

BUSSQ FY2024/25 Annual Members' Meeting Minutes

Date:	24 February 2026
Time:	4:00 pm (Australian Eastern Standard Time)
Location:	Online
Chair:	Chris Taylor (Chair)
Directors:	Ben Young Emma Eaves Hemal Patel Linda Vickers Paul Dunbar Paul Hick
Minutes:	Hailey Green (Compliance Manager)
In Attendance:	Damian Wills (Chief Executive Officer) Carolyn Bartsch (Executive Manager, Marketing, Brand & Communications) Lisa Cumberland (Executive Manager, Governance, Risk and Compliance) Leigh Mackay (Executive Manager, Member Engagement) John MacDonald (External Auditor) (Ernst & Young)
Apologies:	Geoff Baguley

Disclaimer

The information provided in the Annual Members' Meeting and these minutes is general information only. It does not take into account or consider your personal objectives, financial situation, or needs. Before making a decision, you should review the Product Disclosure Statement (PDS) to ensure you have all the information on the relevant BUSSQ product and how it works and consider the appropriateness of the information to your needs or obtain financial advice tailored for your personal circumstances. The PDSs and Target Market Determinations are available at bussq.com.au/pds

BUSSQ's quoted investment returns are net of investment fees and costs, taxes, and the percentage-based administration fee. Past performance is not a reliable indicator of future performance and is only one thing to consider when choosing a super fund.

The meeting commenced at 4:00 pm.

BUSSQ's Chair, Chris Taylor, welcomed members to the 2024/25 financial year BUSSQ Annual Member's Meeting. He acknowledged the traditional owners of the lands on which the meeting took place, and from where attendees were joining from. Mr Taylor paid respects to elders, past, present and emerging, and recognised their deep connection to these lands and the role they have played as caretakers for tens of thousands of years.

1. Chair's Address

Chris Taylor:

- Welcomed members attending online and thanked them for their continued trust in BUSSQ and acknowledged them as the backbone of Queensland's building, construction and civil industries. BUSSQ's purpose of putting members first and supporting members to achieve secure and confident retirement outcomes was noted.
- Introduced and thanked Directors and Executive team for their dedication over the past year. The Directors for the 2024/25 financial year were acknowledged as Ben Young, Emma Eaves, Geoff Baguley, Hemal Patel, Linda Vickers, Paul Dunbar and Paul Hick. It was noted that a quorum of Directors was present, and that John McDonald attended online representing the Fund's auditor, Ernst & Young.
- Noted that within the Trustee Office, Peter Laity departed BUSSQ in December 2025 from the role of Chief Investment Officer, and that Bill Watson will commence as Chief Investment Officer in April 2026. It was further noted that Damian Wills is acting as Interim Chief Investment Officer until that time to ensure continuity of the investment strategy.
- Noted the past financial year was one of progress and purpose, with a focus on strengthening governance and operational resilience, simplifying products and reducing fees, refining investment strategies, and expanding advice and education services to support members' retirement outcomes.
- Noted that governance framework was strengthened through programs designed to enhance operational resilience and meet new accountability standards under the Financial Accountability Regime. It was further noted that changes in the superannuation environment included the increase in the Superannuation Guarantee from 11.5% to 12% effective 1 July 2025, preparation for the introduction of Payday Super from 1 July 2026, and proposed changes to the Low Income Super Tax Offset currently progressing through Parliament.
- Noted that looking ahead, BUSSQ's focus remains on exceeding member expectations, enhancing products, simplifying processes, providing resources and tools that support members at every stage of their super journey, and remaining responsive to regulatory, industry and technological developments.
- Thanked members for their continued trust, and to the Board, committees, industry partners and BUSSQ staff for their commitment to putting members first, before handing over to the Chief Executive Officer.

2. Chief Executive Officer's address

Damian Wills:

- Thanked the Chair and welcomed members, directors, industry partners and staff. It was noted the privilege of providing an update on the Fund's progress, achievements and direction for the year ahead. It was noted that BUSSQ marked 40 years of service to Queensland's building, construction and civil industries during the financial year, having grown from its first member contribution in early 1985 to more than \$7.42 billion in funds under management for more than 72,000 member accounts as at 30 June 2025. The Fund's continued commitment to acting as custodian of members' retirement savings and prioritising members' best interests was reaffirmed.
- Noted that despite global market volatility, the 2025 financial year saw good results for BUSSQ, with the Balanced Growth option delivering double-digit returns across Super, Transition to Retirement and Retirement Income accounts, and achieving an average return of 9.14% since inception.
- Noted the next phase of the fee reduction strategy was implemented effective 1 July 2025, including removal of the weekly administration fee for Super members and a reduction in the percentage-based administration fee from 0.20% to 0.18% per annum. While a weekly fee was introduced for Income accounts, most members are now paying less in fees. It was further noted that the MySuper and Premium Choice products were consolidated into the BUSSQ Super account on 1 October 2025 as part of the product simplification initiative, and that advice and education services continued to expand with strong member confidence outcomes reported.
- Noted that service quality outcomes for the year included payment of 100% of death claims, payment of 94.3% of TPD claims, and zero death benefit service-related complaints escalated to AFCA, supported by the introduction of the Member Service Promise.
- Noted key achievements during the year included welcoming 7,008 new member accounts, bringing the total to over 72,000, management of more than \$7.42 billion in retirement savings, recovery of over \$10.1 million in late contributions through the arrears process, response to over 96,000 member enquiries, and delivery of more than 580 workplace information sessions across Queensland. Noted that BUSSQ received Super Review's Service Quality Award 2026 in November 2025, recognising service quality at a national industry level.
- Noted operational resilience was strengthened, alongside enhanced vendor governance and investment in technology and cyber security controls. It was further noted that the investment portfolio continued to be reviewed and adjusted, and that investment was made in staff capability through training and support to enable the best possible outcomes for members.
- Noted that looking ahead, BUSSQ remains focused on supporting Queensland's building, construction and civil industries, including anticipated growth associated with major infrastructure projects and preparations for the 2032 Games, with continued innovation around member's needs, simplifying processes and investing in advice, tools and member services.

3. Chief Investment Officer's address

Damian Wills (Acting Chief Investment Officer):

- Noted that the 2024/25 financial year was characterised by significant market volatility driven by geopolitical tensions, developments in United States politics, and shifts in monetary policy. It was noted that global trade tensions, tariff announcements and ongoing inflation concerns contributed to an uncertain and challenging investment environment.
- Noted that investment performance during the year was influenced by a number of themes across Australian, global and emerging markets, including artificial intelligence and technology investment, geopolitical fragmentation and trade realignment, divergence in central bank monetary policy, energy transition and infrastructure investment, and market concentration and valuation risks. It was noted that continued investment in artificial intelligence supported US market outperformance but contributed to valuation volatility, while geopolitical fragmentation and shifts from globalisation toward regionalisation, central bank divergence in monetary policy, and increased investment in energy transition and infrastructure created both risks and opportunities across markets. It was further noted that equity market returns remained concentrated in a small number of large technology companies, creating both momentum opportunities and valuation risks, as evidenced by market volatility during April, followed by a subsequent recovery. Despite these conditions, it was noted that markets finished the financial year strongly, with Australian, global and emerging share markets posting gains.
- Noted that investment performance for the financial year to 30 June 2025 delivered positive outcomes for members, with the Balanced Growth and High Growth diversified options achieving double-digit returns. For Super members, Balanced Growth returned 10.09% and High Growth returned 11.40%, while for Income account members, Balanced Growth returned 12.43% and High Growth returned 14.19%. It was noted that the higher returns for Income accounts reflected the tax-free nature of earnings in the retirement phase, and that Income account options achieved above-median returns in these options relative to peers based on the June 2025 SuperRatings performance survey. It was further noted that all other investment options also delivered positive results for the year.
- Noted that the diversified options are designed to deliver returns above inflation, measured by using the Consumer Price Index plus a percentage margin, and that for the ten years to 30 June 2025 all diversified options exceeded their investment objectives, supporting members to protect and grow their retirement savings over time.
- Noted that throughout the financial year, proactive changes were made designed to safeguard and enhance long-term growth of members retirement savings. It was noted that a more cautious asset allocation was maintained in response to valuation concerns, particularly in US share markets, alongside a strong allocation to infrastructure and increased exposure to opportunistic debt and fixed interest. It was further noted that investment exposure by using the Consumer Price Index plus a percentage margin that differs for each option in US, Global and Australian shares was increased when share markets fell in April, contributing to improved returns for diversified options. It was further noted that the Balanced Growth option delivered a top-ten quarterly return for the June 2025 quarter based on the SuperRatings performance survey. These actions reflected an active approach to managing risk and opportunities.

- Noted that during 2025 the Board undertook a comprehensive review of investment beliefs, portfolio construction and the investment options available to members to ensure expectations for cost-effective, risk-adjusted returns continue to be met. It was noted that material changes were made to equity investment managers in December, including removal of underperforming managers, increased use of passive management in the short term, and a resulting reduction in investment management fees. It was further noted that following Peter Laity's departure in December, Bill Watson was appointed as Chief Investment Officer, and that a review of the investment menu is underway to ensure options remain true to label and simple for members to understand, with any changes to be communicated to members.
- Noted that looking ahead, key areas being closely monitored include global trade tensions, interest rate decisions by central banks, geopolitical conflicts, and technology trends including developments in artificial intelligence and major technology companies. It was noted that these influences will be monitored closely and the approach may be adjusted to help protect and grow members retirement savings.
- Noted the importance of a long-term investment approach, recognising that markets experience cycles of growth and volatility, and that sustained investment over time supports long-term success. It was noted that members were encouraged to take a real interest in their superannuation and to partner with a fund that has their best financial interests at heart and helps them navigate these cycles with financial advice to support retirement planning.

4. Questions and Answers

Leigh Mackay:

Explained how to ask a question using the online chat function and noted that questions relating to a member's personal account or situation could not be answered during the meeting. In addition, she explained that if a member had a personal question, they could contact BUSSQ on **1800 692 877** to discuss.

The questions received from members prior to the meeting, the responses, and who provided the response, are shown below. No questions were received during the meeting.

Question 1

Dear BUSSQ, are we still an independent entity, with no takeover aspirations or ambitions being considered from larger funds?

My Taylor confirmed BUSSQ remains an independent, member-focused fund. The Board has no current plans or intentions to pursue a merger, and there are no formal or informal merger proposals being considered by, or presented to, BUSSQ at this time. BUSSQ is conscious that the superannuation industry continues to evolve, with ongoing regulatory change and consolidation across the sector. The Board's current view is that BUSSQ can best serve members' interests by remaining independent and focusing on what matters most - delivering award-winning service, strong long term investment outcomes, and providing the products, tools and resources to help members at every stage of their super journey. It was further noted that the Board has a responsibility to act in the best financial interests of members. If any proposal were to arise in the future, it would be carefully assessed against that obligation. However, a merger is not something the Board is currently discussing or considering.

Question 2

How is the fund performing? And what gains has it made?

Mr Wills noted BUSSQ delivered a positive year of performance despite a period of heightened market volatility, driven by global economic, political and inflationary pressures. The Fund's Balanced Growth options - where most members are invested - delivered double-digit returns over the financial year. For the Super and TTR members this option delivered a 10.09% return, and for Income account members it was 12.43%. Over the longer term, the Balanced Growth Super option averaged a solid 9.14% return since inception to 30 June 2025, which provides an important long-term view of performance over different market conditions. For all of BUSSQ's other investment options, it was noted that they also delivered positive returns over the financial year, and BUSSQ's focus remains on supporting members' retirement outcomes over time, rather than short-term market movements.

For more information on BUSSQ's investment returns go to bussq.com.au/investments.

Question 3

What do you see as the risks and opportunities from the uptake of AI with regard to the internal operation of BUSSQ? And how is the Fund positioned with regard to AI exposed stocks more broadly?

Mr Wills noted that from an operational perspective, we recognise that AI is developing rapidly across many industries. At BUSSQ, AI is being introduced in a measured and deliberate way, where it can support staff with efficiency and analysis, while maintaining personalised service to members. As with any new technology, it needs to be used carefully. That includes making sure information is handled securely, results are checked and AI supports - rather than replaces human judgement or decision making. That's why BUSSQ has introduced AI gradually, with controlled testing and clear governance and oversight in place. BUSSQ staff remain responsible for all decisions, and are trained and guided to question, verify and apply critical thinking, so that any use of AI remains responsible, secure and aligned with BUSSQ's duty to act in members' best interests. From an investment perspective, BUSSQ holds investments in AI companies and companies that are using and benefiting from AI. A cautious approach was taken for BUSSQ's exposures to AI stocks last year and held underweight positions generally to the index. Exposure to companies involved in areas such as AI occurs through BUSSQ's diversified investment strategy and options, where relevant, rather than through targeted or speculative positions. As touched upon earlier today, BUSSQ's focus remains on a medium to long term approach to investing, aimed at supporting members' retirement outcomes over time.

Question 4

Given that the CFMEU is currently under administration and there is an ongoing inquiry into the Union, how is this disruption impacting the management of BUSSQ? And, what strategies have been considered to manage the risk of CFMEU being deregistered as a Union?

Mr Taylor noted that it is important to remember that BUSSQ is independently operated by the board and a dedicated team of highly experienced superannuation experts. Like all industry funds, its sponsoring shareholders are equally represented by employer and member bodies. For BUSSQ, that is Master Builders Queensland and CFMEU Queensland. However, their role in BUSSQ starts and finishes

with the nomination of directors whose duty is to independently manage the fund in the best financial interest of members, under the watchful eye of industry regulators. Apart from the support provided directly to our members, BUSSQ's sponsors provide promotional assistance to their respective members and are strong supporters of BUSSQ but have no operational or management function of BUSSQ. Therefore, nothing to date that has occurred with CFMEU Qld has affected BUSSQ's day to day operations and that will not change. In the unlikely event that CFMEU Queensland was deregistered, an alternative union would need to take over the representation of members of the construction industry under various industrial relations laws. That replacement would likely become the member representative for BUSSQ. The change would ultimately not have any impact on the fund's day to day operations.

Can you provide an update of the "review of the Trustees fitness and propriety framework for directors and expenditure decisions as they pertain to the CFMEU", as requested by (APRA) on 15 August 2024?

My Taylor noted that in August 2024, the regulator, APRA, asked BUSSQ to review the Trustee's fitness and propriety framework and its expenditure decisions connected to the CFMEU. BUSSQ engaged KPMG as an independent advisor in 2025 to carry out the review. KPMG concluded that BUSSQ's current directors and officers are fit and proper, and that, with the exception of an area where recommendations have been made, the CFMEU connected expenditure decisions are consistent with the sound and prudent management of BUSSQ's business operations. KPMG's report included recommendations to further uplift BUSSQ's governance in these areas, and BUSSQ have been implementing these as part of the Uplift Plan, with APRA being involved along the way. Overall, BUSSQ remains focused on strong governance and acting in members' best financial interests and both the KPMG Independent Report and our Uplift Plan are available to read on our website.

5. Close

Leigh Mackay concluded the Annual Members' Meeting for the 2024/25 financial year by noting that BUSSQ values the opportunity to connect with its members and is proud to work on their behalf, remaining focused on delivering award-winning service and supporting members to build a more confident retirement. The meeting closed at 4:44 pm.