossil fuels, human rights, the environment, controversial weapons and other issues. I'm pleased that in March 2022, in line with community expectations and the Paris Agreement, we committed to transitioning our entire investment portfolio to net zero emissions by 2050.

This proactive approach will position our investment portfolio to protect members' retirement savings and deliver the best financial outcomes as the world adapts to a lower-carbon future. Through our venture capital and infrastructure portfolios, we're already investing in clean technology and climate solutions to both enable an orderly transition and deliver extra value for our members. Read more about net zero and some of our venture capital and infrastructure investments on pages 31–35.

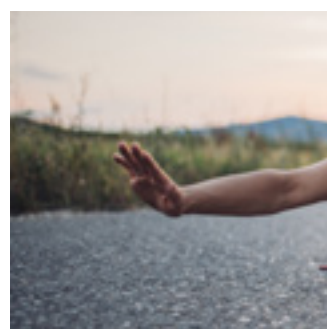
Welcoming our new Chair of the Board

On behalf of all staff and members, I would like to acknowledge the fine work of our retiring Chair, David Elmslie. It has been an honour to work with David these past 15 years. I also wish to warmly welcome our new Chair, Damien Frawley, and look forward to working with him and the Board in exploring promising opportunities to grow the Fund and further secure our members' financial futures. Everyone deserves a dignified retirement.

David Elia
Chief Executive Officer

1. Source: SuperRatings Accumulation Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022.

2. SuperRatings Pension Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022.





HOW WE DELIVER VALUE

OUR STRATEGY

How we deliver value to our members

The Hostplus strategy is driven by our vision to evolve as the lifetime fund of choice for all Australians, delivering retirement income security to our members. It includes a set of strategic objectives which aim to build scale and realise scale benefits to achieve our overarching goal of optimising member outcomes for retirement.

Hostplus' Board and leadership team review our strategy each year to assess the Fund's performance against the strategic objectives outlined in the plan, while accounting for the influence of key external forces. This helps to ensure that we adapt to the ever-changing landscape in which we operate while staying on track to achieve our objectives.

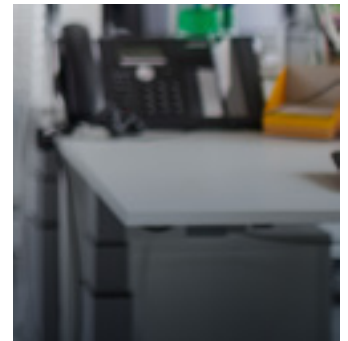
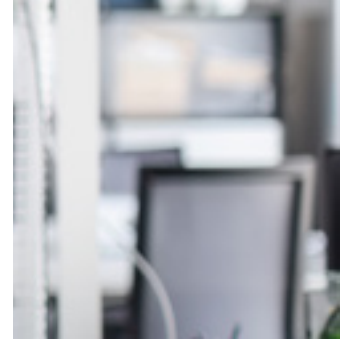
Optimise member outcomes for retirement

We aim to optimise member outcomes for retirement by maximising the net benefit members receive in retirement.

Maximising members' net benefit

We believe the net benefit we deliver to members is the most important measure of the value we provide as a superannuation fund. The net benefit is the investment returns delivered to members after the deduction of all administration and investment fees, costs and taxes. Put simply, the higher the net benefit, the more money members will have at retirement. We're pleased that our members are \$44,927 better off in their net benefit outcome than the average super fund member over 15 years¹ – see our net benefit results on page 15.

1. Source: SuperRatings Net Benefit data as of 30 June 2022. The data shows the difference in net benefit outcomes over 15 years between Hostplus' Balanced (MySuper) investment option and the average net benefit outcome of all competing funds' Balanced options as tracked by SuperRatings. It assumes employer contributions on a starting annual salary of \$50,000 and a \$50,000 starting balance and takes into account historical investment earnings (after administration and investment fees, costs and taxes). Contribution fees, entry fees, exit fees, additional adviser fees or any other fees charged are excluded from this model. Outcomes may vary between individual funds. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund. Visit hostplus.com.au/assumptions for more details about modelling calculations and assumptions.



Responsibly optimise long-term net investment returns

Despite challenging investment market conditions during the 2021–22 financial year, Hostplus delivered a positive return (+1.57%) for our default Balanced (MySuper) option.¹ In fact, SuperRatings ranked our Balanced option number one in performance over 1, 5, 7, 10, 15 and 20-year periods to 30 June 2022.¹

We're proud that our investment strategy, which includes committing to our [Responsible Investment Policy](#), has successfully delivered industry-leading net investment returns over the long term for the majority of our members.

Maintaining low administration fees

We're proud to have one of the lowest administration fees of any MySuper product² in Australia.

In line with our strategy, one of the main ways we maintain low administration fees² is by taking advantage of the scale that results from growing our membership. A key driver of this growth was the successful completion of mergers with Intrust Super and Statewide Super, helping us to further grow our truly national fund. To read more about our growth, see page 16.

We also keep administration fees low by investing in technology to support the efficient delivery of products and services to our members. During the 2021–22 financial year, we continued work on our Business Transformation Program, designed to reduce manual processes and deliver digital solutions that allow members to stay connected and interact with us through a digital channel of their choosing.

Deliver quality and affordable insurance and other benefits

Our insurance options are designed to provide a balance between quality and cost for our members. The most recent analysis of our insurance affordability, completed in July 2020³, identified that the cost of default insurance premiums remained under 1% of salary for our members. We have successfully obtained a guarantee from our insurer, MetLife, that the insurance premiums for default coverage will continue to be maintained through to early 2024. Read more about our insurance offering on page 26.

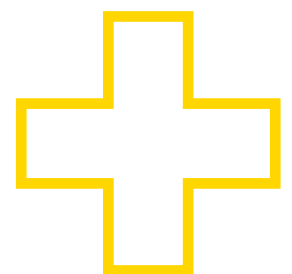
Other member benefits delivered include a retirement projection calculator to help members plan for their retirement, an upgraded Member Online portal, enhancements to our mobile app and member education and financial planning.

We also made improvements to information and cyber security management. Hostplus has many safeguards in place to protect our members' personal information, from their contact details to their account balance, and we've heightened our ID theft monitoring and controls. We plan to continually improve these systems in the future, and to invest in new digital products

1. Source: SuperRatings Accumulation Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022.

2. Source: Based on SuperRatings fee data for public offer MySuper products extracted from SMART platform on 27/06/2022. Comparison is based on the total administration fees assuming a \$50k account balance. Our accumulation members pay \$78 per year, plus an asset-based fee of 0.0165%. A further \$32.24 p.a. per member was deducted from the Fund's Administration Reserve for the year (not from members' accounts). Our pension members pay \$234 per year, plus an asset-based fee of 0.0165%. A further \$49.22 p.a. per member was deducted from the Fund's Administration Reserve for the year (not from members' accounts).

3. Source: Based on research from Rice Warner (July 2020).





Responding to key external forces

Hostplus has been well-placed to respond to a number of significant changes in the regulatory, geopolitical and market landscapes.

Political landscape and regulatory changes

We uplifted our product strategy and business processes over the year in response to several significant pieces of legislation, including the government's Your Future, Your Super (YFYS) reforms, Design and Distribution Obligations (DDO) and the Retirement Income Covenant. With the election of a new federal Labor government, we'll continue to closely monitor developments and advocate on behalf of our members in the superannuation policy debate. See page 25 to read more about recent legislative changes to super.

Russia-Ukraine crisis

In response to the Russia-Ukraine crisis, Hostplus has committed to divest our remaining direct holdings in Russia and will continue to monitor the effects of the war on investment markets and the economy.

Net zero emissions

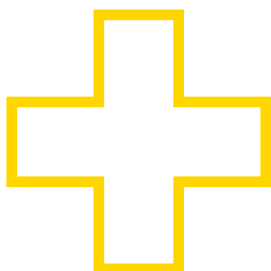
We've committed to transition our investment portfolio to net zero emissions by 2050, in line with Australia's commitment to the Paris Agreement. To support this commitment, we've introduced a new strategic initiative to develop a detailed roadmap toward net zero. Read more about our commitment on page 33.

COVID-19

During the financial year, we saw an easing of COVID-19 restrictions, including an end to lockdowns and the reopening of both interstate and national borders. As the economy begins to recover from the pandemic, we're positioning for growth while remaining committed to supporting our members and employers through these challenging periods.

Competitive landscape

Large-scale consolidation activity continues to be one of the key drivers of change in the super sector and is leading to the creation of a smaller number of larger funds. Having completed two significant mergers in the financial year, we're continuing to monitor this space to identify and pursue any opportunities which align with our growth strategy.





Our three-year strategic plan reviewed and confirmed

Our current three-year strategy was set in 2020 and covers 1 July 2020 to 30 June 2023. In February 2022, as part of our annual strategic review, we adjusted the relationship between our strategic objectives to emphasise that:

- We build scale by growing new membership and funds under management, retaining employers and members, maximising operational efficiency and capability and investing in our people and member-first culture.
- We leverage scale benefits through responsibly optimising long-term net investment returns, maintaining low administration fees and delivering quality and affordable insurance and other benefits.
- This enables us to optimise member outcomes for retirement, which remains our overarching objective.



The Hostplus Board and leadership team have determined that this strategy continues to deliver optimised member outcomes for retirement and positions the Fund for growth in coming years.

Vision

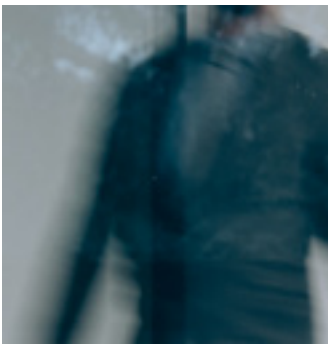
With our origins in the Hospitality and Tourism industries, Hostplus continues to evolve as the lifetime fund of choice for all Australians, delivering retirement income security to our members.

Strategic objectives

Deliver outcomes

Optimise member outcomes for retirement

Leverage scale	1. Responsibly optimise long-term net investment returns	2. Maintaining low administration fees	3. Deliver quality and affordable insurance and other benefits	
	Build scale	Grow new membership and FUM	Retain employers and members and create a fund for life	Through innovation, maximise operational efficiency and capability



RISK MANAGEMENT

Identifying and managing risk

Hostplus has a dedicated and robust program that embeds a sound risk culture across the Fund, placing risk management at the forefront of everything we do.

Our Risk Management Framework identifies, measures and monitors key strategic, operational, financial, regulatory and third-party risks, to ensure we operate within the Board's risk appetite as guided by our members' best financial interests. Hostplus has demonstrated the maturity of this program through the successful delivery of mergers with Intrust Super and Statewide Super.

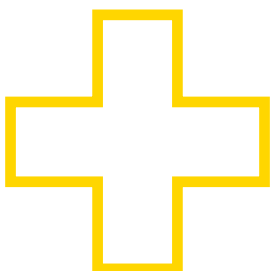
We've successfully managed demanding regulatory changes, which included:

- complying with Design and Distribution Obligations
- changes to complaints management
- a new breach reporting regime
- the introduction of our Retirement Strategy in line with the Retirement Income Covenant.

We were also an early adopter of the new fees and costs disclosure requirements. To read more about some of these regulatory changes, see page 25.

As we managed these changes, our investment returns continued to highlight the strength of our investment strategy despite volatile global and economic conditions.

Supported by an evolving and maturing risk capability, in 2022–23 we will continue to meet the requirements of any regulatory changes, in addition to a strategic agenda that continues our strong organic growth and leverages opportunities for market consolidation.



When it comes to your super, there's only one symbol to look for.¹



YOUR INDUSTRY SUPERFUND

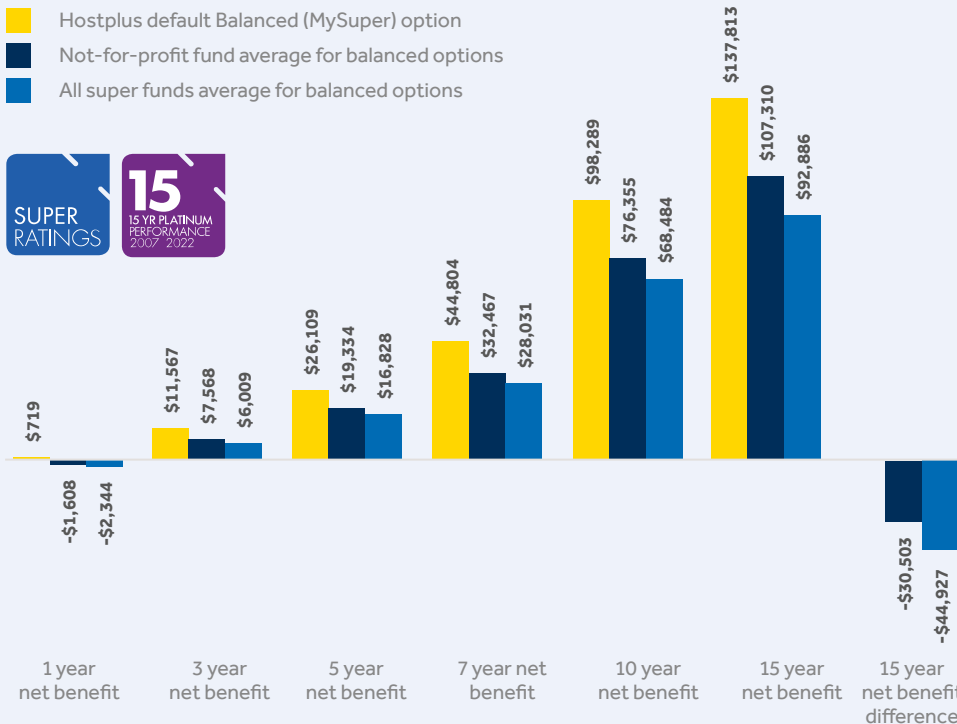
Hostplus is a proud Industry SuperFund

As an Industry SuperFund, our purpose is always to put as much money as possible in members' pockets when they retire. Unlike bank-owned and other retail funds, we don't pay profits to shareholders. All our profits are owned by and benefit members – mostly delivered through net investment returns to members' accounts.

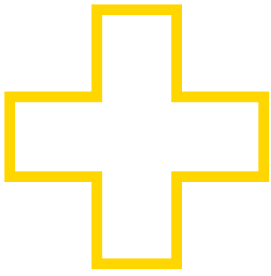
Net benefit

According to SuperRatings, a Hostplus member in our default Balanced option is \$30,503 better off than the average not-for-profit fund member and \$44,927 better off than the average super fund member over the past 15 years.²

- Hostplus default Balanced (MySuper) option
- Not-for-profit fund average for balanced options
- All super funds average for balanced options



1. General advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. 2. Source: SuperRatings SMART2.0 Net Benefit modeller as at 30 June 2022 (based on data extracted 30/08/2022). This analysis compares the Hostplus Balanced (MySuper) investment option and the main balanced options of not-for-profit funds and all funds tracked by SuperRatings. It assumes employer contributions on a starting annual salary of \$50,000 and a \$50,000 starting balance and takes into account historical investment earnings (after administration and investment fees, costs and taxes). Contribution fees, additional adviser fees or any other fees charged are excluded from this model. Outcomes may vary between individual funds. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a fund. Visit hostplus.com.au/assumptions for more details about modelling calculations and assumptions. Awards and ratings are only one factor to be taken into account when choosing a super fund.



Our Fund is growing

Hostplus has been a high-performing super fund for many years. We invest in world-class assets, innovative product development and quality services.

In the past 12 months we've seen exponential growth, with a 23% increase in membership (now 1.6 million members), a 29% increase in funds under management (now \$80 billion) and a 15% increase in active employers (now 273,000).¹

Hostplus is one of Australia's ten largest super funds. Beyond our mergers this year, we've seen a 20% increase (from 70k to 84k)¹ in the number of members who have actively joined Hostplus as their fund of choice. We're pleased that so many people have chosen Hostplus for our highly regarded performance, our excellent long-term returns and low administration fee.

Hostplus' growth will make it easier for the Fund to attract new workforce entrants. We're working hard to be the first fund of choice, and a fund for life, for these Australians. Having more members and more funds to manage offers the opportunity to deliver more affordable services and retirement outcomes for members.

1. Source: Hostplus

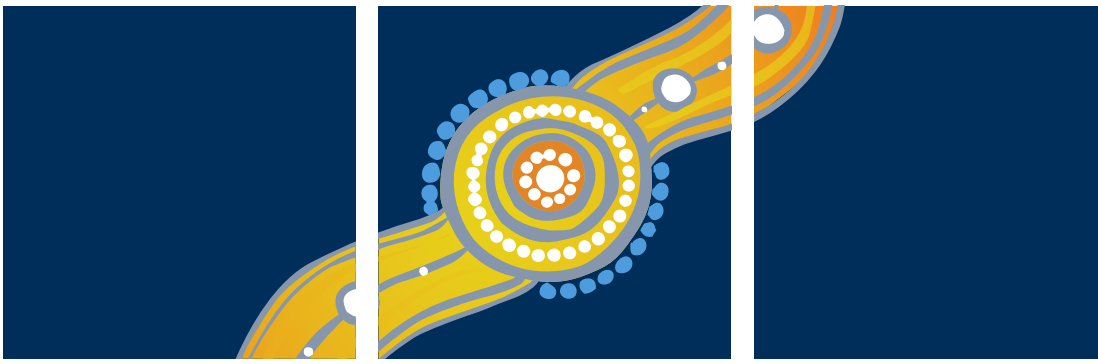
Mergers with like-minded funds who share Hostplus' values, beliefs and vision, provide more options to improve the excellent support, services and investment returns members seek and deserve. Being a larger fund creates economies of scale, so costs are shared across more members. It also means greater leverage to negotiate lower fees from investment managers and to offer more competitive insurance.

We have:

- a larger national presence
- more products and services
- a broader mix of employees who add a wider range of ideas and perspectives
- the strength of a more diverse membership.

Continued growth will help further secure strong retirement outcomes for all members without compromising our commitment to servicing our members and employers. Read more about our service commitment on page 18.





RECONCILIATION

Hostplus' reconciliation vision is for a respectful, proud and equitable Australia, with financial wellbeing and retirement income security for First Nations peoples. In the context of our industry, this means ensuring everyone has the same level of access to, engagement with and understanding of their superannuation.

Since 2016, Hostplus has been working toward improving financial wellbeing and retirement outcomes for First Nations peoples. Our third Reconciliation Action Plan (RAP), and our second Innovate RAP, will be launched later in 2022.

A new, unified focus

One of the key learnings from our first Innovate RAP was the importance of involving our whole Fund in our reconciliation journey. Through our recent mergers, we've been joined by team members from Club Super, Intrust Super and Statewide Super, giving us an opportunity to combine our shared learnings.

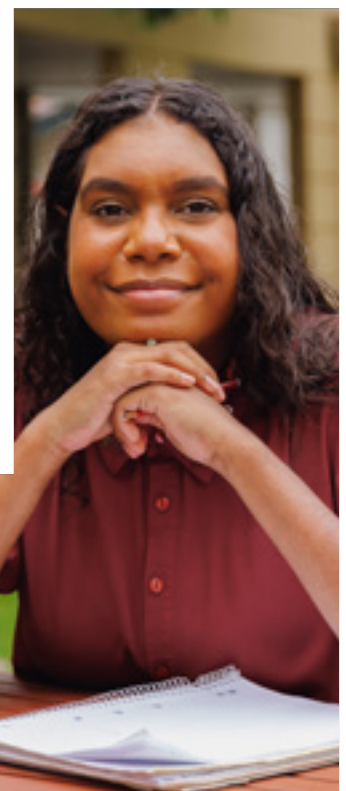
During our latest RAP, we'll be striving to engage more of our employees in formal cultural awareness training and broadening accountability for our actions and deliverables. We believe one of the most effective methods of achieving our RAP goals is to incorporate First Nations solutions into existing processes. We'll be looking at better ways to do this as we progress through our Innovate RAP.

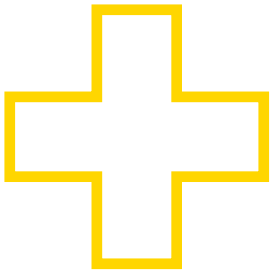
We're committed to working with First Nations peoples to ensure we achieve meaningful outcomes and influence positive change both internally and externally.

Hostplus is also actively involved with the Australian Institute of Superannuation Trustees Indigenous Super Working Group and has participated in the Australian Securities and Investments Commission's (ASIC's) Indigenous Financial Services Framework workshop.

Some key achievements

- Leading up to our merger, Hostplus and Statewide Super worked together on our new, combined Innovate RAP. Our goal is to unify our two organisations' RAPs, clarify our new, broader sphere of influence and reassess the impact we can have as one fund to further reconciliation in our industry.
- Also in the lead-up to our merger, Hostplus and Statewide Super staff commemorated Apology Day together in February 2022 with a conversation between Parry Agius, Director of Linking Futures, and Rosemary Wanganeen, Director and Founder of the Healing Centre for Griefology, and Stolen Generation survivor. Rosemary and Parry talked openly about the impact of the Stolen Generations from a personal and community perspective.
- We continued to celebrate and recognise National Reconciliation Week with educational and cultural activities occurring in offices across the country, culminating in a whole-of-fund online event – a powerful conversation with Jade Torres, Director of Pwerle Gallery, and an incredibly proud Alyawarr woman.
- As part of our merger, we've committed to extending Statewide Super's work to establish a Business Coalition for Reconciliation that will connect businesses and community leaders nationwide, educating, collaborating, sharing ideas and driving action toward reconciliation.





OUR SERVICE COMMITMENT

Putting members first means providing excellent service. Our members expect and deserve the best. We know that people choose us as their fund for life when they feel valued and their needs are met.

That's why we want to make it easy for members, employers and their financial representatives to get quick answers to enquiries in a way, and at a time, that suits them. Our communication channels are tailored to what our members say they want and what our research says is most useful to them. We are both proactive and responsive as member needs change.

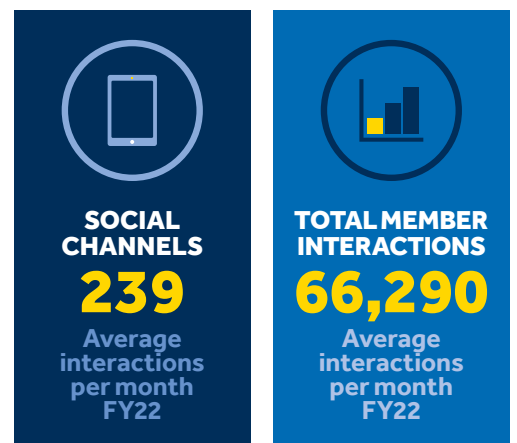
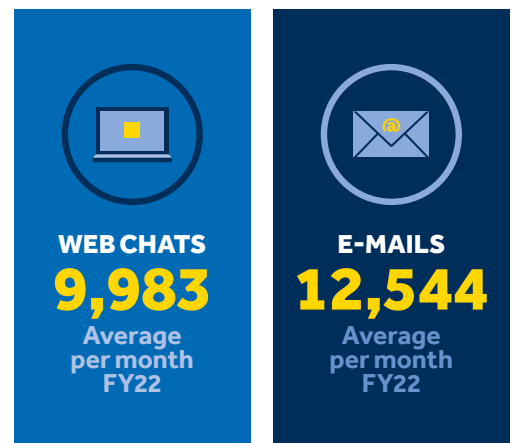
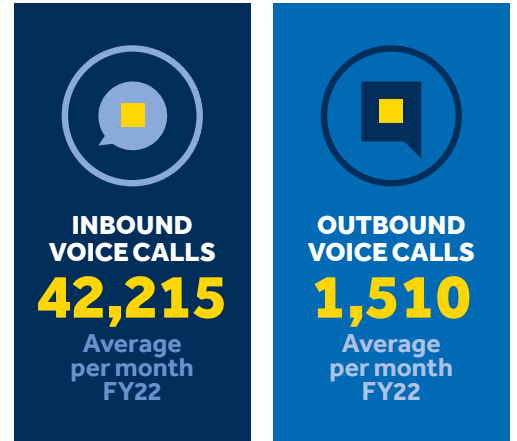
Over the last year we've:

- retained the Adelaide Superhub as part of our merger with Statewide Super, where Adelaide-based members can get help, general advice or chat about their retirement
- modernised our call centre technology so staff can serve members in a more efficient and personal way
- added new 'Click2Chat' and telephone self-service channels
- invested in, and revamped, our digital self-service tools so members can get answers 24-7.


We have plans to:

- continue building self-service functionality into Member Online and our mobile app
- work with our customer service teams to optimise key member journeys, anticipate members' needs and improve services to external financial advisers.

How we've helped²



As rated by our members³

In the 2021 Roy Morgan Customer Satisfaction Awards, Hostplus was named 'Major Industry Superannuation Fund of the Year'¹

1. Awards and ratings are only one factor to be taken into account when choosing a super fund.

2. Source: Hostplus

3. Average score from exit surveys conducted with members who called the Hostplus Service Excellence Centre (HSEC) in the 2021-22 financial year.

Servicing employers

Over the last year, the number of employers we partner with has grown by 15% to 273,000. For 34 years we've been passionate about supporting our employers, increasingly through a multi-service-channel approach.

We're proud to have a national team that supports employers in every state and territory. The Hostplus Service Excellence Centre also provides employers with phone, online and 'Click2Chat' support.

We're committed to keeping our employers informed on all superannuation changes, fund developments and outcomes, and news on matters that impact them and their employees.

Some of our key employer service highlights over the last year include:

THE NATIONAL CLIENT RELATIONSHIPS TEAM ATTENDED

5,416 employer meetings

THE WORKPLACE EDUCATION TEAM DELIVERED

488 in-person education sessions, collectively engaging **9,779** members

32 digital educational member webinars promoted through employers to their staff, with **4,624** members attending these sessions

20 employer-focused webinars, attended by **1,170** employer representatives

INDUSTRY AWARDS

We measure our success by what we deliver for our members. Simple.

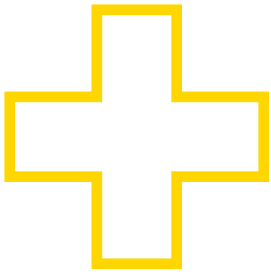
However, it's great that other industry bodies also celebrate our high standards of achievement. In 2021–22 we won awards across a range of products and categories.



HOSTPLUS



Awards and ratings are only one factor to be considered when choosing a super fund. Visit chantwest.com.au to learn more about the methodology used for their 5 Apples awards. SuperRatings awards are issued by SuperRatings Pty Ltd ABN 95 100 192 283 AFSL 311 880 (SuperRatings). Ratings are general advice only and have been prepared without taking account of your objectives, financial situation or needs. Consider your personal circumstances, read the product disclosure statement and seek independent financial advice before investing. The rating is not a recommendation to purchase, sell or hold any product. Past performance information is not indicative of future performance. Ratings are subject to change without notice and SuperRatings assumes no obligation to update. SuperRatings uses objective criteria and receives a fee for publishing awards. Visit superratings.com.au for ratings information and to access the full report. © 2022 SuperRatings. All rights reserved.



FINANCIAL PLANNING

Financial planning and advice¹

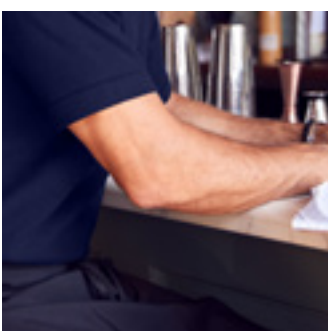
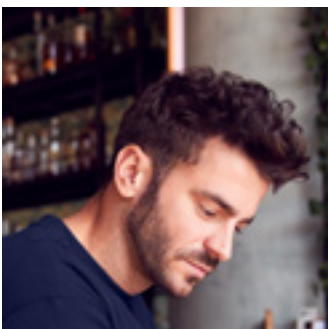
When Hostplus members plan for their financial futures, they deserve quality advice about:

- how much risk to take at different life stages
- how to make simple changes that can help them reach their ideal retirement income
- how to select the most appropriate insurance for their situation
- what to do once the big day comes and they're ready to retire.

Because everyone's needs are different, Hostplus offers financial planning services across three different channels so that members can receive advice their preferred way: through our digital SuperAdviser tool, over the phone, or via a more personalised video conference or face-to-face meeting.

In the 2021–22 financial year, over 3,700 members received personal advice across these channels. The advice topics varied from maximising retirement income through super contributions, making the right investment or insurance choices, all the way to preparing for retirement outcomes.

We know that some members may not be ready to seek personal advice, which is why we also offer help for members who just need some guidance or simple questions answered. Last year, we had 1,274 general advice conversations with members.



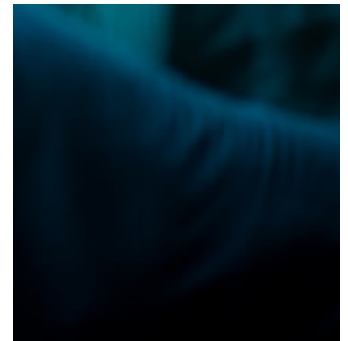
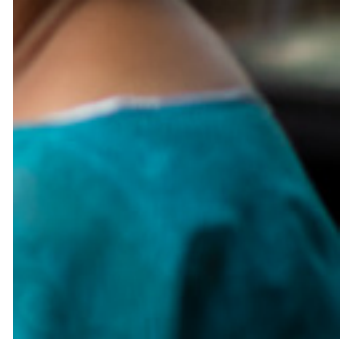
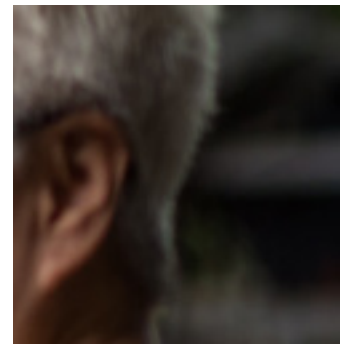
Educating through webinars

Our member education program, based on the changing needs of members and the evolving retirement and legislative landscapes, is also available for members who want to learn more about how to better prepare for their retirement. Last year, 4,624 members attended our advice-themed webinars across topics such as navigating your super, making the most of transition to retirement strategies, aged care, women and super and Centrelink. Many members who attended these webinars then made the choice to speak to one of our financial planners about their personal circumstances.

Hostplus is proud to offer these nationwide financial planning services to our members – whether they're at the beginning of their working lives, in the accumulation stage or ready to enjoy retirement.



1. Hostplus has engaged Industry Fund Services Limited (IFS) ABN 54 007 016 195, AFSL 232514 to facilitate the provision of personal financial advice to members of Hostplus. Advice is provided by financial planners who are Authorised Representatives of IFS. Fees may apply for Comprehensive Financial Advice, further information about the cost of comprehensive advice is set out in the relevant IFS Financial Services Guide, a copy of which is available from your financial planner. Hostplus has engaged Link Advice Pty Ltd ABN 36 105 811 836, ASFL 258145 to facilitate the provision of limited personal financial advice to members of Hostplus via the web-based product Super Adviser.



What our members said

Planning for retirement can be daunting. That's why our experienced advisers provide trusted, expert advice to help our members clarify and meet their financial goals and guide them through this exciting, but life-changing time. Here's some of what our members said after receiving advice:

▲▲ Azure [in New South Wales] has been very professional and provided clarity in the complexities of financial planning... Her advice has lifted the weight off my shoulders so I can finally look forward to a secure retirement. ▲▲

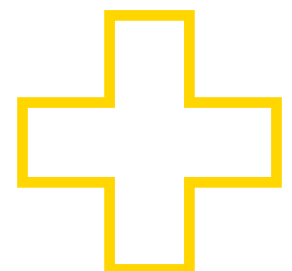
▲▲ Ian [in Queensland] was a very effective communicator. His easy manner and knowledge put me at ease immediately. ▲▲

▲▲ Prabath [in Victoria] ensured he understood my current financial position and my goals for the future. He was very thorough in explaining the Financial Plan, and was especially keen to make sure I understood the plan... It gives me confidence for my financial future. ▲▲

▲▲ Bahar [in Victoria] provided us with the knowledge and tools to be able to retire sooner than we thought. Working with her to achieve our goals has been simple and straightforward. ▲▲

▲▲ Matt [in Tasmania] has been our financial planner for a number of years. He is very knowledgeable and we are very happy with the advice he provides. We feel very lucky to have him as our advisor. ▲▲

▲▲ Cara [in Queensland] continues to provide a comprehensive service that engenders trust. She is thorough, efficient, very alert to the challenges of women in my life stage and very understanding... You cannot ask for more. ▲▲





PRODUCT AND SERVICE ENHANCEMENTS

Changes to your investment options

To provide members with more investment diversity, we introduced three new sector-specific investment options during the year:

- Diversified Fixed Interest – Indexed
- Australian Shares – Indexed
- International Shares – Emerging Markets.

We believe that greater diversification is more likely to support the achievement of long-term, risk-adjusted returns. Because of this, we closed our eight single-manager investment options on 30 June 2022. These options were typically much less diversified – in terms of geographies, industries, sectors and manager styles – than the broader asset classes they invested in.

Lonsec upgrades Hostplus' ratings

Leading investment research provider Lonsec rated several of our investment options as 'Recommended' in 2022. Our super and pension Balanced option, and our Self-Managed Invest (SMI) Infrastructure and Property options now join our Indexed Balanced option, which already held Lonsec's 'Recommended' rating.

We're proud to have four of our options recommended by Lonsec. Their ratings are highly trusted by financial advisers and are a reliable assessment of a product's overall quality and ability to meet its objective.¹



Choiceplus

We developed Choiceplus for members who want to take a more active role in choosing their superannuation and pension investments.

With the assistance of Lonsec Research, we regularly review Choiceplus' Approved Product List (APL). We know our members want choices that align with their values, so this year's review included a focus on clean energy and climate change innovation.

We review Choiceplus' APL with the aim of ensuring its diverse and high-quality investment options, including exchange traded funds (ETFs), listed investment companies (LICs) and term deposits (TDs), meet members' expectations. For a full list of ETFs, LICs and TDs available through Choiceplus, visit hostplus.com.au/choiceplus

In 2022–23, we'll add further features and investments to Choiceplus with a focus on delivering a great experience and meeting the evolving needs of Hostplus members.

Accumulation members

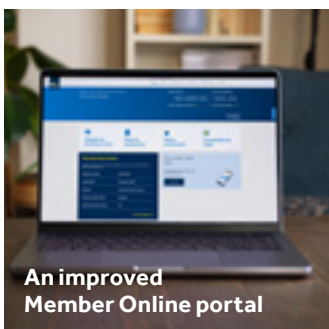
Digital platform improvements

In late 2021 we redeveloped and redesigned our Member Online platform and updated our mobile app. Some of the improvements to online functionality and member experience include:

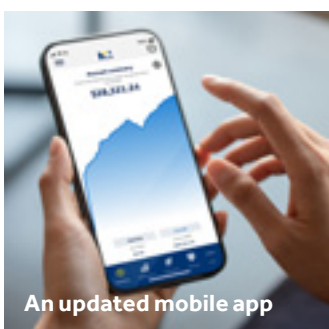
- facilitating more self-service and straight-through processing for members
- providing personalised content such as 'next best action' suggestions
- having a mobile-responsive platform for non-app users
- integration with the Hostplus website.

With rolling updates and further digital innovations already planned for the coming year, including a redesigned website, engaging with Hostplus will continue to get easier. That's a plus.

1. Past performance is not a reliable indicator of future performance. Awards and ratings are only one factor to be taken into account when choosing a super fund.



An improved Member Online portal



An updated mobile app



Retirement members

Retirement Income Strategy

With the increasingly important role superannuation plays in the makeup of Australians' retirement incomes, the federal government recently introduced a Retirement Income Covenant (RIC), which came into force on 1 July 2022. The RIC requires super funds to develop a Retirement Income Strategy (RIS) with a view to improving retirement outcomes for their members.

Over the last year we've developed and finalised our inaugural RIS. Our strategy is based on the three pillars of product solutions, member education and support, and financial planning and advice. The strategy integrates these pillars with the Age Pension and other sources of retirement income to help members maximise their retirement income, manage risks and provide flexible access to their retirement savings.

In the future, we'll look to enhance our products and services by providing members with personalised retirement income projections and tailored support.

We'll refine our strategy as we learn more about our members' retirement objectives, needs and preferences. This will include monitoring the retirement outcomes our strategy generates, and comprehensively reviewing it at least every three years.

A summary of our Retirement Income Strategy is available on our website.

CPIplus

In July 2021 we proudly launched our latest retirement investment option, CPIplus. It's an innovative investment option designed to provide pension members with a pre-determined and consistent investment return while continuing to offer members flexible access to their funds. It aims to help our pension members manage the key risks often faced by retirees, including market risk, inflation risk, sequencing risk and longevity risk.

We created CPIplus on the back of extensive member research. We listened to what our members want from their retirement savings and sought to leverage Hostplus' distinctive competitive advantages to meet our members' objectives.

We're delighted that third-party researcher Chant West awarded Hostplus 'Best Fund: Innovation 2022' at the 2022 Chant West Super Fund Awards, specifically acknowledging CPIplus. We measure our success by what we deliver for our members, and this valued recognition gives us further confidence that we're on the right track.



Retirement projection calculator

In early 2022 we launched a new retirement projection calculator. It's an easy-to-use interactive tool that gives members an estimate of how much they could retire with, and how long their super may last. The calculator can also show how changes, such as making extra super contributions, drawing different levels of income once retired and switching investment choices, can affect retirement income. Importantly, our calculator includes estimates of Age Pension entitlements where applicable.

Our calculator:

- empowers members to better understand the current path they're on
- helps members learn what they might expect to receive in retirement
- enables members to take action to achieve better retirement outcomes.

Online applications for Hostplus Retirement accounts

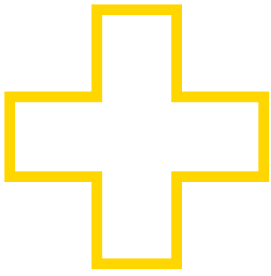
An important step in our digital transformation program was the launch of our online application process to open a Hostplus Retirement account. Previously, members approaching retirement needed to download an application form, which included supplying paper-based identification.

Through our new platform, members now enjoy a simplified, efficient experience in setting up their Hostplus Retirement account. Over the coming year we'll continue to make this online joining experience even more streamlined and user-friendly.



Chant West
awarded Hostplus
'Best Fund:
Innovation 2022'
at the 2022
Chant West Super
Fund Awards,
specifically
acknowledging
CPIplus¹

1. Awards and ratings are only one factor to be taken into account when choosing a super fund.



Defined benefit products

Our recent merger with Statewide Super saw Statewide Super's defined benefit products – including Salarylink, Deferred, Old Benefit Members, Term Pensions and Lifetime Pensions – successfully transition to Hostplus.

The transition ensured that members were able to retain their defined benefit products, while also enjoying all the benefits of having a Hostplus super account, such as our strong long-term returns¹ and investment and insurance choices.

Self-Managed Invest

Self-Managed Invest (SMI) provides self-managed super funds (SMSFs) access to several of our investment options. When awarding us 'Best Fund: Innovation 2022', Chant West took the opportunity to highlight Hostplus' record of innovation and referenced the recent improvements made to our previously awarded SMI platform.

Since its introduction, SMI has continued to grow in popularity with both SMSF trustees and advisers. To support this growth, we recently partnered with industry-leading financial planning software provider Iress to integrate SMI with Iress' market-leading Xplan financial planning platform.

This integration allows financial advisers to set up their clients' SMI applications directly from Xplan, improving onboarding efficiency.

A new Intermediary Distribution team

Hostplus has long recognised how quality financial advice can enhance retirement benefits for our members. External advisers who work with our members to assist them with their superannuation and broader financial wellbeing will now benefit from our new Intermediary Distribution team.

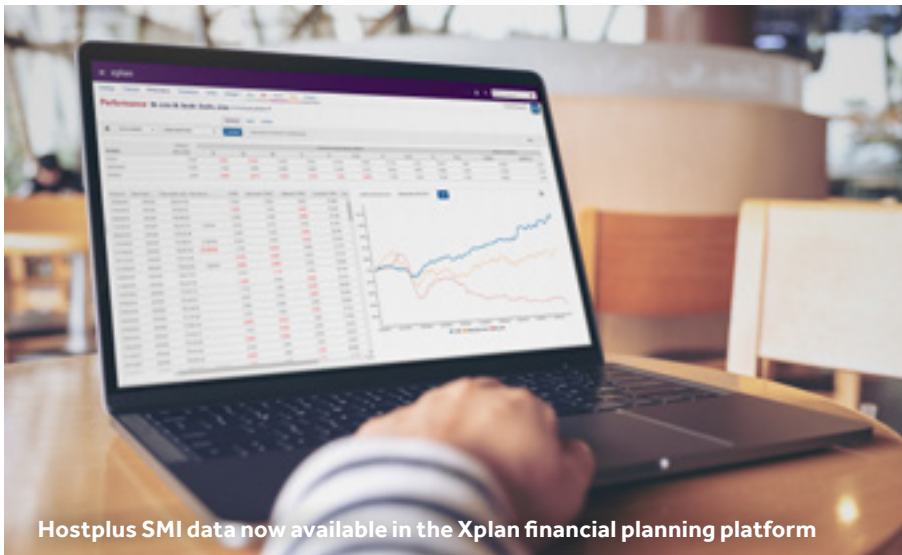
This team will work closely with external advisers to help them better service and support our members. A key focus for the team over the last year has been to build capabilities that improve the adviser experience.

Adviser Online portal

Our successful merger with Intrust Super also enabled us to leverage elements of Intrust Super's existing adviser portal to support the design and launch of our own new adviser portal, in January 2022.

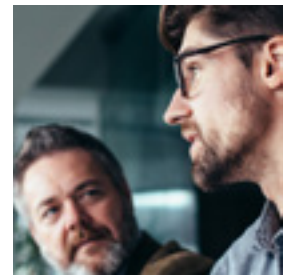
Once an adviser is registered and authorised, they have access to their clients' relevant Hostplus account information. This allows financial advisers to better support their clients (our members). We'll continue to enhance the portal's functionality for advisers, including facilitating fee payment requests for advice relating to a member's Hostplus account.

1. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.



Hostplus SMI data now available in the Xplan financial planning platform





Regulatory changes

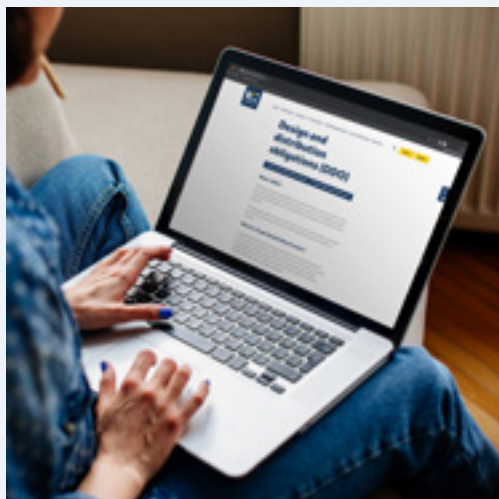
As well as the Retirement Income Covenant referenced on page 23, several other key regulatory changes were introduced in 2021–22.

Design and Distribution Obligations (DDO)

DDO took effect from 5 October 2021. DDO requires super funds to design and distribute products consistent with the likely objectives, financial situation and needs of the consumer. DDO also requires funds to develop and publish Target Market Determinations (TMDs) for each product offered to members – outlining the product’s target market, purpose and other details. More details about DDO and Hostplus’ TMDs can be found on our website.

Enhanced fees and costs disclosure

In 2020, ASIC released amendments to its previously issued regulatory guidance on how fees and costs should be disclosed in product disclosure statements and periodic statements. ASIC’s intention is to drive greater transparency and consistency so that members can make more informed decisions. Hostplus was an early adopter of these enhanced disclosure requirements.



Your Future, Your Super

In 2021 the federal government legislated regulations for super funds under a package called Your Future, Your Super (YFYS). The major changes are:

New performance testing:

From 1 July 2021 all super funds are measured against performance benchmarks set by the Australian Prudential Regulation Authority (APRA). Funds that fail the test must notify their members, and funds that fail the test two years in a row cannot accept new members. Additionally, using a new comparison tool on the ATO website, members can compare their super fund’s performance to other funds.

We’re pleased to report that we passed APRA’s MySuper performance test. Our default Balanced (MySuper) option is also ranked by third-party researcher SuperRatings as the industry’s number one balanced option over the last financial year.¹

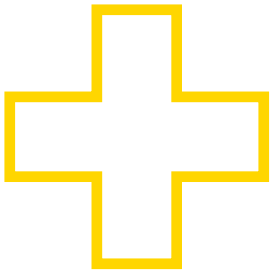
Super fund stapling:

From 1 November 2021 workers are ‘stapled’ to the first super fund they join, unless they arrange with their employer to join another one. Previously, employers usually opened a new super account for a new employee unless the employee specified otherwise. While you can change funds whenever you want, ‘stapling’ aims to eliminate people having multiple super accounts over their working lives.

Best financial interest duty:

From July 2021 trustees of APRA-regulated super funds must act in the best financial interests of their members. Hostplus has always acted in members’ best financial interests, so these requirements align with the already high standards we’ve set ourselves.

1. Source: SuperRatings Accumulation Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022.



INSURANCE

Hostplus provides important insurance protection

Having the right insurance in place means our members aren't alone when they need help the most. Hostplus aims to offer quality and affordable insurance cover that can be tailored to the individual needs of our members. We offer cover for:

- **Death and Terminal Illness** – to relieve the financial pressure on loved ones if the worst were to happen
- **Total and Permanent Disability (TPD)** – to provide a financial safety net and help pay for things like medical and rehabilitation costs if serious injuries or illnesses occur that permanently stop members from working
- **Income Protection** – so members can still have a regular income if they're unable to work due to illness or injury.

Benefits of insurance through Hostplus

Some of the benefits of having insurance through us include:

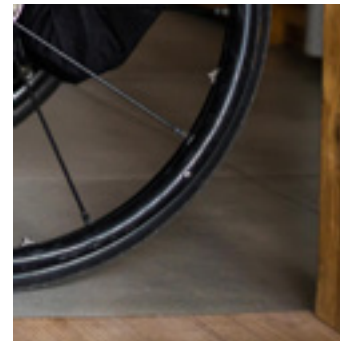
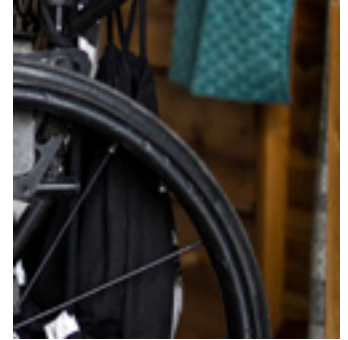
- Hostplus represents 1.6 million members. This means we can negotiate rates and terms that may not be available to the general public.
- As an industry fund, we don't allow commissions on our premiums, meaning members only pay for what the product costs.
- Premiums are automatically deducted from members' super balances. And, because employer super contributions are taxed at 15%, paying for insurance through super can be tax-effective. However, this approach can reduce retirement savings, so it's important that our members take their financial situation into account when considering whether insurance is right for them.

- Depending on their eligibility, members may receive default Death and TPD insurance when they join Hostplus as a superannuation member – without the need for medical checks or lengthy paperwork.
- We offer specific life events insurance and premium-free parental leave cover to protect and support members during life's big changes.
- Members can cancel their insurance at any time. If they want more protection, though, we've also got a range of insurance options to suit their circumstances.

Default insurance

Eligible members may receive default Death and TPD insurance once they're 25 years or older and have at least \$6,000 in their Hostplus account. Members can opt in to automatic cover, even if they don't meet these criteria. They can also apply to change their Death and TPD cover or apply for Income Protection if they believe the default arrangements aren't sufficient for their requirements.

The level of default Death and TPD cover provided is dependent on the member's age and is generally available without medical checks. Members can pay extra for insurance customisation if they need to, or they can reduce or cancel their cover if they need less insurance.



Helping members understand their insurance needs

We encourage all Hostplus members to actively consider their insurance needs.



Check what you're covered for and review the cost.

To see your current level of cover, check your Member Online account.

Understanding the type and the amount of insurance cover you have is important. Premiums are paid from your super account, so you don't want to erode your retirement savings unnecessarily. But you may also need enough cover to financially protect yourself and your family depending on your personal situation.

It's also important to review your insurance whenever your circumstances change. Some key life stages or 'events' that should prompt members to check their protection can include:

- buying a home or increasing an existing mortgage
- starting a family
- getting married or divorced
- changing jobs or deciding to retire.



Understand if your insurance cover meets your needs.

The level and type of insurance you need will depend on your individual circumstances. You should find the right level of cover to suit your needs and budget.

Once you've reviewed your insurance, you can use our insurance calculator to understand what insurance cover might be right for you. Visit hostplus.com.au/insurance/insurance-tools-and-resources to get started.

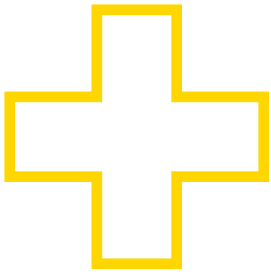
Our phone-based advice team¹ can also help you choose appropriate insurance cover. Visit hostplus.com.au/financial-planning/your-advice/phone-based-super-advice to find out more.



Apply online to change your cover.

You can apply to increase, decrease, cancel your insurance or change your occupational rating at any time by logging in to Member Online at hostplus.com.au. You can also cancel your cover by contacting us.

1. Hostplus has engaged Industry Fund Services Limited (IFS) ABN 54 007 016 195, AFSL 232514 to facilitate the provision of personal financial advice to members of Hostplus. Advice is provided by financial planners who are Authorised Representatives of IFS. Fees may apply for Comprehensive Financial Advice. Further information about the cost of comprehensive advice is set out in the relevant IFS Financial Services Guide, a copy of which is available from your financial planner. Hostplus has engaged Link Advice Pty Ltd ABN 36 105 811 836, ASFL 258145 to facilitate the provision of limited personal financial advice to members of Hostplus via the web-based product Super Adviser.



Making a claim

Being able to rely on us when it comes to claiming is important. We're always there for members when they need us and pride ourselves on delivering a caring, courteous and responsive claims service during very difficult and stressful times.

In partnership with our current insurance provider, MetLife, we aim to pay every valid claim that we accept, as fast as we can, with compassion and care. In the 12 months to 30 June 2022, Hostplus paid \$167.7 million in insurance claims to 1,795 Hostplus members and their families for Death, Terminal Illness, TPD and Income Protection.¹

“ My [claims] case manager took me through all the forms that I needed to fill in and whatever else they needed from me. Every step of the way she kept me updated so it was all very clear and easy to do... She really went out to bat for me. ”

Ross
Hostplus member

Hostplus remains committed to the principles of the Insurance in Superannuation Voluntary Code of Practice

The Insurance in Superannuation Voluntary Code of Practice ('the Code') was the superannuation industry's commitment to high standards when providing insurance to fund members. Hostplus adopted the Code in 2018 and implemented numerous enhancements to improve the experience of our members. The Fund was compliant with the key elements of the Code by December 2019.

Since the Code was established, most of the requirements have been overtaken by legislative and regulatory reforms. For this reason, the Code was replaced in July 2021 by two guidance notes that address the Code's requirements not covered by legislation, relating to improving outcomes for vulnerable members and improving claims handling.

While the Code has been replaced, Hostplus remains strongly committed to adhering to both the principles of the Code and the new guidance notes.

**IN THE 12 MONTHS TO 30 JUNE 2022,
HOSTPLUS PAID¹**

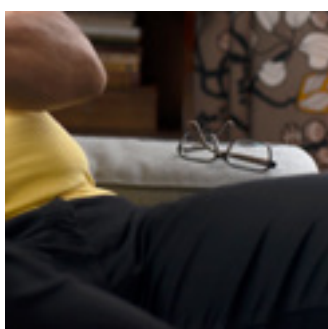
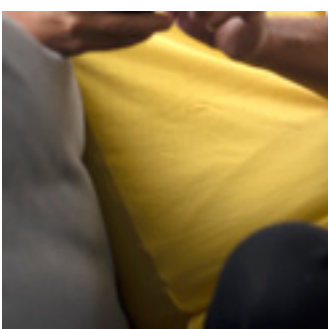
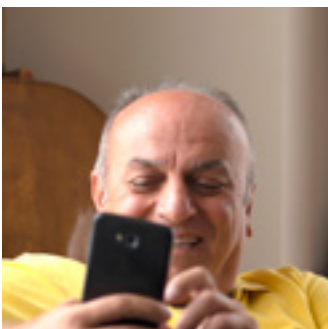
\$167.7m

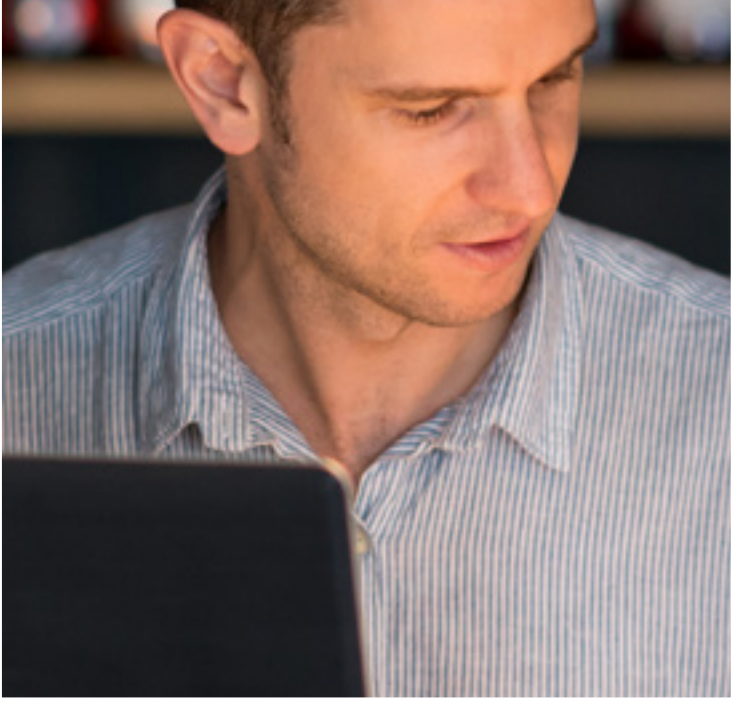
in insurance claims to

1,795

Hostplus members and their families

1. Source: Source: MetLife, AIA, AMP, Hannover, MLC, Windsor on behalf of Certain Underwriters at Lloyds, Zurich/OnePath





YOUR INVESTMENTS



A MESSAGE FROM OUR CHIEF INVESTMENT OFFICER

I'm Sam Sicilia, Chief Investment Officer at Hostplus.

It's been a bumpy ride in the markets.

The past financial year – particularly the first six months of 2022 – were volatile for investment markets. High inflation, rising interest rates, the Russian invasion in Ukraine and continued disruption caused by the COVID-19 pandemic all gave investors the jitters, causing share markets to fall.

Hostplus' Balanced (MySuper) option delivered a positive return amid falling markets

I'm delighted that despite this volatility, Hostplus' Balanced (MySuper) investment option returned +1.57% for the financial year to 30 June 2022. While that may seem small, the average (median) return for other balanced options was -3.44%. What's more, our Balanced option was ranked number one for the financial year versus other similar options, according to SuperRatings.¹

But super is about the long term and we've designed our investment strategy with that in mind.

I'm proud that our Balanced option delivered an average net return of 7.99% per year over the past 20 years¹ for super members, and 10.88% over the past 10 years for pension members² – and that's after all investment fees, costs and taxes have been paid.

Our active management investment strategy

Most of our members are invested in our default Balanced option. It follows an actively managed, diversified investment strategy. It aims to smooth out your returns over the long term by choosing investments, in both listed and unlisted assets, based on how we believe they will perform in different market conditions.

For example, the revenue from some of our infrastructure and property investments is linked to inflation. When inflation goes up, as it did in the first half of 2022, that's a good thing for those investments.

Currently, we have fewer investments in equities (shares) than most of our super fund peers, and almost no investments in fixed interest (bonds), both of which fell in 2022. In 2015, we decided to reduce our investments in bonds in the belief they wouldn't perform well while interest rates remained so low.

Diversification remains at the heart of what we do

One of the drivers of our market-leading returns over the past 20 years is our diversification. We invest in many different types of assets, across different countries, markets and sectors. Each has its own level of expected risk and return.

This helps to reduce investment risk, while aiming to generate returns. In times of volatility, like now, this diversification can provide some level of protection to members' returns.

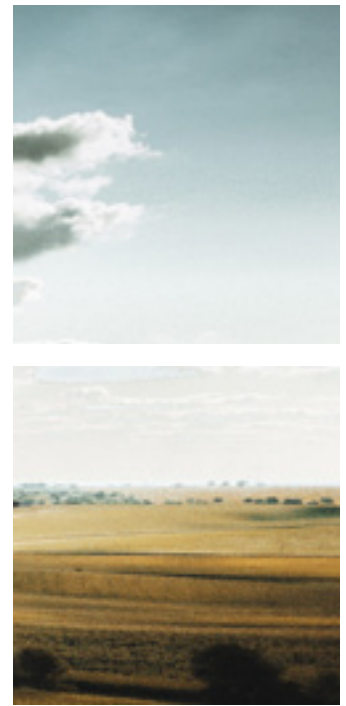
It's a real honour managing your super and pension and I'm genuinely excited about what the future holds for Hostplus members.

Thank you and take care.

Sam Sicilia
Chief Investment Officer

1. Source: SuperRatings Accumulation Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022.

2. SuperRatings Pension Fund Crediting Rate Survey – SR50 Balanced (60–76) Index, 30 June 2022.



RESPONSIBLE INVESTMENT

Our approach

Hostplus is committed to responsible investment. We manage risks and optimise members' retirement outcomes via our four pillars approach:



ESG integration

Environmental, social and governance (ESG) considerations are an integral part of how we research, analyse, select and monitor investments. We consider ESG risks when we set the strategy for our investment options and when selecting and reviewing investment managers. Integrating ESG in this way helps make us accountable over the long term.

Active ownership

When it comes to investing in company shares, we believe active ownership is critical to long-term governance and ESG outcomes. It involves:

- **Engagement** – meeting with representatives of an investee company, usually board members or executives, to advocate for change. During the financial year, Hostplus engaged with 791 companies either directly, or through our specialist providers, the Australian Council of Superannuation Investors (ACSI) and Hermes Equity Ownership Services (Hermes EOS).
- **Voting** – expressing our views to the management of an investee company by voting on resolutions. As a shareholder in many top-listed Australian and overseas companies, we voted on more than 35,000 proposals at more than 2,600 company meetings this financial year.

Active ownership can positively influence company behaviour and performance, supporting shareholder value.

Our engagement and voting activities are based on what we believe to be in the best financial interests of our members. We typically focus on issues such as board oversight and accountability, shareholder rights, remuneration and management and disclosure of relevant ESG risks such as climate change, labour rights and cultural heritage.



Hostplus received a Rainmaker ESG Leader Rating by third-party researcher Rainmaker Information, for implementing ESG principles to a high level, while having a track record of strong investment performance.¹

1. Awards and ratings are only one factor to be taken into account when choosing a super fund.



Engagement delivers outcomes

Company engagement is very effective in creating change. Recent outcomes Hostplus has contributed to include:

- 20 target companies set net zero 2050 goals (with 70% of ASX200 market capitalisation now covered by net zero 2050 commitments)
- 16 target companies integrated climate change into executive remuneration
- 20 companies implemented positive changes to remuneration plans
- 4 companies made progress on cultural heritage frameworks
- 14 companies improved safety reporting, including fatality disclosures.

Helping to build Australia's future

We're always looking for opportunities to maximise future growth and capital returns for our members. For this reason, we invest in assets such as airports and seaports, renewable energy, energy grids, shopping centres, transport, convention centres, offices and industrial buildings. These also provide job opportunities and help build the nation.

We also actively seek out investment opportunities that not only earn strong returns for members but aim to improve the world we live in through medical, food, social and energy innovation. Some examples of these investments are provided on pages 34 and 35.

Member values

We recognise that we have a large and diverse membership with differing personal values and views around ethical corporate behaviour. We introduced our Socially Responsible Investment (SRI) – Balanced option in 2017 to accommodate members looking to better align their superannuation savings with their own beliefs.

Based on member feedback, the option seeks to avoid companies involved in the fossil fuel industry (including those with material involvement in the supply chain) and invests more in companies and assets making a positive impact.

The SRI – Balanced option has delivered excellent performance results since its inception. It delivered a net return of 2.36% in the last financial year and was ranked the number one sustainable option over rolling one, three and five-year periods to 30 June 2022.¹

Principles for Responsible Investment A+ rating

We received an A+ rating for our responsible investment strategy and governance from the Principles for Responsible Investment (PRI).² Supported by the United Nations (UN), PRI is the world's leading advocate for responsible investment. Read more about PRI on our website.

Signatory of:




1. Source: SuperRatings Sustainable Fund Crediting Rate Survey – Balanced (60–76) Index to 30 June 2022.
2. Source: UN PRI.

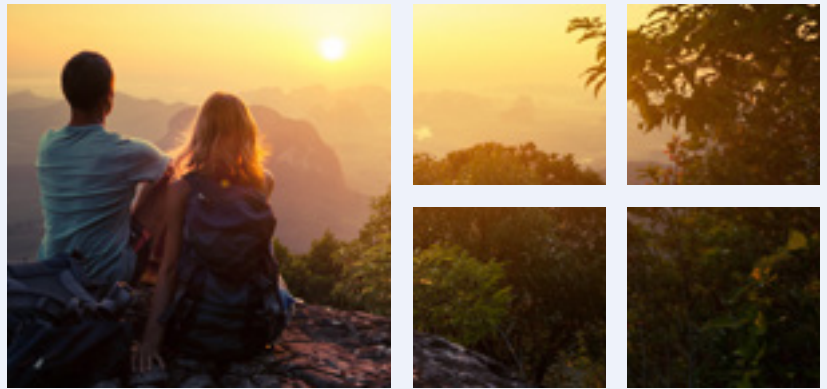
Sustainable Development Goals (SDGs)

The United Nations' ambitious sustainable development goals (SDGs) seek to improve the world by 2030. They cover social and economic development issues including poverty, hunger, health, education, global warming, gender equality, water, sanitation, energy, urbanisation, environment and social justice.

At Hostplus we seek out investments that contribute to the SDGs. For our SRI – Balanced option, we report each quarter on how the equities part of the portfolio aligns to the SDGs. [View the latest report.](#)



 A sample of Hostplus investments that contribute to these goals are outlined on pages 34 and 35.



Our commitment to climate action and net zero 2050

We recognise that climate change is one of the most significant challenges facing the world today. We also acknowledge the financial risk it places on members' investments. That's why we're determined to transition our investment portfolio to net zero emissions by 2050.

We believe the potential physical and transition impacts of climate change present significant financial risks to global markets and economies over the longer term, and action is required now to ensure we protect our members' retirement savings and continue delivering them the best financial outcomes.

Our approach to reducing portfolio emissions favours company engagement over divestment, where we can be positioned to influence corporate climate strategy and play a role in the future of investee companies.

While this formal commitment to net zero 2050 is new, we've been managing climate risk for many years. We've been actively seeking investment opportunities in climate solutions that will not only support an orderly transition to a low-carbon future, but, more importantly, will provide investment opportunities that optimise your retirement savings. Through our venture capital and infrastructure portfolios, we've invested significantly in clean technology such as solar and wind power, waste-to-energy, battery storage, green hydrogen and fusion power. We recently announced a joint venture with Octopus Australia and the Clean Energy Finance Corporation in relation to the development of the Gippsland Renewable Energy Park. Details of this project are featured on page 35.

Our commitment to addressing modern slavery

Given we have a large, diverse investment portfolio across many asset classes, regions and industries, we acknowledge that some of our investee companies and assets may be exposed to the risk of modern slavery through their supply chains.

This is a global issue. We play our role in tackling modern slavery by:

- seeking confidence that we're able to identify where we may be invested in higher-risk companies or sectors through regular dialogue with our external investment managers and assessment of their risk management policies and processes
- engaging with priority companies via our partners ACSI and Hermes EOS to drive positive change and appropriate remedy of any known incidents of modern slavery.

More information can be found in our [Modern Slavery Statement](#).

INVESTING FOR THE FUTURE

Three of the themes shaping our private equity investments

As one of the largest Australian investors in venture capital, Hostplus has invested over \$3 billion in projects aiming to deliver future investment returns for our members while improving the world we live in. Here are three of the ways your super is contributing to improving our world.



THEME 1:
Space technology

Gilmour Space is working to provide affordable space launch services to the world's fast-growing small satellite industry. Australians already rely heavily on 'everyday' satellite technologies and will benefit further from new satellite capabilities around early bushfire detection, better remote communications, new broadband services, and more. Local and overseas companies will soon use Gilmour Space's rockets and launch facilities to send their satellites into space.

The company is currently working on 'Eris', an Australian-owned and made rocket that offers low-cost dedicated small satellite launches into low earth orbits. Eris is expected to launch from the new Bowen Orbital Spaceport on Abbot Point State Development Area in North Queensland. The Spaceport will benefit local communities in tourism opportunities and respect the cultural heritage of the [Juru Traditional Owners](#).

Hostplus' investment is helping create hundreds of jobs and develop sovereign space assets for Australia. Read more at gspacetech.com

UN Sustainable Development Goals supported:



THEME 2:
Reducing workplace injuries

SafetyCulture's iAuditor app revolutionised the way safety inspections are conducted. Teams can immediately photograph hazards, report near-misses and alert others about potential risks, all from their mobile devices. iAuditor powers 600 million checks a year and is used in over 85 countries.

Industries from construction to retail, leisure and transport, use iAuditor and its associated products – including temperature and humidity sensors, data capture, analytics and mobile training apps – to maintain safe working environments and equipment, check cleanliness, meet service protocols and more. SafetyCulture's products are used and trusted by top brands and organisations like NASA, the UN, the Australian Open, Accor hospitality group and JetBlue Airways.

Hostplus is proud to invest in a company that's empowering workers and helping prevent workplace injuries. Read more at safetyculture.com

UN Sustainable Development Goals supported:



THEME 3:
Green hydrogen

Hysata is an Australian company developing world-leading electrolyser technology to produce green hydrogen, where water is split into hydrogen and oxygen using electricity generated from renewable energy sources.

Green hydrogen is a clean fuel that will be vital to decarbonise hard-to-electrify sectors, such as steel, heavy transport and chemicals.

Electrolysers currently used by the green hydrogen industry are complex, costly and only moderately efficient. Hysata's redesigned electrolyser operates at 95% system efficiency, delivering a giant leap in performance and cost over existing technologies, which typically operate at 75% efficiency or less. This high efficiency, coupled with Hysata's simple approach to mass manufacturing and low supply chain risk, puts the company on a path to delivering the world's lowest cost green hydrogen.

We're proud to invest in Hysata (via the IP Group Hostplus Innovation Fund), whose innovative technology will help play a major role in the transition to a net zero carbon future. Read more at hysata.com

UN Sustainable Development Goals supported:



Supporting the growth of sustainable communities through infrastructure

We invest in a broad range of assets, including major infrastructure projects across Australia and the world. Our \$7.5 billion infrastructure portfolio helps support Australia's transition to a greener future, including infrastructure that supports the growth of sustainable communities.



Gippsland Renewable Energy Park (GREP)

Australia's Clean Energy Finance Corporation, Octopus Australia and Hostplus are working together to deliver a renewable energy park in Gippsland, Victoria. Sustainable technologies including wind, solar, battery storage and possibly green hydrogen will deliver clean power to the national electricity market.

Construction and development at the 3,000-hectare GREP site will create hundreds of jobs in an area badly affected by the decline of the local timber industry and gradual shutdown of coal-fired power stations. When operational, GREP will offer full-time, high-value jobs – supporting a rapid and efficient transition to the clean energy economy.

Hostplus is proud to be making this pioneering investment in an early-stage renewables project – aiding the move toward a more sustainable future for everyone, while setting our members up for strong financial outcomes. Read more at gippslandrep.com.au

UN Sustainable Development Goals supported:



Campus Living Villages (CLV)

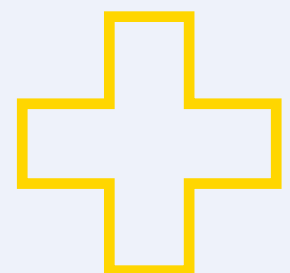
CLV is a global leader in purpose-built student accommodation. It manages 27,100 beds across 46 villages in Australia, the UK and USA.

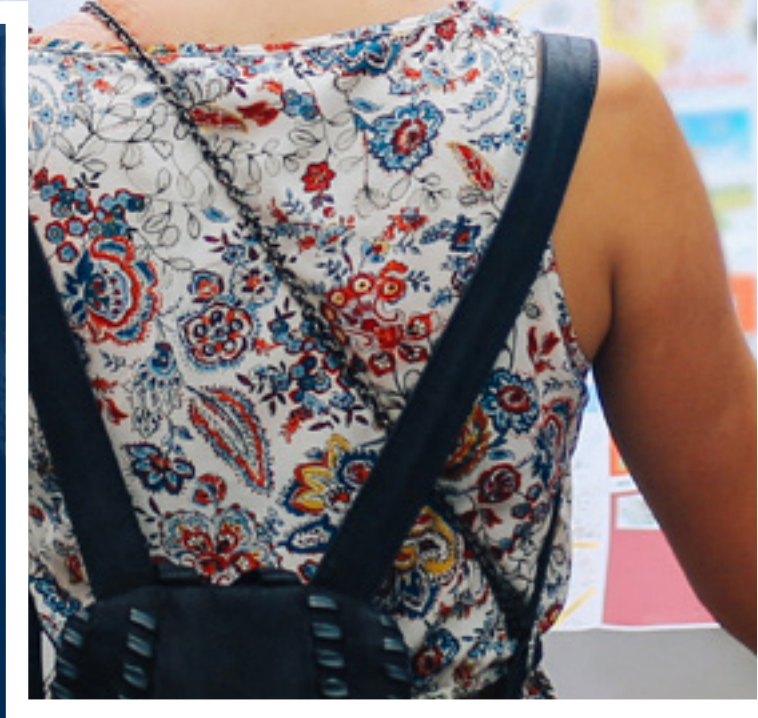
All new CLV buildings are built and managed with environmental, cultural and community impacts in mind, to promote the wellbeing of residents. Every UK property, and most in the US, is powered by green energy and many divert 100% of their waste from landfill. As part of the 'Keen to be Green' initiative, ethical and sustainable uniforms were rolled out to Village employees in each region.

Students from all cultures are welcomed and there is a significant focus on Residential Life programs that connect and promote wellbeing. These programs include welfare checks, with advice available about mental health services, accessibility and job search assistance. Some locations even offer calming pet therapy before exams.

CLV has been recognised for its forward-thinking spaces – how the built environment can lead the way in connecting place, people and planet. Hostplus is proud to invest in a company that cares for communities, while working to create a more sustainable future. Read more at campuslivingvillages.com

UN Sustainable Development Goals supported:





HOSTPLUS INVESTMENT OPTIONS

as at 30 June 2022



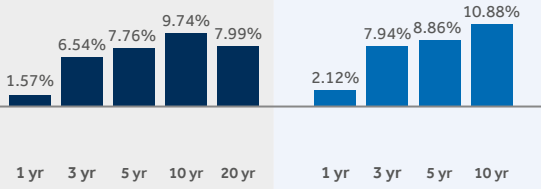
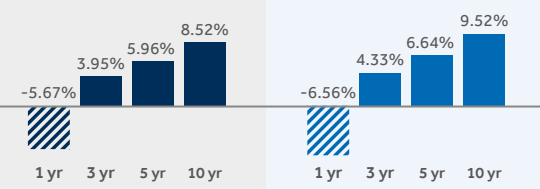
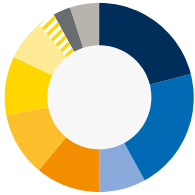
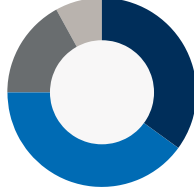
YOUR GUIDE¹

Investment style	<p>Each of our investment options applies a certain style of investment. Some common descriptions of investment style are:</p> <p>Passive. Also known as index management. Seeks to mirror the performance of an established market index (like the S&P/ASX100, for example).</p> <p>Active. Aims to beat a market index benchmark performance through asset allocation and careful selection of investments.</p> <p>Enhanced passive. The benefits of active management but with the risk controls of passive management.</p>
Level of investment risk and likelihood of negative returns	<p>With investments, risk and return are linked. In general, the lower the risk, the lower the expected return (and the lower the likelihood of a negative return). If you want to try for a higher possible return, you face increased risk and also expose your investments to a higher possibility of making a loss.</p>
Return target p.a. on average	<p>The return target outlines the net investment return we aim to achieve within the stated time frame. Each investment option aims to achieve a certain level of return above the rate of inflation, which is measured by the Consumer Price Index (CPI). Returns cannot be guaranteed.</p>
Minimum suggested time frame	<p>Generally, investment options with a higher level of investment risk are more suitable to be held over a longer time period.</p>
Net return to 30 June 2022 p.a.	<p>Net investment returns represent the rate of return on investments. They are net of investment fees, costs and taxes. The returns may include income received from the investment and/or an increase or decrease in the capital value of the investment.</p>
Net return since inception p.a.	<p>This is the average annual net return since the investment option first started.</p>
Total investment fees and costs	<p>These costs are separate from your member administration fee. They are made up of management fees and performance fees that we pay to external investment managers, as well as indirect costs (transaction costs and operational costs that are incurred during the process of buying, owning and selling investments). For a full breakdown of costs, please see the applicable Product Disclosure Statement.</p>
Strategic asset allocation	<p>This chart shows the different types of assets an option invests in. These assets are grouped into investment types including shares, property, infrastructure, private equity (unlisted shares), credit, alternatives, fixed interest and cash (known as 'asset classes'). For each investment option, we set a benchmark and a range to define how much of the option can be invested in any one asset class. This is known as strategic asset allocation.</p>
Growth / defensive asset mix	<p>Growth assets (such as shares) are generally higher risk and more volatile but have the potential to grow in value over time. Defensive assets (such as cash and fixed interest) are those that are generally lower risk and less volatile than growth investments. Some assets, such as property, can be defined as a mixture of growth and defensive.</p>

1. The information in this section relates to the Fund's investments as at 30 June 2022. Any changes to the investment options after this date will be included in the most recent product disclosure statement available at [hostplus.com.au](https://www.hostplus.com.au)

PRE-MIXED OPTIONS



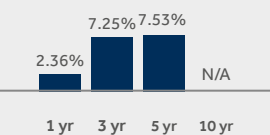
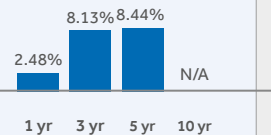
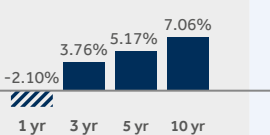
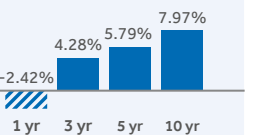
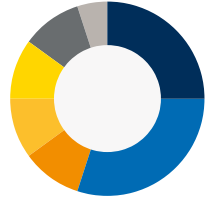

For a glossary of terms used in investment summaries, see [page 37](#).

	Balanced (MySuper)	Indexed Balanced																																																																		
Investment style	An actively managed, highly diversified, pre-mixed investment option with access to growth and defensive assets.	A passively managed, diversified, pre-mixed investment option with a focus on minimising fees.																																																																		
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Likelihood of negative returns¹	3 to less than 4 years out of every 20 years	4 to less than 6 years out of every 20 years																																																																		
Return target p.a. on average	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>Over 10 yrs CPI + 3.0%</td> <td>Over 10 yrs CPI + 3.5%</td> </tr> <tr> <td>Over 20 yrs CPI + 4.0%</td> <td>Over 20 yrs CPI + 5.0%</td> </tr> </tbody> </table>	Accumulation	Pension	Over 10 yrs CPI + 3.0%	Over 10 yrs CPI + 3.5%	Over 20 yrs CPI + 4.0%	Over 20 yrs CPI + 5.0%	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>Over 20 yrs CPI + 2.5%</td> <td>Over 20 yrs CPI + 3.0%</td> </tr> </tbody> </table>	Accumulation	Pension	Over 20 yrs CPI + 2.5%	Over 20 yrs CPI + 3.0%																																																								
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Diversified fixed interest	3%	0–20%																																																																		
Cash	5%	0–15%																																																																		
Asset class	Benchmark	Range %																																																																		
Listed equities																																																																				
Australian shares	35%	25–55%																																																																		
International shares – Developed markets	40%	25–55%																																																																		
International shares – Emerging markets	0%	0–10%																																																																		
Bonds and cash																																																																				
Diversified fixed interest	17%	10–30%																																																																		
Cash	8%	0–20%																																																																		
Growth / defensive asset mix	76% growth / 24% defensive	75% growth / 25% defensive																																																																		

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period. 2. The minimum suggested time frame is based on the option's risk and return profile, volatility and likelihood of negative annual returns in any one year. 3. Not all investment options will have returns reported for each period due to varying launch dates. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. The declared net investment returns can be positive or negative. 4. A full breakdown of fees and costs for all investment options can be found on page 56. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

PRE-MIXED OPTIONS

For a glossary of terms used in investment summaries, see [page 37](#).

	Socially Responsible Investment (SRI) – Balanced	Conservative Balanced				
Investment style	A diversified, pre-mixed investment option with a socially responsible investment style that seeks to exclude specific industries and assets.	A diversified, pre-mixed investment option with a similar proportion of growth and defensive assets.				
Level of investment risk¹						
Likelihood of negative returns¹	4 to less than 6 years out of every 20 years	2 to less than 3 years out of every 20 years				
Return target p.a. on average	Accumulation	Pension	Accumulation	Pension		
	Over 20 yrs CPI + 3.0%	Over 20 yrs CPI + 4.0%	Over 20 yrs CPI + 3.0%	Over 20 yrs CPI + 3.5%		
Minimum suggested time frame²	5 years +	5 years +	5 years +	5 years +		
Net return to 30 June 2022 p.a.³						
	Net return since inception p.a.	7.61% (28 Mar 2017)	8.50% (28 Mar 2017)	5.79% (1 Oct 2007)	7.76% (19 Sep 2009)	
Total investment fees and costs⁴	0.41%		0.67%			
Strategic asset allocation						
	Asset class	Benchmark	Range %	Asset class	Benchmark	Range %
Listed equities	Australian shares	25%	15–50%	Australian shares	16%	10–30%
	International shares – Developed markets	30%	15–50%	International shares – Developed markets	16%	10–25%
	International shares – Emerging markets	0%	0–20%	International shares – Emerging markets	6%	0–10%
Unlisted assets	Property	10%	0–20%	Property	9%	0–20%
	Infrastructure	10%	0–20%	Infrastructure	9%	0–20%
	Private equity	10%	0–20%	Private equity	3%	0–10%
	Credit	0%	0–20%	Credit	6%	0–10%
	Alternatives	0%	0–20%	Alternatives	6%	0–20%
Bonds and cash	Diversified fixed interest	10%	0–20%	Diversified fixed interest	15%	10–40%
	Cash	5%	0–20%	Cash	14%	5–25%
Growth / defensive asset mix	74% growth / 26% defensive		55% growth / 45% defensive			

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period. 2. The minimum suggested time frame is based on the option's risk and return profile, volatility and likelihood of negative annual returns in any one year. 3. Not all investment options will have returns reported for each period due to the date on which that option commenced. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. The declared net investment returns can be positive or negative. 4. A full breakdown of fees and costs for all investment options can be found on page 56. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

PRE-MIXED OPTIONS

For a glossary of terms used in investment summaries, see [page 37](#).

	Capital Stable		Shares Plus			
Investment style	The lowest risk pre-mixed investment option we offer.		Our highest risk, diversified, pre-mixed investment option.			
Level of investment risk¹						
Likelihood of negative returns¹	1 to less than 2 years out of every 20 years		4 to less than 6 years out of every 20 years			
Return target p.a. on average	Accumulation	Pension	Accumulation	Pension		
	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 3.0%	Over 20 yrs CPI + 4.5%	Over 20 yrs CPI + 5.5%		
Minimum suggested time frame²	5 years +		5 years +			
Net return to 30 June 2022 p.a.³						
	1 yr	3 yr	5 yr	10 yr		
Net return since inception p.a.	5.74% (1 Jul 1998)	6.24% (19 Sep 2009)	8.05% (1 Jul 1998)	10.12% (19 Sep 2009)		
Total investment fees and costs⁴	0.57%		0.89%			
Strategic asset allocation						
	Asset class	Benchmark	Range %	Asset class	Benchmark	Range %
Listed equities	Australian shares	8%	5–20%	Australian shares	30%	20–40%
	International shares – Developed markets	8%	5–15%	International shares – Developed markets	30%	20–40%
	International shares – Emerging markets	3%	0–5%	International shares – Emerging markets	11%	0–15%
Unlisted assets	Property	9%	0–20%	Property	7%	0–20%
	Infrastructure	9%	0–20%	Infrastructure	7%	0–20%
	Private equity	1%	0–5%	Private equity	8%	0–15%
	Credit	8%	0–10%	Credit	5%	0–10%
	Alternatives	7%	0–20%	Alternatives	2%	0–10%
Bonds and cash	Diversified fixed interest	24%	10–50%	Diversified fixed interest	0%	0–10%
	Cash	23%	10–40%	Cash	0%	0–10%
Growth / defensive asset mix	35% growth / 65% defensive		89% growth / 11% defensive			

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PRE-MIXED OPTIONS

For a glossary of terms used in investment summaries, see [page 37](#).

Hostplus Life comprises the Hostplus Balanced, Conservative Balanced, Capital Stable and Shares Plus investment options.

Hostplus Life

Investment style Throughout your younger years, investment is focused on long term capital growth, with a higher investment in shares and property. As you move closer to retirement, your superannuation will be invested in increasingly more defensive assets, with less exposure to risk, and more focus on providing a steady income and preserving capital.

Level of investment risk¹

Age bracket	Investment option	Level of risk	Number of years negative returns are expected (out of every 20 years)
Under 40	Shares Plus	High	4 to less than 6 years
40–49	Balanced	Medium to High	3 to less than 4 years
50–59	Conservative Balanced	Medium	2 to less than 3 years
60 and over	Capital Stable	Low to Medium	1 to less than 2 years

Return target

Age bracket	Investment option	Objective
Under 40	Shares Plus	CPI plus 4.5% per annum on average over 20 years
40–49	Balanced	CPI plus 4.0% per annum on average over 20 years
50–59	Conservative Balanced	CPI plus 3.0% per annum on average over 20 years
60 and over	Capital Stable	CPI plus 2.0% per annum on average over 20 years

Recommended minimum suggested time frame²

Age bracket	Investment option	Minimum investment time frame
Under 40	Shares Plus	5 years +
40–49	Balanced	5 years +
50–59	Conservative Balanced	5 years +
60 and over	Capital Stable	5 years +



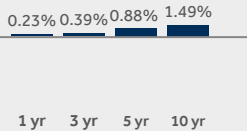
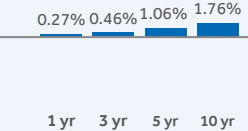
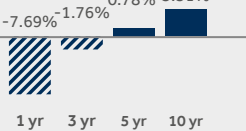
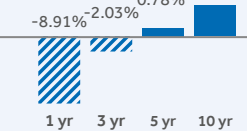


Strategic Asset Allocation, net returns and investment costs

Age bracket	Investment option	SAA
Under 40	Shares Plus	Refer to the Shares Plus investment option summary on page 40
40–49	Balanced	Refer to the Balanced investment option summary on page 38
50–59	Conservative Balanced	Refer to the Conservative Balanced investment option summary on page 39
60 and over	Capital Stable	Refer to the Capital Stable investment option summary on page 40

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SECTOR INVESTMENT OPTIONS





For a glossary of terms used in investment summaries, see [page 37](#).

	Cash ⁵	Diversified Fixed Interest							
Investment style	A low-risk investment option that invests in bank deposits, short-term money markets and other similar investments.	An actively managed, diversified investment portfolio of Australian and international government bonds, and other investment-grade debt.							
Level of investment risk¹									
Likelihood of negative returns¹	0.5 out of every 20 years	3 to less than 4 years out of every 20 years							
Return target p.a. on average	Accumulation	Pension	Accumulation	Pension					
	Over 20 yrs CPI minus 0.5%	Over 20 yrs CPI p.a.	Over 20 yrs CPI p.a.	Over 20 yrs CPI + 0.5%					
Minimum suggested time frame²	2 years +	2 years +	2 years +	2 years +					
Net return to 30 June 2022 p.a.³									
	Net return since inception p.a.	3.26% (1 Jul 2001)	2.41% (19 Sep 2009)	5.24% (1 Jul 2001)	5.61% (19 Sep 2009)				
Total investment fees and costs⁴	0.02%		0.17%						
Strategic asset allocation									
	Asset class	Benchmark	Range %	Asset class	Benchmark	Range %	Asset class	Benchmark	Range %
	Bonds and cash	Cash	100%	0–100%	Bonds and cash	Diversified fixed interest	100%	0–100%	
Growth / defensive asset mix	0% growth / 100% defensive				0% growth / 100% defensive				

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SECTOR INVESTMENT OPTIONS



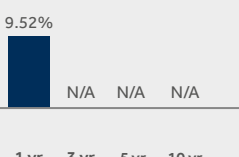
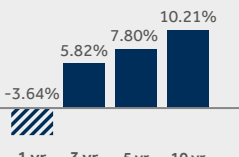
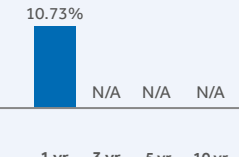
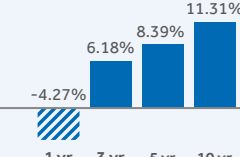


For a glossary of terms used in investment summaries, see [page 37](#).

	Diversified Fixed Interest – Indexed	Property									
Investment style	A passively managed portfolio of Australian and international government bonds, and other investment-grade debt.	A diversified portfolio of unlisted property assets, including exposure to the traditional sectors of retail, commercial, and industrial.									
Level of investment risk¹											
Likelihood of negative returns¹	3 to less than 4 years out of every 20 years	3 to less than 4 years out of every 20 years									
Return target p.a. on average	Accumulation	Pension	Accumulation	Pension							
	Over 20 yrs CPI - 0.5% p.a.	Over 20 yrs CPI % p.a.	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 3.0%							
Minimum suggested time frame²	2 years +	2 years +	7 years +	7 years +							
Net return to 30 June 2022 p.a.³	N/A N/A N/A N/A		N/A N/A N/A N/A								
	1 yr	3 yr	5 yr	10 yr	1 yr	3 yr	5 yr	10 yr	1 yr	3 yr	5 yr
Net return since inception p.a.	-4.45% 18 Mar 2022	-4.95% 18 Mar 2022	7.65% (1 Jul 2001)	8.68% (19 Sep 2009)							
Total investment fees and costs⁴	0.10%		1.04%								
Strategic asset allocation											
	Asset class	Benchmark	Range %	Asset class	Benchmark	Range %					
Bonds and cash	Diversified fixed interest	100%	0–100%	Unlisted assets	Property	100%	0–100%				
Growth / defensive asset mix	0% growth / 100% defensive		30% growth / 70% defensive								

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SECTOR INVESTMENT OPTIONS

For a glossary of terms used in investment summaries, see [page 37](#).

	Infrastructure	Australian Shares																	
Investment style	A diversified portfolio of unlisted infrastructure assets, such as airports, seaports, toll roads, renewables and utilities.	An actively managed option that invests in a range of companies listed on the Australian Securities Exchange (ASX).																	
Level of investment risk¹																			
Likelihood of negative returns¹	3 to less than 4 years out of every 20 years	4 to less than 6 years out of every 20 years																	
Return target p.a. on average	Accumulation	Accumulation																	
	Pension	Pension																	
	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 4.5%																	
	Over 20 yrs CPI + 3.0%	Over 20 yrs CPI + 6.0%																	
Minimum suggested time frame²	5 years +	5 years +																	
Net return to 30 June 2022 p.a.³																			
																			
Net return since inception p.a.	6.79% (24 Sep 2019)	9.18% (1 Jul 2001)																	
	7.66% (24 Sep 2019)	9.45% (19 Sep 2009)																	
Total investment fees and costs⁴	0.78%	0.58%																	
Strategic asset allocation																			
	<table border="1"> <thead> <tr> <th>Asset class</th> <th>Benchmark</th> <th>Range %</th> </tr> </thead> <tbody> <tr> <td>Unlisted assets</td> <td>Infrastructure</td> <td>100%</td> </tr> <tr> <td></td> <td></td> <td>0-100%</td> </tr> </tbody> </table>	Asset class	Benchmark	Range %	Unlisted assets	Infrastructure	100%			0-100%	<table border="1"> <thead> <tr> <th>Asset class</th> <th>Benchmark</th> <th>Range %</th> </tr> </thead> <tbody> <tr> <td>Listed equities</td> <td>Australian shares</td> <td>100%</td> </tr> <tr> <td></td> <td></td> <td>0-100%</td> </tr> </tbody> </table>	Asset class	Benchmark	Range %	Listed equities	Australian shares	100%		
Asset class	Benchmark	Range %																	
Unlisted assets	Infrastructure	100%																	
		0-100%																	
Asset class	Benchmark	Range %																	
Listed equities	Australian shares	100%																	
		0-100%																	
Growth / defensive asset mix	60% growth / 40% defensive	100% growth / 0% defensive																	

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SECTOR INVESTMENT OPTIONS



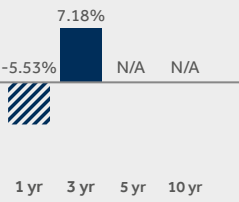
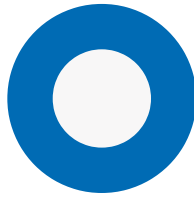
For a glossary of terms used in investment summaries, see [page 37](#).

	Australian Shares – Indexed				International Shares			
Investment style	A passively managed portfolio that invests in a range of companies listed on the Australian Securities Exchange (ASX).				An actively managed portfolio that invests in a range of companies listed on international stock exchanges.			
Level of investment risk¹								
Likelihood of negative returns¹	6 or greater out of every 20 years				4 to less than 6 years out of every 20 years			
Return target p.a. on average	Accumulation		Pension		Accumulation		Pension	
	Over 20 yrs CPI + 3.5%		Over 20 yrs CPI + 5.0%		Over 20 yrs CPI + 4.0%		Over 20 yrs CPI + 5.0%	
Minimum suggested time frame²	5 years +		5 years +		5 years +		5 years +	
Net return to 30 June 2022 p.a.³	N/A		N/A					
	1 yr	3 yr	5 yr	10 yr	1 yr	3 yr	5 yr	10 yr
Net return since inception p.a.	-6.66% 18 Mar 2022		-7.65% 18 Mar 2022		5.44% (1 Jul 2001)		10.52% (19 Sep 2009)	
Total investment fees and costs⁴	0.04%				0.52%			
Strategic asset allocation								
	Asset class	Benchmark	Range %		Asset class	Benchmark	Range %	
Listed equities	Australian shares	100%	0–100%		Listed equities	International shares – Developed markets	73%	0–100%
						International shares – Emerging markets	27%	0–100%
Growth / defensive asset mix	100% growth / 0% defensive				100% growth / 0% defensive			

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SECTOR INVESTMENT OPTIONS

For a glossary of terms used in investment summaries, see [page 37](#).

	International Shares – Indexed ⁵	International Shares (Hedged) – Indexed ⁶																
Investment style	A passively managed portfolio that invests in companies listed on international stock exchanges.	A passively managed portfolio that invests in companies listed on international stock exchanges and applies currency hedging.																
Level of investment risk¹																		
Likelihood of negative returns¹	6 or greater out of every 20 years	6 or greater out of every 20 years																
Return target p.a. on average	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>Over 20 yrs CPI + 2.0%</td> <td>Over 20 yrs CPI + 3.0%</td> </tr> </tbody> </table>	Accumulation	Pension	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 3.0%	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>Over 20 yrs CPI + 2.0%</td> <td>Over 20 yrs CPI + 2.5%</td> </tr> </tbody> </table>	Accumulation	Pension	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 2.5%								
Accumulation	Pension																	
Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 3.0%																	
Accumulation	Pension																	
Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 2.5%																	
Minimum suggested time frame²	5 years +	5 years +																
Net return to 30 June 2022 p.a.³	<table border="1"> <thead> <tr> <th>1 yr</th> <th>3 yr</th> <th>5 yr</th> <th>10 yr</th> </tr> </thead> <tbody> <tr> <td>-5.53%</td> <td>7.18%</td> <td>N/A</td> <td>N/A</td> </tr> </tbody> </table>	1 yr	3 yr	5 yr	10 yr	-5.53%	7.18%	N/A	N/A	<table border="1"> <thead> <tr> <th>1 yr</th> <th>3 yr</th> <th>5 yr</th> <th>10 yr</th> </tr> </thead> <tbody> <tr> <td>-6.31%</td> <td>7.97%</td> <td>N/A</td> <td>N/A</td> </tr> </tbody> </table>	1 yr	3 yr	5 yr	10 yr	-6.31%	7.97%	N/A	N/A
1 yr	3 yr	5 yr	10 yr															
-5.53%	7.18%	N/A	N/A															
1 yr	3 yr	5 yr	10 yr															
-6.31%	7.97%	N/A	N/A															
Net return since inception p.a.	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>9.46% (27 Sep 2017)</td> <td>10.64% (27 Sep 2017)</td> </tr> </tbody> </table>	Accumulation	Pension	9.46% (27 Sep 2017)	10.64% (27 Sep 2017)	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>7.08% (27 Sep 2017)</td> <td>7.94% (27 Sep 2017)</td> </tr> </tbody> </table>	Accumulation	Pension	7.08% (27 Sep 2017)	7.94% (27 Sep 2017)								
Accumulation	Pension																	
9.46% (27 Sep 2017)	10.64% (27 Sep 2017)																	
Accumulation	Pension																	
7.08% (27 Sep 2017)	7.94% (27 Sep 2017)																	
Total investment fees and costs⁴	0.10%	0.07%																
Strategic asset allocation	 <table border="1"> <thead> <tr> <th>Asset class</th> <th>Benchmark</th> <th>Range %</th> </tr> </thead> <tbody> <tr> <td>International shares – Developed markets</td> <td>100%</td> <td>0–100%</td> </tr> </tbody> </table>	Asset class	Benchmark	Range %	International shares – Developed markets	100%	0–100%	 <table border="1"> <thead> <tr> <th>Asset class</th> <th>Benchmark</th> <th>Range %</th> </tr> </thead> <tbody> <tr> <td>International shares – Developed markets</td> <td>100%</td> <td>0–100%</td> </tr> </tbody> </table>	Asset class	Benchmark	Range %	International shares – Developed markets	100%	0–100%				
Asset class	Benchmark	Range %																
International shares – Developed markets	100%	0–100%																
Asset class	Benchmark	Range %																
International shares – Developed markets	100%	0–100%																
Growth / defensive asset mix	100% growth / 0% defensive	100% growth / 0% defensive																

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SECTOR INVESTMENT OPTIONS


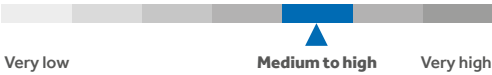
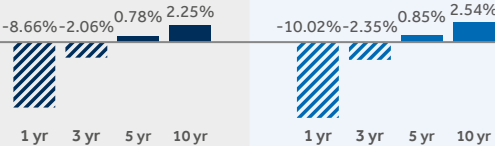
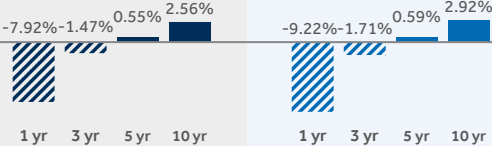


For a glossary of terms used in investment summaries, see [page 37](#).

	International Shares – Emerging Markets	
Investment style	An actively managed portfolio that invests in companies listed on international stock exchanges within emerging market countries.	
Level of investment risk¹		
Likelihood of negative returns¹	4 to less than 6 out of every 20 years	
Return target p.a. on average	Accumulation	Pension
	Over 20 yrs CPI + 4.0%	Over 20 yrs CPI + 5.0%
Minimum suggested time frame²	5 years +	5 years +
Net return to 30 June 2022 p.a.³	N/A N/A N/A N/A	N/A N/A N/A N/A
	1 yr 3 yr 5 yr 10 yr	1 yr 3 yr 5 yr 10 yr
Net return since inception p.a.	-3.61% 18 Mar 2022	-4.11% 18 Mar 2022
Total investment fees and costs⁴	0.68%	
Strategic asset allocation		
	Asset class	Benchmark Range %
Listed equities	International shares – Emerging markets	100% 0–100%
Growth / defensive asset mix	100% growth / 0% defensive	

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period.
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INDIVIDUAL MANAGER OPTIONS



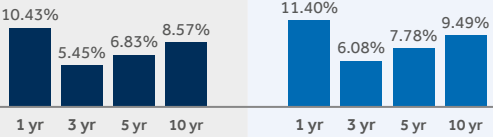
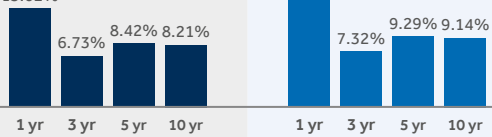


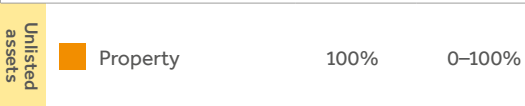
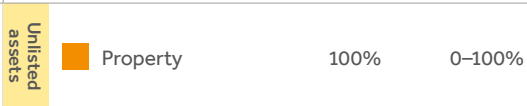
The individual manager options were discontinued on 30 June 2022. For a glossary of terms used in investment summaries, see [page 37](#).

	Macquarie Investment Management – Australian Fixed Interest	BlackRock Asset Management – International Fixed Interest ⁵																														
Investment style	Passive management.	Passive management. The manager invests in securities that form the Barclays Global Aggregate Index, using an index tracking approach to manage securities.																														
Level of investment risk ¹	 Very low High Very high	 Very low Medium to high Very high																														
Likelihood of negative returns ¹	4 to less than 6 years out of every 20 years	3 to less than 4 years out of every 20 years																														
Return target p.a. on average	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>Over 20 yrs CPI minus 0.5%</td> <td>Over 20 yrs CPI + 0.5%</td> </tr> </tbody> </table>	Accumulation	Pension	Over 20 yrs CPI minus 0.5%	Over 20 yrs CPI + 0.5%	<table border="1"> <thead> <tr> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>Over 20 yrs CPI minus 0.5%</td> <td>Over 20 yrs CPI + 0.5%</td> </tr> </tbody> </table>	Accumulation	Pension	Over 20 yrs CPI minus 0.5%	Over 20 yrs CPI + 0.5%																						
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Minimum suggested time frame ²	5 years +	5 years +																														
Net return to 30 June 2022 p.a. ³	 <table border="1"> <thead> <tr> <th>Period</th> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>1 yr</td> <td>-8.66%</td> <td>-10.02%</td> </tr> <tr> <td>3 yr</td> <td>-2.06%</td> <td>-2.35%</td> </tr> <tr> <td>5 yr</td> <td>0.78%</td> <td>0.85%</td> </tr> <tr> <td>10 yr</td> <td>2.25%</td> <td>2.54%</td> </tr> </tbody> </table>	Period	Accumulation	Pension	1 yr	-8.66%	-10.02%	3 yr	-2.06%	-2.35%	5 yr	0.78%	0.85%	10 yr	2.25%	2.54%	 <table border="1"> <thead> <tr> <th>Period</th> <th>Accumulation</th> <th>Pension</th> </tr> </thead> <tbody> <tr> <td>1 yr</td> <td>-7.92%</td> <td>-9.22%</td> </tr> <tr> <td>3 yr</td> <td>-1.47%</td> <td>-1.71%</td> </tr> <tr> <td>5 yr</td> <td>0.55%</td> <td>0.59%</td> </tr> <tr> <td>10 yr</td> <td>2.56%</td> <td>2.92%</td> </tr> </tbody> </table>	Period	Accumulation	Pension	1 yr	-7.92%	-9.22%	3 yr	-1.47%	-1.71%	5 yr	0.55%	0.59%	10 yr	2.56%	2.92%
Period	Accumulation	Pension																														
1 yr	-8.66%	-10.02%																														
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Period	Accumulation	Pension																														
1 yr	-7.92%	-9.22%																														
3 yr	-1.47%	-1.71%																														
5 yr	0.55%	0.59%																														
10 yr	2.56%	2.92%																														
Net return since inception p.a.	3.81% (1 Sep 2004)	3.88% (19 Sep 2009)	3.29% (1 June 2011)	3.73% (1 June 2011)																												
Total investment fees and costs ⁴	0.03%		0.17%																													
Strategic asset allocation	 <table border="1"> <thead> <tr> <th>Asset class</th> <th>Benchmark</th> <th>Range %</th> </tr> </thead> <tbody> <tr> <td>Diversified fixed interest</td> <td>100%</td> <td>0–100%</td> </tr> </tbody> </table>		Asset class	Benchmark	Range %	Diversified fixed interest	100%	0–100%	 <table border="1"> <thead> <tr> <th>Asset class</th> <th>Benchmark</th> <th>Range %</th> </tr> </thead> <tbody> <tr> <td>Diversified fixed interest</td> <td>100%</td> <td>0–100%</td> </tr> </tbody> </table>		Asset class	Benchmark	Range %	Diversified fixed interest	100%	0–100%																
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Diversified fixed interest	100%	0–100%																														
Growth / defensive asset mix	0% growth / 100% defensive		0% growth / 100% defensive																													

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period. 2. The minimum suggested time frame is based on the option's risk and return profile, volatility and likelihood of negative annual returns in any one year. 3. Not all investment options will have returns reported for each period due to the date on which that option commenced. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. The declared net investment returns can be positive or negative. 4. A full breakdown of fees and costs for all investment options can be found on page 56. 5. From the option's inception on 1 June 2011 to 14 January 2014, this option was invested in the BlackRock Indexed World Government Bond Fund, which tracked the Citigroup World Government Bond Index (hedged in AUD with net dividends reinvested). From 15 January 2014, this option has been invested in the BlackRock Global Bond Index Fund, which tracks the Barclays Global Aggregate Index (hedged in AUD with net dividends reinvested). Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

INDIVIDUAL MANAGER OPTIONS




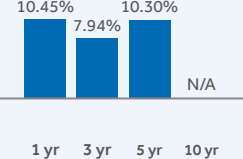
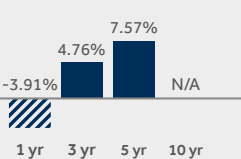
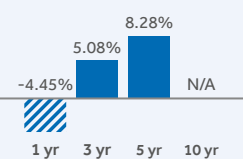


The individual manager options were discontinued on 30 June 2022. For a glossary of terms used in investment summaries, see [page 37](#).

	Industry Super Property Trust – Property	Lendlease managed Australian Prime Property Funds (Retail, Commercial and Industrial) – Property
Investment style	The Fund has an income bias aiming to offer investors lower relative earnings volatility and a higher income yield.	Long-term direct investment in a quality portfolio of major regional core retail assets, commercial assets and industrial assets across Australia.
Level of investment risk¹		
Likelihood of negative returns¹	3 to less than 4 years out of every 20 years	3 to less than 4 years out of every 20 years
Return target p.a. on average	Accumulation	Accumulation
	Pension	Pension
	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 2.0%
	Over 20 yrs CPI + 3.0%	Over 20 yrs CPI + 3.0%
Minimum suggested time frame²	7 years +	7 years +
Net return to 30 June 2022 p.a.³		
Net return since inception p.a.	7.70% (1 Sep 2004)	7.70% (1 Sep 2004)
	9.19% (19 Sep 2009)	8.52% (19 Sep 2009)
Total investment fees and costs⁴	0.41%	1.15%
Strategic asset allocation		
	Asset class Benchmark Range %	Asset class Benchmark Range %
		
Growth / defensive asset mix	30% growth / 70% defensive	30% growth / 70% defensive

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period. 2. The minimum suggested time frame is based on the option's risk and return profile, volatility and likelihood of negative annual returns in any one year. 3. Not all investment options will have returns reported for each period due to varying launch dates. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. The declared net investment returns can be positive or negative. 4. A full breakdown of fees and costs for all investment options can be found on page 56. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

INDIVIDUAL MANAGER OPTIONS

The individual manager options were discontinued on 30 June 2022. For a glossary of terms used in investment summaries, see [page 37](#).

	IFM – Australian Infrastructure	IFM – Australian Shares		
Investment style	Long-term direct investment option that invests in tangible infrastructure assets, such as airports, seaports, toll roads, renewable energy and utilities, across Australia.	Enhanced passive management.		
Level of investment risk¹	 Very low Medium to high Very high	 Very low Very high		
Likelihood of negative returns¹	3 to less than 4 years out of every 20 years	6 or greater out of every 20 years		
Return target p.a. on average	Accumulation	Pension	Accumulation	Pension
	Over 20 yrs CPI + 2.0%	Over 20 yrs CPI + 3.0%	Over 20 yrs CPI + 3.5%	Over 20 yrs CPI + 5.0%
Minimum suggested time frame²	5 years +	5 years +	5 years +	5 years +
Net return to 30 June 2022 p.a.³				
	1 yr 3 yr 5 yr 10 yr	1 yr 3 yr 5 yr 10 yr	1 yr 3 yr 5 yr 10 yr	1 yr 3 yr 5 yr 10 yr
Net return since inception p.a.	10.73% (25 May 2015)	11.94% (25 May 2015)	8.94% (1 Nov 2012)	9.80% (1 Nov 2012)
Total investment fees and costs⁴	0.58%		0.05%	
Strategic asset allocation				
	Asset class	Benchmark	Range %	
	Unlisted assets	Infrastructure	100%	0–100%
Strategic asset allocation				
	Asset class	Benchmark	Range %	
	Listed equities	Australian shares	100%	0–100%
Growth / defensive asset mix	60% growth / 40% defensive		100% growth / 0% defensive	

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period. 2. The minimum suggested time frame is based on the option's risk and return profile, volatility and likelihood of negative annual returns in any one year. 3. Not all investment options will have returns reported for each period due to the date on which that option commenced. Net investment returns represent the rate of return on investments, net of investment related fees, costs and taxes. The declared net investment returns can be positive or negative. 4. A full breakdown of fees and costs for all investment options can be found on page 56. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

INDIVIDUAL MANAGER OPTIONS


The individual manager options were discontinued on 30 June 2022. For a glossary of terms used in investment summaries, see [page 37](#).

	Paradise Investment Management (Small Cap) – Australian Shares		Neuberger Berman – International Shares				
Investment style	Specialises in investing in companies outside the ASX top 100 stocks as defined by market capitalisation, as well as having the capacity to invest in New Zealand stocks.		Seeks to maximise performance by constructing its portfolios with high quality, growing companies trading at attractive valuations, which have the potential to outperform the MSCI Emerging Markets Index at lower risk. The style can best be characterised by Growth at a Reasonable Price (GARP).				
Level of investment risk¹							
Likelihood of negative returns¹	6 or greater out of every 20 years		4 to less than 6 years out of every 20 years				
Return target p.a. on average	Accumulation	Pension	Accumulation	Pension			
	Over 20 yrs CPI + 4.5%	Over 20 yrs CPI + 5.5%	Over 20 yrs CPI + 4.0%	Over 20 yrs CPI + 5.0%			
Minimum suggested time frame²	5 years +		5 years +				
Net return to 30 June 2022 p.a.³							
Net return since inception p.a.	9.16% (1 Sep 2004)	10.14% (19 Sep 2009)	5.89% (31 Oct 2011)	6.59% (31 Oct 2011)			
Total investment fees and costs⁴	1.18%		0.62%				
Strategic asset allocation							
	Asset class	Benchmark	Range %	Asset class	Benchmark	Range %	
Listed equities	Australian shares	100%	0–100%	Listed equities	International shares – Emerging markets	100%	0–100%
Growth / defensive asset mix	100% growth / 0% defensive		100% growth / 0% defensive				

1. The level of investment risk is based on an industry-wide Standard Risk Measure that shows the number of expected negative annual returns over a 20-year period. 2. The minimum suggested time frame is based on the option's risk and return profile, volatility and likelihood of negative annual returns in any one year. 3. Not all investment options will have returns reported for each period due to the date on which that option commenced. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. The declared net investment returns can be positive or negative. 4. A full breakdown of fees and costs for all investment options can be found on page 56. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

CPIplus OPTION

For a glossary of terms used in investment summaries, see [page 37](#).

	CPIplus ¹
Return target	CPI plus 3.0% per annum on average over 20 years.
Level of investment risk²	 <p>Very low Very high</p>
Likelihood of negative returns²	Negative returns expected in less than 0.5 of every 20 years
Investment style	<p>The CPIplus option is designed to offer returns that are more certain and less volatile than those available by investing in growth assets such as shares, while offering higher returns than those available by investing in conservative assets, such as cash.</p> <p>This is achieved by a mechanism whereby the rate of return of the CPIplus option is set at a predetermined rate above CPI (Consumer Price Index) for specified Return Periods (Return Period is the period that particular predetermined returns apply to. This is usually 12 months from 1 July). This means that returns for the Return Period are unaffected by the returns on the underlying investments of the option.</p> <p>While the return of the CPIplus option is predetermined, the Balanced option in the accumulation phase receives the benefit of any excess market returns generated on the underlying assets of the CPIplus option. If the investment returns generated on the underlying assets of CPIplus fall short of the predetermined return, assets of the Balanced option in the accumulation phase are applied to make up the shortfall.</p>
Who is this investment suitable for?	This option may suit pension members who are looking for a low-risk option targeting a consistent and competitive return above inflation over time while retaining the simplicity, flexibility and liquidity (ready access to funds) of an account-based pension.
Minimum suggested time frame³	2 years plus
Asset mix	The assets of the CPIplus option are invested in the same pool and alongside the Balanced option in the pension phase. However, the return for the CPIplus option is set at a predetermined rate above CPI for specified Return Periods, based on a predetermined return formula. This means that its return for any Return Period is unaffected by the returns on the underlying investments of the option.
Net return since inception p.a.	7.09% (1 July 2021)

1. CPIplus is a Pension-only investment option and is not available to Transition to Retirement (TTR) members. The investment option is implemented by investing in CPIplus units in the Hostplus Pooled Superannuation Trust (PST). 2. The level of investment risk is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period. 3. The minimum suggested time frame is based on the risk and return profile of the option. The time frame considers volatility and the likelihood of negative annual returns in any one year. Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. To view previous Hostplus Pension unit prices, please visit hostplus.com.au/investment/our-investment-performance/investment-returns. A full breakdown of fees and costs for all investment options can be found on page 56.

INVESTMENT RETURNS: TRANSITION TO RETIREMENT PENSION

Net investment returns for Hostplus Transition to Retirement to 30 June ¹			
Investment options	1 year	3 years p.a.	Since inception p.a.
Balanced	1.44%	6.76%	7.77%
Indexed Balanced	-5.76%	3.89%	5.91%
SRI Balanced	2.34%	7.30%	7.55%
Capital Stable	-0.96%	1.99%	3.28%
Conservative Balanced	-2.09%	3.80%	5.15%
Shares Plus	-4.16%	6.78%	8.15%
Cash	0.23%	0.39%	0.90%
Diversified Fixed Interest	-7.88%	-1.80%	0.62%
Diversified Fixed Interest – Indexed	-	-	-4.43%
Property	17.35%	8.47%	8.92%
Australian Shares	-3.63%	5.73%	7.69%
Australian Shares – Indexed	-	-	-6.66%
Infrastructure	9.44%	-	6.76%
International Shares	-16.44%	5.00%	7.15%
International Shares – Indexed	-5.63%	7.14%	9.34%
International Shares (Hedged) – Indexed	-10.35%	5.85%	7.05%
International Shares – Emerging Markets	-	-	-3.61%
Macquarie Investment Management – Australian Fixed Interest	-8.93%	-2.12%	0.66%
BlackRock Asset Management – International Fixed Interest	-8.02%	-1.47%	0.50%
Industry Super Property Trust Core Fund – Property	10.40%	5.55%	6.99%
Lend Lease managed Australian Prime Property Funds (Retail, Commercial & Industrial) – Property	12.75%	6.60%	8.31%
IFM – Australian Infrastructure	12.09%	8.40%	9.82%
IFM – Australian Shares	-2.96%	4.85%	7.61%
Paradise Investment Management (Small Cap) – Australian Shares	-5.62%	6.00%	7.41%
Neuberger Berman – International Shares	-19.96%	-1.94%	1.89%

1. Transition to Retirement was offered by Hostplus from 30 June 2017. Not all investment options will have investment returns reported against each investment period due to varying commencement dates. You can access full investment return information from inception at hostplus.com.au. These returns are not used for crediting returns to your account. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes. The declared net investment returns can be positive or negative. Past performance is not a guide to future performance.




OUR POSITION AT YEAR END



OTHER INVESTMENT INFORMATION

Investment holdings

 Please visit our website for more information on our investment holdings: hostplus.com.au/investment-holdings

Pooled Superannuation Trust

The Hostplus Superannuation Fund invests via a Pooled Superannuation Trust (PST) which is a type of unit trust regulated by APRA. It is used to facilitate the investment of assets that can include other superannuation funds, other PSTs, and other specified entities.

Currency hedging

International investments are vulnerable to currency fluctuations and, as such, hedging can reduce exposure to certain currency fluctuations. We hedge a proportion of our international asset exposures using forward foreign exchange contracts.

Derivatives

Derivatives are financial instruments linked to the future purchase or sale of securities, such as shares and other assets. They are common risk-management tools that some of our managers use to manage risk and enhance returns. Derivatives are held by the Hostplus PST and will only be used where such use is consistent with Hostplus' investment strategy and guidelines.

Hostplus monitors the use of derivatives by our investment managers. We undertake an annual review of our investment managers to ensure that they have the appropriate controls to trade such instruments and that we are comfortable with the level of risk undertaken.

Local Super sub-plan (defined benefit) investment strategy

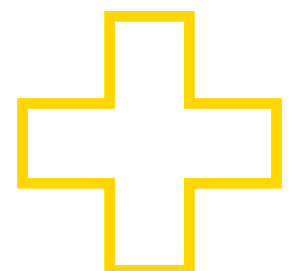
Following our merger with Statewide Super in April 2022, Hostplus now manages the Local Super sub-plan, which includes the Salarylink, Deferred, Term Pension and Old Benefit Members products.

As part of managing the Local Super sub-plan, the Hostplus Trustee must monitor and report on the Vested Benefits Index (VBI). The VBI measures the ability of the sub-plan to pay out all members' benefits from existing assets in the event they were all to leave the sub-plan at the same time. Should the VBI fall below a particular level (currently set at 97%), the Trustee must agree with the Local Government Association on behalf of the employer sponsors how to restore the VBI to 100%. This may include the employer sponsors increasing the contribution rate, agreeing with the Trustee to amend the benefit design, or agreeing with the Trustee to alter the investment strategy.

The Local Super sub-plan assets are currently invested in a balanced portfolio (approximately 76% growth assets and 24% defensive assets).

The Local Super sub-plan's VBI as at 30 June 2022 was 120.6%, which is significantly above 100% and considered by Hostplus to be in a satisfactory financial position.

Given the current VBI level, Hostplus believes that this investment strategy remains appropriate from a risk-return perspective.



INVESTMENT FEES AND COSTS¹

Investment option	Investment fees and costs	Performance fee	Transaction costs	Total investment fees and costs
Balanced	0.51%	0.43%	0.12%	1.06%
Balanced Pension	0.53%	0.41%	0.12%	1.06%
Indexed Balanced	0.04%	0.00%	0.01%	0.05%
Socially Responsible Investment (SRI) – Balanced	0.25%	0.11%	0.05%	0.41%
Capital Stable	0.32%	0.16%	0.09%	0.57%
Conservative Balanced	0.38%	0.19%	0.10%	0.67%
Shares Plus	0.50%	0.28%	0.11%	0.89%
Cash	0.02%	0.00%	0.00%	0.02%
Diversified Fixed Interest	0.13%	0.00%	0.04%	0.17%
Diversified Fixed Interest – Indexed	0.06%	0.00%	0.04%	0.10%
Property	0.56%	0.08%	0.40%	1.04%
Infrastructure	0.48%	0.15%	0.15%	0.78%
Australian Shares	0.34%	0.13%	0.11%	0.58%
Australian Shares – Indexed	0.04%	0.00%	0.00%	0.04%
International Shares	0.44%	0.00%	0.08%	0.52%
International Shares – Indexed	0.10%	0.00%	0.00%	0.10%
International Shares (Hedged) – Indexed	0.07%	0.00%	0.00%	0.07%
International Shares – Emerging Markets	0.53%	0.00%	0.15%	0.68%
Macquarie – Australian Fixed Interest	0.03%	0.00%	0.00%	0.03%
BlackRock – International Fixed Interest	0.09%	0.00%	0.08%	0.17%
Industry Super Fund Property Trust – Property	0.37%	0.00%	0.04%	0.41%
Lend Lease Managed Australian Prime Property Funds	0.75%	0.00%	0.40%	1.15%
IFM – Australian Infrastructure	0.58%	0.00%	0.00%	0.58%
IFM – Australian Shares	0.05%	0.00%	0.00%	0.05%
Paradice Investment Management (Small Cap)	0.93%	0.00%	0.25%	1.18%
Neuberger Berman – International Shares	0.61%	0.00%	0.01%	0.62%
CPIplus	0.53%	0.41%	0.12%	1.06%

Local Super sub-plan (defined benefit)

The total investment fees and costs for the defined benefit investments for the 2021–22 financial year was 1.06%. These fees are not applicable for Deferred, Term Pension or Lifetime Pension members, or if a Salarylink member's benefit is calculated using their accrued benefit percentage multiplied by their Final Average Salary.

Local Super sub-plan (defined benefit)	
1 July 2021 – 30 June 2022	Total investment fees and costs
Defined benefit	1.06%

1. These fees and costs applied for the 2021–22 financial year.

INSURANCE SUMMARY

Lump sum insurance benefits paid by MetLife and Zurich/OnePath to Hostplus members to 30 June 2022¹

Claim type ²	12 months to 30 June 2022		5 years to 30 June 2022	
	Members	Amount paid (\$'000)	Members	Amount paid (\$'000)
Death	386	\$38,210	2,425	\$265,893
Terminal illness	132	\$17,537	653	\$67,566
TPD	765	\$93,265	3,727	\$450,672

Lump sum insurance benefits paid by MetLife and Zurich/OnePath to Hostplus members, by age group, to 30 June 2022¹

Claim type ²	Age group	12 months to 30 June 2022		5 years to 30 June 2022	
		Members	Amount paid (\$'000)	Members	Amount paid (\$'000)
Death	15-24	11	\$622	186	\$16,148
	25-34	54	\$10,558	402	\$81,559
	35-44	76	\$15,724	480	\$100,426
	45-54	101	\$8,060	604	\$46,399
	55-64	119	\$2,818	634	\$19,048
	65-69	25	\$428	119	\$2,313
Terminal illness	15-24	1	\$57	5	\$410
	25-34	14	\$3,197	58	\$13,149
	35-44	30	\$8,284	103	\$23,863
	45-54	32	\$2,648	237	\$19,739
	55-64	48	\$3,262	231	\$9,821
	65-69	7	\$89	19	\$584
TPD	15-24	27	\$3,184	110	\$12,518
	25-34	113	\$23,240	569	\$119,869
	35-44	220	\$44,521	1,038	\$201,109
	45-54	234	\$16,473	1,278	\$91,189
	55-64	168	\$5,817	728	\$25,946
	65-69	3	\$30	4	\$41

1. This page does not include claims paid by AMP, MLC, AIA (Commlnsure), Hannover Re or Windsor, for which a detailed age group breakdown is not available. Additionally, this page does not include claims paid to former Intrust Super and Statewide Super members where the effective date of the claim was prior to the respective merger dates.

2. Income Protection (Salary Continuance) benefits paid have not been included in the above tables, as we do not have complete data for the past five years.

INVESTMENT MANAGER ALLOCATIONS

Hostplus Superannuation Fund

The Hostplus Superannuation Fund invests via a Pooled Superannuation Trust (PST).

The following investment vehicles comprise more than 5% of the Hostplus Superannuation Fund's total assets:

- Hostplus Pooled Superannuation Trust.

The investment vehicles held by the Hostplus Superannuation Fund are listed in the following table. These figures may include cash and accounting accruals.

Investment vehicle	% of total investments
Hostplus Pooled Superannuation Trust	98%

Hostplus Pooled Superannuation Trust

We appoint a range of trusted, specialist investment managers to invest on the PST's behalf. Each manager is assessed on its suitability in relation to the PST's overall investment strategy. Each manager's investment performance is regularly reviewed, with changes made to our manager allocations where necessary.

The following investment managers have combined investments in excess of 5% of the PST's total assets:

- IFM Investors Pty Ltd.

The investment managers for each asset class as at 30 June 2022 (by investment vehicle) are listed in the following tables. These figures may include cash and accounting accruals. Holdings are shown to one decimal place. Small holdings under 0.05% will show as 0.0%. Figures may not add to the total due to rounding.

Hostplus investments and investment managers	% of total PST investments
Equity	60.8%
Australian shares	22.1%
Airlie Funds Management Pty Ltd (Active Australian Equity)	0.8%
Airlie Funds Management Pty Ltd (Industrial Australian Equity)	0.7%
Allan Gray Australia Pty Ltd	1.3%
Citigroup Transition Australian Equities	0.7%
Firetrail Ltd (High Conviction)	1.2%
FSI	0.5%
Greencape Capital Pty Ltd (Australian Equity)	1.4%
Hyperion	0.5%
IFM Australian Equity SRI	0.1%
IFM Investors Pty Ltd (Buyback)	0.0%
IFM Investors Pty Ltd (Enhanced Indexed)	5.6%
IFM Investors Pty Ltd (Small Cap)	0.5%
IFM Low Risk Alpha Strategy	1.4%
L1 Capital Pty Ltd	0.6%
Paradice Investment Management Pty Ltd (Large Cap)	1.7%
Paradice Investment Management Pty Ltd (Mid Cap)	0.8%
Paradice Investment Management Pty Ltd (Small Cap)	0.8%
Pendal Group	1.5%
Tanarra Capital Australia Pty Limited	0.4%
UBS Transition Australian Equities	0.0%
Vinva Australian Equity Alpha Extension Fund – Vinva Investment Management Limited	0.9%
Yarra Capital Management Limited (Emerging Leaders)	0.5%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
International shares	28.4%
Alliance Bernstein	0.2%
Apostle Dundas Global Equity Fund – Dundas Global Investors Limited	1.8%
Baillie Gifford Overseas Limited	1.7%
Blackrock China A	0.2%
Citigroup Transition Emerging International Equities	0.7%
Citigroup Transition International Equities	2.6%
Hosking Partners LLP	1.5%
IFM International Equity DM SRI	0.2%
IFM Investors Pty Ltd (Indexed Global Equities)	6.2%
Martin Currie Investment Management Ltd	1.1%
Maverick Long Enhanced Fund Ltd – Maverick Long Enhanced Ltd	0.2%
Maverick Long Enhanced Fund Ltd – Series – Maverick Long Enhanced Ltd	0.0%
Maverick Long Enhanced Fund Ltd – Series B – Maverick Long Enhanced Ltd	0.2%
Maverick Long Enhanced Fund Ltd – Series B May 2022 – Maverick Long Enhanced Ltd	0.2%
Neuberger Berman Australia Pty Limited	0.9%
Ninety One Australia Pty Limited	1.2%
Ninety One China A	0.2%
Ninety One Global	1.5%
Northcape Capital Pty Ltd	1.1%
Orbis Global Equity Fund – Orbis Investment Management Limited	1.6%
Paradice Investment Management Pty Ltd (Global Small Cap)	0.9%
RWC Asset Management LLP	1.4%
T. Rowe Price Australia Limited	1.1%
UBS Transition International Equities	0.0%
Wellington International Management Company Pte Ltd (Asia ex-Japan Contrarian Equity)	0.8%
Wellington International Management Company Pte Ltd (Global Contrarian Equity)	1.2%
Private equity	10.3%
AIF Capital Asia III	0.0%
AIF Capital Asia IV	0.0%
Airtree Opportunity Fund 2019 Trust	0.0%
Airtree Ventures 2019 Partnership LP	0.0%
Airtree Ventures 2021 Partnership LP	0.0%
Airtree Ventures Opportunity Fund 2019	0.0%
Airtree Ventures Opportunity Fund 2021	0.0%
Artesian Female Leaders Fund – Artesian Venture Capital Fund of Funds Management, I.L.P	0.0%
Artesian Hostplus China Venture Capital Fund 1 – Artesian Venture Capital Fund of Funds Management, I.L.P	0.1%
Artesian Hostplus VC Fund 1, ILP – Artesian Venture Capital Fund of Funds Management, I.L.P	0.1%
Artesian Venture Capital Fund 2, ILP – Artesian AFOF Pty Ltd	0.0%
Artesian Venture Capital Fund of Funds, ILP – Artesian AFOF Pty Ltd	0.0%
Australia Private Equity Fund No.1 – Continuity Capital Partners Pty Limited	0.0%
Australia Private Equity Fund No.2 – Continuity Capital Partners Pty Limited	0.0%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Private equity	10.3%
Blackbird After The Car Trust – Blackbird Ventures Pty Limited	0.0%
Blackbird Hostplus Trust – Blackbird Ventures Pty Limited	0.8%
Blackbird Ventures 2015 Follow-On Fund – Blackbird Ventures Pty Limited	0.6%
Blackbird Ventures 2015, LP – Blackbird Ventures Pty Limited	0.0%
Blackbird Ventures 2018 Follow-On Fund – Blackbird Ventures Pty Limited	0.8%
Blackbird Ventures 2018, LP – Blackbird Ventures Pty Limited	0.0%
Blackbird Ventures 2020 Follow-On Fund Trust	0.2%
Blackbird Ventures 2020 LP	0.0%
Brandon Biosciences Fund 1 IIF Partnership	0.0%
Brandon Biosciences Fund No.1 Trust	0.0%
Carnegie Healthcare Fund, LP – M.H. Carnegie & Co. Pty Limited	0.0%
Carnegie Innovation Fund II, LP – Carnegie Venture Capital Pty Limited	0.0%
Carnegie Innovation Fund, LP – Carnegie Venture Capital Pty Limited	0.0%
Carnegie Private Opportunities Fund No. 1 – M.H. Carnegie & Co. Pty Limited	0.0%
Carnegie Private Opportunities Fund No.2 – M.H. Carnegie & Co. Pty Limited	0.0%
Carthona Capital Venture Fund (HP) No.2 – Carthona Capital FS Pty Ltd	0.1%
Carthona Capital Venture Fund (HP) No.3 – Carthona Capital FS Pty Ltd	0.0%
Carthona Capital Venture Fund 1 (Part A) – Carthona Capital FS Pty Ltd	0.0%
Carthona Capital Venture Fund 1 (Part B) – Carthona Capital FS Pty Ltd	0.0%
Carthona Capital Venture Fund 1 (Part C) – Carthona Capital FS Pty Ltd	0.0%
CM Capital Venture Trust No 4A Class	0.0%
CM Capital Venture Trust No 4B Class	0.0%
Cornell Capital Partners II	0.0%
Crown Co-Investment Opportunities PLC II – LGT Capital Partners (Ireland) Limited	0.1%
Crown Co-Investment Opportunities PLC III – LGT Capital Partners (Ireland) Limited	0.0%
Crown Europe Middle Market II Plc – LGT Capital Partners (Ireland) Limited	0.0%
Crown Europe Middle Market III PLC	0.1%
Crown European Buyout Opportunities II Plc – LGT Capital Partners (Ireland) Limited	0.0%
CSIRO Innovation Coinvestment – Class A	0.0%
CSIRO Innovation Coinvestment – Class B	0.0%
CSIRO Innovation Follow-On Fund 1 – Main Sequence Ventures Ltd	0.1%
CSIRO Innovation Fund 1, LP – Main Sequence Ventures Ltd	0.1%
CSIRO Innovation Fund 2, LP	0.0%
CSIRO MSV Co-investment (myriota) Trust	0.0%
Five V Fund (SF1) III, LP – Five V Capital Pty Ltd	0.0%
Harbour Vest Partners Co-Investment	0.1%
Hermes GPE PEC III LP – Hermes GPE LP	0.1%
Hermes GPE PEC IV LP – Hermes GPE LP	0.2%
Hermes GPE PEC V LP	0.1%
HL-HP Global Investments LP – HL-HP Global Investments GP LLC	0.2%
Hostplus GO IV – Flexstone Partners, LLC	0.1%
Hostplus ROC Private Equity Trust – Roc Capital Pty Limited	0.1%
Hostplus US EM CI LP – Flexstone Partners, LLC	0.2%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Private equity	10.3%
Hostplus US EMP, LLC – Series 1 – Flexstone Partners, LLC	0.1%
Hostplus US EMP, LLC – Series 2 – Flexstone Partners, LLC	0.1%
HP Special Investment Fund S.C.Sp – LGT Capital Partners (Ireland) Limited	0.1%
IFM Australian Private Equity Fund 3 – IFM Investors Pty Ltd	0.0%
IFM Australian Private Equity Fund 4 – IFM Investors Pty Ltd	0.0%
IFM International Private Equity Fund 1 – IFM Investors Pty Ltd	0.0%
IFM International Private Equity Fund 2 – IFM Investors Pty Ltd	0.0%
IFM International Private Equity Fund 3 – IFM Investors Pty Ltd	0.0%
Industry Super Holdings Fully Paid PTY	0.0%
Industry Super Holdings Pty Ltd	0.2%
IPG Hostplus 2018 Trust Class A – IP2IPO Australia HP Pty Ltd	0.1%
IPG Hostplus 2018 Trust Class H – IP2IPO Australia HP Pty Ltd	0.1%
ISPT Operations Trust – ISPT Pty Ltd	0.0%
Kelso Investment Associates X, LP – Kelso & Company, L.P.	0.2%
Lexington Capital Partners VIII, L.P – Lexington Partners L.P	0.1%
Lexington Co-investment Partners III, L.P – Lexington Partners L.P	0.1%
Lexington Co-investment Partners IV, L.P – Lexington Partners L.P	0.2%
Lexington Co-Investment Partners V LP	0.0%
Medical Research Commercialisation Fund	0.0%
MHC Hostplus Co-Investment Trust – M.H. Carnegie & Co. Pty Limited	0.0%
MRCF 3 Part A (HP) Trust – BCP3 Pty Ltd	0.0%
MRCF 3 Part B (HP) Trust – BCP3 Pty Ltd	0.0%
MRCF 3 Part C (HP) Trust – BCP3 Pty Ltd	0.0%
MRCF 5 – BCP3 Pty Ltd	0.0%
MRCF BTF (CTH) Trust C Units	0.0%
MRCF BTF (SW) Trust	0.0%
MRCF Hostplus BTF – BCP3 Pty Ltd	0.0%
MRCF IIF LP VC LP	0.0%
MRCF3	0.0%
MRCF3 Part B	0.0%
MRCF5 Trust Ordinary Units	0.0%
Partners Group Client Access 19 L.P. Inc. – Partners Group Management Ltd	0.0%
Partners Group Client Access 19A L.P. Inc. – Partners Group Management Ltd	0.0%
Partners Group Client Access 25 L.P. Inc. – Partners Group Management Ltd	0.0%
Partners Group Dandenong, L.P – Partners Group Management Ltd	0.2%
Partners Group Direct Equity 2016	0.3%
Partners Group Direct Equity 2016 – Partners Group Management Ltd	0.1%
Partners Group Direct Investments 2012 (USD) ABC, L.P. – Partners Group Management Ltd	0.2%
Partners Group Secondary 2008 (EUR), S.C.A., SICAR – Partners Group Management Ltd	0.0%
Partners Group Secondary 2011 (EUR), S.C.A., SICAR – Partners Group Management Ltd	0.0%
Partners Group Secondary 2011 (USD)	0.0%
Partners Group Secondary 2015 (USD)	0.1%
Pomona Capital VI Limited Partnership	0.0%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Private equity	10.3%
Private Equity US Opportunities II, L.P – Flexstone Partners, LLC	0.0%
Private Equity US Opportunities III, LP – Flexstone Partners, LLC	0.2%
Roc Asia Pacific Co-Investment Fund III – Roc Capital Pty Limited	0.1%
ROC CAPITAL PRIVATE EQUITY TRUST – TRANCHE 2	0.0%
Roc China Growth Fund – Roc Capital Pty Limited	0.1%
Safar Partners Fund II A LP	0.1%
Safar Partners Fund II LP	0.0%
Safar Partners Fund, L.P. – Safar Partners GP, LLC	0.2%
Safar Partners Hostplus Special Opportunity Fund, L.P. – Safar Partners GP, LLC	0.1%
Siguler Guff Asia Opportunities Fund LP	0.0%
Siguler Guff HP China Opportunities Fund LP – Siguler Guff HP China GP, LLC	0.1%
Siguler Guff HP Opportunities Fund II, LP – Siguler Guff HP II GP, LLC	0.7%
Siguler Guff HP Opportunities II, LP 202	0.0%
Siguler Guff Small Buyout Opportunities Fund II, L.P – Siguler Guff SBOF II GP, LLC	0.1%
Southern Cross Fund No 1 Trust	0.0%
Southern Cross Fund No. 1 Promissory Note	0.0%
Square Peg 2018, LP – Square Peg Capital Pty Ltd	0.0%
Square Peg 2020, LP	0.0%
Square Peg 2022, LP	0.0%
Square Peg Australia 2015 LP – Square Peg Capital Pty Ltd	0.0%
Square Peg CI 2015 Trust – Square Peg Capital Pty Ltd	0.5%
Square Peg Global 2015 Trust – Square Peg Capital Pty Ltd	0.2%
Square Peg Global 2018 Trust – Square Peg Capital Pty Ltd	0.3%
Square Peg Global 2020 Trust – Square Peg Capital Pty Ltd	0.1%
Square Peg Global 2022 Trust – Square Peg Capital Pty Ltd	0.0%
Square Peg Opportunities 2020 Trust – Square Peg Capital Pty Ltd	0.1%
Stafford Cap TDCFII – Stafford Capital Partners	0.0%
Stafford International One Fund	0.0%
Stafford Private Equity 2 Fund	0.0%
Taconic European Credit Fund	0.0%
Taconic Market Dislocation Fund	0.1%
Telstra Ventures Co-Investment H I	0.0%
Telstra Ventures Fund II Sidecar, L.P. – T Ventures Fund II GP, Ltd	0.1%
TELSTRA VENTURES FUND III	0.0%
Terra Australis Property Fund	0.0%
Virtual Communities Pty Ltd	0.0%
Wilshire Private Markets Asia No.1 Fund – Wilshire Australia Pty Limited	0.0%
Wilshire Private Markets Asia No.2 Fund – Wilshire Australia Pty Limited	0.0%
Wilshire Private Markets Funds – Wilshire Australia Pty Limited	0.0%
Wollemi Co-Investment Fund S.C.C.P.	0.1%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Infrastructure	8.5%
Adelaide Airport Limited Unit Trust ORD	0.4%
Adelaide Airport RPS	0.0%
AMP Capital Community Infrastructure'	0.1%
AMP Capital Div Infra Trust A	0.1%
AMP Capital Div Infra Trust B	0.0%
Campus Living Villages Fund – Campus Living Funds Management Limited	0.2% – 0.3%
Darling Harbour – Capella Management Services Pty Ltd	0.1% – 0.2%
European Diversified Infrastructure Fund	0.7%
European Diversified Infrastructure Fund II SCSp – First Sentier Investors	0.5%
FP Consortium PTY LTD	0.3%
FP Consortium PTY LTD Loan Note	0.0%
FSI Airport Fund	0.2%
FSI Infrastructure Fund (Anglian Water Group Sector) – First Sentier Investors (Australia) RE Ltd	0.1%
Gardior Fund A – Infrastructure Units (IU) – Gardior	0.0%
Gardior Fund B – Infrastructure Units B (IUB) – Gardior	0.0%
GDIF Hedged Feeder Fund 2 – First Sentier Investors	0.4%
GIP Gemini Fund LP – Global Infrastructure Partners	0.3%
Golden NA Power Holdings LLC	0.1%
IFM Australian Infrastructure Fund – IFM Investors Pty Ltd	1.7%
IFM International Infrastructure Fund – IFM Investors Pty Ltd	1.7%
Infrastructure(LUX)3 S.C.A Sicav-Raif EF	0.0%
Macquarie Global Infrastructure Fund II	0.0%
Macquarie Global Infrastructure Fund II A	0.0%
NSW Ports Consortium – Industry Funds Management Pty Ltd	0.1%
Octopus Managed Platform	0.0%
QGIF Iona Aggregator Trust – QIC Investments No. 1 Pty Ltd	0.1%
QIC Global Infrastructure Fund – QIC Limited	0.3%
QIC REV Investment Trust No. 1 – QIC Infrastructure Management No. 2 Pty Ltd	0.1%
QIC REV Investment Trust No. 4 – QIC Infrastructure Management No. 2 Pty Ltd	0.1%
US Power Fund Leveraged Feeder II LP	0.0%
Utilities Trust of Australia – H.R.L Morrison & Co Limited	0.6%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Property	10.3%
AMP Capital Diversified Property Fund	0.0%
AMP Capital Diversified Property Fund 2	0.0%
AMP Ethical Leaders Private Asset Fund	0.0%
Australian Prime Property Funds (Retail, Commercial & Industrial) – Lendlease Investment Management	1.9%
Blackrock Europe Property Fund III	0.0%
Charter Hall Prime Industrial Fund – Charter Hall Funds Management Limited	0.8%
Charter Hall Prime Office Fund – Charter Hall Funds Management Limited	0.9%
Chauvel Neighbourhood Convenience Fund I	0.1%
Dexus ADPF	0.0%
Dexus Wholesale Property Fund	0.3%
Gresham Australian Private Equity Real	0.0%
Hostplus Commercial Trust	0.0%
Hostplus LEP Trust	0.7%
Invesco Commercial Mortgage Income Fund	0.1%
Invesco Core Real Estate USA (ICRE) Fund – Invesco Core Real Estate U.S.A., L.P.	0.3%
Invesco US Core Direct Property Fund QFP	0.2%
ISPT Core Fund – ISPT Pty Ltd	1.8%
ISPT Development and Opportunities Fund II – ISPT Pty Ltd	0.0%
ISPT Non-Discretionary Residential Mandate – ISPT Pty Ltd	0.2%
ISPT Retail Australian Property Trust – ISPT Pty Ltd	0.4%
KAMOB Investors III, L.P. – Kayne Anderson Capital Advisors, L.P.	0.2%
Kayne Anderson Core Intermediate Fund LP	0.2%
Kayne Anderson Core Real Estate, L.P. – Kayne Anderson Core Real Estate Advisors I, LLC	0.3%
Kayne Anderson Real Estate Partners VI,L	0.1%
Lasalle Australia Club Investments Trust	0.0%
Lendlease Asian Retail Investment Fund 2 – Lendlease Investment Management	0.0%
Lendlease Asian Retail Investment Fund 3 – Lendlease Investment Management	0.0%
Lendlease Sub-Regional Retail Fund – Lendlease Investment Management	0.1%
Long Weighted Investment Partnership (LWIP) Trust – Charter Hall Wholesale Management Limited	0.5%
Long Weighted Investment Partnership (LWIP) Trust II – Charter Hall Wholesale Management Limited	0.2%
Macquarie Real Estate Equity Fund 6 – Macquarie Admin Services Pty Limited	0.0%
Pretium Single-Family Rental Fund III	0.2%
QIC Australia Core Plus Fund – QIC Limited	0.1%
QIC Property Fund	0.1%
Select Property Portfolio No. 3 – AMP Capital Investors Limited	0.0%
U.S. Cities Multifamily Fund, L.P – U.S. Cities Industrial Fund GP LLC	0.4%
U.S. Cities Multifamily Fund, L.P – U.S. Cities Multifamily Fund GP LLC	0.2%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Fixed income	4.1%
Australian Fixed Interest Transition Fund	0.1%
IFM AUS BOND FUND	0.3%
International Fixed Interest Transition Fund	0.6%
iShares ESG Aust Index E	0.0%
iShares ESG Global Index E	0.1%
iShares Global Bond Index Fund – BlackRock Asset Management Australia Limited	1.7%
iShares Wholesale Aust Bond Index Fund – BlackRock Asset Management Australia Limited	1.0%
Macquarie True Index Australian Fixed Interest Fund – Macquarie Investment Management Australia Limited	0.1%
Metrics Credit Part Diversified Australian Bond Fund	0.1%
PIMCO GLOBAL BOND FUND	0.2%
Cash	8.1%
Citigroup Pty Ltd	1.1%
CBA Pty Ltd	1.7%
IFM Investors Pty Ltd	3.6%
Members Equity Bank Pty Ltd	1.7%
Alternatives	3.5%
Apollo/Athene Dedicated Investment Program (B), L.P. – Apollo ADIP Advisors L.P.	0.2%
Apostle People and Planet Diversified Fund	0.1%
Ardea Real Outcome Fund	0.2%
Athora Holding Ltd.	0.3%
Blackrock Multi Opportunity	0.3%
Capula Global Relative Value Fund LTD	0.1%
Fitzroy Horizons Fund – International Asset Management Limited	0.3%
GMO Systematic Global Macro Fund – GMO Australia Limited	0.2%
GSA Capital Partners Trend Fund – GSA Capital Partners LLP	0.0%
Janus Henderson Multi-Strategy FD LTD – C	0.2%
Perpetual Pure Equity Alpha Fund	0.2%
Resolution Life Group Holdings – SW	0.2%
Resolution Life Group Holdings L.P. – Resolution Life Group Holdings Ltd.	0.5%
Select Market Access Fund – Tangency Capital Ltd	0.3%
Snow Phipps & Guggenheim LP (Offshore)	0.0%
Wellington Aus Global Total Rtrn Fund	0.3%

Investment manager allocations

Hostplus investments and investment managers	% of total PST investments
Credit	4.4%
Apollo Offshore Structured Credit Recovery Fund IV Ltd – Apollo ST Fund Management LLC	0.2%
Apollo ST Fund Management LLC	0.5%
APOLLO TOTAL RETURN FUND	0.1%
Bain Capital High Income Feeder	0.1%
Barings LLC	1.1%
Blue Ocean Fund Class I	0.0%
Blue Ocean Fund Class I-B USD	0.0%
Cross Ocean GCD Fund I Offshore Feeder L	0.1%
Cross Ocean Global SIF (H) L.P.	0.2%
Cross Ocean Partners US SS Fund – Cross Ocean Partners Management LP	0.2%
Cross Ocean USSS Fund I (A) Cayman	0.1%
HAYFIN DIRECT LENDING FUND II LP	0.0%
Hayfin Hostplus L.P – HayFin Hostplus GP Limited	0.1%
HayFin Special Opportunities Credit Fund LP – HayFin Special Opportunities GP Limited	0.0%
HayFin Special Opportunities Fund II LP – HayFin Special Opportunities Fund II GP LP	0.2%
HayFin Special Opportunities Fund II USD Co-Invest LP – HayFin Special Opportunities Fund II GP LP	0.0%
HPK Partners, LLC – Kayne Anderson Capital Advisors L.P.	0.2%
Kayne Anderson Real Estate Debt II LP – Kayne Anderson Capital Advisors, L.P.	0.1%
Kayne Anderson Real Estate Debt III LP – Kayne Anderson Capital Advisors, L.P.	0.1%
Kayne Anderson Real Estate Debt IV LP – Kayne Anderson Capital Advisors, L.P.	0.1%
Kayne Senior Credit III Offsh Fund L.P. – Kayne Anderson Capital Advisors, L.P.	0.3%
Loomis Sayles CLO II Ltd – Apollo ST Fund Management LLC	0.0%
Redding Ridge Holdings LP	0.6%
Willow Tree Fund I (Offshore), LP – Willow Tree Fund I (Offshore) GP, LLC	0.1%
Willow Tree Fund II (Offshore), LP – Willow Tree Fund II (Offshore) GP, LLC	0.1%
Currency	-0.7%
Currency Overlay – Mesirow Financial Investment Management Inc.	-0.7%
Choiceplus	1.0%
Choiceplus Cash	0.2%
Term Deposits	0.0%
Direct Equities (ASX 300 shares & ETFs)	0.8%
Total investments	100.0%

FINANCIAL SUMMARY

To make it easier for our members, we've provided a short financial summary below that includes the main points from Hostplus' annual financial statements for the last two financial years. If you'd like more detailed financial information, including the audited financial statements and auditor's report, you can find them online at hostplus.com.au/financialstatements. Copies of these can also be requested by calling us on 1300 467 875.

2022			
Changes in member benefits	Defined contribution (\$'000)	Defined benefit (\$'000)	Total (\$'000)
Opening balance of member benefits 1 July 2021	61,185,658	-	61,185,658
Add:			
Contributions	6,462,938	3,627	6,466,565
Successor fund transfers	14,157,946	491,965	14,649,911
Transfers in	2,566,001	-	2,566,001
Net investment earnings / (losses)	(875,632)	-	(875,632)
Insurance proceeds	161,656	-	161,656
Net change to defined benefit member accrued benefits	-	(14,458)	(14,458)
Transfers between plans	825	(825)	-
Less:			
Benefits paid	3,061,924	15	3,061,939
Administration and other fees	95,523	-	95,523
Insurance premiums	263,696	291	263,987
Tax	841,321	527	841,848
Closing balance of member benefits 30 June 2022	79,396,928	479,476	79,876,404

2021			
Changes in member benefits	Defined contribution (\$'000)	Defined benefit (\$'000)	Total (\$'000)
Opening balance of member benefits 1 July 2020	48,448,358	-	48,448,358
Add:			
Contributions	4,948,685	-	4,948,685
Successor fund transfers	211,221	-	211,221
Transfers in	2,258,289	-	2,258,289
Net investment earnings / (losses)	9,926,114	-	9,926,114
Insurance proceeds	181,243	-	181,243
Less:			
Benefits paid [^]	3,820,324	-	3,820,324
Administration and other fees	84,674	-	84,674
Insurance premiums	226,602	-	226,602
Tax	656,652	-	656,652
Closing balance of member benefits 30 June 2021	61,185,658	-	61,185,658

[^] In response to the financial impact of the coronavirus pandemic, the Australian federal government introduced new 'early release' rules that allowed individuals in financial stress to access up to \$10,000 of their superannuation in both the 2020 and 2021 financial years. As at 30 June 2021, benefits paid under the early release rules totalled \$3.1 billion (FY21: \$1.4b and FY20: \$1.7b).

Financial summary

Income statement	2022 (\$'000)	2021 (\$'000)
Revenue		
Interest	1,825	1,888
Dividends and distributions	23,315	13,639
Changes in assets measured at fair value	(1,783,456)	10,379,397
Other income	1,343	1,040
Total revenue	(1,756,973)	10,395,964
Expenses		
Investment expenses	16,008	7,417
Administration expenses	139,190	123,138
Total expenses	155,198	130,555
Income tax (expense)/benefit	74,554	38,152
Profit/(loss) from operating activities after income tax	(1,837,617)	10,303,561
Less: Net benefits allocated to members' accounts	971,155	(9,841,439)
Less: Net change to defined benefit member liabilities	14,458	-
Profit/(loss) after income tax	(852,004)	462,122
Financial position		
Investments	80,783,019	62,567,444
Cash at bank	43,800	40,427
Other assets	51,609	32,635
Less:		
Liabilities	874,360	648,954
Net assets available for members' benefits	80,004,068	61,991,552
Less:		
Defined contribution member liabilities	79,396,929	61,185,658
Defined benefit member liabilities	479,476	-
Net assets	127,663	805,894
Equity		
Investment reserve	(487,312)	381,187
Administration reserve	230,036	217,473
Operational risk financial requirement reserve	193,055	154,172
Insurance reserve	56,781	53,062
Defined benefits that are overfunded	135,103	-
Total equity	127,663	805,894

Financial summary

Local Super sub-plan (defined benefit) Statement of financial position as at 30 June 2022	2022 (\$'000)
Assets	
Investments	614,579
Total assets	614,579
Liabilities	-
Net assets available for member benefits	614,579
Member liabilities	
Defined benefit member liabilities	479,476
Total net assets	135,103
Equity	
Defined benefits that are (over) or underfunded	(135,103)
Total equity	(135,103)

NB: The above statement of financial position is unaudited. The full audited accounts of the Fund (including the Local Super sub-plan) and the auditor's report are available on the Hostplus [website](#).

Local Super sub-plan (defined benefit) Income statement Year ended 30 June 2022	2022 (\$'000)
Revenue	
Investment income	(17,995)
Total revenue	(17,995)
Expenses	
Operating expenses	-
Total expenses	-
Profit/(Loss) from operating activities	(17,995)
Income tax expense	-
Profit/(Loss) after income tax	(17,995)
Less: net change in defined benefit member liabilities	3,537
Profit/(Loss) after income tax	(14,458)

The above income statement is unaudited. The full audited accounts of the Fund (including the Local Super sub-plan) and the auditor's report are available on the Hostplus [website](#).

Financial summary

Local Super sub-plan (defined benefit) Statement of changes in member benefits Year ended 30 June 2022	2022 (\$'000)
Opening balance as at 1 July 2021	-
Contributions:	
Employer	3,517
Member	110
Transfer from other superannuation plans	491,965
Income tax on contributions	(528)
Net after-tax contributions	495,064
Benefits to members/beneficiaries	(14)
Internal transfers between plans	(825)
Insurance premiums	(291)
Net change in defined benefit member benefits	(14,458)
Closing balance as at 30 June 2022	479,476

The above changes in member benefits is unaudited. The full audited accounts of the Fund (including the Local Super sub-plan) and the auditor's report are available on the Hostplus [website](#).

Reserve accounts

Hostplus maintains reserves to cover our day-to-day operations. The balance of all Fund reserves at 30 June for the last five years is outlined in the table below:

Reserves					
Year	Investment reserve (\$'000)	Administration reserve (\$'000)	ORFR reserve (\$'000)	Insurance reserve (\$'000)	Total reserves (\$'000)
2022	(487,312)	230,036	193,055	56,781	7,350
2021	381,187	217,473	154,172	53,062	805,894
2020	(2,938)	182,975	110,501	64,837	355,375
2019	(1,469)	173,399	112,590	43,298	327,818
2018	6,542	174,427	75,443	20,276	276,688

Investment reserve

During the year, investment earnings, net of investment-related expenses and taxes, are accumulated in an investment reserve and allocated to members' accounts upon one of the following events:

- at 30 June each year, as part of the Fund's periodic investment earnings allocation process
- when a member closes their account with Hostplus, or
- when a member initiates an investment switch from one investment option to another.

Administration reserve

The fees deducted from members' accounts are held in the Fund's administration reserve and the accumulated funds are used to meet the operation costs of Hostplus. The administration reserve is invested in the Fund's Balanced investment option.

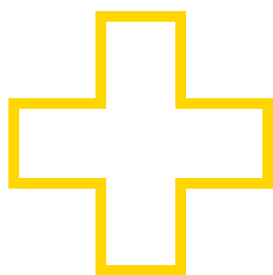
Operational risk financial requirement (ORFR) reserve

An ORFR reserve is separately maintained to ensure the Fund has access to adequate financial resources in the event of losses arising from an operational risk event. An ORFR reserve has been established, as required by APRA, at a level representing 0.25% of the Fund's net assets.

Hostplus has an approved ORFR policy detailing what constitutes an operational risk event and how the ORFR reserve is accessed when an operational risk event occurs. The policy also outlines that monies held in the ORFR reserve are to be invested in the Fund's Balanced investment option.

Insurance reserve

An insurance reserve is separately maintained to manage the insurance premiums paid to MetLife Insurance Limited under the Premium Adjustment Mechanism (PAM) agreement. The PAM agreement reduces the risk of the insurer and facilitates lower premiums for members. The reserve is invested as per the policy governing the operation of the PAM and attracts interest at the rate of CPI. The Trustee confirms that it has complied with its PAM Policy over the 2021–22 financial year (see page 80 for more).



Trustee fee

During the year, the Trustee of the Fund and the Hostplus Pooled Superannuation Trust (PST) introduced a trustee fee, otherwise known as a Risk Premium Charge, in response to legislative changes effective from 1 January 2022. These changes include:

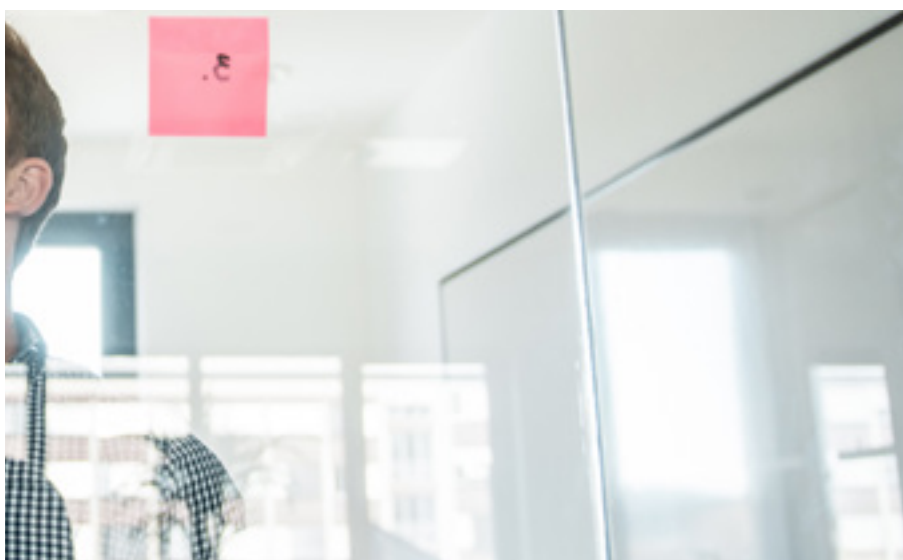
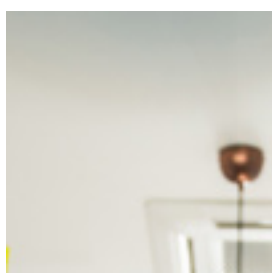
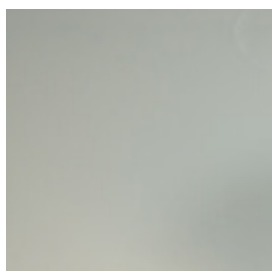
- a broadening of the types of penalties or fines that may be imposed on trustees of superannuation funds
- a new law that prevents a superannuation fund from using the fund's assets to pay these penalties or fines.

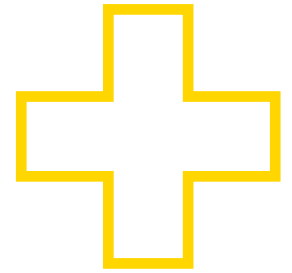
Because we're run on a profit-for-member basis, all profits are kept in the Fund to benefit our members. This means that the Trustee does not hold enough capital to pay any fines or penalties. Without sufficient capital, the Trustee risks becoming insolvent if a penalty were to be imposed.

The trustee fee paid by Hostplus members and PST investors is held in a special purpose risk premium reserve within the Trustee Company (and not within the Fund or the PST). Importantly, this reserve is kept separate from members' and investors' funds. The risk premium reserve will only be used to meet relevant liabilities incurred on or after 1 January 2022, which cannot be paid from the assets of the Fund or the PST.

The movements of the risk premium reserve during the year are outlined below.

	2022 (\$'000)	2021 (\$'000)
Opening balance	-	-
Risk Premium Charge collected	11,024	-
Interest	-	-
Payments made to / (from) the risk premium reserve	-	-
Income tax expense	(3,307)	-
Closing balance	7,717	-

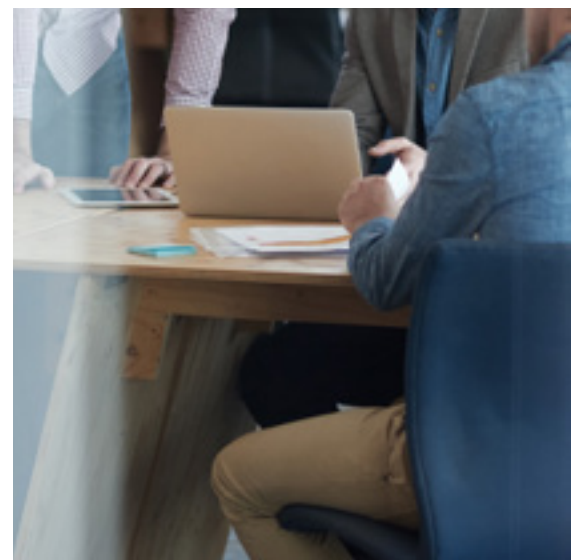
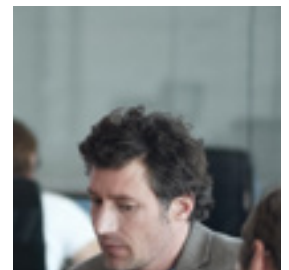
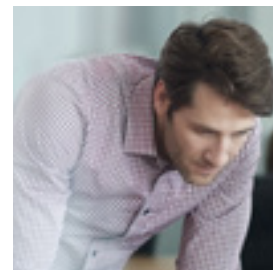




Penalties and fines

Over the financial year ended 30 June 2022, Hostplus was not subject to any regulatory penalties or fines. The penalties and fines incurred and paid from the Fund's reserves for the last five years are outlined in the table below:

Year	Penalty or fine paid from:		Total penalties or fines (\$'000)
	Administration reserve (\$'000)	ORFR reserve (\$'000)	
2022	-	-	-
2021	-	-	-
2020	-	-	-
2019	12	-	12
2018	-	-	-



INVESTING IN OUR PEOPLE



Hostplus' employees are passionate about delivering exceptional outcomes for our members. Our people are incredibly proud of the rewarding work that we do. Our member-first philosophy is reflected in our company values and our 'why,' which underpin our employees' connection and motivation for what they do. See page 5 to read more about our vision and our values.

Our people

A career at Hostplus means having a fantastic opportunity to make a positive difference to our members' retirement outcomes. That's why investing in our people is incredibly important to us. We care about our employees, and we're always looking for ways to enhance and refine our offering and improve our employees' experience.

We do this through our commitment to supporting excellence through:

- professional development
- celebrating success through our reward programs
- our commitment to diversity and inclusion
- providing genuine opportunities for advancement
- continuously striving to lift engagement
- providing flexible work options
- rewarding our people with competitive benefits
- supporting all employees to choose to join or not join a union in line with their workplace right under the *Fair Work Act 2009* (Cth).

Over the past twelve months we've experienced significant growth in our workforce due to our mergers with Intrust Super and Statewide Super, with around 119 employees transferring to Hostplus. As a result, we consider ourselves very fortunate to have gained a wealth of experienced and highly skilled industry professionals who have successfully joined the team, placing the Fund in a strong position to achieve excellent results in line with our strategic objectives.

Diversity and inclusion

Hostplus is committed to supporting and embracing diversity throughout our organisation and in the wider community. We strive to create an inclusive workplace and culture that respects diversity through our policy and by setting clear targets and measures. These include:

Area	Specific gender equality targets	Measure	Result
Overall	Employee satisfaction with gender diversity and inclusion	Employee engagement score relating to diversity >70%	65%
Board	To achieve gender balance in consultation with our sponsoring organisations	Maintain a minimum of 40% of each gender represented around the Board table	The Board (including alternate members) has: <ul style="list-style-type: none"> • Seven males (64%) • Four females (36%)
Recruitment	Increasing gender diversity in recruitment interviews	To have at least one female/male candidate per interview	100%
Retention	Introduction of a formal 'keep in touch' and 'welcome back' program for employees on parental leave	>85% of employees that have returned from parental leave, do not leave within 12 months	94%
Succession planning	Increasing gender diversity on succession plans	From 1 July 2018, minimum of 40% of either gender to make up our future Group Executive Succession plan	Group Executive Succession plan: <ul style="list-style-type: none"> • 50% female • 50% male
Remuneration	Conduct of regular pay equity reviews (including regular analysis and monitoring)	Review completed annually and recommendations taken to CEO	Review completed Recommendations actioned

To support our ongoing commitment to diversity and inclusion, Hostplus is currently refining our policy and developing a refreshed strategy and new action plan, which will include improved targets and measures and consider other forms of diversity.

BOARD OF DIRECTORS

Hostplus' founding shareholders are the Australian Hotel Association (AHA) and the United Workers Union (UWU). Together, the AHA and the UWU laid the foundations for one of Australia's largest and best-performing Industry SuperFunds. Read more about Board appointments and renewals on page 77.

Our Board is diverse, balanced, experienced and effective, with a structure that includes three employer directors, three member (employee) directors and three independent directors. Our Board, coupled with our member-first philosophy, gives our employers and members confidence that we'll always make the right decisions and, most importantly, do so with our members' best financial interests firmly in mind.

Our Board has a broad range of collective skills, expertise and experience. This includes extensive experience with investing, management, strategic planning, marketing, business development, accounting and finance, legal, risk management, industry knowledge and member engagement.

There were two changes to the Board in 2021–22. Robyn Buckler and David Elmslie concluded their service. They have been ably replaced by Gary Bullock and Damien Frawley.

We'd like to express our appreciation to Robyn and David and thank them for their service and contribution to the Fund.

Independent directors



Damien John Frawley,
Chairman
Appointed on
1 July 2022



Alexandra Grayson



Janet Whiting
Appointed on
1 July 2021



David Elmslie,
Chairman
Departed on
30 June 2022

Employer directors



David Gibson



Craig Laundy
Appointed on
1 July 2021



David Attenborough
Appointed on
1 July 2021

Employee directors



Tim Lyons



Imogen Beynon



Gary Bullock
Appointed on
1 November 2021

Alternate directors



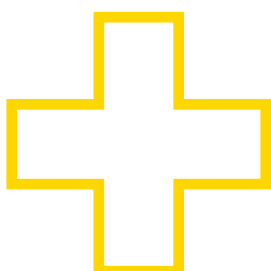
Bev Myers
Alternate
employee director
Appointed on
1 November 2021



Brian Kearney
Alternate
employer director
Appointed on
1 July 2021



Robyn Buckler
Alternate
employee director
Departed on
30 October 2021



EXECUTIVE MANAGEMENT TEAM

Hostplus' executive team is responsible for day-to-day leadership, management, operations and implementing our corporate strategy. The executive team makes sure Hostplus' operations are carried out to the highest possible standard.

hostplus.com.au/leadership-team provides more information about our leadership team.

Directors' and executives' remuneration are detailed at hostplus.com.au/remuneration-policy

hostplus.com.au/super/about-us/governance-and-disclosures details other directorships, or appointments as directors and executives, in the Register of Relevant Interests and Relevant Duties.



David Elia,
Chief Executive Officer



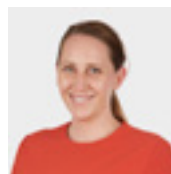
Sam Sicilia,
Chief Investment Officer



Natalie Strickland,
Group Executive –
People, Performance
and Culture



Paul Watson,
Group Executive –
Member Experience



Norlena Brouwer,
Group Executive –
Risk, Compliance
and Legal



Kelly Cantwell,
Group Executive –
Administration
Optimisation,
Service and Insurance



Lewis Tassone,
Group Executive –
Finance and Technology

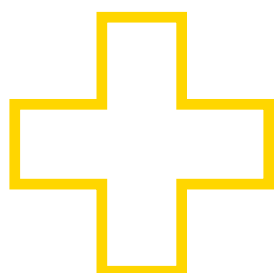


Stuart Wilkinson,
Group Executive –
Strategy and
Transformation



Umberto Mecchi,
Group Executive –
Marketing, Corporate
Affairs, Stakeholder
Management, Policy
and Advocacy

Joined on 7 February 2022



GOVERNANCE

At Hostplus, we believe strong and effective corporate governance is fundamental to ensuring the Fund is well led, managed and run to deliver long-term financial security for our members.

As an Industry SuperFund, Hostplus is run only to benefit our members. We're proud of our governance practices, which facilitate fairness, transparency and accountability.

Governance structure


Hostplus' Board (Trustee), executive team and staff are collectively governed in their responsibilities, duties and accountabilities by Hostplus' constitution, trust deed and related governing rules and policies. Along with the *Superannuation Industry (Supervision) Act 1993 (SIS Act)* and other relevant law, these collectively set out the rules governing the Fund's establishment and ongoing operation.

Hostplus holds the relevant licences and authorities required to operate, including:

- a registrable superannuation entity licence (RSE L0000093) from APRA
- an Australian financial services licence (AFSL 244392) issued by ASIC.

In all matters, Hostplus acts in accordance with its constitution, trust deed and the authorisations and conditions of our regulatory licences including the *SIS Act*, *Corporations Act (2001)* and other relevant law.

Our Board

 [Read more about our Board structure and composition on page 75.](#)

Board governance

The Board's charter details its key policies and processes for the Fund's governance. These are designed to ensure fairness, transparency and accountability. The charter outlines the key roles and responsibilities of the Board, which include development and monitoring of strategic plans, corporate and risk culture and monitoring and evaluation of management.

The charter's terms of reference govern Board proceedings, such as its membership, roles and responsibilities, operating functions, appointment of the Chair, quorum requirements, voting entitlements and meeting arrangements.

Each year, the Board and its committees employ the services of an external consultant to formally assess and benchmark their performance.

Board appointments and renewals

All directors are appointed on a non-executive basis and consistent with relevant legislation. Director nominations and appointments are made in accordance with Hostplus' Constitution, our Board Renewal and Performance Assessment Policy, and Fit and Proper Policy, including:

- employer representative directors are nominated by the AHA
- employee representative directors are nominated by the UWU
- independent directors are jointly selected by the AHA and UWU or, failing agreement, by the selection committee.

At the conclusion of each director's three-year term, the director's nominating body either renews the term or appoints a new director. The Chair is elected by the Board and is an independent director.

Board committees

Under the Fund's Trust Deed, the Board can establish and delegate its powers and responsibilities to Board committees. Members of these are appointed by the Board or, if permitted under the charter of the relevant committee, by the CEO. Each committee operates in accordance with its terms of reference.

Hostplus' Board committees			
Committee	Chair	Members	Role
Risk and Compliance Committee (RCC)	Tim Lyons	Janet Whiting David Attenborough	The role of the RCC is to oversee the implementation, ongoing management and effectiveness of the Hostplus Risk Management Framework and Compliance Management Framework.
Audit Committee (AC)	Janet Whiting	David Attenborough Tim Lyons	The role of the AC includes overseeing and reviewing APRA statutory reporting, the integrity of all financial statements, financial reporting, external reporting and the effectiveness of the internal control environment.
Claims Review Committee (CRC)	Robyn Buckler ¹ Bev Myers ²	Robert Hinkley Colin Cassidy	The role of the CRC is to review members' claims declined by the insurer.
People and Remuneration Committee (PRC)	David Gibson	David Elmslie ³ Imogen Beynon	The role of the PRC is to oversee the Fund's remuneration strategies and make recommendations to the Board in relation to executive remuneration.
Nomination and Board Renewal Committee (NBRC)	David Elmslie ³	Craig Laundry Tim Lyons	The role of the NBRC is to make recommendations consistent with Board policies in relation to: <ul style="list-style-type: none"> Board composition with respect to skills and diversity appointment of members to Board sub-committees appropriate appointments to entities in which Hostplus invests.
Operations Committee (OC)	Alexandra Grayson	Bev Myers Craig Laundry	The role of the OC is to assist the Board in relation to the development, implementation and review of certain products and services – including administration, marketing and communications, and group insurance – provided to members and employers. The committee ensures Hostplus' member-first focus and key values are applied as relevant to all matters under consideration.
Special Investment Group (SIG)	Rotating	David Elmslie ³ Tim Lyons David Gibson Craig Laundry	The SIG is responsible for considering, reviewing and approving recommendations from the Trustee's investment adviser relating to direct investments and co-investments in property, infrastructure and private equity asset classes, via pooled investment vehicles or mandates. All investment decisions by the SIG on behalf of the Board must be made in accordance with the investment policies approved by the Board.

1. Robyn Buckler departed on 30 October 2021.

2. Bev Myers was appointed on 1 November 2021.


3. David Elmslie departed on 30 June 2022. He was replaced by Damien Frawley who was appointed on 1 July 2022.

OTHER IMPORTANT INFORMATION

Significant event notices

Hostplus will always advise members of any material changes to the Fund, particularly when an outcome will affect their retirement savings. A change or event includes any decision that will affect a member's investment, including a change to fees or costs, the benefit design – such as insurance cover and premiums – or instances where a member's benefit may be transferred without their consent.

A notice sent to affected members announcing the decisions, and impacts associated with such a change or event, is referred to as a 'significant event notice'. Our aim is to provide information to members in a clear, concise manner that enables them to understand the nature of the change or event and the effect it could have on them.

 All significant event notices issued during the reporting period are contained on our website at hostplus.com.au/sen

Trustee of the Fund

Host-Plus Pty Limited was the Trustee of Hostplus Superannuation Fund for the reporting period. Its registered address is Level 9, 114 William Street, Melbourne VIC 3000.

Trustee indemnity insurance

The Trustee holds indemnity insurance cover to protect the Fund and its directors and officers.

Enquiries and complaints

We take feedback and complaints very seriously and treat each complaint as an opportunity to improve our services. If you have an enquiry or complaint, please visit hostplus.com.au/feedback which includes a detailed fact sheet outlining our complaints process.

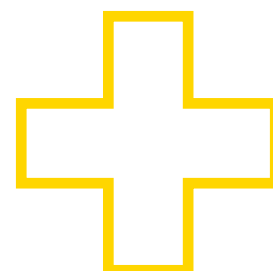
Currently, we aim to resolve all superannuation complaints within 45 days of receipt, and all Death benefit objections within 90 days of receipt. However, if you are not satisfied with either the way we handle your complaint or its resolution, you may contact the Australian Financial Complaints Authority (AFCA). AFCA provides free, fair and independent financial complaint resolution services to Hostplus members and their beneficiaries.

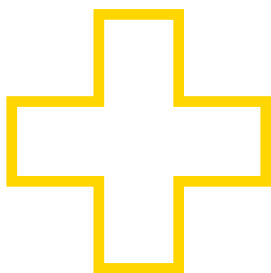
You can contact AFCA via:

Website: afca.org.au
Email: info@afca.org.au
Phone: **1800 931 678**

In writing to:

Australian Financial Complaints Authority
GPO Box 3
Melbourne VIC 3001






Hostplus Insurance Premium Adjustment Mechanism (PAM)

Hostplus has an arrangement with our insurer, MetLife, that includes a Premium Adjustment Mechanism (PAM) in respect of default Death and Total and Permanent Disability (TPD) insurance cover and the non-default Income Protection insurance cover. This agreement reduces the insurer's risk exposure from claims volatility and allows Hostplus to negotiate lower overall premiums for members.

Any premium adjustment payment made to us is allocated to a separate insurance reserve for this arrangement and governed by our reserving policy. Our reserving policy requires that any premium adjustment payments we receive from the insurer are only passed on to members through future premiums charged. The Hostplus Board is responsible for approving the use and/or distribution of PAM payments. Hostplus has adhered to the reserving policy at all times during the financial year ending 30 June 2022.

 For details of the amount of PAM payments received by the Fund, refer to page 4 of the financial statements found at hostplus.com.au/financialstatements

Superannuation contributions surcharge

While the superannuation contributions surcharge was abolished in July 2005, we may still receive surcharge assessment notices from the Australian Taxation Office relating to a period where the surcharge was applicable. Any surcharge payments required will be deducted from the member's account.

Defined benefit products

Funding and solvency

Effective 30 June 2022, the Local Super sub-plan had sufficient assets to cover the benefits payable if all members were to cease employment. Hostplus will continue to regularly monitor the financial position of the defined benefit sub-plan to ensure that any change of financial position is recognised as soon as possible and appropriate action taken.

Tax deductions

Note: This section only applies to Salarylink members.

All eligible individuals under 75 can claim a tax deduction on after-tax personal contributions and have them treated as concessional contributions.

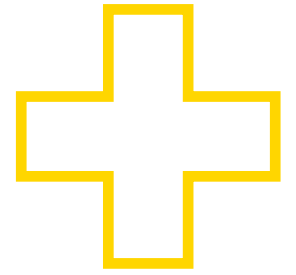
You can claim this tax deduction for after-tax personal contributions made to your Hostplus accumulation account. However, you cannot claim a tax deduction on contributions made to Salarylink due to the structure of defined benefits. This is to ensure that all Salarylink members pay the correct contribution (after allowance for all relevant taxes) for the life of their membership. You may be able to make arrangements with your employer to pay your Salarylink-related contributions on a pre-tax (salary sacrifice) basis.

Please be aware that any after-tax personal contributions for which you claim a tax deduction will be taxed at 15% and included in your concessional contribution cap. Changes to how you make your Salarylink contributions may also have an effect on your concessional contribution cap.

Monitoring your employer's contributions

Note: This section only applies to Salarylink and Old Benefit members.

We monitor all of our participating employers to help ensure that all super contributions are paid within 28 days of the end of the month in which they're due. Any employer who fails to pay after-tax contributions deducted from a member's salary and wages within this period is guilty of an offence and may incur a penalty under superannuation law.

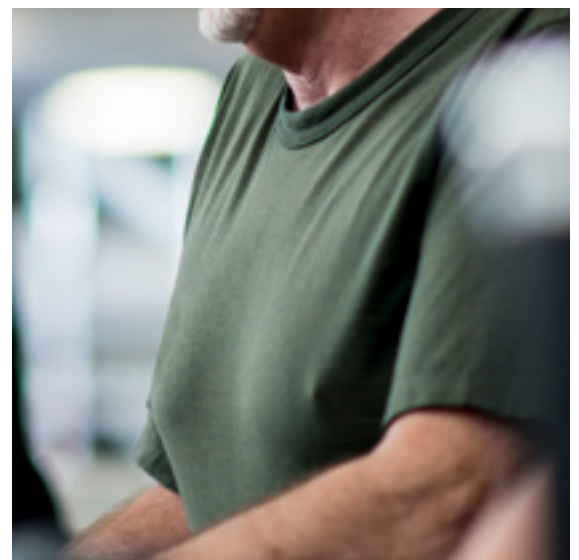
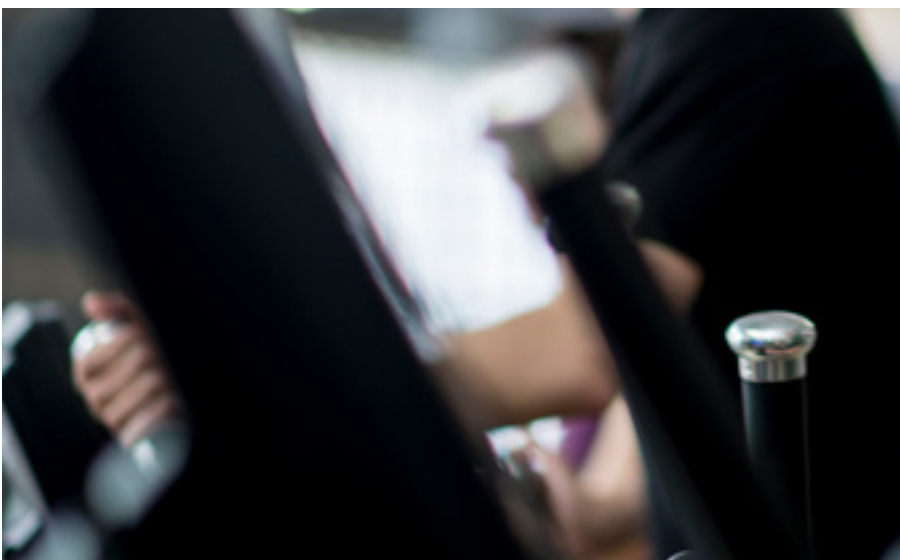
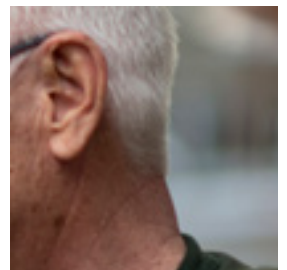
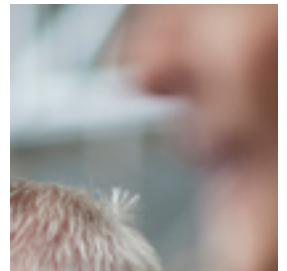


Hostplus Annual Members' Meeting

The third Hostplus Annual Members' Meeting was held online on 1 December 2021. Over 600 members registered their attendance. It was a great opportunity for members and investors to hear from our Board on the Fund's achievements, milestones, and performance over the last year. We outlined the Fund's strategy and key objectives and addressed events impacting investment markets and the global community.

Members were invited to submit questions, some of which were answered during the meeting when time allowed. Written responses to all questions were made available on our website.

Our fourth Annual Members' Meeting will be held in person and broadcast live online. It's scheduled for 30 November 2022.



A photograph of two men sitting at a table in a dimly lit setting, possibly a restaurant or bar. They are both smiling and laughing. The man on the left has a beard and is wearing a dark shirt. The man on the right is wearing a light-colored jacket over a dark turtleneck. There are drinks and a green plant on the table in front of them. The background is dark with some blurred lights.

HOSTPLUS ANNUAL REPORT THAT'S A PLUS+



Mail Locked Bag 5046, Parramatta NSW 2124
Phone 1300 467 875
Email hostplus.com.au/help/contact-us

hostplus.com.au

