

# Aracon Superannuation Pty Ltd.

ABN 13 133 547 396 RSE Licence Number L0003384 AFSL Number 507184

## Transparency Information

### 1. Introduction

Aracon Superannuation Pty Ltd. (“**Aracon**” or the “**Trustee**”) is the trustee of The Aracon Superannuation Fund (the “**ASF**” or the “**Fund**”). Aracon holds a Registrable Superannuation Entity (“**RSE**”) licence issued by the Australian Prudential Regulation Authority (“**APRA**”) and an Australian Financial Services Licence (“**AFSL**”) issued by the Australian Securities and Investments Commission (“**ASIC**”).

Aracon is a wholly owned subsidiary of Xplore Wealth Limited (“**XPL**”) as ASX listed financial services company.

On 4 December 2018, the Fund name was changed from the ARA Retirement Fund to the Aracon Superannuation Fund and was restructured to become a master trust. The ARA Retirement Fund (the “**ARARF**”) is now a Sub Plan of the ASF. The ASF has established a number of Sub Plans as part of the master trust. The investments of the ARARF include units in The ARA Investment Fund (the “**ARAI**”) or the “**Investment Fund**”).

Aracon is required to disclose various items of information to be made publicly available, and kept up to date, at all times on its website in accordance with the Transparency Information requirements of section 29QB of the Superannuation Industry (Supervision) Act 1993 (“**SIS Act**”), sections 2.37 and 2.38 of the SIS Regulations 1994 (“**SIS Regulations**”), and ASIC RG 252.

The Aracon Superannuation Web Site address is [www.araconsuper.com.au](http://www.araconsuper.com.au)

### 2. Outsource Service Providers

Aracon’s material outsourced service providers for the years ended 30 June 2020 and 30 June 2019, include:

Material business activity	Service provider
<b>Current Providers</b>	
Fund Administration	SuperBPO Pty Ltd ABN 83 082 989 142 until 31 May 2019.
Asset Consulting, Fund Promotion and Trustee Services	ARA Consultants Ltd ABN 78 102 304 692 until 31 October 2018.
Fund Administration	DIY Master Pty Ltd ABN 41 123 035 245 from 1 June 2019
Asset Consulting and Fund Promotion	ARA Consultants Ltd ABN 78 102 304 692 from 1 November 2018
Custody and Banking	National Australia Bank - National Custodian Services ABN 12 004 044 937 until 30 November 2020
Custody	JP Morgan Chase Bank, National Association (Sydney Branch) ABN 43 074 112 011
Sub Plan Investment Management	Investment Administration Services Pty Ltd ABN 86 109 199 108
Sub Plan Investment Management	Oracle Investment Management Pty Ltd ABN 15 149 971 808
Fund Promotion	Margaret Street Promoter Services ABN 23 153 446 210
Fund Promotion	Human Financial Pty Ltd ABN 14 615 610 305
Fund Promotion	AtlasTrend Pty Ltd ABN 80 605 565 491 from 11 October 2019
Insurance Services – Group	Hannover Life Re of Australasia ABN 37 062 395 484
Insurance Services – Retail	TAL Life Limited ABN 70 050 109 450

### 3. Executive Officer Information

#### 3.1 General Information

The SIS Act defines 'executive officer', in relation to a body corporate, means a person, by whatever name called and whether or not a director of the body, who is concerned, or takes part, in the management of the body.

Aracon's current officers and former officers for the years ended 30 June 2020 and 30 June 2019, include:

Executive Officers and Positions	Qualifications	Experience as a Trustee or Board member	Attendance at Board meetings for the years ended 30 June <sup>(1)</sup>
<b>Current Officers</b>			
<p>Geoffrey Keith Mark PECK</p> <p><b>Positions:</b> Director (Non-Executive) Board Chair and Member of Investment Committee, ARCCC and Remuneration Committee</p> <p><b>Appointed:</b> 6 December 2019</p>	<p>Bachelor of Science; Fellow of the Institute of Company Directors, a Fellow of ASFA and an Accredited Investment Fiduciary.</p>	<p>Prior Board appointment with a major insurer. Extensive experience in the superannuation and funds management sector.</p>	<p>2021 1.7.2020 – 31.12.2020 5 / 5</p> <p>2020 1.7.2019 - 30 June 2020 3 / 3</p>
<p>Alan Walter HAYDEN</p> <p><b>Positions:</b> Director (Non-Executive and Chair of ARCCC &amp; Chair of the Remuneration Committee and member of the Investment Committee)</p> <p><b>Appointed:</b> 30 March 2015</p>	<p>Bachelor of Commerce; Bachelor of Accountancy; Higher Diploma in Company Law; RG146 Compliant;</p> <p>Chartered Accountant, Australia.</p>	<p>External compliance committee and responsible manager appointments, with a depth of experience in the funds management industry. Alan was appointed as the Chair of Aracon until 31 October 2018.</p>	<p>2021 1.7.2020 – 31.12.2020 5 / 5</p> <p>2020: 1.7.2019 – 30.6.2020 9 / 9</p> <p>2019: 1.7.2019 – 30.6.2019 11 / 12</p> <p>2018 1.7.2017 – 30.6.2019 6 / 6</p> <p>2017: 6 / 6 2016: 8 / 8 2015: 4 / 4</p>
<p>Christine Louise CAMERON</p> <p><b>Positions:</b> Director (Non-Executive) Chair of the Investment Committee from 4 September 2020</p>	<p>Graduate Diploma in Applied Finance &amp; Investment;</p> <p>Graduate of the Australian Institute of Company Directors (GAICD);</p> <p>TAASFA – Trustee Director Accreditation Program</p>	<p>Board appointment with a charitable Foundation. Extensive experience in the superannuation and funds management sector.</p>	<p>From 1.7.2019 - 30 June 2020 1 / 1</p>

Executive Officers and Positions	Qualifications	Experience as a Trustee or Board member	Attendance at Board meetings for the years ended 30 June <sup>(1)</sup>
<b>Appointed:</b> 19 June 2020	BA (HONS) in Economics (Macquarie University)		

<b>Former Officers</b>			
Vincent John PARROTT  <b>Positions:</b> Director (Non-Executive) Chair of Investment until 4 September 2020  <b>Appointed:</b> 18 December 2019  <b>Resigned:</b> 4 September 2020	Bachelor of Commerce	Prior Board appointment with a superannuation trustee company and an ASX listed company. Extensive experience in the superannuation and funds management sector.	2021 1.7.2020 – 4.9.2020 1 / 1  2020 1.7.2019 - 30 June 2020 3 / 3
Debra Ann COMBEN  <b>Positions:</b> Director (Non-Executive) and member of the ARCCC  <b>Appointed:</b> 3 October 2008  <b>Resigned:</b> 31 July 2020	Diploma of Financial Planning.	Debra was appointed as a Director from 2008.  Debra was also been appointed as Secretary with effect from 23 December 2017 to 31 October 2018	2020: 1.7.2019 – 30.6.2020 9 / 9  2019: 1.7.2019 – 30.6.2019 11 / 12  2018 1.7.2017 – 30.6.2019 6 / 6  2017: 6 / 6 2016: 8 / 8 2015: 3 / 4 2014: 3 / 4 2013: 3 / 5 2012: 4 / 4 2011: 4 / 4 2010: 4 / 5 2009: 2 / 2
Peter Raymond BROOK  <b>Positions:</b> Director (Non-Executive, Chair of the Remuneration Committee and Member of ARCCC)  <b>Appointed:</b> 31 October 2018  <b>Resigned:</b> 9 December 2019	Bachelor of Commerce; Master of Management; Chartered Accountant, Australia; Graduate of the Australian Institute of Company Directors (GAICD); Graduate of the Australian Institute of Superannuation Trustees (GAIST).	Multiple prior Board appointments in the superannuation, funds management and corporate sectors.	2019: 7 / 8 (1 November 2018 – 30 June 2019)
Pamela Ruth McALISTER	Bachelor of Arts / Bachelor of Law; Master of Law.	Multiple prior Trustee Board and Compliance	2019: 8 / 8 (1 November 2018 – 30 June 2019)

<p><b>Positions:</b> Director (Non-Executive, Chair and Member of Audit, Risk, Remuneration and Compliance Committee (ARCCC))</p> <p><b>Appointed:</b> 31 October 2018</p> <p><b>Resigned:</b> 1 July 2019</p>		<p>Committee appointments in the superannuation and funds management sectors.</p>	
<p>Alan Brian RIMMER</p> <p><b>Positions:</b> Director (Executive)</p> <p><b>Appointed:</b> 3 October 2008</p> <p><b>Resigned:</b> 10 April 2019</p>	<p>Bachelor of Commerce; Graduate Diploma of Financial Planning.</p>	<p>Alan has been appointed as a Director since 2008.</p>	<p>2019: 6 / 6 (1 November 2018 – 30 June 2019) 2018: 4 / 5 (to 31 October 2018) 2017: 5 / 6 2016: 8 / 8 2015: 4 / 4 2014: 4 / 4 2013: 5 / 5 2012: 4 / 4 2011: 4 / 4 2010: 5 / 5 2009: 2 / 2</p>
<p>John Joseph REID</p> <p><b>Positions:</b> Director (Non-Executive and Chair of Audit, Risk, Remuneration and Compliance Committee)</p> <p><b>Appointed:</b> 14 December 2016</p> <p><b>Resigned:</b> 31 October 2018</p>	<p>Fellow of the Institute of Actuaries of Australia (FIAA); GAICD.</p>	<p>Prior directorship appointments for regulated entities, with an extensive background in general management level roles in the wealth management sector.</p>	<p>2018: 4 / 5 (to 31 October 2018) 2017: 4 / 4</p>
<p>Natasha Renee HALL</p> <p><b>Positions:</b> Risk and Compliance Manager</p> <p><b>Appointed:</b> 29 January 2018</p> <p><b>Resigned:</b> 31 October 2018</p>	<p>MBA (Executive); Master of Applied Finance; Master of Insurance and Risk Management; Bachelor of Commerce.</p>		<p>2018: 5 / 5 (to 31 October 2018)</p>

<sup>(1)</sup> Represents the number of meetings attended / total number of board meetings held.

### 3.2 Changes to Executive Officers

The following changes were made to the executive officers for the year ending 30 June 2019:

- Pamela Ruth McALISTER was appointed as Non-Executive Director to Aracon with effect from 31 October 2018.
- Peter Raymond BROOK was appointed as Non-Executive Director to Aracon with effect from 31 October 2018.
- Anthony Peter WALSH was appointed as Company Secretary to Aracon with effect from 31 October 2018.
- Brian John STIEG was appointed as Head of Trustee Office and Responsible Person of Aracon with effect from 31 October 2018.
- Craig William GIFFIN was appointed as Chief Risk Officer and Responsible Person of Aracon with effect from 31 October 2018.
- John Joseph REID resigned as Non-Executive Director to Aracon with effect from 31 October 2018.
- Debra Ann COMBEN resigned as Company Secretary to Aracon with effect from 31 October 2018, continuing as a Director of Aracon.
- Natasha Renee HALL resigned as a Responsible Person of Aracon with effect from 31 October 2018.
- Alan Brian RIMMER resigned as Non-Executive Director to Aracon with effect from 10 April 2019.
- Bruce Andrew HAWKINS was appointed as Chief Financial Officer of Aracon with effect from 23 April 2019.

The following changes were made to the executive officers for the year ending 30 June 2020

- Pamela Ruth McALISTER resigned as Non-Executive Director to Aracon with effect from 1 July 2019.
- Michael Wayne WRIGHT was appointed as Chief Executive Officer of Xplore Wealth Limited with effect from 10 September 2019.
- Peter Raymond BROOK resigned as Non-Executive Director to Aracon with effect from 9 December 2019.
- Geoffrey Keith Mark PECK was appointed as Non-Executive Director to Aracon with effect from 6 December 2019.
- Vincent John PARROTT was appointed as Non-Executive Director to Aracon with effect from 18 December 2019.
- Christine Louise CAMERON was appointed as Non-Executive Director to Aracon with effect from 19 June 2020.
- Debra Ann COMBEN resigned as a Non-Executive Director to Aracon with effect from 31 July 2020.
- Vincent John PARROTT resigned as a Non-Executive Director to Aracon with effect from 4 September 2020.

### 3.3 Proxy Votes

Directors have not appointed proxy votes when not present for meetings.

### 3.4 Exercising of Voting Rights

Aracon did not hold any direct shares in listed companies for the year ended 30 June 2020 and therefore did not exercise any voting rights.

## 4. Payments and Benefits

During the year ended 30 June 2018 and the period from 1 July 2018 to 31 October 2018, Aracon paid a Trustee Services fee from the ASF (formerly the ARARF) calculated at 0.1% (plus Goods and Services Tax or GST) of the ARARF net assets each month to ARA. From 1 November 2018 to 30 June 2019, the Trustee Services fee from the ASF calculated at 0.1% (plus GST) was paid to Aracon Superannuation Pty Ltd. The following table shows the amount of the fees paid and payable, including any GST and after reduced input tax credits. These fees were utilised to cover any costs of running the ASF, the Trustee operations, including remunerating its executive officers and directors and other fund expenses.

	Year ended 30 June 2020	Year ended 30 June 2019	Year ended 30 June 2018
Trustee Services Fee	\$344,090	\$337,845	\$338,000
Trustee Services Fee Rebates	\$91,115	\$102,376	\$100,920
Net Trustee Services Fee	\$252,975	\$235,469	\$237,080

### 4.1 Directors and Executive Officers Remuneration

On behalf of Aracon, ARA paid the Directors and Executive Officers of Aracon the following amounts for their services to Aracon for the year ended 30 June 2018 and the period 1 July 2018 to 31 October 30 June 2018.

Director or Executive Officer	Services	Remuneration for the year ended		Post-employment benefits (Superannuation) for the year ended	
		1 July 2018 – 31 October 2018	30 June 2018	1 July 2018 - 31 October 2018	30 June 2018
<b>Current Officers</b>					
Alan Walter HAYDEN <sup>(1)</sup>	Director, Board Chair and Committee Member	\$13,490	\$41,675	\$0	\$0
Alan Brian RIMMER	Director	\$0	\$0	\$0	\$0
Debra Ann COMBEN	Director	\$0	\$0	\$0	\$0
<b>Former Officers</b>					
John REID	Director and Committee Chair	\$11,200	\$34,600	\$1,064	\$3,287
Natasha HALL <sup>(2)</sup>	Risk and Compliance Manager	\$11,000	\$83,518	\$0	\$0
Gavin WRIGHT <sup>(3)</sup>	Director	\$0	\$16,180	\$0	\$1,537

(1) ARA paid a combination of direct wages and consulting fees to Burgis Pty Ltd T/A Hay Enterprises (ACN 054 148 328) that were attributable to the services of Alan Hayden.

(2) ARA paid consulting fees to Hall Advisory Services Pty Ltd (ABN 63 615 549 909) that were attributable to the services of Natasha Hall.

(3) ARA paid a combination of direct wages and consulting fees to Wright Planning Pty Ltd (ABN 86 081 363 831) that were attributable for the services of Gavin Wright.

Aracon's policy is to remunerate its Directors and executive officers on a retainer fee and/or consulting fee basis that is appropriate to their experience, qualifications, expected effort (including time-measured rates) and prevailing market rates.

Employees of Aracon or Xplore Wealth limited are remunerated on a salary base as set out in their employment contracts.

On behalf of Aracon, Xplore Wealth paid the Directors and Executive Officers of Aracon the following amounts for their services to Aracon for the period 1 November 2018 to 30 June 2019 and for the period 1 July 2019 – 30 June 2020.

Director or Executive Officer	Services	Remuneration for the year ended		Post-employment benefits (Superannuation) for the year ended	
		30 June 2020	1 November 2018 - 30 June 2019	30 June 2020	1 November 2018 - 30 June 2019
<b>Current Officers</b>					
Geoffrey Keith Mark PECK	Director, Board Chair	\$45,591	\$0	\$4,331	\$0
Vincent John PARROTT <b>Resigned</b> 4 September 2020	Director, and Investment Committee Chair (until 4 September 2020)	\$29,570	\$0	\$2,809	\$0
Alan Walter HAYDEN	Director, ARCCC Committee Chair & Remuneration Committee Chair	\$40,000	\$26,667	\$3,800	\$2,533
Christine Louise CAMERON <b>Appointed:</b> 19 June 2020	Director and Chair of the Investment Committee from 4 September 2020	\$0	\$0	\$0	\$0
Debra Ann COMBEN <b>Resigned</b> 31 July 2020	Director	\$40,000	\$10,000	\$3,800	\$950
Brian John STIEG	Head of Trustee Office	\$174,913	\$116,000	\$16,616	\$11,020
Craig William GIFFIN	Chief Risk Officer	\$37,080	\$32,779	\$3,523	\$3,114
Bruce Andrew HAWKINS	Chief Financial Officer	\$38,652	\$9,487	\$3,672	\$901
Michael Wayne WRIGHT	Chief Executive Officer	\$38,652	\$0	\$3,724	\$0
<b>Former Officers</b>					
Peter Raymond Brook	Director, and Remuneration Committee Chair	\$17,634	\$26,667	\$1,675	\$2,533

Pamela Ruth McAlister	Director, Board Chair and Committee Member	\$0	\$26,667	\$0	\$2,533
Alan Brian RIMMER	Director	\$0	\$0	\$0	\$0

#### 4.2 Related Party Shareholder Entitlements

Where a director is a shareholder of ARA, they may become entitled to take up additional shares and options in ARA from time to time and may receive dividends subject to ARA's profit performance and financial position.

#### 4.3 Other payment and benefits

Aracon or Xplore Wealth did not pay any amounts to its executive officers for any of the following items for the years ended 30 June 2020 or 30 June 2019.

- Short-term cash profit sharing or other bonuses, non-monetary benefit or other short-term employee benefits;
- Long-term employee benefits;
- Termination benefits;
- Payments as consideration for agreeing to hold positions;
- Share-based payments including:
  - equity-settled share based payment transactions as either shares, units, options or rights;
  - cash-settled share-based payment transactions; or
  - any other form of share-based payment compensation;
- Cash bonus, performance related bonuses or share-based payment compensation.

#### 5. Relevant interests and duties

The following table is Aracon's register of relevant interests and duties as at 30 June 2020:

Executive officer	Relevant interests	Relevant duties
Geoffrey Keith Mark PECK	400,000 shares in Chant West Limited (CWL)	Role – Non Executive Director Role - Executive - Chant West
Vincent John PARROTT	None	Role – Non Executive Director Role – Director of Rose Oak Investments & Co Pty Limited Role - Senior Investment Consultant - Mercer
Debra Ann COMBEN	158,000 fully paid shares held directly in ARA Consultants Limited.	Role – Non Executive Director Role - and General Manager, General Manager - Business Operations - ARA Consultants Limited
Alan Walter HAYDEN	None	Role – Non Executive Director
Christine Louise CAMERON	None	Role – Non Executive Director Role - Board Member Neuroscience Research Australia Foundation (NeuRA) Role - Member of Asset Allocation Committee Maple-Brown Abbott Limited



Peter Raymond BROOK – resigned 9 December 2019	None	Role – Non-Executive Director of Xplore Wealth Limited.
Anthony Peter WALSH	None	Company Secretary and Manager Compliance & Legal at Xplore Wealth Limited.
Brian John STIEG	None	Head of Trustee Office at Xplore Wealth Limited.
Craig William GIFFIN	None	Chief Risk Officer at Xplore Wealth Limited.
Bruce Andrew HAWKINS	None	Chief Financial Officer at Xplore Wealth Limited
Michael Wayne WRIGHT	None	Chief Executive Officer at Xplore Wealth Limited

## 6. Rules relating to the nomination, appointment and removal of trustees or trustee directors

Aracon will invite prospective directors to be nominated for appointment from time to time. These persons will be subject to assessment prior to appointment in accordance with Aracon's Trust Deed, Constitution, Fit and Proper Policy and Governance Framework.

Non-executive directors are appointed for set terms, generally four years, and may be subject to reappointment.

In the event that a Director is identified as not being fit and proper for their role, arrangements will be made for their removal from the Board, in accordance with the Fit and Proper Policy.

## 7. Significant event or material change notices to members

The following is a summary of the notices provided to members during the past two years:

Date of Notice	Topic
10 May 2019 - Significant Event Notice	Change of Administrator and a processing delay between 27 May 2019 and 10 June 2019
31 October 2018 - Significant Event Notice	Change of Ownership of Aracon and Issue of New ARA Retirement Fund PDS and Additional Information Guide

## 8. Other documents

The following documents can be found at <http://www.araconsuper.com.au>.

### 8.1 The Aracon Superannuation Fund:

- Trust Deed and Deed of Amendments
- Product Disclosure Statement
- Additional Information Guide
- Financial Statements
- Annual Report

### 8.2 Aracon Superannuation Pty Ltd

- Conflicts Management Policy
- Constitution
- Financial Statements

## 9. Effective date of information

The information contained in this document is effective for the year ended 30 June 2020 (unless otherwise stated) and was last updated on 31 December 2020.