

ANZ Staff Super Members' Meeting Transcript

August 2025

Welcome

Paul Rosam, Head of ANZ Staff Super

Welcome everyone and thank you for joining us for the annual members meeting of the ANZ Staff Superannuation Scheme.

My name is Paul Rosam and I'm the head of ANZ Staff Super. You'll be pleased to hear we've listened to your feedback from last year and we're mixing it up with a few different people from my management team we've lined up to present to you and answer your questions.

But firstly, it gives me great pleasure to introduce your host for this evening and our new chair, Jocelyn Furlan.

Jocelyn joined us in June this year. She's a fellow of the Australian Institute of Company Directors with 45 years' experience in the super sector as a consultant, a director and chair. Jocelyn, in fact, was the Chairperson and CEO of the Superannuation Complaints Tribunal from 2007 to 2015 and most recently on the Board of Aware Super.

We are delighted to have her as our Chair and as our host tonight. I will see you all again in question time – enjoy.

Jocelyn Furlan, Chair of ANZ Staff Super

Thanks Paul – I am just as delighted to be here.

Before we commence and in the spirit of reconciliation, I'd like to make an Acknowledgement of Country.

I acknowledge the traditional owners of the land I am present on today, the Wurundjeri and Boorwong peoples, as the custodians of this land, recognising their connection to land, waters and community. I pay my respects to Australia's first peoples and to their elders, past and present. I would also like to extend my respect to and welcome any Aboriginal or Torres Strait Islander people who are joining us today.

In today's agenda, I'll share some reflections on the past year. Even though I wasn't with the fund last year, I've been well briefed by the members of the board and management. We'll then have a presentation on our investments:

- a recap of investment performance and context for 2024
- what's happened so far in investment markets in 2025 and
- a look ahead to what might be coming from our Head of Investments, William Leong. And we'll then have an update on member experience from our Head of Member Experience, Carolyn Tait.

The second part of our meeting will focus on answering your questions. When we sent out the notice of this meeting, we invited members to submit questions and thank you to those that have. Those will be the first questions we answer when we get to that point in the agenda, but you are still very welcome to submit a question during the meeting. All you need to do is click on the Q&A box in the top navigation bar. Your question will only be visible to presenters and not be displayed to everyone else. So

please don't be shy. We are going to try to answer all questions asked, but if we run out of time in the meeting, we will post all questions, even those we don't get time to answer here today, and answers, to the website within the next 30 days. We'll also post a video and transcript of today's meeting. Please remember though, if your question relates specifically to your own circumstances, we won't answer it publicly in this forum, but we will contact you directly after the meeting if you let us know your details.

The content of today's Annual Member Meeting is general only and does not take into account your personal financial circumstances. We request that you read and consider the relevant product disclosure statement before making any decisions with respect to your super. And also to take advantage of the superannuation related financial advice the fund offers members as part of your membership at no additional cost.

I'd like to introduce you firstly to the key people of ANZ Staff Super, the trustee with overall responsibility for your super fund. They are the members of our board and our management team and they are all in attendance today, either here or in the office in Melbourne or online.

Firstly, my fellow directors on the ANZ Staff Super Board. Our member elected directors are Rob Sparrow, Glenn Phillips, Rebecca Noonan and our newest director joining on 3rd of July, Jade Tan.

Our ANZ appointed directors are Margot Dargan, Anne Flanagan, Daniel Tarraran, along with myself.

And then our executive team led by Paul Rosam, Head of ANZ Staff Super. Paul has responsibility for overseeing and coordinating all the operations of ANZ Staff Super. He is ably assisted by:

- Jo McKinstry, Deputy Head of ANZ Staff Super
- Megan Curry, Head of Risk and Governance
- Angeline Mawendepi, Head of Finance
- William Leong, Head of Investments and
- Carolyn Tait, Head of Member Experience.

And in addition, very importantly, two of our key advisors – the funds auditor is Maria Trinci from KPMG. Maria couldn't be with us. She is represented by her offsider Chathurunga Patharaji and our actuary is Chris Porter from Willis Towers Watson.

Now it gives me great pleasure to present my first annual members meeting address as chair of ANZ Staff Super.

Let me start by thanking you, our members, for trusting us with your retirement savings. As trustee, ANZ Staff Super has the overall responsibility for fund members always acting in your best financial interests. Being the corporate superannuation fund for ANZ is key for ANZ Staff Super. Not only do we have the infrastructure and support that being part of the ANZ group brings we also share the values and ethos of the ANZ group.

As a fund run only to benefit members, we're here just for you. The fund is run for you by people like you. Our trustee board has eight directors, 4 elected by members and four appointed by ANZ.

We did have some change in our board this year and I would like to acknowledge and thank a couple of our current and previous directors. Firstly, Janet Torney, the previous chair of ANZ Staff Super. Janet left us in March this year when she was appointed by the Federal Government as the new chair of the Commonwealth Superannuation Corporation.

This is a significant honour and kudos to Janet. We thank her for her leadership and contribution to ANZ Staff Super over the last two years.

I'd also like to thank Anne Flanagan, who acted as interim chair until my recent appointment. Thank you, Anne. And finally, thanks to Sheng Gan, who served as a member representative director from October last year until we held new member elections in June. Jade Tan was the successful candidate elected through this process and we welcome Jade to the board.

As I talk of changes, I would like to acknowledge both Monique Bate, our previous Head of Member Experience and Ruwanie Diaz, our previous Head of Investments, who both left in recent months and welcome their replacements, Carolyn Tait and William Leong, who you will hear from soon.

Finally, a little about me. As you heard from Paul, I have been working in financial services for over 25 years and am passionate about helping members feel empowered and confident about their financial future. I am an experienced director, as Paul mentioned, and have a particular interest in best practice in the superannuation sector when it comes to complaints and insurance claims in particular. I am absolutely delighted to be appointed as the new chair of ANZ Staff Super. I can see that the board and management team have been working extremely hard over the last 18 months especially to bring to life recommendations from the Strategic Review in 2023.

This review determined that in addition to delivering competitive long-term investment performance, low fees and costs and great-value life insurance, the key areas of focus over the next three years would be delivering a stronger member experience and reviewing and refining our value proposition for members. So how are we doing?

In terms of member experience, you'll recall that in 2024 we transitioned to a new administrator. The transition was the largest project we have undertaken in the past 10 years and the management team worked tirelessly to deliver this for members.

The transition has allowed us to provide members with a simplified website and user friendly member portal as well as, for the first time, a convenient mobile app. We have also been able to uplift our advice offering for members as a result of our transition and we moved from weekly to daily unit pricing in November last year. Daily unit pricing was something you had been asking for and this change allows you to see the daily value of your superannuation investments, bringing us in line with industry standards.

I would now like to talk to the investment highlights for 2024 and then leave it to William for more in-depth analysis.

2024 saw strong returns for growth assets and the generally favourable investment environment enabled us to deliver performance above the 10-year objectives for our diversified investment options. In October 2024, in response to a more promising outlook, we increased the investment return objective for each of our investment options, except cash, by 1% per annum for accumulation members, including members with transition to retirement pensions and 1.5% per annum for pension members.

Our one-year returns to 31st of December 2024 for each of our investment options, rounded to whole numbers in the slide, were aggressive growth 16.3%, balanced growth 11.8%, cautious 6.1% and cash 4.2%.

Despite these strong one-year returns our consistent message to members is always that super is a long-term investment and we should always focus on the long-term results while expecting to experience highs and lows along the way.

So looking to the 10-year returns to 31st of December 2024, our diversified investment options delivered strong results:

- Aggressive growth 8.8% per annum
- Balanced growth 6.9% per annum
- Cautious 4.2% per annum and
- Cash 2% per annum.

These results outperformed their objectives over 10 years by 3%, 1.6% and 0.2% per annum respectively. The cash option has an annual objective which it has outperformed each year of the last 10 years.

Before I hand over to William to take us through our 2024 investment experience as well as 2025 so far, I'd like to highlight two major pieces of work from this year.

The first is a very comprehensive review of insurance cover for members, timed to coincide with the renewal of our insurance policy. We were supported in our insurance review by Willis Towers Watson. Chris Porter from Willis Towers Watson is here with us tonight. I am delighted to advise members that there will be no increase in premiums following the review. We are now actively engaged with Zurich about possible improvements in policy terms at no extra cost off the back of our very good claims experience. More of that later this year as we bed down the specifics, but this is good news for members and many thanks to Willis Towers Watson for their help and to our insurer, Zurich.

The second piece of work I wanted to tell you about was review of our Retirement Income Strategy. This work was designed to help our members over age 50 approaching or in retirement now to make better informed decisions about their super, things like:

- ways to help you maximise your retirement income
- manage risk and
- provide flexible access to your super leading up to, and in, retirement

You can find a summary of the new updated retirement income strategy on the website now. It outlines some of the new initiatives you'll see as a result of this work over the next 12 months, and Carolyn will mention a couple later on as well.

So two significant pieces of work designed to improve member outcomes in train or planned so far in 2025.

On a slightly different tack though, I want to address the cyber attack you may recall that impacted a number of super funds in April this year. ANZ Staff Super was not impacted by this attack, but we did take the opportunity to remind members of the steps we take to protect your accounts as well as recommend extra steps you can take like:

- making sure you've got a unique password for your super
- you've enabled multi factor authentication and
- also to use any biometric validation on your trusted devices.

One key element of superannuation today is a comprehensive regulatory environment. We support the regulatory changes currently underway across the sector to ensure members are better protected and retirement income can grow for all Australians. Our super industry is becoming the envy of the world and I have a strong personal belief that our robust regulatory environment is an essential feature of our system. Now I'd like to hand over to our Head of Investments, William Leong, to give us a bit more insight into investment markets.

Investments

William Leong, Head of Investments

Thanks, Jocelyn. Hello, all, my name is William Leong and I'm Head of Investments at ANZ Staff Super. I have over 20 years' experience in the investment industry and have allocated capital and advised some of Australia's largest superannuation funds prior to joining ANZ Staff Super. It is an honour to take on this role and it is a responsibility that the investment team and I do not take lightly. Before I get started, I want to echo Jocelyn's previous comment and thank you, our members, for trusting us to manage your retirement savings.

Global markets in 2024 experienced strong returns driven by robust US economic growth, moderating inflation alongside strong earnings performance from US technology companies linked to artificial intelligence. Later in 2024, the US presidential election victory of Donald Trump and the Republican Congress led to optimism about lower corporate taxes and deregulation, boosting US equities and the US dollar, but causing a decline in government bonds due to inflation fears. Despite geopolitical tensions, oil prices stabilized due to excess supply and subdued demand from China. Over the year, exposure to international, Australian and emerging market equities were the largest driver of returns for ANZ Staff Super diversified options. Allocations to unlisted infrastructure and credit also boosted returns.

This chart shows the asset class returns for 2024 sorted from highest to lowest and asset allocation of the Balanced Growth Option. The key takeaway is that returns have been generated across most parts of the portfolio.

This has culminated in ANZ Staff Super delivering a second consecutive year of double digit returns for the Balanced Growth Option, where most members are invested. In fact, since the end of the Global Financial Crisis in early 2009, the Balanced Growth Option has delivered positive returns in 13 out of the past 16 years, showing the success the Fund has achieved in growing member balances.

This is an important chart which shows the growth of \$100,000 invested in the Balanced Growth option over the past 20 years. The chart really highlights the power of compounding returns over time. This is also a reminder that superannuation is a long-term investment and that despite periods of market volatility it is important to stay the course which has been rewarded over time.

This chart illustrates the performance of ANZ Staff Super's diversified options versus their respective CPI plus targets. Pleasingly, every option has outperformed its CPI plus target over the last 10 years. Given we have just concluded the first half of 2025, I also want to make some comments on this period and then speak to the economic and investment outlook.

The first half of 2025 saw a significant pivot in global trade policy. This period has been dominated by the US administration's trade policies, which created significant market volatility and concerns about a potential recession. The announcement of a comprehensive tariff policy led to markets reacting sharply to trade developments.

The relationship between the US and China was a particular point of focus, as the world's two largest economies publicly engaged in trade negotiations.

In the UK and Europe, central banks cut interest rates in response to weaker growth and political uncertainty, which supported European equities well in early 2025. China navigated a volatile path, balancing domestic support with external pressures from US tariffs, securing a temporary reprieve late in the financial year.

Closer to home in Australia, the Reserve Bank of Australia began an easing cycle in response to global uncertainties, cutting interest rates twice in early 2025 to protect the domestic economy. In terms of the impact on the portfolio returns against this economic backdrop, global equities delivered positive returns despite heightened volatility declining significantly after Liberation Day then rebounding as tariffs were paused and extended. Australian equities followed global trends with gains supported by RBA rate cuts.

European equities was a standout performer due to budget stimulus in Germany and reduced US political uncertainty. Emerging market equities excelled, overcoming initial tariff threats and uncertainty and buoyed by stimulus in China and a rebound in sentiment as trade tensions eased.

Government bonds had a volatile period influenced by inflation expectations and central bank interest rate decisions. Australian government bonds were heavily influenced by this global trend as well.

This chart shows the asset class returns for the first half of 2025, sorted from the highest to the lowest and the asset allocation of the Balanced Growth option. Similar to 2024, returns have been well spread across the portfolio. In fact, every asset class has delivered positive returns.

Now to the economic and investment outlook. The global economic outlook is uncertain with a wide range of possible outcomes. Markets may continue to remain volatile in the near term as investment markets remain uncertain, driven by the policies of the US administration, geopolitics and ongoing conflicts. The US outlook has become more complex with lower growth and high inflation. The final impact on the global economy will depend on how policy levers such as scale and scope of final tariffs, government spending and interest rate policies interact. Uncertainty and the lagged impact of President Trump's recent trade policies make it difficult to assess the true momentum of the US economy.

Investment markets prefer certainty, so any progress towards stabilizing tariffs and geopolitics is likely to support further improvements in the global economy and financial markets. Despite recent global volatility, Australian fundamentals have improved with the labour market remaining robust and inflation within the RBA's target band. These developments, combined with tax cuts and further RBA interest rate cuts, suggest supportive conditions for the local economy in 2025. However, risks remain domestically, such as moderating population growth, weakness in the Chinese economy and potentially slowing global economy.

While members may feel that recent market volatility has been extraordinary, this is a normal part of the investment cycle. ANZ Staff Super has constructed a diversified portfolio to manage these fluctuations. It is important to remember the often quoted phrase "Time in the market beats timing the market" which speaks to the benefits of taking a long-term approach to managing your superannuation. Now back to you, Jocelyn.

Jocelyn Furlan, Chair of ANZ Staff Super

Thanks William. And now let's hear from our Head of Member Experience, Carolyn Tait who will talk in more detail about what we have been doing to improve the experience of members and the great things to come. Carolyn joined us in March with a substantial background in member experience with funds such as Club

Plus and most recently, Australian Super. Over to you, Carolyn.

Member Experience

Carolyn Tait, Head of Member Experience

As Jocelyn mentioned, I'm relatively new to the fund. I joined in March this year, but I've had most of my career in superannuation, so thought I'd share my observations so far. Firstly, what I believe are the top three benefits of being a member of ANZ Staff Super:

1. strong long-term investment returns and we've heard William talk about the great long-term results in investments already
2. the best value life insurance in any superannuation fund in Australia as judged by independent research house Chant West. Members currently enjoy a 45% rebate on the insurance premiums that you pay, which means that you get great insurance cover with more of your super invested for your future. Members also pay very low fees, and that also means more of your money invested for your future.
3. financial advice on key aspects of your super at no extra cost.

They are my top three, but there are also two other things that I think the fund provides that are very, very powerful tools for members. The first one, our annual retirement income projections. They come with your annual statements each year. Very few funds provide these and we've been lucky enough to be able to provide them to members for several years now.

And secondly, the Model My Super tool on the website. This is a really comprehensive but easy-to-use tool that you can use to model your own super, tailoring it to your different goals. You can model retirement income at a household level by including your partner's super and you can include non-super assets as well. The tool also models your Government Age Pension eligibility and you can include variables such as home ownership and also play around with the age at which you plan to retire to map out different retirement scenarios. This is a really powerful tool and you can download a PDF at the end to keep or to share with your financial advisor.

As Jocelyn mentioned, 2024 saw transition to a new administrator and a new website and new app, daily unit pricing and financial advice uplift for members. So far in 2025, we've trialled webinars as a different format for engaging members. The best attended webinar so far has had over 400 members dial in, indicating strong demand for more information. To better meet that need, we'll be launching a quarterly e-newsletter in September, so look out for that in your inbox.

We'll also be launching two email journeys before the end of 2025, a retirement journey to help members over age 50 with their preparation, and a welcome journey to help new members set themselves up for success.

And as part of our commitment to our recently uplifted retirement income strategy, we'll be producing quite a bit of retirement-related content over the next 12 months, including a comprehensive Planning for Retirement booklet up on the website before the end of this year.

In closing, I'd like to leave you with three simple actions to take that will help us help you.

1. Please keep your contact details up to date. One of your strongest protections from cyber threats to your super is making sure that we can contact you quickly if we need to. We need your correct mobile and a valid email address. If you are currently receiving printed communications from us, other than if you've requested a printed annual statement, anything else in paper from us is a sign that we don't have a usable email address for you. Please check in Member Online or the app and update yours if it's not right.
2. Please download the app in Australia. Don't wait till you're on that overseas holiday to download the app. Some countries won't let you. Make sure you download the app before you go. In fact, if you haven't already downloaded the app, do it now. It won't take long. It's really easy. Use the QR code on the screen or download from the App Store or Google Play.
3. And please think digital first. Think Member Online first when you need to do something. There are many things that you can do in Member Online and it's quicker and more secure than putting something in the mail to us. Go to Member Online first. You can email us from within Member Online and we're working with our administrator now to enable you to be able to send us documents as well through Member Online. Watch that space. Back to you, Jocelyn.

Jocelyn Furlan, Chair of ANZ Staff Super

As I wrap up my comments, we, your superannuation trustee, thank you for entrusting us to protect and grow your retirement savings. We will continue to work tirelessly in promoting your best financial interests.

Many thanks for attending today's annual Members meeting. We look forward to answering any questions during the Q&A session.

Q&As

Paul Rosam, Head of ANZ Staff Super

Some reminders before we get started with the Q&A. You're still able to ask a question by using the Q&A box in the top navigation bar. We'll attempt to answer all the questions during the meeting however if your question relates specifically to your personal financial circumstances our member experience team will contact you directly in the next few days.

And of course, all questions and answers provided will be included in the minutes of this meeting, available on our website within 30 days.

For privacy reasons, we'll be referring to the members that have asked questions by their first name only. So we'll start with the questions submitted prior to the meeting.

And the first one we've got is from Earl. Thank you for your question. The topic is investments.

What specific Australia-focused strategies is the board considering or implementing to enhance portfolio performance and create greater value, value and boosting returns for super members in the current economic environment? Please outline any targeted investment approaches, risk management initiatives or member engagement efforts that are part of this strategy. How will the board measure the success of their AU strategy in delivering better member outcomes? Are there any new investment approaches the board is exploring to strengthen Australian portfolio performance?

William Leong, Head of Investments

Thanks, Paul. Thanks for that question. The board and investment committee are constantly considering new investments to enhance the portfolio and add additional resilience to the outcomes. For example, most recently the Investment Committee approved an investment in unlisted property, which is a value-added property fund which looks to invest in properties below intrinsic value to add greater returns to member accounts. This is an example of some of the strategies that we've considered. In terms of measuring the success of investment strategies that are adopted, the Committee and the Board assesses them against benchmarks used widely in the industry or against absolute return targets.

In terms of new investment approaches being considered, an area of particular attention that the Board and the Investment Committee are looking at is in the unlisted infrastructure space. So watch this space over the coming year. Thank you.

Paul Rosam, Head of ANZ Staff Super

Thanks William. Right. The next question is from Emily and Emily, thank you for your question. The topic is digital versus paper interactions.

It's 2025 and many super providers now allow members to submit a notice of intent to claim a tax deduction form online, or at least via e-mail. However, at ANZ Staff Super, the only option appears to be the printing and mailing a physical form, which members must do at their own cost. Why is this process not being modernized to allow for digital submission? It seems unnecessarily inefficient and outdated, especially when compared to the industry standard.

Carolyn Tait, Head of Member Experience

Fantastic question. Thank you Emily for asking that question. And we have also had similar thoughts from other members as well. You will be very pleased to know that at the start of July we instigated a new process for NOI's and you are now able to email them in to us and I'll make sure I get exactly where it's got to go – enquiry@anzstaffsuper.com

If you e-mail your NOI's, your scanned or photographed NOI's, to that email address, that will be accepted. They won't be rejected anymore and you won't be asked to put them in an envelope with a stamp and give them to the postman.

You'll be very pleased to know though, as well as NOI's, we're looking at a range of other transactions that are not yet enabled in MOL that we may choose to accept digitally from members. We're looking very closely at that so watch that space but my guidance with all things transaction wise is to go to MOL or the app first, because you may be surprised at how many things you can actually do within MOL. But thanks for that question, Emily.

Paul Rosam, Head of ANZ Staff Super

Thanks, Carolyn. Next question is from Jane. She wants to talk investments too.

How did the fund asset managers perform relative to their benchmarks over the year and what actions are being taken where there's been underperformance?

William Leong, Head of Investments

Thanks for that question Jane. On the whole, with the majority of the funds, investment managers outperformed over the past year and that's a reflection of the investment environment that we had over 2024 where most asset classes delivered positive returns. The fund reviews all investment managers against a particular benchmark to assess whether or not the investment still remains appropriate for the fund and if we still have high conviction in that allocation in that strategy. When a manager underperforms we review the reasons for the underperformance, focusing on whether or not these are more transitory factors at play, causing the underperformance, or if there's more structural factors at play, and then make an assessment whether or not we continue with that investment going forward. Thank you.

Paul Rosam, Head of ANZ Staff Super

All right. Thanks, William. So the next question from Stephen and thank you for your question. He wants to talk about insurance.

I would like to know why we're unable to opt for TPD only insurance and opt out of death insurance and we'd like to request that we look at changing this. For people who are financially secure or have no dependents, death insurance isn't necessary. But it's not possible to opt out of death only, and thus erode our super balances with fees for something that we do not want and will never benefit from. For people in circumstances like myself, this feels like a type of junk insurance. And I think it's unfair.

Carolyn Tait, Head of Member Experience

Again, great question. Thank you, Stephen. This one I actually had my views on and obviously the fund has got a view on, but I took it to our insurer Zurich for their view on it. So to do it justice I'll just read you some of their thoughts as well. Really interesting question. In a nutshell, unless there was significant member demand for standalone TPD amongst our members, introducing it would increase cost to all due to things like:

- higher premiums due to the smaller risk pool and also
- the cost of configuring something that is non-standard at our administrator.

Admin systems and policy designs are structured around the historical bundling of Death and TPD. Whilst everyone's circumstances are unique and you raise a really good point Stephen, and for some members death cover may not feel necessary ANZ Staff Super is for all members. Part of what helps us keep our costs down for all members is designing products and propositions that meet most of the needs of most of our members.

Most of our members need both Death and TPD, and that was borne out in the recent insurance work that Jocelyn spoke to earlier. So introducing standalone TPD at this point anyway would not pass our members' best financial interest test. Good question though and it's definitely something that we need to be continually monitoring and to stay up with what members want and what the market offers. So thanks for that one again, Stephen.

Paul Rosam, Head of ANZ Staff Super

All right, thanks, Carolyn. Next question is also from Stephen. The topic is investments.

Is the board considering an investment option or pathway or framework to help or automate people progressively switching investment strategies as they enter and progress through the 10 year period leading up to retirement, commencement of pension, drawdown phase?

And I might take this one. Lifestyle products that de risk investments as retirement needs can be a blunt tool, one-size-fits-all tool. While they aim to protect members from market downturns near retirement, they may leave some underexposed to growth assets for too long increasing the risk of people outliving their savings. We encourage you and all members to engage with their super regularly and get financial advice to make sure that your retirement strategy works for you. ANZ Staff Super members can speak to a financial advisor about your retirement plans by calling us on 1800 000 086.

Right. Our next question from Andrew on investments. Thank you for your question, Andrew, and your feedback.

Great performance by the Balanced and Aggressive funds and whilst the admin and insurance fees are very competitive in the marketplace, the investment fees could do it some work given the balanced growth fee of 0.465 % likely being the result of the active management strategy pursued by the fund managers chosen compared to the Vanguard super balanced option at 0.21%. What steps are being made to renegotiate with Macquarie, Towers Watson, Hyperion et al or will steps be made to move into lower-cost passive funds?

William Leong, Head of Investments

Thanks for that question, Andrew, and thank you for your positive feedback. The fund has a laser focus on delivering strong net of fees returns. We achieve this by investing in a combination of active and passive strategies. Using passive strategies does lower the cost of the fund. We are mindful of that, but they do perform in cyclical fashion. Using active strategies does increase the cost of the fund, but we do this with the expectation that the additional fees come with high expected returns over time. By using a combination of these strategies the fund aims to deliver less volatile performance for members. It is important to remember that taking a long-term perspective is needed to harvest the best outcomes in superannuation. And in relation to fees, fees is an area that we're very focused on and the fund reviews the fees paid to investment managers on an annual basis to ensure that we're receiving the best offers that the managers can provide for a fund of our size and scale. Thank you Andrew.

Paul Rosam, Head of ANZ Staff Super

All right. Thanks, William, but don't go too far. Next one's for you too. This one's from Andrew and thank you for your question.

What is the current exposure to thermal, coal, oil and gas in the portfolios and how does this align with the fund's net zero objectives?

William Leong, Head of Investments

Thank you, Andrew, again. As at the end of 2024, the fund's listed equity exposures are positioned either at or below the relevant benchmark exposures to thermal coal and gas. For example, the thermal coal exposure amounted to 0.3%, below the benchmark of 0.4%. The allocation and closure of oil and gas, which includes distribution and trading amounted to 3%, compared to the benchmark of 3.4%.

The fund has made a number of investments over the past few years to move towards the net zero commitment. We continue to work with our advisor to balance our commitment to members' best financial interests and maximising long-term investment returns with managing the financial risks associated with climate change and our journey to achieving a net zero pledge by 2050.

Paul Rosam, Head of ANZ Staff Super

All right. Thanks, William. Let me check to see whether there are any questions that have been submitted tonight. At this stage, looks like we have no more questions. So all that's left for me to do is throw to Jocelyn to wrap up.

In conclusion

Jocelyn Furlan, Chair of ANZ Staff Super

Thank you very much Paul and thank you to the people who have attended this annual general meeting and for your questions. I hope that today we have provided you with greater insight into your super fund and continue to provide comfort that we are focused on having the right strategy, people and governance to deliver on your retirement objectives.

We appreciate you taking the time to join us today. Thank you very much.

End of transcript.