

Qantas Superannuation Limited (QSL) and Qantas Superannuation Plan (Plan)
Register of Relevant Duties and Interests - as at 31 December 2023

QANTAS SUPERANNUATION LIMITED							
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of potential conflict	Provider of relevant interest	Value of relevant interest	Action to Manage or Avoid Conflict
Qantas Superannuation Limited	QSL is a QAL subsidiary		Duty owed to parent company may conflict with duties to members of the Qantas Superannuation Plan	QSL is 100% owned by QAL which therefore can exercise control of QSL	N/A	N/A	Disclose duties and manage issues on a case by case basis
		QAL provides office space administration IT and other support services to QSL on arms length terms	The terms agreed for the provision of the services may conflict with duties to members of the Qantas Superannuation Plan	QSL relies on QAL for premises administration and IT support and other support services	Qantas Airways Limited	Nil	Monitor terms and manage issues on a case by case basis
	Some QSL Directors are executives of Qantas Airways and the majority of Directors are Qantas Group employees		Directors may be conflicted when considering and voting on matters involved QAL or other Qantas Group entities	Directors may be required to consider proposals that are adverse to the interests of the Qantas Group	N/A	N/A	Disclose duties and manage issues on a case by case basis
	QSL or the QSP may have related party dealings or investments in QAL	QSL or the QSP may have related party dealings with or investments in QAL	Potential conflict of duty	External managers may invest QSP assets in QAL shares or other investments	N/A	N/A	Monitor investments and dealings and manage issues on a case by case basis

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Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

	Role	Interest	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Atkin, John	Employer-appointed Director of QSL Remunerated for his role on the QSL Board by QAL, but otherwise no other working relationship with the Qantas Group, and therefore can be considered independent.		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to QAL.	N/A	N/A	Regular monitoring by the Board. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
	Member of Advisory Board of Whiteoak Pty Ltd, a private equity investment firm.		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
	Non-Executive Director and Chair, Australian Institute of Company Directors		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		John and his spouse are Members of Qantas Airways Limited Chairmans Lounge	Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
Berends, Lorraine	Employer-appointed Director of QSL Remunerated for her role on the QSL Board by QAL, but otherwise no other working relationship to the Qantas Group, and therefore can be considered independent.		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed QAL.	N/A	N/A	Regular monitoring by the Board. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
	Non-Executive Director (NED) of Pinnacle Investment Management Group Limited (Pinnacle), which provides investment management services to QSL. Also a Director of Pinnacle Charitable Foundation Ltd	An associate has a shareholding interest in Pinnacle.	Potential conflict of duty and interest	Conflict may arise from duties owed to this entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board which will require disclosure and active consideration in ongoing management of the Plan's assets. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
	Independent member, Australian Commonwealth Games Foundation Investment Committee		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board which will require disclosure and active consideration in ongoing management of the Plan's assets. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
	Non-Executive Director and Chair of the Investment Committee for Hearts and Minds Investments Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board which will require disclosure and active consideration in ongoing management of the Plan's assets. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
Brownscombe, Lyle	Member Elected Director, Group E Executive Manager, Commercial Planning, JetStar		Potential conflict of duty and interest	A conflict may arise from duties owed to QSL and those owed to QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
		Member of Division 5 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises

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		Lyle and his spouse have shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required
Evison, Denis	Member Elected Director, Group C Resource Analytics and Task Performance Planner, Production Engineering, QAL		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
		Member of Division 6 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required
Garner, Richard	Member-elected Director, Group A Pilot-Second Officer, A330, QAL		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
		Member of Gateway Division of the Plan and has Death and Total and Permanent Disablement Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
	Director and Secretary of Crew Financial Pty Ltd, Crew Loan Support Pty Ltd and Crew Group Holdings Pty Ltd		Potential conflict of duty and interest	Conflict may arise from duties owed to this entity as it provides financial services to airline crew and their families, who may be members of the Plan. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
	Member of Australian Financial Complaints Authority		Potential conflict of duty and interest	Conflict may arise from duties owed to this entity as it provides services to Members who may have a complaint in relation to QSL. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required
Ho, Cecilia	Employer-appointed Director of QSL Treasurer Capital Markets, QAL		Potential conflict of duty and interest	A conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
		Member of Division 5 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required

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	Role	Interest	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Murray, Luke	Member-elected Director, Group D Licenced Aircraft Maintenance Engineer, Mechanical, QAL		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
		Member of Division 2 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Member of the Australian Licensed Aircraft Engineer Association (ALAEA)	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of ALAEA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required
Safier, Klair	Member Elected Director, Group B International Customer Service Supervisor		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
	Director and Shareholder, Tax Meeting Pty Ltd		Potential conflict of duty and interest	Conflict may arise from duties owed to this entity as it provides tax services to various clients. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
		Member of Division 2 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required
		Shares in Australia and New Zealand Banking Group Limited, which provides services to QSL	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Tanger, Reed	Employer-appointed Director of QSL Executive Manager, Group Finance and Strategy, QAL		Potential conflict of duty and interest	A conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
	Director of Airport Corporation Australia Pty Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
		Member of Division 3A of the Plan and has Death and Total and Permanent Disablement Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required

DIRECTORS							
	Role	Interest	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Yangoyan, Rachel	Employer-appointed Director of QSL Chief Executive Officer, QantasLink, QAL		Potential conflict of duty and interest	A conflict may arise from duties owed QAL.	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises. Where a conflict does arise, the Director must give priority to the best financial interest of QSP Members.
		Member of Division 5 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises
		Rachel is a Member of Qantas Airways Limited Chairman's Lounge	Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	Qantas Airways Limited is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required

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EXECUTIVE OFFICE - LEADERSHIP TEAM

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Brodie, Emma		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Clancy, Michael	Director and Shareholder, BigFuture Pty Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises
	Director of Glebe Administration Board (GAB) and Chair of Audit and Risk Committee of GAB		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Member of Gateway Division of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Shares (or Long-term Incentive Options as part of remuneration) in Qantas Airways Limited	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Shares in JPMorgan Chase & Co, which provides services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Shares in Australia and New Zealand Banking Group Limited, which provides services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Healey, Dan		Member of Gateway Division of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Langeveldt, Stuart		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Moser, Andy		Shares in DSMJ Pty Ltd (Grow)	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Member of Division 5 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Spence, Andrew	Director of ASFA		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
	Member of ASFA Policy Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
	Independent Member of the Great Barrier Reef Foundation Investment Committee		None identified and unlikely to occur	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Member of the Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Investment in Ellerston Global Equity Managers Fund (Class C units). Ellerston is a service provider to QSL (an Australian registered managed investment scheme).	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Investment in Real Tech Ventures I Sidecar Fund (managed by Taronga Group) that is also held by Qantas Super	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Investment in Liverpool Partners Mutual Co-Investment Trust (Class B Units), an unregistered wholesale managed investment scheme	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Spouse and SMSF owns shares in NextOre Limited that is also an investment held by the Qantas Superannuation Plan	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Aggregate gift and entertainment from a single source above annual materiality threshold for 2023/24 (>\$1,000)	Potential conflict considered and appropriately managed	August 2023 - Attendance at the Investor Summit 2023 (including two days at SXSW Conference) paid for by Square Peg (\$1,377), an investment manager that is a service provider to QSL. Additional meal to the value of \$35 also paid for by Square Peg	N/A	\$1,412	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required

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		Aggregate gift and entertainment above annual materiality threshold for 2023/24 (>\$2,500)	Potential conflict considered and appropriately managed	Various meals, functions and gifts of value between \$20 and \$685	N/A	\$6,150 (inclusive of the \$1,412 disclosed above)	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Thurman, Suzette		Member of Gateway Division of the Plan and has Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required

EXECUTIVE OFFICE - OTHER 'SENSITIVE' ROLES

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Katharine Walters		Katharine owns the following investments that are also held by Qantas Superannuation Plan or managed by one of QSL's material service providers: Liverpool Partners - Mutual Co-investment Trust, Joey Co-investment Trust, Origin Co-investment Trust and Guardian Co-investment Trust.	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	<\$20,000 each	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Chen, Allen		Spouse owns shares in NextOre Limited that is also an investment held by the Qantas Superannuation Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Grogan, Chris		Member of Division 5 of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Houghton, Bronwyn		Member of Gateway Division of the Plan and has Death and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required

EXTERNAL AND OTHER RESPONSIBLE PERSONS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Callil, Nicholas	Head of Retirement Solutions, Willis Towers Watson	Remuneration from position as Head of Retirement Solutions at Willis Towers Watson	Potential conflict of duty	Conflict of duties may arise because this entity provides financial services to other superannuation funds and may in the future provide other services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making. This entity also provides actuarial advice and other non-superannuation related services to Qantas Airways, the sponsoring employer.	Willis Towers Watson	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. The entity has internal arrangements in place to manage potential conflicts and maintain the confidentiality of proprietary information.
	Plan Actuary		Potential conflict of duty	Duties to QSL may conflict with professional obligations and duties to employer.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Tompsett, Ben	PWC Partner - External Auditor	Remuneration from position as Partner in PwC	Potential conflict of duty	Duty to Partnership may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Tracey, Ian	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia	Potential conflict of duty	Duties to Partners may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required
Wright, David Voting member of the Investment Committee (non Director)	Director and Shareholder of Zenith Investment Partners Pty Ltd	Remuneration from position as CEO of Zenith Investment Partners Limited	Potential conflict of duty and interest	Conflict may arise from duties owed to this entity as it provides its services to other superannuation funds. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Responsible person and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.
	Director of Zenith CW Pty Ltd - a super fund research and investment consulting group that researches and assigns investment ratings to industry and corporate superannuation funds.		Potential conflict of duty and interest	Conflict may arise from duties owed to this entity as it provides its services to other superannuation funds. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises
	Director of Hearts & Minds Investment Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises
	Fe FundInfo (Australia) Pty Ltd and Fe Money Management Pty Ltd		Potential conflict of duty and interest	Conflict may arise from duties owed to this entity as it provides its services to other superannuation funds. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises
		Investment in Five V Capital (a Private Equity Manager) which is part-owned by Pinnacle Investment Management Group Limited (Pinnacle). Pinnacle owns equity stakes in investment managers that Qantas Super invests with.	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	>\$20,000	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required

EXITED RESPONSIBLE PERSONS AND EMPLOYEES IN 'SENSITIVE' ROLES

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict
Chapman, Richard		Member of Gateway Division of the Plan and has Death, Total and Permanent Disablement and Income Protection Insurance through the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required