



Refer to glossary for definition of the rating

Product Review

About this Product

Benchmark	SR25 Conservative Balanced (41-59) Index
Product structure	Super Option
Product size	\$2.8b
Asset class	Multi-Asset
Sector	41-60% Growth Assets
Growth/defensive split	57/43
Peer group	Superannuation
Rated peers	20
Inception date	Oct 2007

Product Characteristics

Business Life Cycle	Mature
Product Wind-Up Risk	Low
Key Person Risk	Medium
Tenure of Decision Makers	High
ESG Approach	Stewardship
Peer Relative Fees and Costs	Above median

Annual Fees and Costs (% p.a.)

Administration fees and costs	0.23
Investment fees and costs	0.60
Net Transaction Costs	0.08
Buy/Sell Spread	0.00/0.00
Annual fees and costs	0.91

Source: FE fundinfo

Strengths

- Genuine long term investment approach supported by a young member base and strong cash flows.
- High-quality, experienced and stable senior investment team.
- Engagement of JANA as asset consultant.

Weaknesses

- Despite the recent spate of mergers the investment team remains small relative to peers of similar size and complexity.
- Total fee load is at the higher end of the Lonsec-rated peer group.
- A lower allocation to traditional defensive assets and a higher allocation to illiquid assets may afford the Option less downside protection in a sudden, extended equity market sell-off and in addition, introduce greater liquidity risks.

Product Opinion

Lonsec has initiated a 'Recommended' rating for the Option, noting confidence in Hostplus's senior team members. The investment team, led by experienced seniors, emphasizes investing in resources and systems to manage growing assets, with JANA's ongoing support seen positively. However, the team size is smaller compared to similar-sized peers, and fees are high within the Lonsec-rated group. The higher allocation to illiquid assets can increase liquidity and complexity risks in the event of another sudden, extended equity market sell-off.

Lonsec Rating Model

Rating key: ●●● Above ●●● In-line ●●● Below

Factor	Peer Rating	YoY Score Change
Business	●●●	—
Team	●●●	—
Process	●●●	—
ESG	●●●	—
Product	●●●	—
Fees	●●●	—
Performance	●●●	—

Key Facts

Key Objectives

Investment objective	The Conservative Balanced option is for members with a five years plus investment horizon. Conservative Balanced has been designed for members seeking a broadly similar allocation to growth and defensive assets.
Internal return objective	N/A
Internal risk objective	N/A
Non-financial objective	N/A

Asset Allocation (%)

	SAA Benchmark %	Min %	Max %	Current Allocation %
Australian Equities	16.0	10.0	30.0	15.7
International Equities	22.0	10.0	30.0	22.4
Listed Property	0.0	0.0	0.0	0.0
Unlisted Property	10.0	0.0	25.0	9.6
Australian Fixed Interest	7.0	10.0	40.0	6.0
Global Fixed Interest	8.0	10.0	40.0	6.2
Alternative Assets	9.0	0.0	20.0	9.9
Cash	13.0	5.0	25.0	14.7
Others	15.0	0.0	25.0	15.5
Total	100.0			100.0

Performance Analysis - annualised after fees at 31/10/2023

	1 Year	Median	2 Year	Median	3 Year	Median	5 Year	Median
Performance (% p.a)	4.50	4.11	1.10	0.17	4.98	4.08	4.75	4.49
Standard deviation	4.06	4.62	4.18	5.11	4.06	4.85	5.61	5.51
Excess return (% p.a)	0.67	0.27	0.66	-0.27	0.79	-0.10	0.53	0.27
Outperformance ratio (% p.a)	58.33	50.00	54.17	50.00	58.33	44.44	56.67	47.50
Worst drawdown (%)	-2.29	-2.39	-4.95	-7.53	-4.95	-7.53	-10.00	-8.70
Time to recovery (mths)	NR	-	6	10	6	10	8	-
Sharpe ratio	0.21	0.10	-0.26	-0.32	0.86	0.55	0.61	0.61
Information ratio	0.85	0.24	0.50	-0.48	0.63	-0.12	0.31	0.27
Tracking error (% p.a)	0.79	0.92	1.30	1.12	1.26	1.13	1.70	1.16

Lonsec Peer Group: Multi-Asset - 41-60% Growth Assets - Superannuation

Product Benchmark: SR25 Conservative Balanced (41-59) Index

Cash Benchmark: Bloomberg AusBond Bank Bill Index AUD

Time to recovery: NR - Not recovered, dash - No drawdown during period

Rating History

This is the initial review of the Product.

Target Market Determination

Produced by issuer	Yes
Provided to Lonsec	Yes

Business



Facts

Fund Name	Hostplus
Fund ABN	79 008 634 704
RSE licensee profit status	Not For Profit
Membership	1,770,908
Inception Date	Feb 1988

Governance

% Independent board members	33
CEO as Chair	No
Separate Audit Committee	Yes
% Female board members	33
Independent chair	Yes

Who is the Manager?

Host-Plus Pty Limited ('Hostplus' or 'the Fund') is one of the country's largest profit-to-member industry superannuation funds, managing the retirement savings of over 1.8 million members across 305,000 employers. The superannuation industry has experienced a spate of fund mergers and acquisitions over the past few years. More recently, Hostplus merged with Maritime Super in September 2023, adding 23,000 members and \$6 billion in FUM. As at 31 October 2023, funds under management stood at \$100.9bn, with strong annual cashflow.

Lonsec Opinion

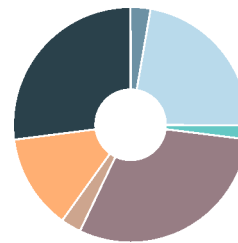
Profitability

Hostplus is considered a leading Australian provider of superannuation services and is one of the largest funds in the superannuation industry. With the current levels of funds under management, the Fund is considered to have sufficient scale to benefit members in terms of lower costs and reinvestment in member services.

Business Track record

Hostplus is a well established superannuation offering with a heritage dating back to 1988 starting as the the industry fund for hospitality workers. It has built an impressive track record in accumulation accounts and in serving the needs of a predominantly younger member base. The Fund has grown significantly, particularly in the last five years, which can be a stretch on resources and operational infrastructure. That said, growth is thought to be sustainable and positively, strong cash flows have supported a strong investment programme. Further, Hostplus has continued to invest in both human resourcing and technology to help manage its scale.

AUM



- Alternatives 2.7%
- Australian Equities 22.3%
- Australian Fixed Interest 1.9%
- Global Equities 30.1%
- Global Fixed Interest 2.8%
- Other 13.1%
- Unlisted Assets 27.0%

Metrics

Investment Management Headcount	10
Investment Professionals	8
Total AUM	\$94.5b

Business Ownership

The Fund operates a not for profit, quasi-mutual structure and solely operates to benefit the members of the Fund. This structure is well aligned to the long term focus of providing retirement benefits to members and builds a strong foundation from which to act in the best interest of the demographics of the Fund.

Business Governance

Hostplus is overseen by its trustee board and various sub-committees. As is typical for many industry funds, the composition of the Board aims to provide equal representation to both members and employers. Pleasingly, the Board also has three independent members one of whom is the Chair. All else equal, a greater number of independent directors is viewed favourably and may improve the level of diversity, objectivity and independence from a governance perspective. The Fund has not reported any significant regulatory findings in recent years.

Team



Key Decision Makers (KDM)

	Primary function	Dedicated to strategy	Appointed to strategy	Industry/Mgr exp. (yrs)	Exp. in PM roles (yrs)
Sam Sicilia	CIO	No	2008	29/15	15
Greg Clerk	Deputy CIO - Investment Strategy & Risk	No	2016	25/7	7
Con Michalakis	Deputy CIO - Portfolio Construction	No	2022	31/-1	15

KDM Change*

	Function	Change	Type	Tenure (yrs)	Date of change
Con Michalakis	Portfolio Management	Joined	New	2	April 2022
Jordan Kraiten	Head of Infrastructure	Departed	Exit	10	Oct 2023
Spiros Deftereos	Head of Property	Departed	Exit	9	Dec 2023

* Last 3 years

Profile

Structure	Centralised
Size	23
Turnover	Medium

Alignment

Performance-Based bonus	Yes
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Resources

	Number	Average Years Experience
Key decision makers	3	12.33
Portfolio Managers	7	10
Hybrid portfolio manager/ analysts		
Dedicated analysts	4	7
Dedicated dealers		
Quantitative	1	3
ESG/Sustainability	1	17
Macro		
Investment Specialists	2	5

Who is the Team?

The Hostplus Investment team, led by CIO Sam Sicilia and supported by Deputy CIOs Greg Clerk and Con Michalakis, comprises 23 professionals managing a broad diversified set of asset classes, though the Fund a heavier focus on unlisted assets versus some of its peers.

Sicilia, who has 30 years of industry experience, is responsible for capital markets and generating investment insights for the Fund. Clerk joined the Fund in 2016 but had a lengthy working relationship with the Fund prior to his appointment in his role at JANA where he spent 17 years, most recently as the primary asset consultant to the Fund. Michalakis joined the Fund in May 2022 following the merger with Statewide (where he was CIO) and is responsible for leading the fund's portfolio construction team.

The investment team is rounded out by a number of analysts reporting through to Michalakis and Clerk. This includes sectors heads Dmitry Capel (International Equities), Alice Hardie (Credit, Diversified Fixed Interest and Cash), Chris Williams (Private Equity), Daniel Dujmovic (Alternatives) and David Obst (Australian Equities).

The Deputy CIO's and Heads of are supported by a dedicated team within JANA.



Lonsec Opinion

Skill

The investment team, led by Sicilia and supported by Clerk and Michalakis, is highly experienced. The senior leaders have significant tenure within the team and bring a broad range of experience in investment consulting and asset ownership. Since 2002, the Fund has exclusively used JANA for asset consulting, acknowledging JANA's extensive research capabilities. JANA is responsible for researching and monitoring the strategic asset allocation ('SAA') and dynamic asset allocation ('DAA') at the Fund. Furthermore, the Fund leverages JANA's manager research process however, both entities are involved in the the manager diligence process and meetings with all potential managers prior to onboarding.

Team Size

The investment team is considered to be smaller than peers with a similar level of assets under management. That said, the Fund predominantly outsources the management of its investments to external managers, except for direct investments and co-investments in property, infrastructure, and private equity, which have grown in recent years. To enhance its capabilities, aside from its own 23-member investment team, the Fund benefits from an additional 27-member team dedicated by JANA, focusing on Capital Markets & Portfolio Construction and various asset classes. It is believed that the internal team at Hostplus have sufficient expertise to test assumptions, modelling and other output from JANA to ensure its in the best interests of the Fund and members.

Track Record/Co-Tenure

The key decision makers have a demonstrable track record developed over multiple market cycles with a reasonable level of co-tenure, noting Michalakis is a recent joiner as co-Deputy CIO via Statewide Super. The recent departures of Kraiten and Deftereos as Heads of Infrastructure and Property respectively is noteworthy given their tenure and responsibilities at the Fund, however mitigated by the overall level of experience and track record exhibited by other key decision makers. Replacements for these the two departures would be welcomed and viewed favourably in the medium term.

Alignment

The level of alignment is considered to be relatively low but considered adequate, and in-line with the Fund's profit-for-member philosophy, governance, and decision making structures. The investment team is paid a base salary, with asset class Heads also receiving a discretionary component related to the performance of the Fund and the Option rather than their sector of responsibility. This promotes and incentivises greater collaboration across asset classes and 'whole of portfolio' thinking.

Key Person Risk

Key person risk has been alleviated by the growth of the team following the merger with Statewide. That said, Sicilia, Clerk and Michalakis are considered key professionals in providing leadership over the strategy and integral in driving improvements with the investment process.

Process



What is the Investment Process?

The Fund adopts a long term investing approach supported by JANA's asset allocation and manager research processes supplemented by internal resources and requirements. JANA is responsible for researching and monitoring the strategic asset allocation ('SAA') of the Fund. JANA's asset allocation is determined quarterly by the in-house committee, then tailored to meet the objectives of the Fund. The Fund has historically allocated materially to unlisted assets with a soft limit of 40% of the Fund applied.

HostPlus has been committed to outsourcing its investment requirements to external managers, with the exception of some investments within the property, infrastructure and private equity asset classes, where the Fund has increased its direct investments and co-investments in the past few years. For external managers, mandates are predominantly used with selection focused on high conviction, boutique style managers.

Similar to other industry superannuation funds, the Fund has investments in related parties, e.g. IFM and ISPT.

Asset allocation and manager selection decisions are ultimately made by the Trustee Board with guidance and input from the investment team supplemented by JANA.

Lonsec Opinion & Supporting Facts

Philosophy and Universe

Sector Exposure	Active & Passive
Available Universe	Mandates, pooled trusts, co-investments, derivatives
Investment Style	Multi-Manager & Direct
Asset Allocation Approach	SAA

The Fund's investment philosophy makes good use of its long-term growth, member demographics and robust net cash flows. Hostplus notes that these are material advantages that not all super funds are afforded. A young demographic means the Fund can take a true long term investment approach and coupled with strong net flows means they can have a higher tolerance for illiquidity. The Fund then seeks to add to these natural advantages through its active management process which sees it adding capital to long term opportunities or where capital is scarce. These are viewed favourably and well aligned to the philosophical principles.

The Fund remains committed to using best in class specialist external managers rather than internalise its investment function en masse. This is viewed as pragmatic solution given the size of the team noting the Manager has demonstrated success in manager selection over the long-term.

Notwithstanding the positives of the investment philosophy, the Fund is considered heavily reliant on the young member demographic and strong net flows and Lonsec is conscious that the Manager needs to be adaptable to this environment potentially changing through time.

Research Process

Idea generation	JANA, External Managers, Network
SAA review frequency	Annual
DAA/TAA signals	N/A
Managers actively tracked	N/A
External consultant	JANA Investment Advisers Pty Ltd

JANA's asset allocation process is considered robust and compatible with the Fund's investment approach. Additionally, JANA's approach to manager research is comprehensive, with a dual focus on quantitative and qualitative analysis, ensuring thorough evaluation of investment managers. Given the number of strategies included in the Option, would like to see the investment team continue to demonstrate a high level of engagement with the underlying managers on an ongoing basis.

When reviewing direct investments and co-investments in unlisted property, infrastructure and private equity, the investment team conducts due diligence alongside relevant JANA experts, with contribution from external specialists where required. In light of the research-intensive nature of these asset classes, the bolstering of investment team resourcing is viewed as a positive development.

Process (continued)



Portfolio Construction

Approach to benchmark	CPI+ relative
Typical number of managers	30+
Use of unlisted assets	Yes
Allocation to related/affiliated exposure	5%
Portfolio decision making	Other
Use of mandates	Yes
Use of alternatives	Yes

The majority of the Option's investments are outsourced to external managers typically via mandates. For some investments within the property, infrastructure and private equity asset classes, the Fund has increased its direct investments and co-investments in the past few years. These co-investments are viewed positively as are partnerships with external managers that can secure high quality deal flow within these asset class. Within more traditional asset classes, noting the Manager has made good use of an 'incubator strategy' through time where it invests a smaller portion of capital to start-up fund managers with the advantage of securing capacity and potentially a more competitive fee structure.

Capacity Management

Super funds should have a strategic plan to manage capacity issues. In the case of Hostplus, a growing pool of assets can lead to capacity issues in more capacity constrained asset classes such as Australian equities. As such, the Fund can lean on greater international investments including equities and unlisted assets as part of its capacity strategy. The Manager is aware of potential capacity issues domestically and continues to scope out its strategy. Lonsec will continue to monitor these challenges but believes there are a number of levers and strategies that can be used to alleviate capacity concerns.

Investment Risk Management

Rebalancing bands	0-0%
Country Limits (Min./Max.)	N/A
Monitoring external to investment team	Yes
Frequency of monitoring	N/A
Rebalancing frequency	Weekly
Gross exposure range	0-0%

The investment team conducts portfolio analytics primarily via Aladdin (integrated with eFront for private markets), which has been operational since Q1 2023. The addition of Aladdin is viewed favourably given its viewed as a best in class risk management system noting that it may take time to fully implement and make the most use of its functionality. The Manager still accesses JANA's tools including Solve for top down asset allocation. However, Hostplus has improved its investment risk and performance analytical systems in recent years which is viewed as a significant uplift and enables a much greater 'whole-of-portfolio' view.

ESG



Manager Positioning

ESG approach	Stewardship
Sustainability thematic	SDG Alignment
Responsible investment style	ESG Integration
Non-financial objective	None

What is the Manager's ESG approach?

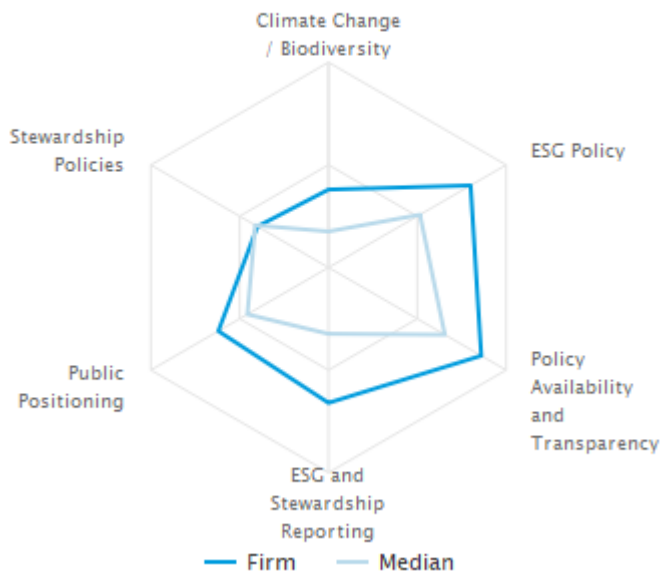
The Manager has indicated that their Responsible Investment style is "ESG Integration" and as such that they take Environmental, Social and Governance factors into consideration when assessing investment opportunities. With a primary ESG style of "Stewardship" Managers will usually focus their ESG strategy on Engagement and Voting as the key tool in managing their ESG risks. While stewardship approaches are common across most Managers, they can form the key ESG strategy employed by some Managers.

Lonsec Opinion & Supporting Facts

Overview

ESG Process Score	Mod
Responsible Investment strategy risk: Clarity, measurability & reporting	N/A

ESG Snapshot



Product Level Approach

ESG integration assessment for multi asset funds such as this, reviews only the ESG components of the selection underlying strategies or managers, and not the ESG integration of each of the underlying funds or strategies. The Manager has a clear ESG element in their manager selection process. Managers have to adhere to other minimum ESG based investment standards. Documentation requirements are appropriate. There is no regular independent monitoring of the ESG characteristics of the underlying stocks performed by the Manager, however ongoing monitoring of the policies of the underlying managers is performed regularly. There are only limited signs that company engagement on ESG issues is a component of the Manager's investment approach. Portfolio transparency is strong and ESG based compliance monitoring is seen as appropriate.

Strategy: Clarity, Measurability & Reporting

This Option does not make any specific claim to being a sustainable, ethical or impact offering. As such, an alignment review for the product is not required and thus the product's risk of misalignment has been assessed as N/A.

Manager Level Approach

The Manager's overall ESG policy framework and disclosure are aligned with peers. The Manager has an articulated commitment to the integration of ESG within their investment process with evidence of policy framework and clear public positioning. The responsible investment policy and stewardship policy are freely available on the firm's website and include voting guidelines. The level of disclosure with respect to the proxy voting policy and voting outcomes is in-line with peers supported by publicly available reporting and high-level voting beliefs. The Manager has outsourced engagement activities and reporting to stewardship providers.

Product



Service Providers

Custodian	Citigroup Pty Limited and Pacific Custodians Pty Limited
Administrator	Australian Administration Services Pty Ltd (Member of the Link Group of companies)
Registrable Superannuation Entity	Host-Plus Pty Limited
Fund Auditor	PricewaterhouseCoopers
Change in Key Providers? (Over last 12 months)	No

Product Details

Product size	\$2.8b
Fund 12-month net flows	Positive
Buy/sell spreads	0.00/0.00
Product type	Registrable superannuation entity
Unlisted asset valuation frequency	Quarterly
Valuation externally audited	Yes

What is the Product Structure?

The Fund is a registrable superannuation entity (RSE) for which Hostplus Pty Ltd is the issuer and the Trustee. APRA regulates the trustees of superannuation funds who are required to act in the best interest of their members.

The Fund may hold a reasonable allocation towards assets that are illiquid and not marked to market.

The Fund is subject to the Federal Government's Your Future, Your Super (YFYS) reforms which came into effect on 1 July 2021. Under these reforms, a key requirement is for APRA to conduct an annual Performance Test ('the test'), which has the purpose to increase transparency and accountability of superannuation funds. The failure of the test can result in a decline in future contributions and member outflows.

Lonsec Opinion

Service Providers

The Fund employs high quality Tier 1 service providers.

Wind-up Risks

The total assets for superannuation products were \$100.9bn as of 31 October 2023, which indicates strong support from the market. As such, the wind-up risk is considered low.

Further, the Option has performed well in relation to the YFYS benchmarks and the risks of not meeting this benchmark are considered low at the time of review.

Operational 'Red Flags'

The Fund may allocate to assets that are not marked to market. The Manager has an updated valuation policy that has been overseen by a third party audit firm to ensure alignment with the latest regulations. As regulations have evolved, the Manager has pleasingly evolved their policy. Valuation processes at important dates such as June 30 and December 31 are now considered more robust than previously, underlying managers having to provide estimates for these dates rather than stale valuations. Infrastructure and property assets are backed by independent third party valuation with a significant majority occurring quarterly.

The Manager is heavily reliant on the underlying managers for the provision of valuation estimates, especially in private equity and may benefit from further internalisation of expertise to override valuations, specifically in periods of public market volatility where estimates may be less reliable.

Fees

Annual Fees and Costs (% p.a.)

Administration fees and costs	0.23
Investment fees and costs	0.60
Net Transaction Costs	0.08
Buy/Sell Spread	0.00/0.00
Annual fees and costs	0.91

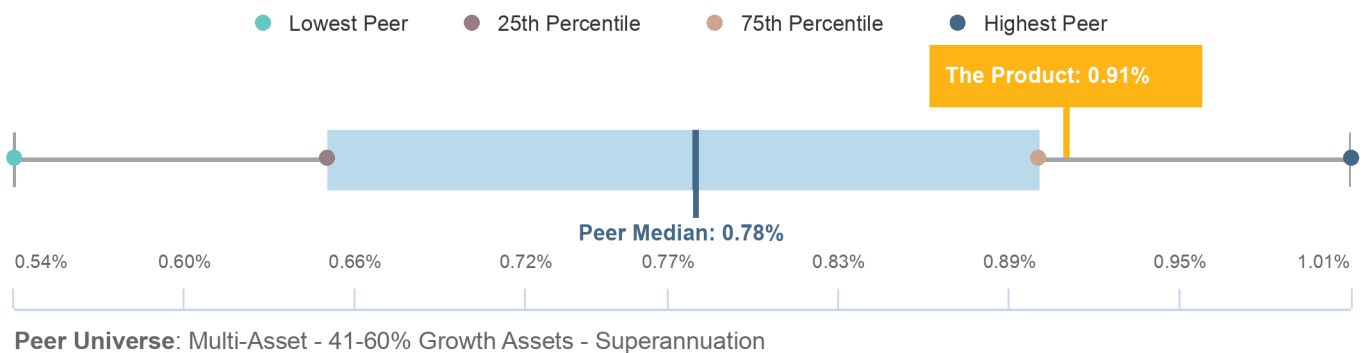
Source: FE fundinfo

Fees Explained

Under RG97, annual fees and costs for superannuation funds comprise of 1) administration fees and costs, 2) investment fees and costs, and 3) net transaction costs.

Given administration costs generally consist of both dollar (weekly or annual) amounts and asset based fees, administration costs are calculated on a balance of \$50,000.

Annual Fees and Costs Peer Comparison (31/07/2023)



Lonsec Opinion

Annual Fees and Costs

The Option's absolute fee load (AFC of 0.91% p.a.) is considered high relative to its superannuation peer group.

A material portion (0.18%) relates to performance fees, which are only paid when underlying managers outperform a hurdle-target return. Performance fees are likely to fluctuate year-to-year depending on performance.

Fairness

The AFC is competitive given the level of exposure to private and unlisted markets.

Performance data is as at 31 October 2023

Performance

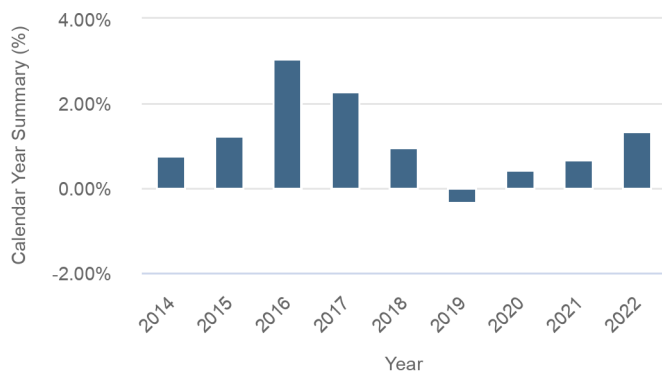
Performance Summary

PDS return objective	The Conservative Balanced option is for members with a five years plus investment horizon. Conservative Balanced has been designed for members seeking a broadly similar allocation to growth and defensive assets.
Internal return objective	N/A
Internal risk objective	N/A
Product benchmark	SR25 Conservative Balanced (41-59) Index
Lonsec peer group	Superannuation

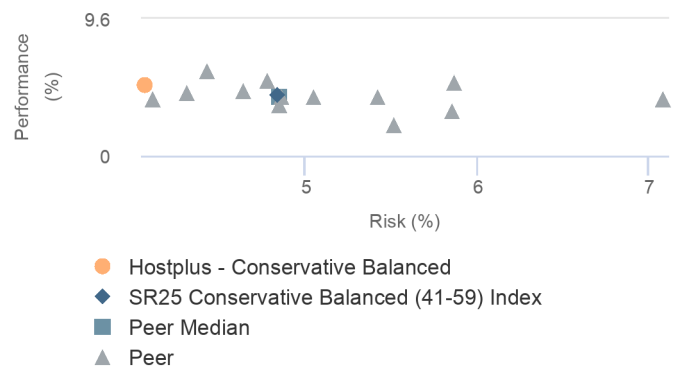
Alpha Generation

The Option has generally generated excess returns against its product benchmark with the exception of 2019. Over the most recent three year period, a higher returns vs peers and the product benchmark has been generated with less risk.

Calendar Year Excess Return



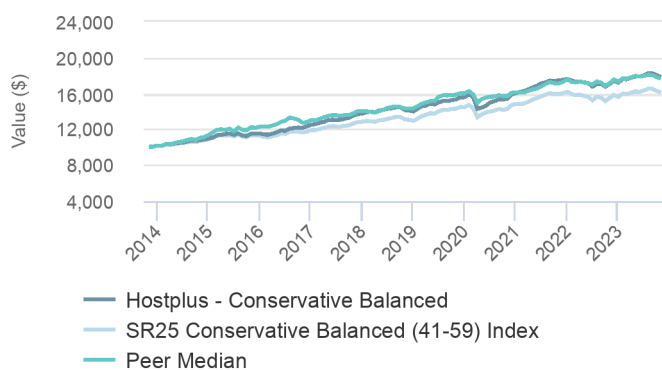
3 Year Risk and Return



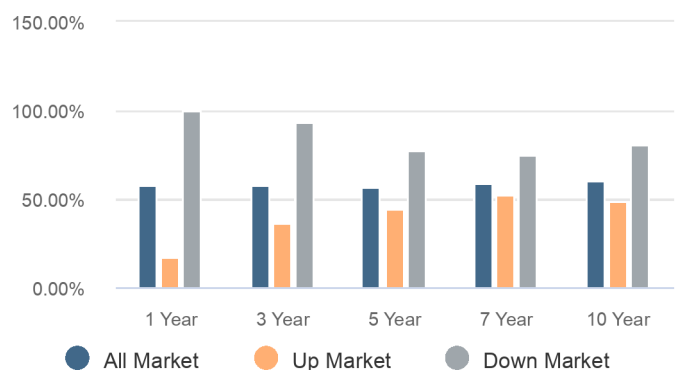
Alpha Consistency

The Option has tended to outperform its product benchmark over 50% of the time in all market conditions, while outperforming more frequently in down markets.

Growth of \$10,000 Over 10 Years



Returns Consistency

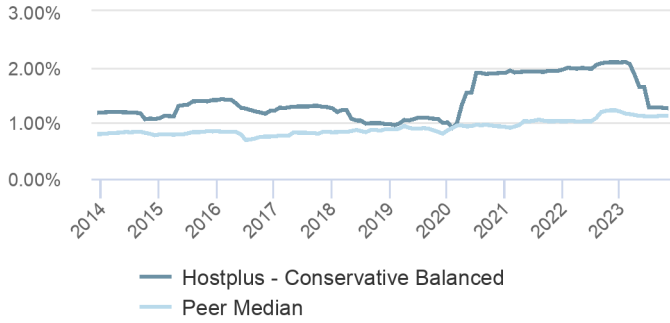


Performance (continued)

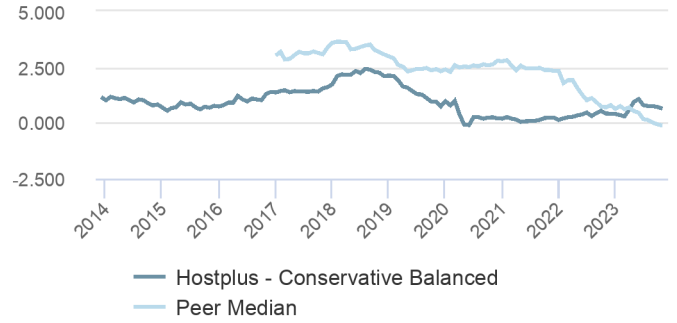


Benchmark Relativity

3 Year Rolling Tracking Error Over 10 Years



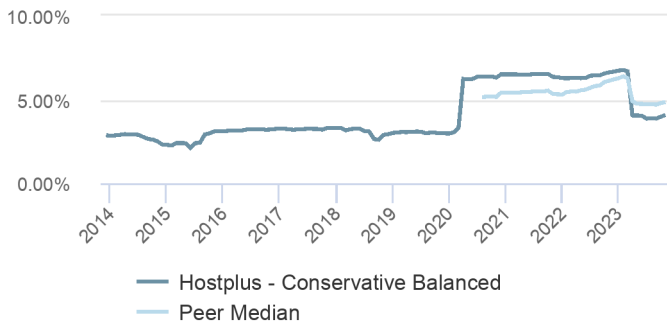
3 Year Rolling Information Ratio Over 10 Years



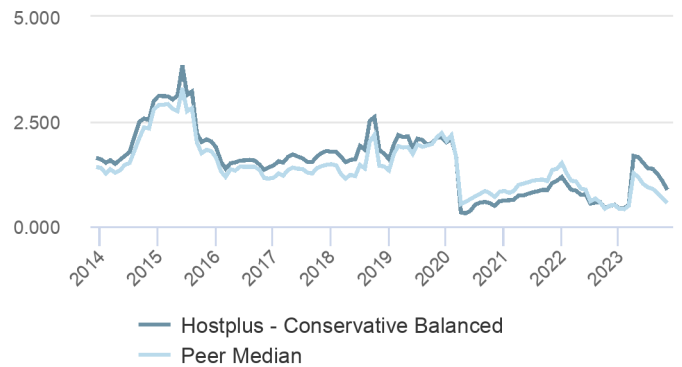
Return Volatility

The Option's three-year rolling volatility is lower than the peer group average over all time periods. As a result, the Option's sharpe ratio was higher than peers over the same periods.

3 Year Rolling Standard Deviation Over 10 Years



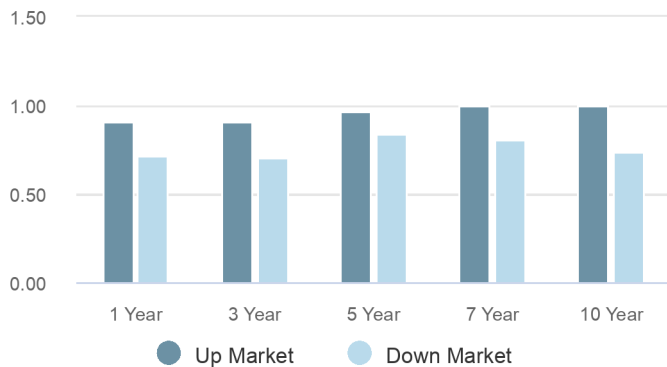
3 Year Rolling Sharpe Over 10 Years



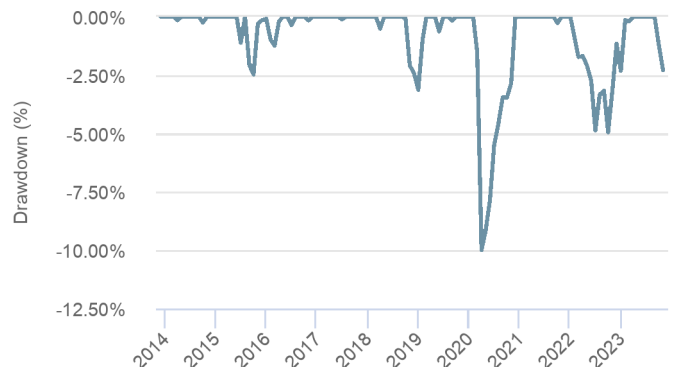
Product Defensiveness

The Option's worst drawdowns were generally in-line with peers median over all time periods.

Market Capture Ratio



Drawdowns



Ratings

'**Highly Recommended**' rating indicates that Lonsec has very strong conviction the product can meet its investment objectives.

'**Recommended**' rating indicates that Lonsec has strong conviction the product can meet its investment objectives.

'**Investment Grade**' rating indicates that Lonsec has conviction the product can meet its investment objectives.

'**Approved**' rating indicates that Lonsec believes the product can meet its investment objectives.

'**Not -Approved**' rating indicates that Lonsec does not believe the product can meet its investment objectives.

'**Closed / Wind Up**' status is applied when the product has been closed.

'**Fund Watch**' status is applied when a rating is under review due to the occurrence of a significant event relating to the product.

The '**Redeem**' rating indicates Lonsec no longer has sufficient conviction that the product can meet its investment objectives.

The '**Screened Out**' rating indicates Lonsec was unable to attain sufficient conviction that the product can meet its investment objectives.

'**Discontinued Review**' status is applied where a product issuer withdraws the product from the review process prior to completion, for any reason other than the product being closed or unavailable to investors.

The '**Ceased Coverage**' status is applied when a rated product is withdrawn from the research process by the product issuer.

General

Climate Change / Biodiversity: the extent to which a manager has a leading climate and biodiversity policies.

ESG and Stewardship Reporting: the transparency, accessibility and usefulness of a manager's reporting.

ESG Policy: the strength of commitment to ESG as ascertained by a review of a manager's ESG policies.

Excess return: Return in excess of the benchmark return.

Information ratio: Relative reward for relative risk taken (Excess Returns / Tracking Error).

Key decision maker (KDM): A nominated investment professional who has portfolio decision making discretion for a Fund, e.g. 'buy' or 'sell' decisions.

Market capture ratio: A product's performance during either 'up' or 'down' market trends relative to an index.

Policy Availability / Transparency: the ease of public access to, and transparency of, a manager's overall ESG policy suite.

Public Positioning: the resolve of a manager's commitment to ESG as ascertained by their public positioning.

Returns consistency: The proportion of a product's monthly outperformance during a period relative to the benchmark when it was rising, falling and in aggregate.

Sharpe ratio: Excess return earned for additional volatility experienced when holding riskier assets versus risk-free asset.

Standard deviation: Volatility of monthly Absolute Returns.

Stewardship Policies: the strength of a manager's proxy voting and engagement policies with respect to ESG.

Time to recovery: The number of months taken to recover the Worst Drawdown.

Total return: 'Top line' actual return, after fees.

Tracking error: Volatility of monthly Excess Returns against the benchmark (the Standard Deviation of monthly Excess Returns).

Worst drawdown: The worst cumulative loss ('peak to trough') experienced over the period assessed.

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Lonsec Research FSG

Financial Services Guide

Lonsec Research

9 June 2023

This Financial Services Guide (FSG) has been prepared and issued by Lonsec Research Pty Ltd ABN 11 151 658 561 (Lonsec Research, we, us, our), holder of Australian Financial Services Licence (AFSL) No. 421445, to assist you in determining whether to use our financial services and products. This is an important document, and you should read it carefully. The contents of this FSG are general information only and does not take into account your personal needs or objectives. Lonsec Research provides no warranty as to the suitability of the services of this FSG for any particular person.

1.1 What is a Financial Services Guide?

This FSG's purpose is to provide you with important information regarding services offered by Lonsec Research. You should read this FSG prior to using our services. This document was prepared to inform you about:

- who we are and our contact details;
- the financial services we provide;
- the remuneration that may be paid to us and other persons in relation to the financial services we provide;
- how we deal with conflicts of interest; and
- how we deal with complaints

1.2 About Lonsec Research and its related parties

Lonsec Research provides in-depth, investigative investment research across a broad range of listed and unlisted investments. Lonsec Research is a wholly owned subsidiary of Lonsec Holdings Pty Ltd (ABN 41 151 235 406) (Lonsec Holdings). Other subsidiaries of Lonsec Holdings include SuperRatings Pty Ltd (ABN 95 100 192 283), Implemented Portfolios Pty Limited (ABN 36 141 881 147) and Lonsec Investment Solutions Pty Ltd (ABN 95 608 837 583).

All employees of the Lonsec group entities, including Lonsec Research, are employed by Lonsec Fiscal Pty Ltd (ABN 94 151 658 534).

Contact Details

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Sydney NSW 2000

Tel: 1300 826 395

Email: info@lonsec.com.au

www.lonsec.com.au

1.3 What kind of financial services can Lonsec Research provide?

Lonsec Research is authorised under its Australian Financial Services Licence to provide general financial product advice to retail and wholesale clients on the following types of financial products:

- securities
- deposit and payment products limited to basic product products
- derivatives
- interests in managed investment schemes including investor directed portfolio services
- superannuation
- retirement savings accounts
- foreign exchange products
- life products including:
- investment life insurance products as well as any products issued by a Registered Life Insurance Company that are backed by one or more of its statutory funds; and
- life risk insurance products as well as any products issued by a Registered Life Insurance Company that are backed by one or more of its statutory funds;

Lonsec Research is also authorised to deal in a financial product by arranging for another person to apply for, acquire, vary, or dispose the above types of products for or by retail and wholesale clients.

1.4 Provision of general advice

Any advice that Lonsec Research provides is of a general nature and does not take into account your personal financial situation, objectives or needs. You should, before acting on the information, consider its appropriateness having regard to your own financial objectives, situation and needs and if appropriate, obtain personal financial advice on the matter from a financial adviser. Before making a decision regarding any financial product, you should obtain and consider a copy of the relevant Product Disclosure Statement or offer document from the financial product issuer.

1.5 How Lonsec Research is paid

Lonsec Research receives fees from Fund Managers and/or financial product issuers for researching their financial product(s) using comprehensive and objective criteria. Lonsec receives subscriptions fees for providing research content to subscribers including financial advisers, fund managers and financial product issuers. Lonsec Research's fees are not linked to the financial rating outcome of a particular financial product.

Lonsec Research FSG (continued)

Lonsec Research fees are determined by private agreement with its clients depending on a number of criteria including the number of financial advisors who access Lonsec Research publications, the range of publications accessed and the complexity of a specific research assignment. Due to the specific nature of its charges, disclosure of Lonsec Research fees may not be ascertainable when you receive this FSG, but you are able to request this information in writing before a financial service is provided to you. The fees received by Lonsec Research do not have an effect on the inclusion (or otherwise) of a financial product in portfolios managed by Lonsec Investment Solutions; or in approved product lists as a result of Lonsec Investment Solutions consulting activities. We do not have any direct employees as all employees are contracted, for employment purposes, with Lonsec Fiscal, a subsidiary of Lonsec Holdings. All employees of Lonsec are paid a salary and may receive a discretionary bonus which is not guaranteed. Sales employees may have a sales commission plan, relevant for sales to Wholesale clients, as offered by Lonsec Research from time to time at its discretion.

1.6 How do we manage our compensation arrangements?

Lonsec Research has Professional Indemnity insurance arrangements in place to compensate clients for loss or damage because of breaches of any relevant legislative obligations by Lonsec Research or its representatives which satisfy section 912B of the Corporations Act 2001.

1.7 What should you do if you have a complaint?

Lonsec Research's internal complaints handling process is designed to ensure that your concerns are treated seriously, addressed promptly and fairly. A complaint may be lodged either verbally or in writing and will be dealt with in strict confidence. If you have a complaint relating to Lonsec Research's products, services, its employees, the complaint should be addressed to:

Complaints Manager

Level 39, 25 Martin Place
Sydney NSW 2000

Tel: 1300 826 395

Email: complaints@lonsec.com.au

An individual may request further information about Lonsec Research's internal complaints handling procedure at any time. If an individual is not satisfied with the outcome of their complaint or has not received a response within 30 days from Lonsec Research, the individual can complain to the Australian Financial Complaints Authority (AFCA). AFCA provides an independent dispute resolution service and can be contacted on:

Online: www.afca.org.au

Email: info@afca.org.au

Phone: 1800 931 678

Mail:

Australian Financial Complaints Authority
GPO Box 3
Melbourne, Victoria, 3001.

1.8 Conflicts of Interest

Lonsec Research is aware of the inherent potential conflicts of interest associated with the provision of ratings and how we are remunerated for our services.

There are a comprehensive set of policies, and procedures in place at Lonsec Holdings that apply to its subsidiaries including Lonsec Research. Information barriers (both permanent and temporary) consistent with our regulatory obligations under Regulatory Guide 79 are in place to manage either perceived or actual conflicts of interest. Employees of Lonsec also have to abide by Personal Trading and Gifts and Entertainment requirements and are trained on these requirements from time to time.

Generation Development Group Limited (ACN 087 334 370), a shareholder of Lonsec Holdings, is the parent company of Generation Life Ltd who issue a series of products rated by Lonsec Research. Lonsec Research manages this potential conflict by disclosing to investors accessing our research of Generation Life related products, and implementing our comprehensive ratings process, information barriers and monitoring program. For more information refer to Lonsec Research Ratings Methodology available on our platform iRate or by contacting us on 1300 826 395.

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Australian Retirement Trust is a subscriber to our services and pays a fee to us for this subscription service. Australian Retirement Trust rating and report is issued by an analyst who is aware of Australian Retirement Trust's appointment as default superannuation fund provider but who does not have a personal investment in the fund.

This FSG was prepared on 9 June 2023.