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2024

Annual Report

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Electricity Industry Superannuation Board ("the Board") ABN 57 923 283 236 as Trustee of the Electricity Industry Superannuation Scheme.

Disclaimer: This report is for the purpose of providing information about the products available from ElectricSuper. The information is subject to change from time to time. The ElectricSuper Rules (the "Rules") are the final authority should there be a discrepancy between this report and the Rules. The Board recommends that if you intend to act in connection with any information contained in this report you should first consult a licensed or appropriately authorised financial consultant.

Introduction

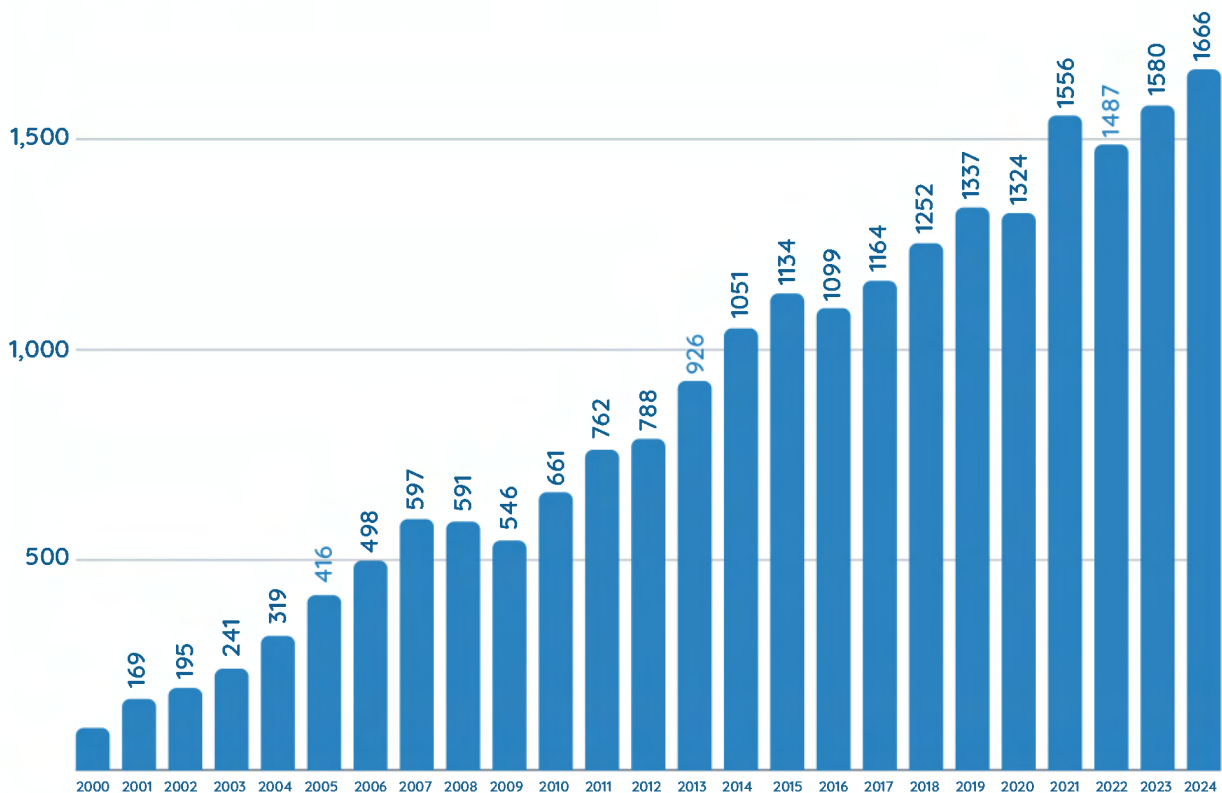
The Electricity Industry Superannuation Scheme (ElectricSuper) is the super fund for people who supply electricity to South Australia.

ElectricSuper is overseen by a Board, who are required by law to work in the best financial interests of members (within the Rules of ElectricSuper). The ElectricSuper Trustee Office manages the fund on behalf of the Board.

There are many organisations who work with ElectricSuper to help run the fund. These include employers, the fund administrator, investment managers, auditors, lawyers, accountants and insurers.

Asset Growth

Since 2000 (\$m)



Our Values

Excellent member outcomes

- We keep members' needs front-of-mind in every decision we make and action we take
- We work towards best financial outcomes for members

Integrity

- We do what we say we will do
- We abide by high levels of governance
- We are honest, accountable, open and transparent in how we work

Working together

- We support each other and work as a team
- We celebrate each other's successes

Purpose driven

- We care about what we do for our members and each other
- We work hard to make a positive difference in the lives of our members
- We consider the interests and values of our members now and into the future in everything we do

Our Average Membership



Average member age:

50.6 years

Average superannuation member age:

46.9 years



Average accumulation account balance:

\$204,000

Average defined benefit account balance:

\$800,000



Average Income Stream balance:

\$609,000

The ElectricSuper Board

Board Members

at June 2024

Board Chairman



Peter Siebels

Investment Committee
Corporate Governance Committee
Nominations Committee

Last appointed: 31 April 2024
Term expires: 31 March 2025

Meetings attended:
4 out of 4 Board meetings
10 out of 11 Committee meetings

Appointed by employers



Patrick Makinson

Investment Committee (Chair)

Last appointed: 1 April 2022
Term expires: 31 March 2025

Meetings attended:
3 out of 4 Board meetings
4 out of 4 Committee meetings



Sophie Holdstock

Nominations Committee

Last appointed: 1 April 2022
Term expires: 31 March 2025

Meetings attended:
4 out of 4 Board meetings
3 out of 3 Committee meetings



Paul Wight

Nominations Committee (Chair)

Last appointed: 1 April 2024
Term expires: 31 March 2027

Meetings attended:
3 out of 4 Board meetings
3 out of 3 Committee meetings



Patrick McAvaney

Corporate Governance Committee

Last appointed: 1 April 2024
Term expires: 31 March 2027

Meetings attended:
4 out of 4 Board meetings
4 out of 4 Committee meetings

Appointed by Unions SA



John Adley

Investment Committee

Last appointed: 1 April 2023
Term expires: 31 March 2026

Meetings attended:
3 out of 4 Board meetings
3 out of 4 Committee meetings



Scott Cowen

Corporate Governance Committee

Last appointed: 1 April 2022
Term expires: 31 March 2025

Meetings attended:
3 out of 4 Board meetings
4 out of 4 Committee meetings



Jason Lailey

Alternate Board Member

Last appointed: 1 April 2023
Term expires: 31 March 2026

Meetings attended: Nil

Elected by members



Mark Vincent

Corporate Governance Committee
(Chair)

Last appointed: 1 April 2023
Term expires: 31 March 2026

Meetings attended:
4 out of 4 Board meetings
3 out of 4 Committee meetings



Janette Bettcher

Investment Committee

Last appointed: 1 April 2023
Term expires: 31 March 2026

Meetings attended:
4 out of 4 Board meetings
4 out of 4 Committee meetings

Gender balance on Board

78% Male
22% Female

Average tenure on Board

10 years, 4 months

Training

All Board Members and staff undertake training to improve their knowledge and skills in areas of benefit to ElectricSuper. The cost of this training is met by ElectricSuper.

Examples of the training undertaken are attending major industry conferences, such as the ASFA Conference; the Company Directors' Course, run by the Australian Institute of Company Directors; 1-day conferences on investments, superannuation issues and public sector superannuation funds; refreshers on super fundamentals (RG146), cyber security, risk management and investment fundamentals.

Chairman's remuneration

The Chairman's remuneration is set by the Board in accordance with ElectricSuper's trust deed following appropriate advice and consultation. The Chairman receives no incentives or bonuses, but is entitled to claim for expenses incurred in the course of his work for ElectricSuper.

Performance reviews

The Board undertakes a performance review every year. This involves each Board Member completing 2 questionnaires of open questions. They consider the Board's performance as a whole, and the individual Board Member's view of their own performance.

The answers are reviewed by the Chairman, who discussed the results with each Board Member. In the case of the Chairman, his review is carried out by the Nominations Committee.

All ElectricSuper staff take part in regular performance reviews.

Service providers

ElectricSuper outsources various operational roles to experienced external service providers. The Board monitors all service providers carefully and regularly reviews their performance. These companies provide help and advice to the Board:

Service	Service provider
Actuary and Administrator	Mercer Outsourcing (Australia) Pty Ltd
Accountant/Tax adviser	Sharyn Long Chartered Accountants (Australia) Pty Ltd
Insurer (members)	MetLife
Investment adviser	JANA Investment Advisers Pty Ltd
Custodian	Citi
External auditor	EY
Internal auditor	Grant Thornton
Legal advisers	DMAW Lawyers and Mercer Legal Pty Ltd
Communications	The Digital Embassy and China Shop Graphic Design
Insurer (office, travel & Board)	Liberty Specialty Markets, 360 Commercial, Chubb, AON

Report from the Chairman & CEO

Peter Siebels (Chairman) and Nic Szuster (CEO)

Again, the financial landscape has been moving fast in 2023/24. The big news stories affecting people this year have been the escalating cost-of-living, cost of housing and interest rates.

Inflation continued to track above the Reserve Bank's target zone through 2023/24, which has led to much speculation and interest in what the RBA would do regarding official interest rates at each of their meetings through the year. At 30 June 2024, the official cash rate was at 4.35%, a much higher level than would have been contemplated even just a couple of years ago.

We are delighted to have been able to make the most of a number of opportunities across our investment options and our 10-year average returns are above our target returns for all our options. This is especially good, given the highly volatile nature of investment markets that were being seen particularly at the opening of 2023/24.

Investment markets

Inflationary pressures continue to have an impact on the day-to-day life of many people. Investment returns at 30 June 2024 were positive, but market volatility continues to affect returns and market confidence.

In 2023/24, this market volatility produced a notable difference in 1-year performance between the lower-returning funds and the higher-returning funds across the superannuation sector.

The investments that ElectricSuper chose to make or hold throughout 2023/24, including an underweight investment in Bonds relative to our peers and a positive performance from our Defensive Alternatives managers, allowed for the rapidly shifting market movements to service our members well. The investments in ElectricSuper through the year resulted in the Balanced Growth

option outperforming many other profit-to-member funds over the year (on a 1-year basis).

ElectricSuper performed well. We have ongoing consideration for an over-investment in the property sector and a potential under-investment in international equities.

On top of this, ElectricSuper returns were strong, compared to SuperRatings median returns for 1-, 3- and 5-year terms, with lower levels of volatility. The option has performed well on a risk-adjusted basis.

With most asset classes looking fully priced, we remain cautious in our outlook. Our cash allocation was a little higher than we would ideally aim for, to make sure that we were in the best position to be able to take advantage of opportunities when they arose through the year.

The message from the Board's investment adviser, JANA, strongly supports the Board maintaining a well-diversified portfolio, which aligns with the Board's strategy.

The Balanced Growth return for the year ending 30 June 2024 was 9.25%, with a 10-year average return of 7.15%.

Member Services

It is vitally important to the Board to know that our members are able to access the information they need to make the most informed decisions possible for themselves and their retirement.

Towards the end of the financial year, we conducted an all-member survey for the first time in a number of years and we are pleased to report that the feedback about the service provided by the Member Services Team was overwhelmingly positive.

Member Services continued the commitment to visit worksites and regional locations through

2023/24. The team met with members right across South Australia, at worksites in the metro and regional areas, as well as in our Adelaide-based office, over the phone and by videoconferencing. Through 2023/24, the team held 1,543 meetings with 686 members.

To further support our members, the public facing website was regularly updated with new online materials to allow members to self-educate. Members also received targeted emails every few months to provide them links to specific resources to help them further self-educate or to book a one-on-one appointment with our Member Services Team. Feedback received from the member survey also supported that members, especially those aged 60+, would like even more communication in this year, so we've taken that feedback onboard. Keep an eye on your inbox in 2024/25!

Changes to Board Members

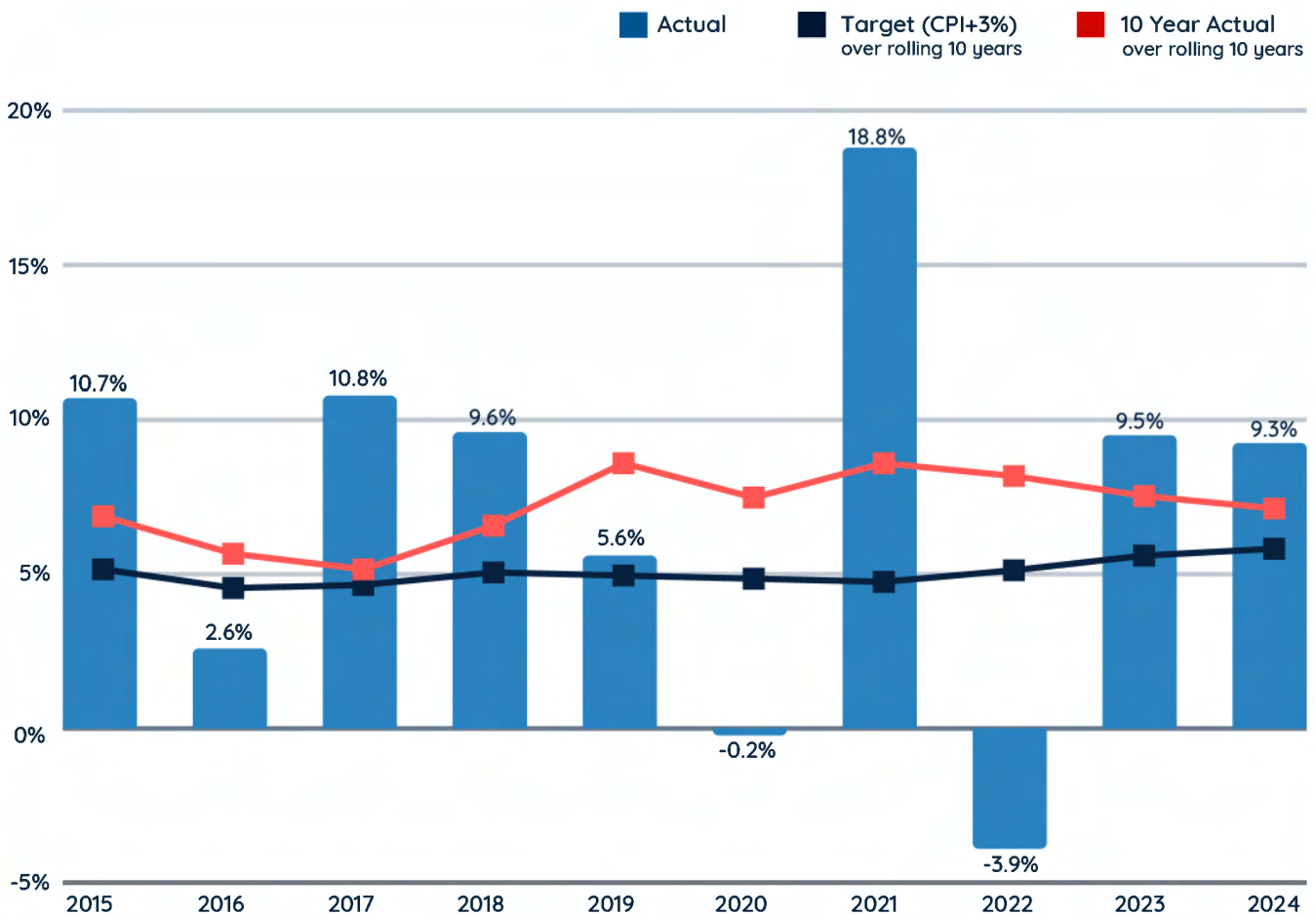
In early 2024, the terms of 2 of our employer-sponsored Board Members were

due to finish. The employers re-nominated the same 2 Board Members to continue their service on our Board for a further 3-year term. We welcome the ongoing service of Patrick McAvaney and Paul Wight. The relevant experience and expertise they bring to the Board will continue to be of great value.

Additionally, the term of the Board Chairman was due to expire in April of 2024. At that time, to ensure continuity, it was agreed that this Board-appointed position should continue to be filled by Peter Siebels. Peter has served as the Chairman of ElectricSuper since March 2015. Peter's experience and professionalism will continue to steer and guide the Board through the coming years.

Your Board is committed to delivering great returns and outstanding services to all members. The Board and staff of ElectricSuper worked hard to ensure that members received the high level of service they have come to expect from their super fund. We thank the Board and staff for their efforts.

Balanced Growth option compared to target



Member activity

Membership statistics

Division:	2	3	4	5	Retained	Total
Members at 30 June 2023	312	23	16	1,964	786	3,102
Entrants during the year	-	-	-	267	146	413
Exits during the year	20	5	3	161	118	308
Members at 30 June 2024	292	18	13	2,070	814	3,207

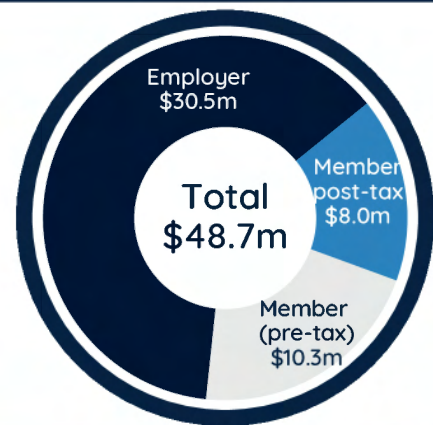
ElectricSuper also paid pensions to 631 members who have retired and receive a regular income from the fund.

Contributions received

ElectricSuper receives contributions from members (from after-tax salary and salary sacrifice) and from employers. The total contributions received during the 2023/24 year are shown here.

The employers pay all the contributions that the Board asks for. The Board must aim to have enough money in ElectricSuper to pay all benefits.

There was also \$15.8m rolled in from other super funds.



Member queries

Phone queries from members are handled by the Helpline (run by our administrator) and the Trustee Office.

The Helpline assists members on all matters, as well as providing financial advice on simple matters, over the phone. They have access to ElectricSuper's administration data and can resolve most questions quickly.

Members are also able to contact the Helpline or the Trustee Office by email.

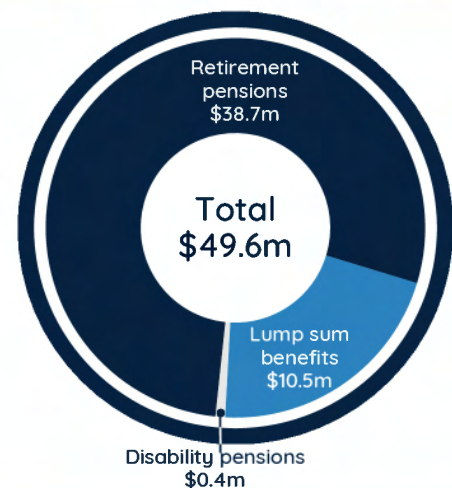
Over the year, the Helpline received 2,322 calls.

Benefits paid

The fund paid out many member benefits during the year, both as lump sums and pensions. We also paid rollovers to other superannuation funds at the members' requests.

The graph (right) shows those payments made directly to members, excluding rollovers.

By way of comparison, during the 2022/23 year, benefits to members totalling \$47.5m were paid.

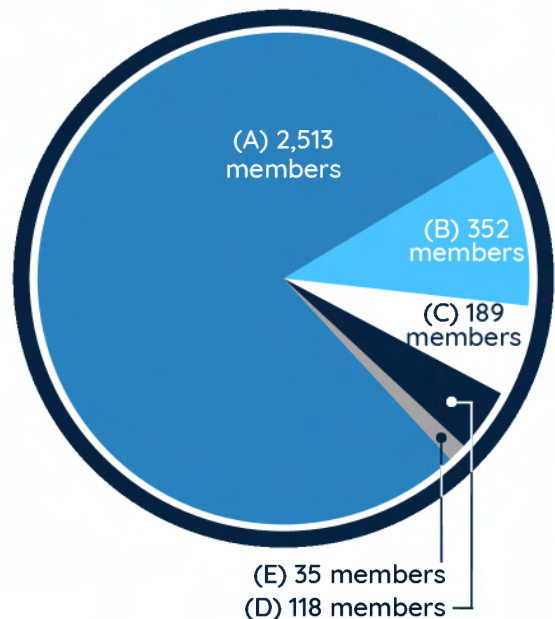


Participating employers

The participating employers and the numbers of employee members (including retained members*) in ElectricSuper at 30 June 2024 are shown (right).

* Retained members have left the service of a Participating Employer, but kept their super in ElectricSuper.

- (A) Utilities Management Pty Ltd (SA Power Networks)
2,513 members
- (B) ElectraNet Pty Ltd
352 members
- (C) AGL Torrens Island Pty Ltd & AGL Energy
189 members
- (D) Withdrawn employers
(Alinta Servco Pty Ltd, Engie, Flinders Power,
EnergyAustralia Services Pty Ltd)
118 members
- (E) SA Government
35 members

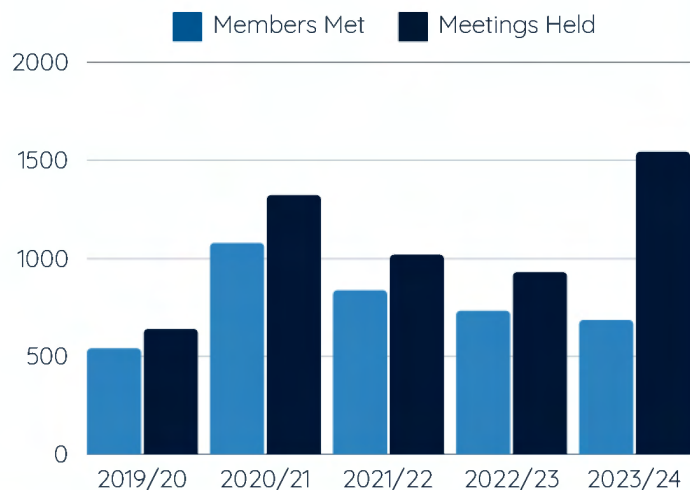


Member meetings

Our Member Services team met with 686 members this year over 1,543 meetings. This includes face-to-face meetings at our Adelaide city office and at the worksites of our Participating Employers throughout South Australia, phone appointments and video conferencing meetings.

Meetings are free for our members.

The number of meetings held this year by our team is approximately 50% above the 5-year average of meetings held (an average of 1,091 meetings have been held each year for the last 5 years).



The 2023/24 Financial Year saw markets primarily focussed on the outlook for inflation and the resilience of global economic activity, in the face of higher global interest rates and rising cost of living pressures. Consensus forecasts (of 12-18 months ago) had been for a recession in the US, which has failed to eventuate. Robust consumer spending, a strong labour market and large fiscal deficits have been key reasons for the strength in US growth. Regional divergence has, however, been wide, with relatively weaker economic activity in the UK and Eurozone. Similarly, Australia has experienced slower growth over recent quarters.

In China, the economic recovery over the past 12 months has been modest. Consumer confidence and spending remains soft, in large part linked to continued weakness in the residential property market. There have been a range of policy initiatives aimed at boosting household spending, including monetary easing and fiscal measures designed to stabilise the property sector.

Inflation across many developed economies moderated over the financial year, with some Central Banks beginning to ease policy rates in response to inflation that moderated towards target levels.

In some regions, including Australia and New Zealand, inflation persisted at levels above Central Bank targets and policy rates remained on hold for the bulk of the financial year.

Equity markets were generally characterised by strong performance and low volatility, with both Developed and Emerging Markets delivering double-digit returns. Performance for the US double-digit returns. Performance for the US market was particularly strong, as enthusiasm around the outlook for AI-linked spending boosted the share prices of technology companies linked to this thematic.

Quarter by Quarter

In the September 2023 quarter, global markets experienced a slight downturn, following the strong stock market rally in the first half of 2023. Market weakness was primarily due to ongoing concerns about inflationary pressures and the recessionary risks stemming from tightening monetary policy.

The December quarter, however, saw a strong rebound in equity markets linked to renewed expectations for interest rate cuts by Central Banks over 2024.

In the first quarter of 2024, enthusiasm for AI technology linked companies erupted, boosting returns for Developed Market equities in particular. The outlook for corporate earnings also strengthened in response to solid US economic growth and the potential benefits from AI-linked investment.

Equity markets finished the Financial Year with moderate gains in the June quarter. Enthusiasm around AI continued to boost companies linked to this thematic. Those companies also continued to deliver solid earnings growth. Annual US inflation eased over the quarter, while jobs growth signalled ongoing labour market strength. Emerging Markets outperformed Developed Markets, with improving sentiment in Taiwan and India the primary drivers of this outperformance.

Global equities

The MSCI World Index ex-Australia (hedged to AUD) returned 20.8% for the 12 months to 30 June 2024. Unhedged equities performed similarly, returning 20.5%. There was a very strong contribution from US Large Cap Technology companies, which have been the beneficiaries of an anticipated improvement in earnings associated with AI-linked services and technology. Emerging Markets underperformed Developed Markets on an unhedged basis, with the MSCI Emerging Markets Index returning 12.6%. Chinese equities have delivered negative returns over the year with concerns surrounding the strength of the Chinese consumer and the impacts of weakness in residential property prices.

Infrastructure

The S&P Global Infrastructure Index (hedged into AUD) returned 5.8% over the financial year, which was broadly in line with the returns received in the Unlisted Infrastructure markets.

Australian Equities

The S&P/ASX300 Index delivered a return of 11.9% over the financial year. The equity market rally was relatively narrow, with a large proportion of the financial year return attributed to the major banks and a small basket of other stocks. The Energy, Materials and Consumer Staples sectors all delivered negative returns, whilst Financials and Information Technology were 2 of the strongest performing sectors

Property

In the property sector, listed Australian Real Estate Investment Trusts (REITs) returned 23.8% and Global REITs returned 5.7% (hedged into AUD). REIT performance has been linked to the expected path for interest rates (and bond yields) and there has been significant performance dispersion across regions and subsectors of the REIT markets. Australian REIT performance was particularly strong, with the Industrial sector the primary driver of these returns.

Australian Unlisted Property returns were weaker for the financial year, with each of the major sectors (Retail, Office and Industrial) recording negative returns. Office Property was the most significant underperformer, as valuation metrics continued to soften across all major geographical markets, impacted by recent sales evidence.

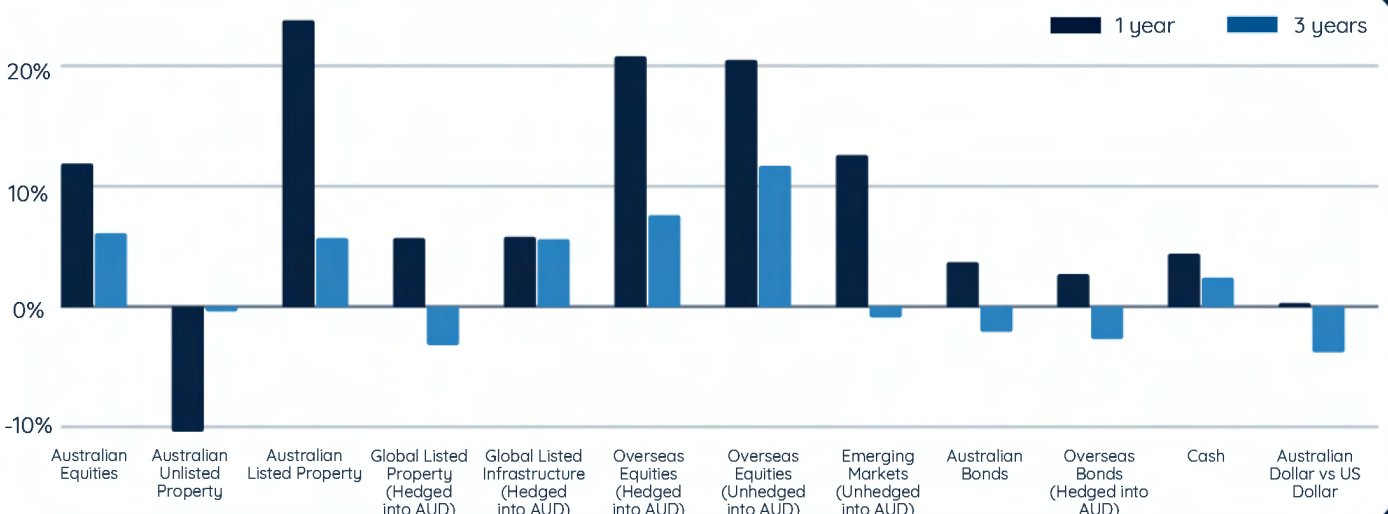
Fixed Interest and Credit

Australian Bonds returned 3.7% over the previous 12 months, whilst Global Bonds (Hedged into AUD) returned 2.7%. Bond markets were generally strongest in the second quarter of 2023 when bond yields fell materially in response to changing expectations for interest rate cuts by Central Banks over 2024. Over the first half of 2024, returns have been relatively more range-bound. Returns over the previous 3 years have been negative, following a very sharp increase in global policy rates that started in 2022.

Global and Australian Credit markets have also produced positive returns, with some higher risk credit markets delivering double-digit returns. This was driven primarily by a broad compression in spreads across most credit markets.

Market performance to 30 June 2024

	1 year	3 years p.a.		1 year	3 years p.a.
Australian Equities	11.9%	6.1%	Overseas Equities (Unhedged into AUD)	20.5%	11.7%
Australian Unlisted Property	-10.4%	-0.4%	Emerging Markets (Unhedged into AUD)	12.6%	-0.9%
Australian Listed Property	23.8%	5.7%	Australian Bonds	3.7%	-2.1%
Global Listed Property (Hedged into AUD)	5.7%	-3.2%	Overseas Bonds (Hedged into AUD)	2.7%	-2.7%
Global Listed Infrastructure (Hedged into AUD)	5.8%	5.6%	Cash	4.4%	2.4%
Overseas Equities (Hedged into AUD)	20.8%	7.6%	Australian Dollar vs US Dollar	0.3%	-3.8%



Investments

Summary

The Board aims to get the best return that it can, within its agreed risk appetite.

The Board sets investment objectives and a strategy with a long-term view in mind. This strategy involves using "growth" assets, like shares and property as well as "defensive" assets, such as fixed interest and cash. The value of investments moves up and down with investment markets. We try to reduce the movements as much as we can, but we sometimes can - and do - get negative returns.

The Board selects professional fund managers to invest the assets of ElectricSuper. Each manager is a specialist in the relevant investment sectors, for example Australian shares, and is selected after taking into account advice received from ElectricSuper's investment adviser.

ElectricSuper believes that sound environmental, social and governance (ESG) practices lead to better investment outcomes. ESG risks are considered in any new manager appointment and an ESG Policy has been implemented.

At 30 June 2024, after fees and tax, the default Balanced Growth option earned 7.15% over a rolling 10-year period, which was ahead of the SuperRatings median Balanced fund return of 7.0% over a rolling 10 years - a positive outcome for members.

The Board aims to get the best return that it can, within its agreed risk appetite.

Investment Philosophy Background

It is ultimately the Board's responsibility to make all decisions relating to the investments of ElectricSuper. ElectricSuper has a mix of defined benefits and accumulation liabilities.

For accumulation liabilities, the investment risk is carried by the member. This means that if investment returns are poor, the member's balance is directly affected. ElectricSuper provides a mix of investment options to allow members to choose the risk profile that best suits their circumstances.

However, for defined benefit liabilities, the investment risk is carried by the employers. If

returns are poor, then the employers have to contribute more to pay for the benefits. The Board has sought the employers' views on the investment risk profile for the assets backing the defined benefit liabilities and will seek reaffirmation of employer views every 5 years.

The pre-privatisation divisions of ElectricSuper provide a mixture of defined and accumulation benefits. The investment risk is shared between the employer and the member.

Currently the majority of the liabilities are defined benefit. The sections of ElectricSuper providing defined benefits are closed to new members, and so the timeframe over which these benefits will be paid is shortening.

Board philosophy - Default and Defined Benefit Investment Pool

In light of its role as custodian for assets supporting benefits for members, the Board considers it appropriate to take an approach to investing ElectricSuper's assets aimed at lowering investment volatility while maintaining an exposure to growth assets.

The Board will diversify investments, both across asset classes and managers, within any constraints imposed by the asset size of ElectricSuper.

Manager configuration

The Board has no deliberate bias towards any style of investment management, but will select managers on their perceived ability to add investment value. Manager configuration is determined within, rather than across, asset classes having regard to:

- any decision reached on active vs passive management
- the merits of using a particular manager
- the need for adequate manager diversification
- the managers' particular skills in the asset class in question
- the ability to monitor managers effectively and efficiently

Use of derivatives

The Board uses foreign exchange instruments to manage the risk of fluctuations in the Australian dollar for ElectricSuper's overseas investments. In addition, investment managers employed by ElectricSuper are permitted to use futures, options and other derivative instruments in accordance with their particular Risk Management Statements. The Board expects that over the longer term the use of these instruments will enhance the returns and/or reduce the risk of ElectricSuper.

Use of gearing

The Board may invest in funds that use gearing and leverage where appropriate.

Asset Allocation - Balanced Growth

ElectricSuper sets a Strategic Asset Allocation (SAA) focussing on the long term expectations of asset class returns, but ElectricSuper may also choose to invest within the boundaries of a Tactical Asset Allocation (TAA) to cater for short- to medium-term variations in asset class expectations.

The TAA gives the ElectricSuper Board some latitude to invest in opportunities that may move the allocation of assets in the investment option slightly outside of the set SAA.

The Tactical Asset Allocations, Strategic Asset Allocations and Actual Allocations for the Balanced Growth option (which is also where the assets supporting the defined benefits are invested) at 30 June 2024 are shown in the graph below.

Changes to the Strategic Asset Allocation (SAA)

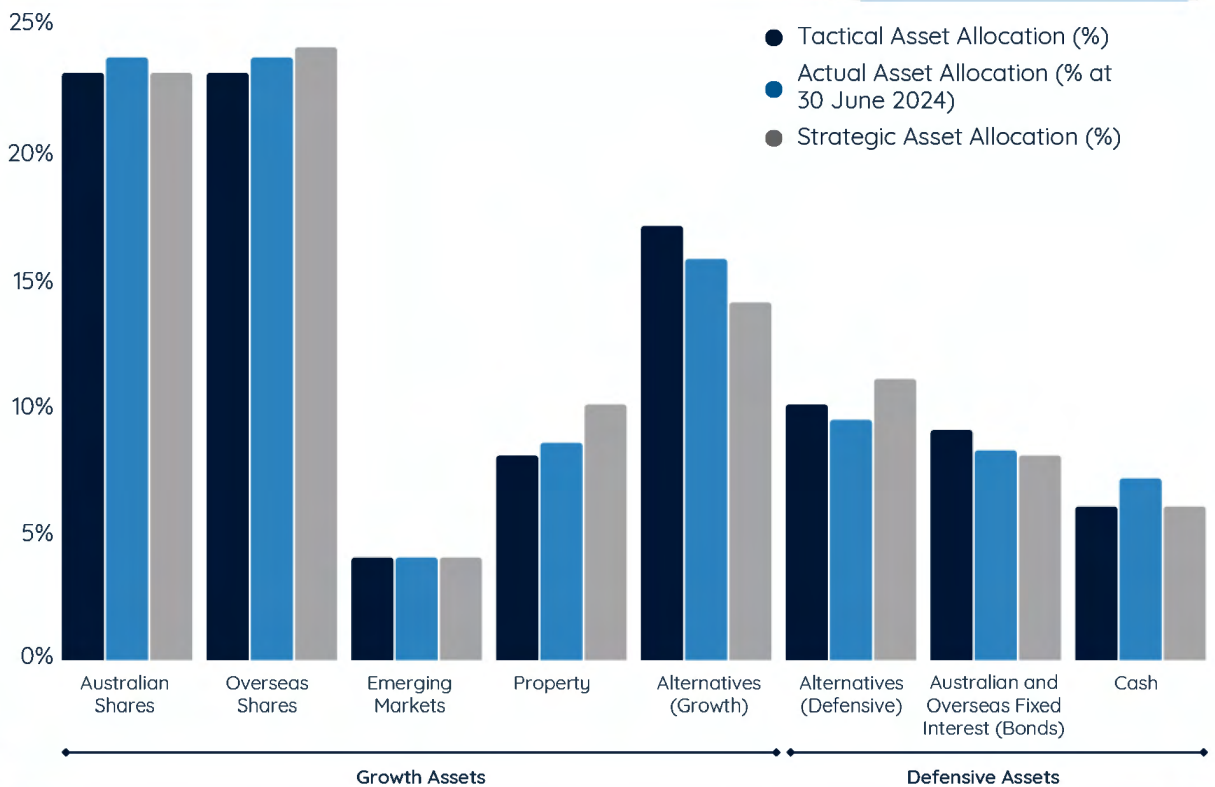
In October 2023, changes were made to the SAA for one investment option, that is the Conservative Growth option. The changes made in this option reduced Defensive Alternatives from 20% to 14%, reduced Cash from 20% to 15% and increased Bonds from 17% to 28%. This was the only change made to any SAA through the 2023/24 year.

Changes to the TAA

In August 2023, the TAA for Global Equities was increased by 1% to 28% and Cash was reduced by 1% to 6%.

In October 2023, the TAA for Fixed Interest was increased by 1% to 8% and the TAA for Defensive Alternatives was reduced by 1% to 16%.

In May 2024, the TAA was reduced for Global Equities by 1% to 27% and the TAA was increased for Property by 1% to 8%. A TAA for Diversified Bonds was introduced for 1% above SAA (that is, a TAA of 9%). The TAA for Australian Equities and Cash was removed.



Recent investment returns - Balanced Growth vs Inflation

The returns from the fund over a longer 10-year term look good compared to inflation.

The investment earnings that are allocated to each member's account will depend on the division of the fund that the member is in, different accounts within each membership and, in some cases, when the member joined ElectricSuper. This is because each division has different rules about what is deducted from the declared rates in terms of administration fees and tax. The declared rates that apply are shown on member statements.

	ElectricSuper Balanced Growth option (after tax)	Inflation
19/20	-0.2%	0.8%
20/21	18.8%	2.8%
21/22	-1.3%	6.4%
22/23	9.5%	6.9%
23/24	9.3%	4.5%
Over last 10 years	7.2%	2.9%

Investment managers

Australian Shares 23.4%	2024	2023
Cooper Investors	6.2%	6.4%
Optar	5.1%	5.0%
Solaris	5.0%	4.5%
Alphinity	3.0%	3.1%
Tribeca Investment Partners	2.4%	2.5%
Lanyon Asset Management	1.7%	1.7%
Overseas Shares 27.3%	2024	2023
Schroders	7.0%	-
Antipodes	5.0%	-
Alphinity	4.3%	-
C Worldwide	3.7%	-
JANA Emerging Markets	3.9%	3.7%
NZS	3.2%	-
Meisrow Financial	0.2%	-
JANA Global Equities	-	23.3%
Direct Property 8.4%	2024	2023
Dexus	6.1%	7.6%
KACORE	1.2%	1.3%
Lend Lease	1.1%	1.2%
Alternatives - Defensive 9.4%	2024	2023
IFM	3.8%	4.3%
Revolution	1.5%	1.4%
Janus Henderson	1.5%	1.5%
Blackrock	1.4%	1.2%
PIMCO	1.2%	1.4%
Macquarie	-	0.4%
Ardea	-	1.8%

Australian & Overseas Bonds 8.1%	2024	2023
JANA	8.1%	5.8%
Alternatives - Growth 15.4%	2024	2023
Bentham	4.9%	4.8%
Harbourvest	3.8%	3.0%
UTA	2.2%	2.1%
Macquarie	1.6%	1.1%
Siguler Guff	1.2%	1.0%
Resolution Life	0.9%	1.1%
LGT	0.5%	0.8%
Partners Group	0.3%	0.4%
Cash 8.2%	2024	2023
JANA Cash	8.2%	4.7%

ElectricSuper uses Australian and international investment managers. Each investment manager is responsible for a specified amount of the fund's assets. They are managed in accordance with a mandate as agreed between the manager and the Board in consultation with the fund's asset consultant.

ElectricSuper has no direct investments with related parties. The Board monitors the performance of each investment manager closely throughout the year and compares it with industry benchmarks.

Selection of fund managers is a responsibility of the Board, with assistance from the Investment Committee and the fund's asset consultant.

The tables on this page provide a breakdown of ElectricSuper's total investments by investment manager and investment class. The amounts shown are the percentage of total fund assets invested with each manager at 30 June.

Environmental, Social and Governance (ESG) Factors

ElectricSuper believes that sound environmental, social and governance (ESG) practices lead to better investment outcomes. ESG risks are considered in any new manager appointment and an ESG Policy has been implemented.

We use JANA as our Investment Consultants. JANA integrates ESG risk management into the due diligence process, ensuring managers recommended to the Scheme are appropriately integrating these risks relative to the investment markets they operate in. JANA monitors ESG issues across the Scheme's managers, with ESG considerations forming part of their ongoing monitoring that is undertaken on behalf of the Scheme.

JANA would not recommend a manager to the Scheme that does not demonstrate an appropriate level of understanding/integration of ESG issues and risks within their investment process. JANA provides the Scheme with manager ESG ratings, and a brief JANA view of each manager's integration of ESG matters into their investment process. These ratings are periodically assessed as part of their monitoring program.

Over the last year, ElectricSuper has appointed 3 managers:

Arrowstreet

JANA believes Arrowstreet adopts a pragmatic, considered approach to its investment process and this extends to the consideration of ESG factors. While Arrowstreet continually reinvests in research, including that related to ESG concepts and characteristics, its dynamic quantitative approach leads to practical limitations such as limited input on climate change considerations and on company engagement and voting. With respect to carbon emissions benchmarking analysis, JANA expects increased volatility as Net Asset Value exposures are dynamic and the gross leverage applied to the portfolio means total emissions and weighted average carbon intensity can shift meaningfully through time.

Jefferies Credit Partners

The Jefferies ESG team consists of 7 dedicated professionals who publish frequent research around ESG for the broader team. The individual deal team is responsible for ESG evaluation, and the team rely on their sponsors to provide the third party ESG reports in some key areas of due diligence.

Alphinity

JANA view Alphinity's ESG approach to be robust and effective which combines active engagement, incorporating ESG evaluation in company models and ultimately impacting portfolio construction.

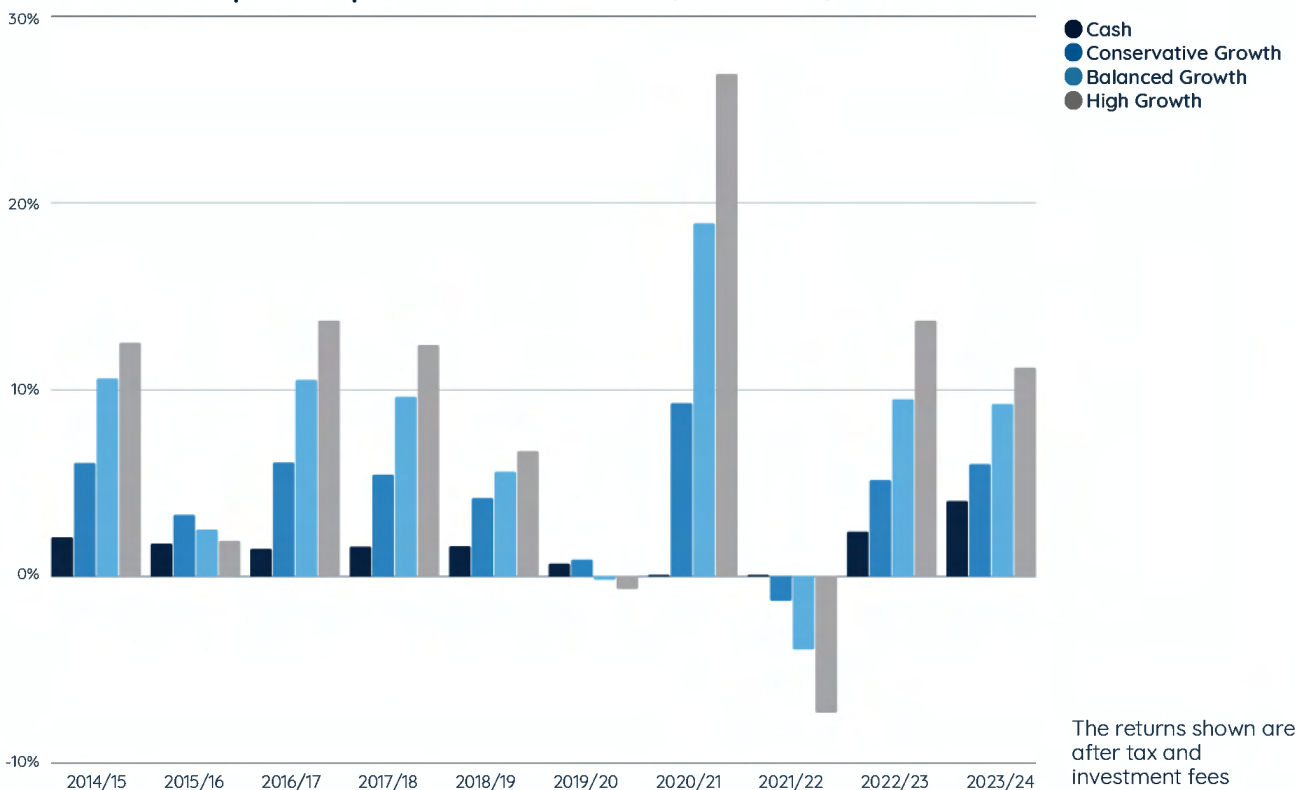
Investment objectives - Balanced Growth

The investment strategy has 2 objectives against which the Balanced Growth Portfolio's investment performance is measured. The objectives and the results for 2023/24 are shown to the right, as is whether the objectives were met in the past 10 financial years.

ElectricSuper met both of its objectives in the period to 30 June 2024.

Investment objective 1	Exceed the Consumer Price Index by 3% p.a. over rolling 10-year periods	2023/24 Balanced Growth portfolio return: 9.25%	2023/24 Objective return: 5.86%
	Objective met: 14/15 ✓ 15/16 ✓ 16/17 ✓ 17/18 ✓ 18/19 ✓ 19/20 ✓ 20/21 ✓ 21/22 ✓ 22/23 ✓ 23/24 ✓		
Investment objective 2	Exceed median return in the SuperRatings survey over rolling 10-year periods	2023/2024 Balanced Growth portfolio return: 9.25%	2023/24 Objective return: 7.0%
	Objective met: 14/15 ✓ 15/16 ✓ 16/17 ✓ 17/18 ✓ 18/19 ✓ 19/20 ✓ 20/21 ✓ 21/22 ✓ 22/23 ✓ 23/24 ✓		

















Investment options performance 2014/15-2023/24



















Investment options

ElectricSuper has 4 investment options available to members. Accumulation Scheme members can invest all of their balance in any one of these options (or a combination of the 4 options).

Members in the defined benefit divisions can invest their additional voluntary contributions and roll-overs in any one of these options (or a combination of these options).

	Cash	Conservative Growth																										
Volatility/return	Very low volatility, lowest rate of growth in long term	Low volatility, expected stable but low returns																										
Return profile																												
Volatility scale																												
Most suited to	Members seeking to minimise their investment risk over the short term	Members who prefer stable but moderate returns over the short to medium term																										
Investment time frame	No minimum	3 years																										
Likelihood of negative return	Not likely to have a negative return	1 negative year in 20, returns not expected to show large swings																										
Objective	Match the Bloomberg AusBond Bank Bill Index before tax and fees over rolling annual periods	To achieve investment returns after tax and fees exceeding the Consumer Price Index by 1.5% p.a. over rolling 10 year periods																										
Management fees* at 30 June 2024	0.14% (deducted from the returns credited to your account)	0.53% (deducted from the returns credited to your account)																										
	<small>*includes JANA and Board costs, plus investment management fees. Defined benefit members incur an additional 0.07% fee for administration expenses.</small>																											
Strategy	Fully invested in short term fixed interest investments and has a very conservative investment risk profile	Around 30% invested in growth investments, and hence has a moderately conservative investment risk profile																										
Asset allocation at 30 June 2023	<table border="0"> <tr> <td>Actual allocation</td> <td>Strategic allocation</td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td>100%</td> <td>Cash</td> </tr> <tr> <td></td> <td>100%</td> </tr> </table>	Actual allocation	Strategic allocation			100%	Cash		100%	<table border="0"> <tr> <td>Actual allocation</td> <td>Strategic allocation</td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td>10% Australian Shares</td> <td>10%</td> </tr> <tr> <td>12% Overseas Shares</td> <td>12%</td> </tr> <tr> <td>10% Property</td> <td>10%</td> </tr> <tr> <td>11% Alternatives - Growth</td> <td>11%</td> </tr> <tr> <td>14% Alternatives - Defensive</td> <td>14%</td> </tr> <tr> <td>28% Fixed Interest</td> <td>28%</td> </tr> <tr> <td>15% Cash</td> <td>15%</td> </tr> </table>	Actual allocation	Strategic allocation			10% Australian Shares	10%	12% Overseas Shares	12%	10% Property	10%	11% Alternatives - Growth	11%	14% Alternatives - Defensive	14%	28% Fixed Interest	28%	15% Cash	15%
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Investment options (continued)

	Balanced Growth (default)	High Growth																																
Volatility/return	High volatility, medium growth	Highest volatility, expected higher long term returns																																
Return profile																																		
Volatility scale																																		
Most suited to	Members who want reasonable medium term returns and can put up with large variations in the short term	Members who want higher returns in the long term and can put up with large variations in the short term																																
Investment time frame	10 years minimum	10 years (or more)																																
Likelihood of negative return	3-4 years in 20, returns may show large swings in the short term	4-5 years in 20, returns may show large swings in the short term																																
Objective	To achieve investment returns after tax and fees exceeding 1) the Consumer Price Index by 3% p.a. over rolling 10 year periods and 2) the median return in the SuperRatings survey of Balanced options over rolling 10 year periods	To achieve investment returns after tax and fees exceeding the increase in the Consumer Price Index by 4% p.a. over rolling 10 year periods																																
Management fees* at 30 June 2024	0.63% (deducted from the returns credited to your account)	0.68% (deducted from the returns credited to your account)																																
	<small>*includes JANA and Board costs, plus investment management fees. Defined benefit members incur an additional 0.07% fee for administration expenses.</small>																																	
Strategy	Around 70% invested in growth assets and hence has a moderately aggressive investment risk profile	Fully invested in growth investments, and has a very aggressive investment risk profile																																
Asset allocation at 30 June 2023	<table border="0"> <thead> <tr> <th>Actual allocation</th> <th>Strategic allocation</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> <tr> <td>23.6% Australian Shares</td> <td>23% Australian Shares</td> </tr> <tr> <td>27.6% Overseas Shares</td> <td>28% Overseas Shares</td> </tr> <tr> <td>8.5% Property</td> <td>10% Property</td> </tr> <tr> <td>15.7% Alternatives - Growth</td> <td>14% Alternatives - Growth</td> </tr> <tr> <td>9.4% Alternatives - Defensive</td> <td>11% Alternatives - Defensive</td> </tr> <tr> <td>8.2% Fixed Interest</td> <td>8% Fixed Interest</td> </tr> <tr> <td>7.1% Cash</td> <td>6% Cash</td> </tr> </tbody> </table>	Actual allocation	Strategic allocation			23.6% Australian Shares	23% Australian Shares	27.6% Overseas Shares	28% Overseas Shares	8.5% Property	10% Property	15.7% Alternatives - Growth	14% Alternatives - Growth	9.4% Alternatives - Defensive	11% Alternatives - Defensive	8.2% Fixed Interest	8% Fixed Interest	7.1% Cash	6% Cash	<table border="0"> <thead> <tr> <th>Actual allocation</th> <th>Strategic allocation</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> <tr> <td>35% Australian Shares</td> <td>35% Australian Shares</td> </tr> <tr> <td>40% Overseas Shares</td> <td>40% Overseas Shares</td> </tr> <tr> <td>10% Property</td> <td>10% Property</td> </tr> <tr> <td>12% Alternatives - Growth</td> <td>12% Alternatives - Growth</td> </tr> <tr> <td>3% Alternatives - Defensive</td> <td>3% Alternatives - Defensive</td> </tr> </tbody> </table>	Actual allocation	Strategic allocation			35% Australian Shares	35% Australian Shares	40% Overseas Shares	40% Overseas Shares	10% Property	10% Property	12% Alternatives - Growth	12% Alternatives - Growth	3% Alternatives - Defensive	3% Alternatives - Defensive
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Governance

Background

Electricity Industry Superannuation Scheme (ElectricSuper) is a superannuation scheme covering members employed in the electricity supply industry in South Australia. ElectricSuper was created in 2000 following the privatisation of ETSA.

ElectricSuper is established under the Electricity Corporations Act 1994 and is overseen by the Electricity Industry Superannuation Board ("the Board") made up of employer and union appointees and member elected representatives. The Board is served by a Trustee office.

As ElectricSuper was established under an Act of Parliament, the scheme is classified as an exempt public sector scheme in Schedule 1AA of the Superannuation Industry (Supervision) Regulations. Accordingly, ElectricSuper is not regulated by APRA and is not required to operate under SIS legislation.

Both defined and accumulation benefits are provided. The defined benefit sections are closed, with the accumulation section open to new members.

Compliance with the fund Rules

During the year ended 30 June 2023, the Board has, to the best of its knowledge, met all of its commitments as required by the Rules governing the fund.

Main drivers

The main factors that affect the work of the Board include the following:

Legal

The Board is required to comply with the Electricity Corporations Act and the Rules of ElectricSuper. This requires that the Board seeks employer consent for any rule change that increases employer liabilities, and seeks member consent before winding up ElectricSuper.

Fiduciary

The Board has a fiduciary duty to members. This requires that any exercise of Board discretion be in the best interest of members. The Board is also required to act prudently when managing the fund.

Demographics

The majority of liabilities are defined benefit and the average age of defined benefit members is over 50. Therefore a significant proportion of ElectricSuper's liabilities is in respect of members who are approaching retirement over the next 5-10 years.

Expectations of members

ElectricSuper operates within the Australian superannuation industry and complies with industry norms as much as practicable.

Pre-privatisation members were given a government promise that their superannuation would not be adversely affected by privatisation.

Strategic Plan 2024

Areas of focus	What it means for you	KPIs
Members are well informed	<p>You'll have lots of opportunities to find out about your super and have your questions answered.</p> <p>You'll understand what's needed to obtain your desired financial outcomes.</p>	<p>All members will have an opportunity for a face-to-face meeting with ElectricSuper staff at least once every 3 years.</p> <p>All members will be contacted:</p> <ul style="list-style-type: none"> • 4 months after joining the fund • When they turn 50 • When a financial authority is received on their behalf <p>All member queries will be responded to within 2 working days.</p>
Investment returns	Returns on your super will be competitive	<p>The Balanced Growth option investment returns will exceed CPI plus 3% over rolling 10 year periods, and will return above the median SuperRatings balanced fund over rolling 10-year periods.</p> <p>The High Growth option investment returns will exceed CPI plus 4% over rolling 10 year periods.</p> <p>The Conservative Growth option investment returns will exceed CPI plus 1.5% over rolling 10 year periods.</p> <p>The Cash option investment returns will match the Bloomberg AusBond bank Bill index over rolling 1 year periods.</p>
Member Service excellence	<p>ElectricSuper will be a good option for your super, both before and after retirement.</p> <p>You will be provided with competitive products and services.</p>	Achieve at least an average 4-star rating in annual all-member survey
Maintaining scale	<p>Your super won't be affected by the fund having to sell assets.</p> <p>Administration and investment costs on your super will remain competitive.</p>	<p>The fund will retain 75% by assets of members on retirement and 60% by assets of other members.</p> <p>Funds under management will be maintained at \$1b or higher.</p> <p>Management Expense Ratio will remain below the industry average.</p>
Governance	<p>Your super will be in a fund that is well run.</p> <p>Risks will be well managed.</p>	<p>Internal audit will return "Substantially Effective" findings.</p> <p>External audit will issue an unqualified audit report.</p> <p>The Board will average 16 hours of relevant training per Board member per year.</p>

Employer funding

Employers must fund their liabilities in advance, in particular, each employer must contribute:

- amounts sufficient to keep the part of ElectricSuper related to the employer fully funded.
- in respect of each Voluntary Separation Package (VSP) benefit paid to a Pension Scheme member, an amount equal to the difference between the level of that benefit and actuarial reserve for that member.

The actuary has specified the levels of employer contributions and these have been duly paid by the private sector employers. The total employer contributions paid in respect of 2023/24 was \$30.5m.

Separate accounts are operated for each of the active participating employers and an amalgamated account is operated for the withdrawn employers.

Employer contributions by Participating Employers are set by the Board after receiving advice on the amounts required to pay for the benefits. Employers are required to pay contributions under the Rules of ElectricSuper. These contributions are monitored by an independent actuary who projects the likely benefit payments, salary growth and investment returns to estimate employer contributions and reviews this annually and as required.

Complaints

Complaints received

Insurance-related	Other matters	Complaints lodged with AFCA
3	29	4

ElectricSuper members who wish to lodge a complaint can contact the Complaints Officer at Level 1, 89 Pirie Street, Adelaide SA 5000 or inquiries@electricsuper.com.au.

If the complaint cannot be resolved within 45 days (or 90 days for a death benefit complaint) or if you are not satisfied with the outcome, you have the option to refer your complaint to the Australian Financial Complaints Authority (AFCA). The AFCA website provides information about the timeframes and conditions that apply to lodging a complaint with them.

AFCA can be contacted at:

Web: www.afca.org.au

Email: info@afca.org.au

Phone: 1800 931 678

Post: Australian Financial Complaints Authority, GPO Box 3, Melbourne, VIC 3001

What insurance does ElectricSuper have?

The Board takes out insurance against the death and invalidity of ElectricSuper members to protect the fund against those risks. Also ElectricSuper pays for insurance to protect the Board and the fund against the financial effects of any "honest mistakes" that might occur in the running of the fund.

When we will transfer your account to the ATO

As an exempt public sector scheme, ElectricSuper is not required by law to transfer accounts to the ATO when they meet certain conditions but may decide to voluntarily do so when it is in the best interest of members.

The conditions that may result in such a transfer to the ATO may include that:

- you are a lost member and, after several attempts we have not been able to reach you, or
- your account balance is under \$6,000 and you have not made any contact with us (such as making an investment switch, updating your details, updating your beneficiary details or notifying us in writing that your account is not an "inactive" account) and your account has not received any contributions for at least 16 months.

We may also transfer your account to the ATO if we are advised by the ATO to do so because you are a former temporary Australian resident who has left the country.

We may transfer your account to the ATO in some other specific situations. Please speak to us for more information.

Privacy and compliance

During the year, there were no breaches reported to the Privacy Commissioner about ElectricSuper.

ElectricSuper has not been subject to any fines or other penalties for failure to comply with laws or regulations.

ElectricSuper's privacy policy is available at www.electricsuper.au/privacypolicy.

Financial details

Simplified Financial Report

The table below shows a summary of the draft accounts for ElectricSuper which shows how the finances of ElectricSuper have changed over the last 2 years.

For more detailed information, please refer to the full financial statements on the ElectricSuper website.

During the year, what amounts did we receive?	2023/24 (this year) \$m	2022/23 (last year) \$m
What investment return did we earn?	158.1	130.8
What contributions were received?		
• from employers	30.5	26.6
• from members by salary sacrifice	10.3	10.2
• from members after tax	8.0	5.8
What benefits were rolled in from other funds?	15.8	10.0
What other income did we receive?	8.4	1.1
Total income into the fund	231.1	184.5
During the year, what amounts were paid out?	2023/24 (this year) \$m	2022/23 (last year) \$m
What benefits were paid to members?	80.1	80.9
What did it cost to run the fund?	4.1	3.4
What were insurance premiums for death and disability benefits?	1.3	1.1
What tax was paid on contributions and investment return?	13.3	2.4
Total amounts paid from the fund	98.8	87.8
At the end of the year	2023/24 (this year) \$m	2022/23 (last year) \$m
How much money did the fund have?	1.703	1.580
What benefits did the fund owe to members if they had all left?	1.703	1.485