

## Guardians of New Zealand Superannuation Annual Review 2019/20 - Appendices

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## APPENDIX A – Guardians of New Zealand Superannuation Select Committee Response 2019/20

Break down of data for the following questions:

64. How many permanent staff were employed within your department, agency or organisation during the last financial year? How does this compare to each of the previous four financial years? Please breakdown by:

- Role (e.g. policy/admin/operational)
- Classification (full and part-time)
- Office (e.g. geographical location)

Please provide detailed explanations for any fluctuations in staff numbers of plus or minus 10%.

65. Please provide a breakdown by role (e.g. policy/administration/operational) and location of the agency or organisation's staff numbers in 2019/20 and each of the previous four financial years, by age and gender.

67. How many of the total staff employed are considered to be frontline staff and how many are considered back office staff (both in nominal terms and as a percentage of total staff) and how does that number compare to the number of frontline and back office staff in each of the past four financial years?

<b>30/06/2020</b>	<b>Role Type</b>	<b># of Employees</b>	<b>Gender</b>
Investments functions	Front Office	16	F
Investments functions	Front Office	40	M
Operational functions	Back Office	18	F
Operational functions	Back Office	29	M
Administration functions	Back Office	34	F
Administration functions	Back Office	20	M
		<b>157</b>	
Front Office (16 Female, 40 Male)	36%	56	
Back Office (52 Female, 49 Male)	64%	101	
		<b>157</b>	
Part time (7 Female, 2 Male)		9	
Fulltime (61 Female, 87 Male)		148	
		<b>157</b>	
Auckland Based		<b>157</b>	
Female		68	
Male		89	
		<b>157</b>	
Under 20		0	

20-29		15	
30-39		65	
40-49		51	
50-59		21	
Over 60		5	
		<b>157</b>	

<b>30/06/2019</b>	<b>Role Type</b>	<b># of Employees</b>	<b>Gender</b>
Investments functions	Front Office	12	F
Investments functions	Front Office	41	M
Operational functions	Back Office	14	F
Operational functions	Back Office	25	M
Administration functions	Back Office	29	F
Administration functions	Back Office	20	M
		<b>141</b>	
Front Office (12 Female, 41 Male)	38%	53	
Back Office (43 Female, 45 Male)	62%	88	
		<b>141</b>	
Part time (5 Female, 2 Male)		7	
Fulltime (49 Female, 84 Male)		134	
		<b>141</b>	
Auckland Based		<b>141</b>	
Female		55	
Male		86	
		<b>141</b>	
Under 20		0	
20-29		12	
30-39		56	
40-49		47	
50-59		23	
Over 60		3	
		<b>141</b>	

<b>30/06/2018</b>	<b>Role Type</b>	<b># of Employees</b>	<b>Gender</b>
Investments functions	Front Office	12	F
Investments functions	Front Office	42	M
Operational functions	Back Office	12	F
Operational functions	Back Office	23	M
Administration functions	Back Office	24	F
Administration functions	Back Office	17	M
		<b>130</b>	

Front Office (12 Female, 42 Male)	42%	54	
Back Office (36 Female, 40 Male)	58%	76	
		<b>130</b>	
Part time (6 Female, 2 Male)		8	
Fulltime (39 Female, 77 Male)		122	
		<b>130</b>	
Auckland Based		<b>130</b>	
Female		48	
Male		82	
		<b>130</b>	
Under 20		0	
20-29		13	
30-39		53	
40-49		43	
50-59		18	
Over 60		3	
		<b>130</b>	

<b>30/06/2017</b>	<b>Role Type</b>	<b># of Employees</b>	<b>Gender</b>
Investments functions	Front Office	12	F
Investments functions	Front Office	37	M
Operational functions	Back Office	13	F
Operational functions	Back Office	22	M
Administration functions	Back Office	22	F
Administration functions	Back Office	21	M
		<b>127</b>	
Front Office (12 Female, 37 Male)	39%	49	
Back Office (35 Female, 43 Male)	61%	78	
		<b>127</b>	
Part time (8 Female, 3 Male)		11	
Fulltime (39 Female, 77 Male)		116	
		<b>127</b>	
Auckland Based		<b>127</b>	
Female		47	
Male		80	
		<b>127</b>	
Under 20		0	
20-29		13	

30-39		56	
40-49		35	
50-59		20	
Over 60		3	
		<b>127</b>	

<b>30/06/2016</b>	<b>Role Type</b>	<b># of Employees</b>	<b>Gender</b>
Investments functions	Front Office	11	F
Investments functions	Front Office	33	M
Operational functions	Back Office	13	F
Operational functions	Back Office	18	M
Administration functions	Back Office	20	F
Administration functions	Back Office	20	M
		<b>115</b>	
Front Office (11 Female, 33 Male)	38%	44	
Back Office (23 Female, 38 Male)	62%	71	
		<b>115</b>	
Part time (9 Female, 2 Male)		11	
Fulltime (35 Female, 69 Male)		104	
		<b>115</b>	
Auckland Based		<b>115</b>	
Female		44	
Male		71	
		<b>115</b>	
Under 20		0	
20-29		6	
30-39		52	
40-49		38	
50-59		18	
Over 60		1	
		<b>115</b>	

## APPENDIX B - Guardians of New Zealand Superannuation Select Committee Response 2019/20

68. How many contractors, consultants, including those providing professional services, were engaged or employed in 2019/20 and what was the estimated total cost? How did this compare to each of the previous four financial years, both in terms of the number engaged and the total cost? For each consultant or contractor that has been engaged in the previous four financial years please provide the following details:

- Name of consultant or contractor
- Type of service generally provided by the consultant or contractor
- Details of the specific consultancy or contract
- Budgeted and/or actual cost
- Maximum hourly and daily rates charged
- Date of the contract
- Date the work commenced
- Completion date
- Whether tenders were invited; if so, how many were received
- Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
<b>2019/2020</b>									
6 Degrees Executive Development Ltd	Training	Research & Training	46,626	Agreed fees	Jul-19	Jul-19	Ongoing	No	Ongoing provision of training services
Adaptive Insights Pty Ltd	Cloud Services	Implementation of budgeting and forecasting software	37,118	Agreed Fee	Apr-19	Apr-19	Ongoing	Yes, 12 through RFI stage. 4 in RFP stage	Ongoing Support and Maintenance
Akin Gump Strauss Hauer & Feld LLP	Legal Services	Legal Fees	31,083	Agreed fee	Oct-19	Oct-19	May-20	No	Ongoing as required
Aksia	Professional advisor fees	Operational Due Diligence Research	23,319	Agreed fee	Jun-20	Jun-20	Jun-20	No	No
Aksia	Professional advisor fees	Advisor research services	75,267	Agreed fee	Feb-09	Feb-09	Ongoing	No	No
Allens	Legal Services	Legal Fees	95,103	Agreed fee	Aug-19	Aug-19	Jan-20	No	No
Amanda Millar & Co	Media training	Series of group media and presentation training sessions	12,500	Agreed fee	Jul-19	Jul-19	Jun-20	No	As required
AON (W&I Insurance)	Professional advisor fees	Operational Due Diligence Research	145,190	Agreed fee	May-20	May-20	Jun-20	No (Investment related expenditure)	No
Aon Hewitt Hong Kong Ltd (McLagan)	Remuneration Consultancy	Remuneration Advice - stakeholder interviews	37,604	Agreed fee	Jul-19	Jul-19	Aug-19	No	Yes, separate phase 2, competitive global remuneration market practices
Aon Hewitt Hong Kong Ltd (McLagan)	Remuneration Consultancy	Remuneration Advice - competitive market practices	93,914	Agreed fee	Jul-19	Jul-19	Aug-19	No	No
Auldhouse Computer Training Limited	Research & Training	Training	16,835	Agreed fee	Jul-19	Jul-19	Jun-20	No	As required
Australian Institute of Company Directors	Research & Training	Training	17,007	Agreed fee	Jul-19	Jul-19	Jan-20	No	As required

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2019/2020									
Barker Associates	Professional advisor fees	Operational Due Diligence Research (Real estate)	28,167	Agreed fee	Aug-19	Aug-19	May-20	No	No
Barnes Beagley Doherr	Professional advisor fees	Operational Due Diligence Research	12,000	Agreed fee	Aug-19	Aug-19	Sep-19	No	No
BCA Research Inc	Professional advisor fees	Other Professional Services	39,160	Agreed fee	Oct-19	Oct-19	Oct-19	No	No
BCA Research Inc	Research & Training	Training/Conference	17,547	Agreed fee	Sep-19	Sep-19	Nov-19	No	As required
Beca Ltd	Professional advisor fees	Operational Due Diligence Research (Real estate)	129,695	Agreed fee	Oct-19	Oct-19	May-20	No	No
Bell Gully	Legal Services	Legal Fees	45,829	Agreed fee	Nov-19	Nov-19	Jun-20	No	No
Bell Gully	Professional advisor fees	Operational Due Diligence Research	12,950	Agreed fee	Mar-19	Mar-19	May-20	No (Investment related expenditure)	No
Bluehead Limited	Other Professional Services	Professional advisory services on Guardians technology	31,875	Agreed fee	Dec-19	Dec-19	Apr-20	No	As required
BMO Global Asset Management	Other Professional Services	RI engagement services	119,535	Agreed fee	May-15	May-15	Annual Renewal	Yes - 2	Annual Renewal
Bruce Jarvis Photographic Services Ltd	Communications Advice	Photography	9,773	Agreed fee	Jul-19	Jul-19	Jun-20	No	As required
CBRE	Professional advisor fees	Valuations	53,362	Agreed fee	Jul-19	Jul-19	Aug-19	No	No
CBRE	Professional advisor fees	Operational Due Diligence Research	4,500	Agreed fee	Mar-20	Mar-20	Mar-20	No	No
CEM Benchmarking	Benchmarking cost and performance of investments and administration	Professional advisor fees	35,000	N/A - this is a fixed price for a survey we take part in.	N/A	N/A	N/A	N/A	Yes - we expect to continue to take part in the survey annually
Chapman Tripp	Legal Services	Legal advice and secondment	294,858	Agreed fee	Jul-19	Jul-19	Jun-20	No (Investment related expenditure)	Ongoing as required
Clayton UTZ	Legal Services	Legal Fees	12,804	Agreed fee	Jun-20	Jun-20	Jun-20	No	No
ClearPoint Ltd	Professional advisor fees	Other Professional Services	3,879	Agreed fee	Jul-19	Jul-19	Mar-20	No	No
ClearPoint Ltd	IT Services	Consultants for various projects and services/Contractors to support Business Solutions Team	315,409	Various hourly	As required	As required	As required	No (Multiple engagements - No single contract was over \$100k)	SOW based on Master Service Agreement. Dependent on projects.

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2019/2020									
ClearPoint Ltd	Digital transformation & Project management	Professional advisor fees	2,778	\$160 p/h	Jul-19	Jul-19	Aug-19	No - this was a project manager we had used successfully on another project	Contract has extended with the project timeline. Any further work would be a separate engagement.
ClearPoint Ltd	Cloud Services	Project management - implementation of accounting software	255,240	NZD128 phr	As required	As required	As required	No - original contracted cost was below \$100k. Project delays and expansion of scope resulted in additional costs.	SOW based on Master Service Agreement. Dependent on projects.
Clifford Chance	Legal Services	Legal Fees	219,901	Agreed fee	May-20	May-20	Jun-20	No (Investment related expenditure)	No
CloudZone One Limited	Cloud Services	Implementation of accounting software	137,853	Agreed Fee	Nov-19	Nov-19	May-20	Yes, 12 through RFI stage. 4 in RFP stage	Ongoing Support and Maintenance
CohnReznick	US Income tax returns/ advice	Tax Advice	55,155	Agreed fee	Oct-17	Oct-17	Ongoing	No	As required
Colliers	Professional advisor fees	Operational Due Diligence Research	25,287	Agreed fee	Jul-19	Jul-19	Mar-20	No	No
Connect NZ Ltd	IT Services	Videoconferencing	56,815	Agreed Fee	May-19	May-19	Ongoing	No	As required - ongoing support of Zoom videoconference software & hardware.
Convergence Partners Limited	Recruitment	Recruitment Services	123,690	Agreed fees (multiple engagements)	Jul-19	Jul-19	Ongoing	No (Multiple engagements - No single contract was over \$100k)	Ongoing requirement of recruitment services.
Core Logic	Professional advisor fees	Other Professional Services	6,400	Agreed fee	Oct-19	Oct-19	Nov-19	No	Ongoing as required
Corporate Property Solutions	Professional advisor fees	Operational Due Diligence Research	54,883	Agreed fee	Mar-20	Mar-20	May-20	No	No
Crang Civil	Professional advisor fees	Operational Due Diligence Research	36,374	Agreed fee	Mar-20	Mar-20	Mar-20	No	No
Cube Credit Ltd	Professional advisor fees	Operational Due Diligence Research	14,286	Agreed fee	May-20	May-20	Jun-20	No	No
Datacom Solutions Limited	Monthly payroll services	Payroll Services	21,711	Agreed fee	Jul-19	Jul-19	Jun-20	No	This is an ongoing service provided by Datacom with no anticipated end date - the service is reviewed periodically.
Datacom Systems Ltd	Computer software & IT services	Monthly software and consultation	430,817	Agreed fee	Feb-08	Dec-07	Ongoing	Yes, in 2009. 3 on shortlist. Ongoing support and maintenance agreement put in place in 2009.	As required
Datacom Systems Ltd	Infrastructure Services, Business Continuity, It Services, Computer software	Monthly BAU, RAAS Services, Collaborative support, Sharepoint Support	1,460,842	Agreed fee	Feb-08	Dec-07	Ongoing	Yes, in 2009. 3 on shortlist. Ongoing support and maintenance agreement put in place in 2009.	As required
Deloitte	Professional advisor fees	Operational Due Diligence Research	109,820	Agreed fee	Sep-19	Sep-19	Jun-20	No (Investment related expenditure)	No
Deloitte	Internal Control/Audit	Database Management	36,122	Agreed per assignment	May-20	May-20	Oct-20	No	No



Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2019/2020									
Deloitte	Tax Advice	Tax compliance and advisory services	570,638	Agreed fee with work performed on multiple engagements with individual engagement letters	Nov-09	Nov-09	Ongoing	No (Investment related expenditure)	As required
Deloitte	Advisory services	Other Professional Services	7,359	Agreed fee	AcG contract in place – dated 18 Dec 2019	Feb-20	Sep-20	No. Deloitte are our fraud advisors at the moment.	No
Deloitte	Valuation services	Accounting	327,616	N/A - this was a fixed price for a specific service	Jun-20	Jun-20	Jun-20	Yes - 3 firms bid for the valuation work	Yes, these are multi-year valuation engagements
DLA Piper	Professional advisor fees	Operational Due Diligence Research	52,609	Agreed fee	Mar-20	Mar-20	Mar-20	No	No
Engeo	Professional advisor fees	Operational Due Diligence Research	75,813	Agreed fee	Mar-20	Mar-20	Mar-20	No	No
Enviro-Mark Solutions Limited	Carbon accreditation services	Other Professional Services	13,388	Agreed fee	Oct-19	Oct-19	Jun-20	No	This is an annual engagement and associated membership cost
Ernst & Young	Audit services	Audit Fees/External Audit	596,350	N/A - this was a fixed price for a specific service.	Jun-18	Jun-18	Sep-20	N/A - Ernst & Young are an OAG appointee.	Yes - EY have been appointed by the OAG on a 3-year basis.
Euromoney Trading Ltd	Research & Training	Training: School of Bonds & Fixed Income	11,571	Agreed fee	Sep-19	Sep-19	Sep-19	No	No
First Advantage	Professional advisor fees	Operational Due Diligence Research	27,250	Agreed fee	Sep-19	Sep-19	Mar-20	No	No
First Advantage	Other Professional Services	Research	3,381	USD2,150 per review	Nov-19	Nov-19	Nov-19	No	No – one-off engagement
Flow	Professional advisor fees	Operational Due Diligence Research	12,625	Agreed fee	Mar-20	Mar-20	Mar-20	No	No
Fujitsu New Zealand Limited	Computer software, IT services, Cloud Services, Infrastructure services	IT managed services, Smartnet	818,552	Agreed Fee	Jan-18	Jan-18	Ongoing	Yes. 8 in initial RFI.	Ongoing
Fusion5 Ltd	Cloud Services	Implementation of accounting software	76,683	Agreed Fee	Apr-19	Apr-19	Nov-19	Yes, 12 through RFI stage. 4 in RFP stage	No
Gartner Australasia Pty Ltd	Research & Training	Symposium	5,630	Agreed Fee	Aug-19	Sep-19	As required	No	No
Gerson Lehrman Group Inc	Operational due diligence research	Professional advisor fees	188,882	Agreed fee	Apr-20	Apr-20	Mar-21	No (Investment related expenditure)	This is an annual engagement and associated membership cost
Global Trading Analytics	Professional advisor fees	Global trading analytics	48,837	Agreed fee	Jul-17	Jul-17	Quarterly subscription service	No	Yes - ongoing requirement for this service
Global Trading Analytics	Financial data advisory	Professional advisor fees	16,359	Agreed fee	Jul-19	Jul-19	Quarterly subscription service	No	As required

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2019/2020									
GRC Partners	Public affairs and strategic communications consulting services	Strategic communications advice	18,675	Agreed fee	Jul-19	Jul-19	Jun-20	No	As required
G S Consulting	Data management services	Contractors	162,416	NZD 120 p/h	Sep-19	Sep-19	Mar-21	No - original contracted cost was below \$100k. Subsequent extensions to the project have resulted in additional costs.	Contract has extended with the project timeline. Any further work would be a separate engagement
Halo Consulting Limited	Recruitment	Recruitment Services	56,485	Agreed fees	Jul-19	Jul-19	Ongoing	No	Ongoing requirement of recruitment services
H.R.L Morrison & Co	Professional advisor fees	Operational Due Diligence Research	397,531	Agreed fee	Apr-20	Apr-20	Apr-20	No (Investment related expenditure)	No
HCVT	Tax Advice	Federal & Stat Corp tax returns	151,098	Agreed fee	Feb-10	Feb-10	Ongoing	No (Investment related expenditure)	As required.
Hogan Lovells	Professional advisor fees	Operational Due Diligence Research	21,697	Agreed fee	Jan-20	Jan-20	May-20	No	Ongoing as required
Holmes Group	Professional advisor fees	Operational Due Diligence Research	38,369	Agreed fee	Aug-19	Aug-19	Sep-19	No	No
Human Synergistics NZ Ltd	Leadership & Culture Consultancy	Vision Sprints, Culture Survey, Analysis	59,500	Agreed fees	Oct-19	Feb-20	Apr-20	No	Ongoing provision of training services
Hunter Campbell Limited	Recruitment	Recruitment Services	108,082	Agreed fees (multiple engagements)	Jul-19	Jul-19	Ongoing	No (Multiple engagements - No single contract was over \$100k)	Ongoing requirement of recruitment services
Indufor	Professional advisor fees	Operational Due Diligence Research	122,999	Agreed fee	Feb-20	Feb-20	Feb-20	No (Investment related expenditure)	No
Insight Creative Limited	Design and Print	Costs to develop new www.nzsuperfund.co.nz website including new content management system, plus ongoing website maintenance; publications including Annual Report and associated documents	290,206	Agreed fee	Jul-19	Jul-19	Jun-20	Tender processes were run prior to first engagement of Insight for Annual Report and website	As required
Insight Creative Limited	Design and Print	Elevate NZ Venture Fund brand development	24,250	Agreed Fee	Aug-19	Aug-19	Mar-20	Tender processes were run prior to first engagement of Insight for Annual Report and website	Design work for establishment of new Elevate NZ Venture Fund. Project completed, no further work required.
Insight Creative Limited	Design and Print	Website hosting maintenance	4,233	Agreed fee	Jul-15	Jul-15	Annual Renewal	Tender processes were run prior to first engagement of Insight for Annual Report and website	No
Insight Creative Limited	Design and Print	Design and internal and external communications work to support the development of an employee value proposition, careers website and culture development work	45,199	Agreed fees	Oct-19	Oct-19	Apr-20	Tender processes were run prior to first engagement of Insight for Annual Report and website	No
Insight Creative Limited	Design services	Communications design work to support risk culture development programme	3,787	Agreed fee	Jul-19	Jul-19	Jun-20	No	One off cost but services required on a ongoing basis as required.
Insomnia Security Group Ltd	Cyber Security	Security Review and Red Team Penetration review	33,500	Agreed Fee	Jan-18	Mar-18	Ongoing	No. Selected from All of Government Panel	As required
Institute of Directors in New Zealand (Inc)	Research & Training	Various training including Finance essentials, Directors' course, Risk essentials etc.	33,656	Agreed Fee	Jul-19	Jul-19	May-20	No	Ongoing as required

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2019/2020									
Institute for Strategic Leadership Ltd	Training	Research & Training	23,400	Agreed fees	Sep-19	Mar-20	Mar-20	No	No
Intergen Limited	Cloud and IT services	Dynamics CRM Application Support and cloud project	18,000	\$175 phr	Dec-11	Dec-11	Ongoing	Yes, 3 , in 2011. Ongoing support and maintenance put in place in 2012.	As required
ISS Global	Responsible Investment	ISS Global Proxy License	34,614	N/A	Apr-18	Apr-18	Mar-21	Yes - 3	3 Year contract with renewal
Sole Trader	Professional advisor fees	Other Professional Services	172,000	Agreed fee	Jul-19	Jul-19	Jun-20	No (Investment related expenditure)	Ongoing as required
Jones Day AUS	Legal Services	Legal advice	27,494	Agreed fee	Jul-19	Jul-19	Jun-20	No	Ongoing
Jones Lang Lasalle Ltd	Valuation services	Accounting	16,150	N/A - this was a fixed price for a specific service.	Jun-20	Jun-20	Jun-20	Yes - 2 firms bid for the valuation work	Yes, these are multi-year valuation engagements
Kaizon Engineering	Professional advisor fees	Operational Due Diligence Research	73,548	Agreed fee	Aug-19	Aug-19	Dec-19	No	No
Kerridge & Partners Ltd	Professional advisor fees	Other Professional Services/ Research & Training	94,462	Agreed fee	Jul-19	Jul-19	Jun-20	No	Ongoing as required
Kerridge & Partners Ltd	Consultancy/ Research & Training	Training, recruitment, annual review	101,375	Agreed fee	Jul-19	Jul-19	Ongoing	No (Multiple engagements - No single contract was over \$100k)	Ongoing as required
Kerridge & Partners Ltd	Professional advisor fees	Director day costs/workshops	45,125	Agreed fee	May-10	May-10	Ongoing	No	No
Korn Ferry Hay Group Limited	HR Consultancy	CEO Pay Review Advice	2,492	Agreed fee	Jul-19	Jul-19	Aug-19	No	No
Korn Ferry Hay Group Limited	HR Consultancy	Job evaluations for various roles	3,366	Agreed fees	Jul-19	Jul-19	Aug-19	No	Ongoing requirement to use the online remuneration and market data resource annually
KPMG	Cyber Security	Security Review	19,958	Agreed Fee	Jun-17	Jun-17	Ongoing	No	As required
KPMG	Other Professional Services	Model review	46,596	\$2.3k/\$2.4k per day	Sep-19	Oct-19	Jan-20	No	No
KPMG	IT services	Professional services	242,558	Agreed Fee	Jun-17	Jun-17	Ongoing	Selected from the OAG panel	As required
KPMG	Internal Control/Audit & Other Professional Services	Review & assessment: Money Market Securities/Commodities & IT Operations Model	139,677	Agreed per assignment	May-19	May-19	Apr-20	No (Multiple engagements - No single contract was over \$100k)	No
KPMG	Valuation services	Accounting	52,500	N/A - this was a fixed price for a specific service.	Apr-18	Jun-19	Jun-20	Yes - 3 firms bid for the valuation work	Yes, these are multi-year valuation engagements

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2019/2020									
KPMG	Cyber Security & Other Professional Services	IT Risk Register, Third party risk assessment, Cloud risk assessment.	303,641	Agreed Fee	Jun-17	Jun-17	Ongoing	No, multiple engagements. (For one engagement the original contracted cost was below \$100k. Subsequent extensions to the project have resulted in additional costs.)	As required
KPMG	Responsible Investment	Greenhouse Gas Statement Assurance	15,000	N/A	Jun-19	Jul-19	Nov-19	Yes - 3	As required
KPMG	Tax Advice	Prof services primarily relating to Foreign WHT	92,277	Agreed fee with work performed on multiple engagements with individual engagement letters	Master services agreement - Jul-15	Jul-15	Ongoing	No	As required
Lexel Systems Ltd	Cloud and IT services	Contractors and consultants	358,674	Mix of agreed fee and NZD 140 - NZD150 phr	As req'd	As required	As required	No (Multiple engagements - No single contract was over \$100k)	As required
Markit Singapore	Consultancy services	Professional advisor fees	62,393	Agreed fee	Jun-20	Jun-20	Jun-20	No	Yes - as required
Marsh Insurance	Professional advisor fees	Operational Due Diligence Research	25,000	Agreed fee	Aug-19	Aug-19	Aug-19	No	No
Mazars Global Infrastructure Finance (Aust) PtyLtd	Research & Training	Training: Financial Modelling	19,000	Agreed fee	Oct-19	Oct-19	Oct-19	No	As required
McGredy Winder & Co Limited	Public affairs and strategic communications consulting services	Stakeholder engagement advice to Guardians and on NZSF investment projects	23,587	Agreed fee	Jul-19	Jul-19	Jun-20	No	As required
Sole Trader	Accounting services/Cloud services	Contractors (projects)	27,228	\$90 p/h - \$140 p/h	As required	As required	As required	No	As required
Minters AU	Professional advisor fees	Operational Due Diligence Research	80,889	Agreed fee	May-20	May-20	Jun-20	No	No
Minters NZ	Professional advisor fees	Operational Due Diligence Research	35,714	Agreed fee	May-20	May-20	Jun-20	No	No
Morrison & Co	Professional advisor fees	Other Professional Services	30,522	Agreed fee	Sep-19	Sep-19	Jan-20	No	Ongoing as required
MSCI	Responsible Investment	ESG Research data	119,268	Agreed fee	Jan-14	Jan-14	Annual Renewal	Yes - 3	Annual Renewal
OCG Consulting Ltd	Recruitment	Recruitment Services	13,800	Agreed fee	Jul-19	Jul-19	Ongoing	No	Ongoing requirement of recruitment services
O'Melveny & Myers LLP	Legal Services	Legal Fees	133,656	Agreed fee	Jul-19	Jul-19	Jun-20	No (Investment related expenditure)	Ongoing as required
Open Text New Zealand Ltd	Computer software & IT services	Support and maintenance of document management system	129,235	Agreed fee	Sep-18	Oct-18	Ongoing	Full RFP process	Ongoing as required
Oxford Economics	Professional advisor fees	Oxford Economics Global Macro/Global Scenario	78,405	Agreed fee	Jan-20	Jan-20	Jan-20	No	No

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2019/2020									
PEPworldwide	Research & Training	Training Course	34,300	Agreed fee	Aug-19	Aug-19	Jun-20	No	Ongoing provision of training services
Play CLC Limited	Training	Leadership Training Course	11,500	Agreed fee	Nov-19	Nov-19	Jun-20	No	No
Potentia Limited	IT Services	Change manager, business analyst, service desk technician, data cleanser roles	928,766	Between NZD 38 and NZD 135 p/h	As required	As required	As required	No - multiple roles completing work on multiple projects - no single engagement exceeded \$100k	As required
Potentia Limited	Recruitment	Recruitment Services	9,561	Agreed fee	Jul-19	Jul-19	Ongoing	No	Ongoing requirement of recruitment services
PriceWaterhouseCoopers	Professional advisor fees	Operational Due Diligence Research/ Tax advice	1,182,077	Agreed fee	Jul-19	Jul-19	Jun-20	No (Investment related expenditure)	Ongoing as required
PriceWaterhouseCoopers	Internal Control/Audit	Various reviews and assessment as well as prof services.	192,941	Agreed per assignment	May-19	May-19	Feb 2020, Financial Process Analyser Payroll - still in progress	No (Multiple engagements - No single contract was over \$100k)	No
PriceWaterhouseCoopers	Professional Services	Remuneration Scenario Modelling	23,643	Agreed fee	Oct-19		Dec-19	No	No
PriceWaterhouseCoopers	Training	HR Costs	15,900	Agreed fee	Jul-19	Jul-19	Ongoing	No	Ongoing provision of training services
PriceWaterhouseCoopers	Training	Research & Training	2,000	Agreed fee	Feb-20	Feb-20	Feb-20	No	No
PriceWaterhouseCoopers	Professional advisory	Tax advice on GST status of other professional advisory work	1,035	Agreed fee	Dec-19	Dec-19	Dec-19	No	No
PriceWaterhouseCoopers	Tax Advice	Tax advice, tax services.	179,449	Agreed fee	Master services agreement - Aug-17	Aug-17	Ongoing	No (Investment related expenditure)	As required
Sole Trader	Professional advisor fees	Operational Due Diligence Research	75,000	Agreed fee	Nov-19	Nov-19	Jun-20	No	No
RDT Pacific	Professional advisor fees	Operational Due Diligence Research	105,000	Agreed fee	Mar-20	Mar-20	Mar-20	No (Investment related expenditure)	No
Risk Advisory Group Ltd	Professional advisor fees	Operational Due Diligence Research	17,315	Agreed fee	Sep-19	Sep-19	Jan-20	No	Ongoing as required
Rotmans	Training	Research & Training	10,423	Agreed fee	Nov-19	Nov-19	Nov-19	No	No
Russell Barlett	Professional advisor fees	Operational Due Diligence Research	12,618	Agreed fee	Mar-20	Mar-20	May-20	No	No
Russell McVeagh	Professional advisor fees	Operational Due Diligence Research	4,121	Agreed fee	Mar-20	Mar-20	May-20	No	No

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
2019/2020									
Russell McVeagh	Legal Services	Legal Fees and Professional services/Tax Advice	767,107	Agreed fee	Per disclosure in master service agreement	Per disclosure in master service agreement	Ongoing	No (Investment related expenditure)	As required
Savills	Professional advisor fees	Operational Due Diligence Research	10,500	Agreed fee	Mar-20	Mar-20	May-20	No (Investment related expenditure)	No
Senate SHJ - Senate Communications Limited	Communications consultancy services	Vacancy cover, internal / COVID communications support March-June	54,545	Agreed fee	Mar-20	Mar-20	Sep-20	No	As required
Shift Innovation Centre Ltd t/a IMNZ	Research & Training	Training: Elevate Leading and Think on your feet	23,250	Agreed fee	Oct-19	Oct-19	Oct-19	No	As required
Shoreline Consulting Pty Ltd	Other Professional Services	Consulting services	8,383	Agreed fee	Apr-20	Apr-20	Jun-20	No	As required
Shoreline Consulting Pty Ltd - AUD	Management consultancy	Other Professional Services	16,434	\$2,800 daily rate	Jun-20	Jun-20	Sep-20	No. Shoreline had a very unique set of skills and experience in this area having advised the Future Fund. They were also our incumbent consultant.	No
Shoreline Consulting Pty Ltd - AUD	Strategy, operating model design and vendor selection.	SuperMart retirement.	4,861	\$2,800 daily rate	As required	Feb-20	Mar-20	No	As required
SIECAP	Professional advisor fees	Operational Due Diligence Research	38,304	Agreed fee	Sep-19	Sep-19	Dec-19	No	No
Simpson Grierson	Professional advisor fees	Operational Due Diligence Research	16,579	Agreed fee	Mar-20	Mar-20	May-20	No	No
Stanford	Professional advisor fees	Professional advisor fees	57,990	Agreed fee	Apr-20	Apr-20	Apr-20	No	No
Sweeney Vesty Limited	Communications consultancy services	Communications advice - Oak Finance	18,719	Agreed fee	Jul-19	Jul-19	Jun-20	No	As required
Takatu Associates Limited	Annual Report	Translate headings and Chair and CEO Annual Report statements into Maori	2,332	Agreed fee	Sep-19	Sep-19	Sep-19	No	As required
Tattico	Professional advisor fees	Operational Due Diligence Research	24,026	Agreed fee	Mar-20	Mar-20	Mar-20	No	No
Theta Systems Limited	IT services	Consultants and Professional services	218,643	Agreed fee	Aug-18	Aug-18	As required	No. Selected from All of Government Panel	As required
Thomas Murray	Professional advisor fees	Professional advisor fees	15,545	Agreed fee	Apr-20	Apr-20	Apr-20	No	No
Torys	Legal Services	Legal Fees	266,103	Agreed fee	Oct-19	Oct-19	Jun-20	No (Investment related expenditure)	No
TPC	Professional advisor fees	Operational Due Diligence Research	15,094	Agreed fee	Mar-20	Mar-20	Mar-20	No	No

Name of consultant or contractor	Type of service generally provided by the consultant or contractor	Details of the specific consultancy or contract	Budgeted and/or actual cost (Values provided are actual cost in NZD)	Maximum hourly and daily rates charged	Date of the contract	Date the work commenced	Completion date	Whether tenders were invited; if so, how many were received	Whether there are proposals for further or following work from the original consultancy; if so, the details of this work?
<b>2019/2020</b>									
UMR Research Ltd	Market research	Qualitative research - public awareness and understanding of NZSF	29,245	Agreed fee	Sep-19	Sep-19	Oct-19	Yes, 2	No
Uni of Toronto (ICPM)	Professional advisor fees	CPM research Partner fee	32,317	Agreed fee	Jan-20	Jan-20	Jan-20	No	No
Victoria Heine	Legal Services	Legal Services	36,627	Agreed fee	Feb-20	Feb-20	Jun-20	No	Ongoing
Watson Farley & Williams LLP	Professional advisor fees	Operational Due Diligence Research	331,608	Agreed fee	Sep-19	Sep-19	Jan-20	No (Investment related expenditure)	Ongoing as required
Webb Henderson	Legal Services	Legal advice and secondment	66,166	Agreed fee	Jul-19	Jul-19	Jun-20	No	Ongoing as required
Write Limited	Research & Training	Professional Services	11,500	Agreed fee	May-20	May-20	Aug-20	No	Ongoing provision of training services
WSP New Zealand	Professional advisor fees	Operational Due Diligence Research	12,110	Agreed fee	Mar-20	Mar-20	May-20	No (Investment related expenditure)	No

<b>Counterparties / Brokers - Trading expenses</b>									
Various counterparties / brokers			13,302,126	A list of the Fund's Brokers / Counterparties is below. Further information on Counterparty Credit Risk can be found at page 155 of our 2019 Annual Report. For system reasons (and because we do not have full visibility over the brokers and counterparties used by our external managers), further details are not available.					

<b>Tax payments made to the IRD via New Zealand tax pools</b>									
Tax Management New Zealand			405,274,616						
Tax Traders			107,000,000						

## APPENDIX C – Guardians of New Zealand Superannuation Select Committee Response 2019/20

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Senior Portfolio Risk Analyst	10,171	1,469	300	11,940	Canada	<b>Participate in regional and international fora:</b> - Alberta Investment Management Corporation 2019 Risk Management Peer Conference on Risk Culture
Senior Investment Strategist 1, Direct Investments	12,152	1,927	329	14,407	Australia	<b>Attend training courses and conferences:</b> - McKinsey Women in Investing
					Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Analyst 1, Direct Investments	5,134	1,596	927	7,657	Australia	<b>Meet with incumbent &amp; prospective investment and asset managers</b>
					Australia	<b>1. Attend board meetings:</b> - Palgrove Board meeting <b>2. Attend training courses and conferences:</b> - Palgrove Strategy Day <b>3. Undertake due diligence on prospective and current investments</b> <b>4. Meet with existing and prospective investee companies</b>
					Australia	<b>1. Attend board meetings:</b> - Palgrove Board meeting <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>



Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Australia	<b>Attend board meetings:</b> - Palgrove Board meeting
Head of Responsible Investment	9,687	13,849	2,450	25,986	Australia	<b>Attend training courses and conferences:</b> - i3 Asset Allocation Conference
					U.S.A	<b>Participate in regional and international fora:</b> - One Planet SWF Meetings - Financial Sector Commission on Modern Slavery and Human trafficking - 2nd Annual Carbon Tracker/CFA Society U.S.A (CFANY)
					France	<b>Participate in regional and international fora:</b> - One Planet SWF Meetings
Senior Investment Strategist 1, Responsible Investment	11,954	9,243	2,860	24,057	France, Netherlands, Denmark, United Kingdom	<b>1. Attend training courses and conferences:</b> - PRI in Person 2019 Conference, speaking on Real Assets - Academy conference <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
					Australia	<b>1. Participate in regional and international fora:</b> - IGCC annual summit, speaking on transition risk - Trucost Climate Change briefing <b>2. Attend board meetings:</b> - RIAA board meeting
					Australia	<b>Attend training courses and conferences:</b> - IOD directors' course

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Analyst 2, Direct Investments	8,208	671	50	8,929	Chile	<b>1. Undertake due diligence on prospective and current investments</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>3. Meet with incumbent &amp; prospective investment and asset managers</b>
Portfolio Manager 1, Portfolio Completion	16,377	3,358	400	20,134	Australia	<b>Attend training courses and conferences:</b> - 2019 ISF Australia Masterclass on Securities Lending
					U.S.A, Canada	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Manager, Operational Compliance	735	802	160	1,697	Australia	<b>Attend training courses and conferences:</b> - Bloomberg Compliance event
Portfolio Manager 1, Direct Investments	36,602	3,378	1,040	41,020	U.S.A	<b>Attend training courses and conferences:</b> - Gourmet International Holdings Limited strategy days
					Australia	<b>Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
					U.S.A	<b>1. Attend board meetings:</b> - GIHL board meeting <b>2. Attend training courses and conferences:</b> - Produce Marketing Association (PMA) conference

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Peru	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>3. Meet with existing and prospective investee companies</b>
Analyst 3, Direct Investments	2,340	1,244	320	3,904	Australia	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>1. Meet with incumbent &amp; prospective investment and asset managers</b> <b>2. Undertake due diligence on prospective and current investments</b>
					Australia	<b>1. Attend training courses and conferences:</b> - AVCJ conference <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>
Head of Communications	900	479	110	1,489	Australia	<b>Participate in regional and international fora:</b> - Future Fund Govt SWF/Superfund corporate affairs meeting
Senior Investment Strategist 1, External Investments & Partnerships	22,018	4,135	400	26,553	U.S.A	<b>Undertake due diligence on prospective and current investments</b>
					U.S.A	<b>1. Attend training courses and conferences:</b> - BlackRock Asset Allocation and Factor Based Investing academy <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>

<b>Position</b>	<b>Travel (\$)</b>	<b>Accommodation (\$)</b>	<b>Other (\$)</b>	<b>Grand Total (\$)</b>	<b>Destination</b>	<b>Purpose of Travel</b>
Senior Investment Strategist 1, Portfolio Design	10,750	2,046	549	13,344	Canada	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Senior Communications Strategist	744	479	110	1,333	Australia	<b>Participate in regional and international fora:</b> - Future Fund Govt SWF/Superfund corporate affairs meeting
Head of Legal	10,853	2,275	480	13,608	Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>3. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b> <b>4. Participate in regional and international fora:</b> - BCI Canadian Legal Peer Annual Forum
Head of Asset Allocation	14,157	832	390	15,379	France	<b>Attend board meetings:</b> - EDHEC Board meeting
					Singapore	<b>Attend training courses and conferences:</b> - i3 Conference
General Manager Operations	17,778	4,299	540	22,617	Australia	<b>Meet with peer funds to compare strategies and operating models</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Australia	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Participate in regional and international fora:</b> - Northern Trust: Chair/CEO forum
					U.S.A, Canada	<b>1. Meet with peer funds to compare strategies and operating models</b> <b>2. Meet with incumbent &amp; prospective investment and asset managers</b> <b>3. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>Participate in regional and international fora:</b> - Northern Trust Client RoundTable
					Australia	<b>1. Participate in regional and international fora:</b> - QIC Government Funds Forum on Cyber security, Talent & Collaboration, Data Management and New Technology <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>1. Participate in regional and international fora:</b> - Shoreline Innovation Forum <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
						<b>3: Meet with peer funds to compare strategies and operating models</b>
Head of External Investments and Partnerships	24,787	9,845	1,930	36,562	Australia	<b>Attend training courses and conferences:</b> - Australian Institute of Directors Training Course
					United Kingdom, Italy, Netherlands, Abu Dhabi	<b>1. Participate in regional and international fora:</b> - 2019 Fall Institutional Investment Roundtable - ADIA Africa Investment Summit <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>
					U.S.A	<b>1. Attend training courses and conferences:</b> - ClockTower Group MIA returns Conference <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>
Legal Counsel	7,382	1,505	217	9,103	Canada	<b>Participate in regional and international fora:</b> - BCI Canadian Legal Peer Annual Forum
Analyst, Strategic Tilting	777	392	270	1,439	Australia	<b>Attend training courses and conferences:</b> - Principles of Global Macro course - Geopolitics and Investment course on analytical methods and investment strategies for macroeconomics and sector analysis and quantitative modelling

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Senior Investment Strategist 2, External Investments & Partnerships	12,061	4,495	1,430	17,986	Italy, Netherlands, Denmark, United Kingdom	<b>1. Participate in regional and international fora:</b> - Attended, presented and panellist at the Annual SIA forum on climate change and ESG investment strategies - SWF panel on approach to impact ESG investing <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b> <b>3. Meet with incumbent and prospective investment and asset managers</b>
Acting Manager, Investment Operations	831	310	30	1,172	Australia	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Attend training courses and conferences:</b> - Investment Operations Conference
Senior Tax Advisor 1 *		1,706	12	1,718	Spain	<b>Participate in regional and international fora:</b> - KPMG Global SWF and Pension Fund Tax Director Forum
Head of Internal Audit	25,975	2,622	393	28,990	U.S.A	<b>Attend training courses and conferences:</b> - Annual IIA International Conference
					Canada	<b>1. Participate in regional and international fora:</b> - PwC Sovereign Wealth and Pension Fund Risk & Audit Forum <b>2. Meet with peer funds to compare strategies and operating models</b>

<b>Position</b>	<b>Travel (\$)</b>	<b>Accommodation (\$)</b>	<b>Other (\$)</b>	<b>Grand Total (\$)</b>	<b>Destination</b>	<b>Purpose of Travel</b>
Head of Portfolio Investments	30,528	6,990	1,483	39,000	Australia	<ol style="list-style-type: none"> <li>1. Undertake due diligence on prospective and current investments</li> <li>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</li> </ol>
					Hong Kong	<ol style="list-style-type: none"> <li>1. Research investment opportunities</li> <li>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</li> </ol>
					United Kingdom	<ol style="list-style-type: none"> <li>1. Undertake due diligence on prospective and current investments</li> <li>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</li> </ol>
					Singapore, Hong Kong	<ol style="list-style-type: none"> <li>1. Undertake due diligence on prospective and current investments</li> <li>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</li> </ol>
					U.S.A	<ol style="list-style-type: none"> <li>1. Attend training courses and conferences: - Asset Backed Securities (ABS) conference</li> <li>2. Meet with incumbent &amp; prospective investment and asset managers</li> </ol>
Head of Information Technology	1,703	538	60	2,300	Australia	<ol style="list-style-type: none"> <li>Meet with peer funds to compare strategies and operating models</li> </ol>



Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Australia	<b>1. Participate in regional and international fora:</b> - QIC Government Funds Forum on Cyber security, Talent & Collaboration, Data Management and New Technology <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Senior Analyst 1, NZ Equities	2,187	1,323	290	3,800	Australia	<b>Attend training courses and conferences:</b> - Infracore Investor Day
					Australia	<b>Attend training courses and conferences:</b> - Ryman Investor Day
Portfolio Manager 1, External Investments & Partnerships	14,189	7,137	1,480	22,806	U.S.A, United Kingdom	<b>Meet with incumbent &amp; prospective investment and asset managers</b>
					Australia	<b>1. Attend training courses and conferences:</b> - AVCJ conference <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>
Manager 1, Direct Investments	29,735	7,433	1,210	38,378	U.S.A	<b>1. Meet with existing and prospective investee companies</b> <b>2. Participate in regional and international fora:</b> - Pacific Pension & Investment Institute (PPI) Summer Roundtable: Drivers of Change, Future Proofing Investment

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Australia	<b>Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
					China	<b>Participate in regional and international fora:</b> - Pacific Pension & Investment Institute (PPI) Asia Roundtable
					U.S.A	<b>1. Attend board meetings:</b> - Rubicon Q4 Global Board Meeting <b>2. Meet with existing and prospective investee companies</b>
					Australia	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>1. Meet with incumbent &amp; prospective investment and asset managers</b> <b>2. Undertake due diligence on prospective and current investments</b>
Acting Manager, Investment Operations (Projects)	13,009	2,885	571	16,465	U.S.A, Canada	<b>1. Meet with peer funds to compare strategies and operating models</b> <b>2. Meet with incumbent &amp; prospective investment and asset managers</b> <b>3. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>1. Participate in regional and international fora:</b> - Australasian Superannuation Fund Peer Forum <b>2. Meet with Overseas advisors, business partners, counterparties and other sector contacts</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Manager, Cloud Operations	8,317	6,402	652	15,371	U.S.A	<b>Attend training courses and conferences:</b> - Gartner Symposium on driving digital business transformation with hybrid cloud, analytics, and enterprise applications.
Portfolio Risk Analyst	4,860	1,945	480	7,286	Singapore	<b>Attend training courses and conferences:</b> - Counterparty Risk Training
Head of HR Operations	6,051	447	350	6,848	U.S.A	<b>Attend training courses and conferences:</b> - Global Women Breakthrough Leaders Course Module 4
Analyst, NZ Equities	541	332	40	913	Australia	<b>Meet with existing and prospective investee companies</b>
Senior IT Support Analyst	547	1,075	668	2,290	Australia	<b>Attend training courses and conferences:</b> - ServiceNow Fundamentals training
Portfolio Manager 2, Direct Investments	19,295	2,010	844	22,149	China	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Chile	<b>1. Undertake due diligence on prospective and current investments</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>3. Meet with incumbent &amp; prospective investment and asset managers</b>
Portfolio Manager 2, External Investments & Partnerships	12,325	582	303	13,210	U.S.A	<b>Undertake due diligence on prospective and current investments</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Analyst 4, Direct Investments	30,972	7,299	1,789	40,060	Australia	<b>Attend training courses and conferences:</b> - One day Infrastructure Conference
					Australia	<b>Attend board meetings:</b> - Horizon Roads Board meeting
					U.S.A, Canada	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b> <b>3. Meet with existing and prospective investee companies</b>
					U.S.A	<b>1. Attend board meetings:</b> - Rubicon Q4 Global Board Meeting <b>2. Meet with existing and prospective investee companies</b>
					Australia	<b>Attend Board Meetings:</b> - Horizon Roads Audit, Risk and Compliance Committee (ARCC) meeting
					Australia	<b>Attend Board Meetings:</b> - Horizon Audit, Risk and Compliance Committee (ARCC) meeting
					Australia	<b>1. Attend board meetings:</b> - Horizon Roads Board meeting <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Portfolio Manager 3, Direct Investments	13,274	2,046	700	16,020	U.S.A	<b>Meet with existing and prospective investee companies</b>
					U.S.A	<b>1. Attend board meetings:</b> - View Board meeting <b>2. Meet with existing and prospective investee companies</b>
Head of Tax	30,430	8,003	562	38,995	Spain	<b>Participate in regional and international fora:</b> - KPMG Global SWF and Pension Fund Tax Director Forum
					Australia	<b>Attend Board Meetings:</b> - Horizon Audit, Risk and Compliance Committee (ARCC) meeting
					Australia, U.S.A	<b>1. Attend training courses and conferences:</b> - Horizon Roads tax workshop <b>2. Attend board meetings:</b> - Horizon Roads Board meeting <b>3. Meet with incumbent &amp; prospective investment and asset managers</b> <b>4. Attend training courses and conferences:</b> - PWC Global Sovereign investment Fund tax conference and US tax roundtable <b>5. Meet with existing and prospective investee companies</b> <b>6. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>7. Meet with incumbent &amp; prospective investment and asset managers</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Senior Advisor, Investment Operations	2,507	907	280	3,694	Australia	<b>Attend training courses and conferences:</b> - 2019 ISF Australia Masterclass on Securities Lending
					Australia	<b>1. Participate in regional and international fora:</b> - Australasian Superannuation Fund Peer Forum <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Attend training courses and conferences:</b> - Investment Operations Conference
Senior Financial Accountant	12,211	1,038	151	13,399	Canada	<b>Participate in regional and international fora:</b> - 2019 Global Pension CFO Forum
Senior Investment Strategist 2, Responsible Investment	12,605	9,341	2,367	24,312	Australia	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					France	<b>Attend training courses and conferences:</b> - PRI in person 2019 Conference, meeting participants of our collaborative engagement with social media platforms
					Australia	<b>1. Meet with existing and prospective investee companies</b> <b>2. Meet with incumbent and prospective investment and asset managers</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					U.S.A	<b>1. Attend training courses and conferences:</b> - attending and speaking at Responsible Investor Conference - Institutional Investor Allocators Choice Awards <b>2. Participate in regional and international fora:</b> - Sustainability Accounting Standards Board (SASB) Symposium <b>3. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>4. Meet with incumbent and prospective investment and asset managers</b>
Senior Advisor 1, Operational Due Diligence	718	384	538	1,639	Australia	<b>1. Attend training courses and conferences:</b> - IPLA Operation Due Diligence training course <b>2. Meet with incumbent and prospective investment and asset managers</b>
Business Analyst, Business Solutions	700	871	250	1,820	Australia	<b>Attend training courses and conferences:</b> - Microsoft Ignite conference
Cloud Solutions and Security Architect	7,638	1,600	630	9,868	U.S.A	<b>Attend training courses and conferences:</b> - Gartner Symposium on drive digital business transformation with hybrid cloud, analytics, and enterprise applications

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Senior Tax Advisor 2	13,655	6,592	612	20,860	U.S.A	<b>1. Attend training courses and conferences:</b> - PWC Global Sovereign Investment Fund tax conference and US tax roundtable <b>2. Meet with existing and prospective investee companies</b> <b>3. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>4. Meet with incumbent &amp; prospective investment and asset managers</b>
Senior Analyst 2, NZ Equities	7,513	1,922	992	10,427	China	<b>1. Meet with existing and prospective investee companies</b> <b>2. Research investment opportunities</b>
					Australia	<b>Attend training courses and conferences:</b> - Ryman Investor Day
Senior Investment Strategist 2, Direct Investments	2,480	1,198	520	4,198	Australia	<b>Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
					Australia	<b>Attend training courses and conferences:</b> - McKinsey Women in Investing
General Manager Portfolio Completion	10,857	1,503	360	12,720	Australia	<b>Attend training courses and conferences:</b> - Citi 11th Annual Australia & NZ Investment Conference
					Spain	<b>Undertake due diligence on prospective and current investments</b>
Network and Security Engineer, Cloud Operations	6,497	421	820	7,738	U.S.A	<b>Attend training courses and conferences:</b> - Black Hat 2019 IT and Security conference - Defcon 2019 IT and Security conference



Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
Manager 2, Direct Investments	976	591	30	1,597	Australia	<b>Attend board meetings:</b> - Horizon Roads Board meeting
Manager, Enterprise Risk	1,488	543	170	2,200	Australia	<b>Participate in regional and international fora:</b> - VFMC Australian Risk Peer Forum
					Australia	<b>Participate in regional and international fora:</b> - International Risk Peer Forum on investment risks, enterprise risks and function of CRO
Head of Risk	24,698	3,444	807	28,948	Canada	<b>Participate in regional and international fora:</b> - 2019 Global Pension CFO Forum
					Canada	<b>Participate in regional and international fora:</b> - Alberta Investment Management Corporation 2019 Risk Management Peer Conference on Risk Culture
					Australia	<b>Participate in regional and international fora:</b> - VFMC Australian Risk Peer Forum
					Australia	<b>Participate in regional and international fora:</b> - International Risk Peer Forum on investment risks, enterprise risks and function of CRO
General Manager Human Resources	33,481	5,072	1,183	39,736	Canada	<b>1. Attend training courses and conferences:</b> - Canadian 2019 Annual Pension Fund HR Executives conference <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
					U.S.A	<b>Attend training courses and conferences:</b> - Annual PPHRO conference

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Canada	<ol style="list-style-type: none"> <li>1. Research investment opportunities</li> <li>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</li> </ol>
Manager, Economics	15,430	6,757	800	22,987	Australia	Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models
					U.S.A	<ol style="list-style-type: none"> <li>1. Attend training courses and conferences:                             <ul style="list-style-type: none"> <li>- BCA annual conference</li> </ul> </li> <li>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</li> <li>3. Meet with incumbent &amp; prospective investment and asset managers</li> </ol>
					Singapore	<b>Participate in regional and international fora:</b> <ul style="list-style-type: none"> <li>-South East Asian Investments Summit</li> <li>- Asian Investor Awards ceremony</li> </ul>
Portfolio Manager 4, Direct Investments	53,170	6,252	1,217	60,639	Australia	Meet with incumbent & prospective investment and asset managers
					Australia	<ol style="list-style-type: none"> <li>1. Attend board meetings:                             <ul style="list-style-type: none"> <li>- Palgrove Board meeting</li> </ul> </li> <li>2. Attend training courses and conferences:                             <ul style="list-style-type: none"> <li>- Palgrove Strategy Day</li> </ul> </li> <li>3. Undertake due diligence on prospective and current investments</li> <li>4. Meet with existing and prospective investee companies</li> </ol>

<b>Position</b>	<b>Travel (\$)</b>	<b>Accommodation (\$)</b>	<b>Other (\$)</b>	<b>Grand Total (\$)</b>	<b>Destination</b>	<b>Purpose of Travel</b>
					China	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Chile	<ol style="list-style-type: none"> <li><b>1. Undertake due diligence on prospective and current investments</b></li> <li><b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b></li> <li><b>3. Meet with incumbent &amp; prospective investment and asset managers</b></li> </ol>
					Australia	<ol style="list-style-type: none"> <li><b>1. Attend board meetings:</b> - Palgrove Board meeting</li> <li><b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b></li> </ol>
					Peru	<ol style="list-style-type: none"> <li><b>1. Research investment opportunities</b></li> <li><b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b></li> <li><b>3. Meet with existing and prospective investee companies</b></li> </ol>
					Australia	<ol style="list-style-type: none"> <li><b>1. Attend board meetings:</b> - Palgrove Board meeting and shareholder meeting</li> <li><b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b></li> </ol>
					Australia	<b>Attend board meetings:</b> - Palgrove Board meeting

<b>Position</b>	<b>Travel (\$)</b>	<b>Accommodation (\$)</b>	<b>Other (\$)</b>	<b>Grand Total (\$)</b>	<b>Destination</b>	<b>Purpose of Travel</b>
Portfolio Manager 1, Portfolio Investments	33,197	5,335	1,919	40,451	Australia	<b>1. Undertake due diligence on prospective and current investments 2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>Undertake due diligence on prospective and current investments</b>
					Canada	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts 2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
					United Kingdom	<b>Undertake due diligence on prospective and current investments</b>
					Spain	<b>Undertake due diligence on prospective and current investments</b>
Portfolio Manager 2, Portfolio Investments	29,573	5,361	1,230	36,165	Hong Kong	<b>1. Research investment opportunities 2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					United Kingdom	<b>Attend training courses and conferences:</b> - School of Bonds and Fixed Income training course
					U.S.A	<b>1. Attend training courses and conferences</b> - Asset Backed Securities (ABS) conference <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>

<b>Position</b>	<b>Travel (\$)</b>	<b>Accommodation (\$)</b>	<b>Other (\$)</b>	<b>Grand Total (\$)</b>	<b>Destination</b>	<b>Purpose of Travel</b>
Senior Investment Strategist 2, Portfolio Design	10,808	2,154	439	13,400	Canada	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Senior QA Analyst, Application Development	524	859	240	1,623	Australia	<b>Attend training courses and conferences</b> - 'TestBash Australia 2019' on Automation in testing
Manager, External Investments & Partnerships	46,282	16,827	1,631	64,740	U.S.A	<b>Attend participate in regional and international fora:</b> - IFSWF 11th Annual Meeting
					U.S.A, Canada	<b>1. Undertake due diligence on prospective and current investments</b> <b>2. meet with existing and prospective investee companies</b> <b>3. Attend training courses and conferences:</b> - Global Macro and Hedge Fund Conference
					U.S.A	<b>1. Participate in regional and international fora:</b> -FCLT <b>2. Meet with incumbent &amp; prospective investment and asset managers</b>
Senior Advisor 2, Operational Due Diligence	25,533	4,455	1,260	31,248	U.S.A	<b>Undertake due diligence on prospective and current investments</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					U.S.A, United Kingdom	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Undertake due diligence on prospective and current investments</b>
					Australia	<b>1. Attend training courses and conferences:</b> - ILPA Operation Due Diligence training course <b>2. Meet with incumbent and prospective investment and asset managers</b>
Portfolio Manager 3, External Investments & Partnerships	14,511	2,786	970	18,267	United Kingdom, Italy, Ireland	<b>Undertake due diligence on prospective and current investments</b>
					U.S.A	<b>Attend board meetings:</b> - Longroad Board Meeting
Manager, NZ Equities	7,548	2,817	1,197	11,563	Australia	<b>Meet with existing and prospective investee companies</b>
					China	<b>1. Meet with existing and prospective investee companies</b> <b>2. Research investment opportunities</b>
					Australia	<b>Meet with existing and prospective investee companies</b>
Portfolio Manager 1, Strategic Tilting	9,533	5,402	450	15,385	U.S.A	<b>1. Attend training courses and conferences:</b> - BCA annual conference <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
						<b>3. Meet with incumbent &amp; prospective investment and asset managers</b>
General Counsel/General Manager Corporate Strategy	426	742		1,167	Australia	<b>1. Attend board meetings:</b> - International Centre for Pension Management (ICPM) Board meeting <b>2. Participate in regional and international fora:</b> - International Centre for Pension Management (ICPM) Discussion Forum
Applications Administrator, Cloud Operations	548	1,075	450	2,073	Australia	<b>Attend training courses and conferences:</b> - ServiceNow Fundamentals training
Analyst 5, Direct Investments	885	678	260	1,824	Australia	<b>Attend Board Meetings:</b> - Horizon Roads Audit, Risk and Compliance Committee (ARCC) meeting
Analyst 1, External Investments and Partnerships	13,128	2,775	970	16,874	U.S.A, United Kingdom	<b>1. Meet with incumbent &amp; prospective investment and asset managers</b> <b>2. Attend training courses and conferences:</b> - ILS Conference
Analyst 2, External Investments and Partnerships	13,023	938	909	14,870	U.S.A, Canada	<b>1. Undertake due diligence on prospective and current investments</b> <b>2. Meet with incumbent &amp; prospective investment and asset managers</b> <b>3. Attend training courses and conferences:</b> - Global Macro and Hedge Fund Conference

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
						<b>4. meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Chief Investment Officer	49,207	19,613	2,480	71,299	France	<b>Participate in regional and international fora:</b> - One Planet Summit
					U.S.A, Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>3. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b> <b>4. Meet with incumbent and prospective investment and asset managers</b> <b>5. Attend training courses and conferences:</b> - IMF Annual meeting - JP Morgan Conference - Bank of America Symposium - Citibank Conference - RAAI Summit - G30 International Banking Seminar
					U.S.A	<b>1. Participate in regional and international fora:</b> - CIO Influential Investors Forum - CIO Industry Innovation Awards Dinner as a nominee



Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
						<b>2. Meet with incumbent &amp; prospective investment and asset managers</b>
					U.S.A	<b>1. Attend training courses and conferences:</b> - ClockTower Group MIA Returns Conference <b>2. Meet with incumbent and prospective investment and asset managers</b> <b>3. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>4. Participate in regional and international fora:</b> - CCC -FCLT <b>5. Meet with incumbent &amp; prospective investment and asset managers</b> <b>6. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Records Manager, Enterprise Risk	11,421	1,819	550	13,790	U.S.A	<b>Attend training courses and conferences:</b> - ARMA InfoCon 2019 conference on Information in Action
Senior Advisor, Direct Investments	11,289	2,497	127	13,913	Samoa	<b>Participate in regional and international fora:</b> - Pacific Islands Investment Forum (PIIF)
					Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Australia	<b>Participate in regional and international fora:</b> - Pacific infrastructure symposium
Head of Applications Development	822	579	190	1,590	Australia	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Portfolio Manager 2, Portfolio Completion	12,927	3,008	321	16,256	U.S.A, Canada	<b>1. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>2. Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Manager, Portfolio Risk	672	497	250	1,419	Australia	<b>Participate in regional and international fora:</b> - International Risk Peer Forum on investment risks, enterprise risks and function of CRO
Head of Direct Investments	14,938	2,898	243	18,079	U.S.A, Canada	<b>1. Participate in regional and international fora:</b> - Fiduciary Investors Symposium <b>2. Research investment opportunities</b> <b>3. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Investments Consultant	45,352	40	6	45,398	U.S.A	<b>Attend board meetings:</b> - View Inc Board meeting
					U.S.A	<b>Attend board meetings:</b> - LanzaTech Board meeting
					U.S.A	<b>Attend board meetings:</b> - View Inc Board meeting

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					U.S.A	<b>Attend board meetings:</b> - View Inc Board meeting
Contractor	944	325		1,269	Australia	<b>1. Participate in regional and international fora:</b> - Shoreline Innovation Forum <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b> <b>3: Meet with peer funds to discuss potential co-investment opportunities and compare strategies and operating models</b>
Overseas Advisor 1	10,443	524	0	10,968	ex Hong Kong to New Zealand	<b>Attend board meetings:</b> - GNZS (August) Board meeting
Overseas Advisor 2	10,443	524	0	10,968	ex U.S.A to New Zealand	<b>Attend board meetings:</b> - GNZS (August) Board meeting
IT Security Manager	7,841	-	-	7,841	ex Australia to New Zealand	<b>Other - Recruitment</b>
					ex South Africa to New Zealand	<b>Other - Recruitment</b>
Overseas Advisor 3	8,562	4,421		12,983	ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>

<b>Position</b>	<b>Travel (\$)</b>	<b>Accommodation (\$)</b>	<b>Other (\$)</b>	<b>Grand Total (\$)</b>	<b>Destination</b>	<b>Purpose of Travel</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
					ex Australia to New Zealand	<b>Undertake due diligence on prospective and current investments</b>
Board Member 1	16,270	2,402	50	18,722	Canada	<b>1. Research investment opportunities 2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Board Chair	27,476	2,332		29,808	Canada	<b>1. Research investment opportunities 2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					China	<b>Participate in regional and international fora:</b> - Pacific Pension & Investment Institute (PPI) Asia Roundtable
Board Member 2	58,589	2,463	986	62,039	U.S.A	<b>Participate in regional and international fora:</b> - Pacific Pension & Investment Institute (PPI) Summer Roundtable: Drivers of Change, Future Proofing Investment
					ex Canada	<b>Attend board meetings:</b> - NZSF August EPRC / Board
					ex Canada	<b>Attend board meetings:</b> - NZSF September Board
					ex Canada	<b>Attend board meetings:</b> - NZSF November EPRC / Board
					ex Canada	<b>Attend board meetings:</b> - NZSF February EPRC / Board
Board Member 3	15,900	3,456	189	19,545	Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>Participate in regional and international fora:</b> - ICPM Discussion Forum
Board Member 4	31,482	8,372	560	26,315	U.S.A	<b>Participate in regional and international fora:</b> - Pacific Pension & Investment Institute (PPI) Summer Roundtable: Drivers of Change, Future Proofing Investment
					Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business</b>

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
						partners, counterparties and other sector contacts
					China	<b>Participate in regional and international fora:</b> - Pacific Pension & Investment Institute (PPI) Asia Roundtable
					Canada	<b>Attend training courses and conferences:</b> - ICPM Pension Governance Conference
Board Member 5	10,781	1,406	127	12,313	Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Board Member 6	14,885	2,374	901	18,159	Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
Chief Executive Officer	27,361	5,557	1,642	34,560	Samoa	<b>Participate in regional and international fora:</b> - Pacific Islands Investment Forum (PIIF)
					U.S.A	<b>Attend participate in regional and international fora:</b> - IFSWF 11th Annual Meeting
					Canada	<b>1. Research investment opportunities</b> <b>2. Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>Attend participate in regional and international fora:</b> - SWF CEO Forum and Peer Funds

Position	Travel (\$)	Accommodation (\$)	Other (\$)	Grand Total (\$)	Destination	Purpose of Travel
					Australia	<b>Meet with overseas advisors, business partners, counterparties and other sector contacts</b>
					Australia	<b>Attend participate in regional and international fora:</b> - Keynote speaker at UNPRI conference

### HR Team Allocation of Responsibilities

<b>General Manager Human Resources</b>	
<b>Stream 1 (Operational focus)</b>	<b>Stream 2 (Talent focus)</b>
<p><b>Head of:</b></p> <ul style="list-style-type: none"> <li>• HR Coordinator 1</li> <li>• Travel Manager</li> <li>• Payroll &amp; Records (new)</li> </ul>	<p><b>Head of (new):</b></p> <ul style="list-style-type: none"> <li>• HR Coordinator 2 (new)</li> <li>• Recruitment Specialist (new)</li> </ul>
<ul style="list-style-type: none"> <li>• Diversity and inclusion (shared)</li> <li>• Workforce planning (shared)</li> <li>• Culture</li> <li>• Job design</li> <li>• Job sizing (and associated rem)</li> <li>• Remuneration                             <ul style="list-style-type: none"> <li>○ Design</li> <li>○ Analytics, including external comparative &amp; equal pay</li> <li>○ Salary reviews</li> <li>○ Bonus                                     <ul style="list-style-type: none"> <li>• Programme design</li> <li>• Communication</li> <li>• Execution</li> </ul> </li> <li>○ Benefits</li> <li>○ CEO remuneration</li> <li>○ Board liaison support</li> </ul> </li> <li>• Performance reviews</li> <li>• Policies, legal, risk management and compliance</li> <li>• Health and Safety                             <ul style="list-style-type: none"> <li>○ Work from home</li> <li>○ Compliance</li> <li>○ Premises</li> </ul> </li> <li>• Leaver processes</li> <li>• Wellness</li> <li>• Employment relations, including performance improvement</li> <li>• Exit interviews</li> <li>• External relationships                             <ul style="list-style-type: none"> <li>○ Peers</li> <li>○ SSC/MoF/Treasury</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Diversity and inclusion (shared)</li> <li>• Workforce planning (shared)</li> <li>• Recruitment &amp; talent bank</li> <li>• Psych testing and development</li> <li>• Contracts</li> <li>• Starter &amp; Role change processes/checklists</li> <li>• Onboarding (comprehensive)</li> <li>• New hire surveys</li> <li>• Talent agendas</li> <li>• Talent plans</li> <li>• Development plans (IDPs)</li> <li>• Secondments</li> <li>• Succession</li> <li>• Coaching</li> <li>• Learning &amp; development programmes                             <ul style="list-style-type: none"> <li>○ Centralised</li> <li>○ Leadership development</li> <li>○ Technical capability development</li> </ul> </li> <li>• Intern programme</li> <li>• External relationships                             <ul style="list-style-type: none"> <li>○ Alumni</li> <li>○ Peers</li> <li>○ Universities</li> <li>○ Schools (for Div&amp;Inc planning)</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Payroll, leave, easipay maintenance and support</li> <li>• Records                             <ul style="list-style-type: none"> <li>• Compliance</li> <li>• Training records</li> <li>• Employee contracts and documentation</li> <li>• Leave and benefits</li> <li>• Org chart</li> </ul> </li> <li>• Dashboards and analysis</li> <li>• Travel backup</li> </ul>	