

CARE Super

A.B.N. 98 172 275 725

FINANCIAL STATEMENTS

For the year ended 30 June 2023

CARE Super
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CARE Super
Statement of Financial Position
As at 30 June 2023

	Note	2023 \$ '000	2022 \$ '000
Assets			
Cash and cash equivalents	13	92,721	74,695
Receivables	5	5,111	3,285
Financial assets	4		
Cash & short-term deposits held for investing activities		2,513,994	2,337,179
Capital guaranteed		167,121	162,450
Australian shares		5,056,203	4,456,558
Overseas shares		4,949,996	4,330,479
Alternatives		5,328,974	4,729,086
Fixed interest		1,356,158	1,088,114
Property		2,117,865	2,293,787
Derivative assets		71,598	40,582
Income tax receivable		-	119,370
Property, plant and equipment	6	4,194	5,020
Right-of-use assets	7	20,897	23,556
Deferred tax assets	11	7,609	5,167
Total assets		21,692,441	19,669,328
Liabilities			
Payables	8	(49,501)	(46,059)
Income tax payable		(27,773)	-
Deferred tax liabilities	11	(385,567)	(257,998)
Lease liabilities	7	(23,763)	(25,677)
Lease provisions		(900)	(868)
Derivative liabilities	4	(116,481)	(189,214)
Total liabilities excluding member benefits		(603,985)	(519,816)
Net assets available for member benefits		21,088,456	19,149,512
Member benefits			
Allocated to members		(20,927,053)	(18,915,583)
Unallocated to members		(12,993)	(10,662)
Total member liabilities	3	(20,940,046)	(18,926,245)
Net assets		148,410	223,267
Equity			
General reserve	2(p)	(95,313)	(176,513)
Operational risk reserve	2(p)	(53,097)	(46,754)
Total equity		(148,410)	(223,267)

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

CARE Super
Income Statement
For the year ended 30 June 2023

	Note	2023 \$ '000	2022 \$ '000
Superannuation activities			
Interest		148,360	50,512
Dividends and distributions		701,658	834,606
Net changes in fair value of financial instruments	9	996,303	(1,287,327)
Other investment income		3,666	4,565
Other income		3,414	3,666
Total superannuation activities income		1,853,401	(393,978)
Investment expenses		(79,689)	(69,232)
Administration expenses		(14,646)	(12,583)
Operating expenses	19	(53,890)	(67,673)
Total expenses		(148,225)	(149,488)
Result from superannuation activities before income tax expense		1,705,176	(543,466)
Income tax (benefit)/expense	11	105,737	(163,719)
Result from superannuation activities after income tax expense		1,599,439	(379,747)
(Benefits)/losses allocated to members' accounts:			
Net investment income		(1,722,887)	342,421
Net administration fees		48,603	47,121
Net (benefits)/losses allocated to members' accounts		(1,674,284)	389,542
Operating result after income tax		(74,845)	9,795

The above Income Statement should be read in conjunction with the accompanying notes.

CARE Super
Statement of Changes in Member Benefits
For the year ended 30 June 2023

	2023	2022
	\$ '000	\$ '000
Opening balance of member benefits	18,926,245	19,078,198
Contributions:		
Employer	1,062,729	929,103
Member	261,901	292,235
Transfers from other superannuation funds	323,991	301,952
Government co-contributions	1,321	1,279
Income tax on contributions	(164,382)	(142,345)
Net after tax contributions	1,485,560	1,382,224
Benefits paid to members/beneficiaries	(1,144,079)	(1,128,829)
Insurance premiums charged to members' accounts	(74,817)	(76,001)
Death and disability insurance entitlements credited to members' accounts	72,853	60,195
Benefits allocated to members' accounts, comprising:		
Net investment income	1,722,887	(342,421)
Net administration fees	(48,603)	(47,121)
Closing balance of member benefits	20,940,046	18,926,245

The above Statement of Changes in Member Benefits should be read in conjunction with the accompanying notes.

CARE Super
Statement of Changes in Reserves
For the year ended 30 June 2023

	General reserve \$ '000	Operational risk reserve \$ '000	Total equity \$ '000
Opening balance as at 1 July 2022	176,513	46,754	223,267
Net transfers to/from reserves	(1,726)	1,714	(12)
Drawdowns from reserves	-	-	-
Operating result	(79,474)	4,629	(74,845)
Closing balance as at 30 June 2023	95,313	53,097	148,410

	General reserve \$ '000	Operational risk reserve \$ '000	Total equity \$ '000
Opening balance as at 1 July 2021	166,253	47,521	213,774
Net transfers to/from reserves	(302)	-	(302)
Operating result	10,562	(767)	9,795
Closing balance as at 30 June 2022	176,513	46,754	223,267

The above Statement of Changes in Reserves should be read in conjunction with the accompanying notes.

CARE Super
Statement of Cash Flows
For the year ended 30 June 2023

	Note	2023 \$ '000	2022 \$ '000
Cash flows from operating activities			
Interest received		148,360	50,512
Dividends and Distributions received		318,482	414,716
Insurance proceeds received from insurer		72,853	60,195
Other income		2,823	2,581
Administration expenses		(14,646)	(12,583)
General Operating expenses		(52,819)	(67,116)
Investment expenses		(79,022)	(62,357)
Insurance premiums paid		(75,300)	(82,260)
Income tax refunds/(paid)		166,532	(167,122)
Sale/(Purchase) of fixed assets		3,485	4,336
Net cash inflow/(outflow) from operating activities	13	490,748	140,902
Cash flows from investing activities			
Purchases of investments		(1,234,291)	(844,546)
Proceeds from sale of investments		420,245	419,783
Net cash inflow/(outflow) from investing activities		(814,046)	(424,763)
Cash flows from financing activities			
Employer contributions		1,062,729	929,103
Member contributions		261,901	292,235
Transfers from other superannuation plans received		323,991	301,952
Government co-contributions received		1,321	1,279
Benefits paid to members or beneficiaries		(1,144,236)	(1,123,628)
Income tax paid on contributions received		(164,382)	(142,345)
Net cash inflow/(outflow) from financing activities		341,324	258,596
Net increase/(decrease) in cash and cash equivalents		18,026	(25,265)
Cash and cash equivalents at the beginning of the financial year		74,695	99,960
Cash and cash equivalents at the end of the financial year	13	92,721	74,695

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

CARE Super
Notes to the Financial Statements
For the year ended 30 June 2023

1. Operation of the Fund

CARE Super (the Fund) is a defined contribution superannuation fund and was established by Trust Deed dated 18 December 1986. The Fund has both accumulation members and retirement members. Under the terms of the Fund's declaration of trust CARE Super Pty Ltd (A.B.N. 91 006 670 060) is appointed trustee. CARE Super Pty Ltd is a company limited by shares that is incorporated and domiciled in Australia. The registered office of CARE Super Pty Ltd is located at Level 6, 447 Collins Street, Melbourne, Victoria, Australia. The members' accounts are credited or debited with contributions and their proportionate share of the net investment income, expenses, and income tax expense of the Fund.

In accordance with the amendments to the Superannuation Industry (Superannuation) Act 1993 the Fund was registered with the Australian Prudential Regulation Authority on 18 December 1986 (Registration number 125703943).

2. Summary of significant accounting policies

Unless covered in other notes to the financial statements, the principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

(a) Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board, the Superannuation Industry (Supervision) ('SIS') Act 1993 and Regulations and the provisions of the Trust Deed. The financial statements are presented in Australian currency.

The statement of financial position is presented on a liquidity basis. Assets and liabilities are presented in decreasing order of liquidity and do not distinguish between current and non-current. All balances are expected to be recovered or settled within twelve months, except for financial investments, derivative liabilities and net assets available for member benefits.

The financial statements are prepared on the basis of fair value measurement of assets and liabilities except where otherwise stated.

The financial statements were authorised for issue by the Board of Directors of the Trustee on 27 September 2023.

(b) Accounting standards and interpretations

There are no other standards, interpretations or amendments to existing standards that are effective for the first time for the financial year beginning 1 July 2022 that have a material impact on the amounts recognised in the prior or current periods or that will affect future periods.

Other significant accounting policies

(c) Consolidation

The Fund is an investment entity and, as such, does not consolidate the entities it controls.

(d) Financial assets and liabilities

(i) Classification

The Fund's financial investments are classified at fair value through profit or loss in accordance with AASB 1056 Superannuation Entities.

Financial assets and liabilities held at fair value through profit or loss

The Fund classifies its investments based on its business model for managing those financial instruments and the contractual cash flow characteristics of the financial instruments. The Fund's portfolio of financial instruments is managed and its performance is evaluated on a fair value basis in accordance with the Fund's documented investment strategy. The Fund uses fair value information to assess performance of the portfolio and to make decisions to rebalance the portfolio or to realise fair value gains or minimise losses through sales or other trading strategies. The Fund's policy is for the Trustee to evaluate the information about these financial instruments on a fair value basis together with other related financial information.

Equity securities, unlisted unit trusts and derivatives are measured at fair value through profit or loss. For debt securities, the contractual cash flows are solely payments of principal and interest, however they are neither held for collecting contractual cash flows nor held both for collecting contractual cash flows and for sale. The collection of contractual cash flows is only incidental to achieving the Fund's business model's objective. Consequently, the debt securities are measured at fair value through profit or loss.

(ii) Recognition / derecognition

The Fund recognises financial assets and financial liabilities on the date it becomes party to the contractual agreement (trade date) and recognises changes in the fair value of the financial assets or financial liabilities from this date.

Investments are derecognised when the right to receive cash flows from the investments has expired or has been transferred and the Fund has transferred substantially all of the risks and rewards of ownership. Financial liabilities are derecognised when the obligation under the liability is discharged, cancelled or expires. Any gains or losses arising on derecognition of the asset or liability (calculated as the difference between the disposal proceeds and the carrying amount of the asset or liability) are included in the Income Statement in the reporting period that the asset or liability is derecognised as realised gains or losses on financial instruments.

2. Summary of significant accounting policies (continued)

(d) Financial assets and liabilities (continued)

(iii) Measurement

Financial assets and liabilities held at fair value through profit or loss

Financial assets and liabilities held at fair value through profit or loss are measured initially at fair value excluding any transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability. Transaction costs on financial assets and financial liabilities at fair value through profit or loss are expensed immediately in the income statement.

Subsequent to initial recognition, all financial assets and financial liabilities held at fair value through profit or loss are measured at fair value. Gains and losses arising from changes in the fair value of the financial assets or financial liabilities held at fair value through profit or loss are presented in the Income Statement within 'net gains/(losses) on financial instruments held at fair value through profit or loss' in the period in which they arise.

(e) Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the Fund.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

The Fund uses valuation techniques that are appropriate in the circumstances and for which sufficient data is available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy. Refer to Note 4.

(f) Cash and cash equivalents

Cash and cash equivalents in the Statement of Financial Position comprise cash at bank.

For the purposes of the Statement of Cash Flows, cash and cash equivalents consist of cash and cash equivalents held by the Fund.

Cash and cash equivalents held for investing activities is reported separately on the Statement of Financial Position.

(g) Receivables and payables

Receivables may include amounts for GST and interest and are measured at fair value. GST is accrued when the right to receive payment is established. Interest is accrued at the end of each reporting period from the time of last payment in accordance with the policy set out in Note 2 (k) below. These amounts are generally received within 30 days of being recorded as receivables.

Payables include liabilities and accrued expenses owing by the Fund which are unpaid as at the end of the reporting period and are measured at fair value. These amounts are unsecured and are usually paid within 30 days of recognition.

Amounts due from/to brokers represent receivables for securities sold and payables for securities purchased that have been contracted for but not yet delivered by the end of the year. Trades are recorded on trade date. These amounts are recognised initially at fair value and subsequently measured at fair value.

(h) Benefits paid/payable

Benefits paid/payable are valued at the amounts due to members at reporting date. Benefits paid/payable comprise pensions accrued at balance date and lump sum benefits of members who are due a benefit but had not been paid at balance date.

(i) Property, plant and equipment

Property, plant and equipment are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the asset. Depreciation is calculated using the straight line method over their estimated useful lives, ranging from two to ten years.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in profit and loss.

2. Summary of significant accounting policies (continued)

(i) Property, plant and equipment (continued)

The assets' residual values and useful lives are reviewed, and adjusted as appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

(j) Right-of-use assets and lease liabilities

The Fund leases various offices and equipment. Rental contracts are typically made for fixed periods of 6 months to 7 years, but may have extension options as described in Note 7 (iii).

Contracts may contain both lease and non-lease components. The Fund allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices. However, for leases of real estate for which the Fund is a lessee, it has elected not to separate lease and non-lease components and instead accounts for these as a single lease component. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes.

Assets and liabilities arising from a lease are initially measured on a present value basis.
Lease liabilities include the net present value of the fixed payments less any lease incentives receivable.
Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

The lease payments are discounted using the lessee's incremental borrowing rate, being the rate that the lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

To determine the incremental borrowing rate, the Fund where possible, uses a quote for third-party financing as a starting point, adjusted to reflect changes in financing conditions. In absence of the quote received from the third-party, the Fund obtained the Bank Bill Swap Bid Rate (BBSY) as appropriate. It is noted that Superannuation Funds are not permitted to borrow against the assets of the Fund.

Lease payments are allocated between principal and finance cost. The finance cost is charged to the Income Statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

Right-of-use assets are measured at cost comprising the amount of the initial measurement of lease liability and restoration costs.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. If the Fund is reasonably certain to exercise a purchase option, the right-of-use asset is depreciated over the underlying asset's useful life. While the Fund revalue its land and buildings that are presented within property, plant and equipment, it has chosen not to do so for the right-of-use buildings held by the Fund.

Payments associated with short-term leases (lease terms of 12 months or less) of equipment and vehicles and all leases of low-value assets (equal to or less than \$7,500) are recognised on a straight-line basis as an expense in the Income Statement.

(k) Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Fund and the revenue can be reliably measured, regardless of when the payment is received. Revenue is measured at the fair value of the consideration received or receivable, taking into account contractually defined terms of payment and excluding taxes or duty. The specific recognition criteria described below must also be met before revenue is recognised.

Changes in fair value

Changes in the fair value of investments and derivatives are calculated as the difference between the fair value at sale, or at balance date, and the fair value at the previous valuation point. All changes are recognised in the income statement.

Interest

Interest revenue on cash and other financial assets carried at fair value is recorded according to the terms of the contract and is recognised in the income statement.

Dividends and distributions

Dividend and distribution revenue is recognised when the Fund's right to receive payment is established. Revenue is presented gross of any non-recoverable withholding taxes, which are disclosed separately as tax expense in the income statement.

(l) Contributions received and transfers from other superannuation funds

Contributions received and transfers from other funds are recognised in the statement of changes in member benefits when the control of the contribution or transfer has transferred to the Fund. They are recognised gross of any taxes.

2. Summary of significant accounting policies (continued)

(m) Income tax

The Fund is a complying superannuation fund within the provisions of the *Income Tax Assessment Act 1997*. Income tax expense (or benefit) on operating results in the income statement is calculated based on the accounting profit (or loss) for the financial year. It is calculated as 15% (current tax rate) of accounting profit, adjusted for any permanent differences (i.e. income that is not taxable, or expenses that are not deductible). Financial assets held for less than 12 months are taxed at the Fund's rate of 15%. For financial assets held for more than 12 months, the Fund is entitled to a further discount on the tax rate leading to an effective tax rate of 10% on any gains/(losses) arising from the disposal of investments.

Current tax represents the income tax payable or recoverable at the reporting date, in respect of the taxable profit or loss for the financial year. It is calculated using tax rates and tax laws that have been enacted, or substantively enacted by the reporting date. Current tax is recognised as a liability to the extent that it is unpaid, or as an asset to the extent that it is refundable. The difference between current tax and tax expense is deferred tax and is explained below.

Deferred tax consists of deferred tax assets and deferred tax liabilities, which is the result of timing differences between recognition of income tax expense for accounting purposes and assessability/deductibility for tax purposes.

Deferred tax assets may result from:

- Expenses incurred in current and/or prior years that are deductible in future years;
- Tax paid in current and/or prior years for income that is recognised as earned in future years;
- Losses resulting from current and/or prior year performance that have not yet been claimed; or
- Tax offsets from current and prior years that have not yet been claimed.

Deferred tax liabilities may result from:

- Income earned in current and/or prior years that is taxable in future years; or
- Deductions claimed in current and/or prior years for assets that are depreciated/amortised in future years.

Deferred tax assets and liabilities do not result from:

- Income that is not taxable (e.g. insurance claims);
- Expenses that are not deductible (e.g. fines, infringements and penalties); or
- The initial recognition of assets and liabilities (except as a result of business combinations).

Measurement and recognition

Deferred tax is calculated using the comprehensive balance sheet liability method. This involves calculating all temporary differences between:

- The carrying amounts of assets and liabilities in the financial statements; and
- The corresponding tax bases of those items.

Once the temporary difference has been calculated, this is multiplied by the expected tax rate to determine the deferred tax asset or liability. The expected tax rate refers to the rate that is expected to apply once the asset is realised or liability is settled, representing the future expected benefit or liability.

A deferred tax asset is only recognised where it is expected that, in future years, there would be sufficient taxable income to realise the benefit, while deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are reviewed at each reporting date and are reduced to the extent it is no longer probable that the related tax benefit will be realised.

(n) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except:

- When the GST incurred on a sale or purchase of assets or services is not payable to or recoverable from the taxation authority, in which case the GST is recognised as part of the revenue or the expense item or as part of the cost of acquisition of the asset, as applicable; or
- When receivables and payables are stated with the amount of GST included.

The net amounts of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position. Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing activities, which is recoverable from, or payable to the taxation authority are classified as operating cash flows.

(o) Foreign currency transactions and balances

Items included in the financial statements are measured using the currency of the primary economic environment in which the Fund operates (the functional currency). The financial statements are presented in Australian Dollars, which is the Fund's functional and presentation currency.

2. Summary of significant accounting policies (continued)

(o) Foreign currency transactions and balances (continued)

Foreign currency transactions are translated into the functional currency using the exchange rates at the dates of the transactions. Foreign exchange gains and losses arise from the settlement of such transactions and from the translations at year end exchange rates of monetary items denominated in foreign currencies. Amounts are recognised in the period in which they arise within other income.

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at balance date. Translation differences on assets and liabilities carried at fair value are reported in the income statement on a net basis within net changes in fair value of financial instruments.

(p) Reserves

The Fund maintains an Operational Risk Reserve, in accordance with the requirements established by APRA under Prudential Standard SPS 114 *Operational Risk Financial Requirement*, and also holds a General Reserve.

The purpose of the Operational Risk Reserve is to provide protection to the Fund in the event that a loss is incurred from an operational risk event occurring. The use of the Operational Risk Reserve is governed by the requirements of SPS 114, which is applicable to all APRA-regulated funds. The current Operational Risk Reserve of \$53.097 million (2022: \$46.754 million) represents approximately 25.18 bps (2022: 24.42 bps) of the net assets of the Fund. The Trustee has an Operational Risk Financial Requirement target of 25 basis points. A tolerance limit of 20 basis points has also been set, above which the Operational Risk Reserve must be maintained.

The General Reserve of \$95.313 million (2022: \$176.513 million) represents that pool of funds required to meet the general operating and administration costs of the Fund and any unexpected or otherwise unforeseeable operating costs that may arise. Administration levies are deducted from members' accounts to fund the Reserve. It also receives and distributes net investment earnings, (income and capital gains from investments less tax and other relevant deductions). The General Reserve may be used to fund approved expenses, projects, system development or other costs as determined by the Fund where there is a benefit to members over the long term.

The General Reserve also includes unallocated surplus/(deficits) such as tax liability and investment fee accrual timing differences, as well as unit pricing spread differences (differences in investment assets and member liabilities due to the use of a sell price). At 30 June 2023, the unallocated surplus is \$13.346 million (2022: \$89.872 million) while the equity within the General Reserve is \$81.967 million (2022: \$86.641 million).

Transfers in and out of the reserves and drawdowns are made only at the authorisation of the Trustee and in accordance with the Fund's Reserving Policy.

During the financial year, the Trustee authorised a drawdown from the Operational Risk Reserve of \$6.844 million as a result of an investment governance execution failure in executing a foreign currency hedging position approved by the board and investment committee.

(q) Use of estimates

The Fund makes estimates and assumptions that affect the reported amounts of assets and liabilities. Estimates are evaluated and based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

For the majority of the Fund's financial instruments, quoted market prices are readily available. However, certain financial instruments, for example over-the-counter derivatives or unquoted securities, are fair valued using valuation techniques. Where valuation techniques (for example, pricing models) are used to determine fair values, they are validated and periodically reviewed by experienced personnel. Refer to note 4 for details.

(r) New accounting standards and interpretations

Certain new accounting standards and interpretations have been published that are not mandatory for the 30 June 2023 reporting period and have not been early adopted by the Fund. None of these are expected to have a material effect on the financial statements of the Fund.

(s) Rounding of amounts

Amounts in the financial statements have been rounded off to the nearest thousand dollars, unless otherwise indicated.

(t) Reclassification of financial information

Where necessary, comparative information has been reclassified to achieve consistency with current period disclosures.

3. Member liabilities

The entitlements of members to benefit payments are recognised as liabilities. They are calculated as the amount of the accrued benefits as at the reporting date, being the benefits that the Fund is presently obliged to transfer to members or their beneficiaries in the future as a result of the membership up to the end of the reporting period.

Defined contribution member account balances are measured using unit prices determined by the Trustee based on the underlying investment option values selected by members, net of a calculated estimate of transaction costs incurred in disposing of investments assets (the unit price sell spread).

The defined contribution members bear the investment risk relating to the underlying investment options. Unit prices used to measure defined contribution member liabilities are updated daily for movements in investment values.

At 30 June 2023 \$12,992,935 (2022: \$10,661,575) has not been allocated to members as at the end of the reporting period. The amount not yet allocated to members' accounts consists of contributions received by the Fund that have not been able to be allocated to members' accounts as at the end of the reporting period.

Refer to Note 16 for the Fund's management of investment risks.

Member liabilities vest 100% to members.

	2023 \$ '000	2022 \$ '000
Members' liabilities		
Allocated to members	20,927,053	18,915,583
Unallocated to members	12,993	10,662
Member liabilities at end of the financial year	20,940,046	18,926,245
As compared to net assets available to pay benefits	21,088,456	19,149,512

4. Financial assets and liabilities

(a) Asset classes

The investments of CARE Super are aggregated by asset class. The asset classes are broadly consistent with the asset classes listed in the Fund's Investment Guide, which is a supplement to the Product Disclosure Statement, released 1 April 2023. The Fund separately discloses the value of derivative assets and liabilities, which may be used in various asset classes.

Cash & short-term deposits held for investing activities

Cash investments include cash, term deposits (with terms normally less than one year), fixed term annuities, deposit accounts held on notice and marketable discount securities including bank accepted bills, commercial paper and short-term fixed interest securities.

Capital guaranteed

This asset class invests in the AMP Capital Guaranteed Savings Account, which is a portfolio of cash and fixed interest investments wherein the capital and credited accrued interest are guaranteed by AMP Life Limited not to be reduced by negative investment returns.

Australian shares

Investments in Australian shares are equity securities listed on the Australian Securities Exchange (ASX) which represent part ownership in a company.

Overseas shares

Investments in Overseas shares are equity securities listed on various international securities exchanges which represent part ownership in a company.

Alternatives

Alternative investments is a broad term used to describe a range of different types of investments. The Fund groups these into four broad categories:

- Infrastructure: These are mainly equity holdings in airports, transmission networks, telecommunications infrastructure, ports and rail.
- Private Equity: These investments comprise mainly equity holdings in unlisted companies, ranging from those in an early stage of development to more mature businesses seeking capital restructure, change of ownership or expansion.
- Credit: This asset class comprises investments in debt instruments that typically pay an interest rate that is floating. Examples of credit investments include direct loans made to companies, securitised bank loans, mortgage-backed securities and infrastructure debt.
- Absolute return: This asset class involves a mix of investment strategies which invest predominantly across fixed interest, credit and currency markets. The objective of this asset class is to produce a return in excess of cash over the long term, but with less volatility than would be expected from shares.

4. Financial assets and liabilities (continued)

(a) Asset classes (continued)

Fixed interest

Fixed interest investments (or bonds) are interest-bearing debt securities issued by governments and large corporations. They represent loans made to borrowers for a pre-determined period, for which regular interest payments are received.

Property

Property investments include commercial, industrial and retail real estate assets. These investments generate a return through rental income and by increases (or decreases) in capital value over time.

Derivative Assets / Liabilities

These derivative assets and liabilities represent Over The Counter (OTC) and exchange traded derivative securities, including futures, forward foreign exchange contracts, options, warrants and swaps. Derivative securities comprise the assets and liabilities of various asset classes of the Fund, which are disclosed separately in Note 4(e) in the Financial Statements.

(b) Fair value hierarchy

The Fund classifies fair value measurements using a fair value hierarchy that reflects the subjectivity of the inputs used in making the measurements. The fair value hierarchy has the following levels:

- Level 1 : quoted prices (unadjusted) in active markets for identical assets and liabilities. These inputs are readily available in the market and are normally obtainable from multiple sources.
- Level 2 : inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly. The Trustee values fixed interest securities held by the Fund using broker quotes, units in unit trusts using the unit price provided by the underlying fund manager and OTC derivatives using valuation models.
- Level 3 : one or more of the significant inputs are not based on observable market data, examples include discount rates and other material unobservable inputs. The Trustee values units in unit trusts classified as level 3 using the unit price provided by the underlying fund manager. These unit trusts hold illiquid investments such as unlisted property and private equity.

The levels in which instruments are classified in the hierarchy is based on the lowest level input that is significant to the fair value measurement in its entirety. Assessment of the significance of an input requires judgements after considering factors specific to the instrument as set out in Note 4(c).

Recognised fair value measurements

The table below sets out the level of the fair value hierarchy within which the fair value measurements of the Fund are categorised.

Types of assets/liabilities	30 June 2023			Total
	Level 1 \$ '000	Level 2 \$ '000	Level 3 \$ '000	
Assets				
Cash and Short Term Deposits Held for Investing Activities	2,275,230	238,764	-	2,513,994
Capital Guaranteed	104,650	62,471	-	167,121
Australian Shares	4,953,791	98,521	3,891	5,056,203
Overseas Shares	4,935,097	14,899	-	4,949,996
Alternatives	101,750	1,394,767	3,832,457	5,328,974
Fixed Interest	121,054	1,235,104	-	1,356,158
Property	16,396	-	2,101,469	2,117,865
Derivative Assets	5,689	65,909	-	71,598
Total Assets	12,513,657	3,110,435	5,937,817	21,561,909
Liabilities				
Derivative Liabilities	4,520	111,961	-	116,481
Total Liabilities	4,520	111,961	-	116,481

4. Financial assets and liabilities (continued)

(b) Fair value hierarchy (continued)

Types of assets/liabilities	30 June 2022			Total \$ '000
	Level 1 \$ '000	Level 2 \$ '000	Level 3 \$ '000	
Assets				
Cash and Short Term Deposits Held for Investing Activities	1,246,313	1,090,866	-	2,337,179
Capital Guaranteed	121,913	40,537	-	162,450
Australian Shares	4,449,222	485	6,851	4,456,558
Overseas Shares	3,331,532	998,694	253	4,330,479
Alternatives	287,556	1,287,969	3,153,561	4,729,086
Fixed Interest	78,103	1,010,011	-	1,088,114
Property	20,001	-	2,273,786	2,293,787
Derivative Assets	4,391	36,191	-	40,582
Total Assets	9,539,031	4,464,753	5,434,451	19,438,235
Liabilities				
Derivative Liabilities	12,962	176,252	-	189,214
Total Liabilities	12,962	176,252	-	189,214

Transfers Between Hierarchy Levels

The Fund's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period. There have been reclassification amounted to \$187,950,276 from Level 2 to Level 3 during the year (2022: \$nil).

(c) Valuation process and techniques used to derive fair value

The Fund has an Asset Valuation Policy which sets out its approach to determining the carrying value of investment assets. The Asset Valuation Policy describes the Fund's use of asset valuations calculated by investment managers or other third parties. The Trustee-appointed Investment Committee is responsible for the oversight of the valuation process.

Valuation of unlisted investment assets is conducted by the Fund's investment managers, or their administrators or responsible entities, notwithstanding that the ultimate responsibility lies with the Trustee. The inputs used to calculate valuations for these investments include net asset value ('NAV'), discounted cash flow models and observable transactions in similar securities.

For financial instruments classified in Level 3 in the fair value hierarchy some of the inputs to the valuation models are unobservable and therefore subjective in nature. The use of reasonably possible alternative assumptions could produce a different fair value measurement.

Information about how the fair values of these financial assets and financial liabilities are determined (in particular, the valuation techniques and inputs used) is detailed below.

Listed equities

When fair values of publicly traded equity securities are based on quoted market prices, or binding dealer price quotations, in an active market for identical assets without any adjustments, the instruments are included within Level 1 of the hierarchy. The Fund values these investments at market close price (i.e. the last traded price).

Unlisted unit trusts

The Fund invests in these trusts which are not quoted in an active market and which may be subject to restrictions on redemptions such as lock up periods and redemption gating. The Fund considers the valuation techniques and inputs used in valuing these funds as part of its due diligence prior to investing, to ensure they are reasonable and appropriate and therefore the NAV of these funds may be used as an input into measuring their fair value. In measuring this fair value, the NAV of the funds is adjusted, as necessary, to reflect restrictions on redemptions, future commitments, and other specific factors of the fund and fund manager. In measuring fair value, consideration is also paid to any transactions in the shares of the fund. Depending on the nature and level of adjustments needed to the NAV and the level of trading in the fund, the Fund classifies these funds as either Level 2 or Level 3.

Derivative assets and liabilities

The Fund uses widely recognised valuation models for determining fair values of over-the-counter interest rate swaps, currency swaps and forward foreign exchange contracts. The most frequently applied valuation techniques include forward pricing and swap models, using present value calculations. The models incorporate various inputs including both credit and debit valuation adjustments for counterparty and own credit risk, foreign exchange spot and forward rates and interest rate curves. For these financial instruments, significant inputs into models are market observable and are included within Level 2.

4. Financial assets and liabilities (continued)

(c) Valuation process and techniques used to derive fair value (continued)

Holdings of Pooled Investment Vehicles

The Fund's holding in pooled investment vehicles comprises holdings of limited partnerships, limited liability corporate investment vehicles and other alternative investment vehicles. Some of the Fund's holdings of investments via pooled investment vehicles are classified as Level 3 in the Fair Value Hierarchy disclosure. This is due to the valuations of these vehicles being calculated using inputs that are not based on observable market inputs. Oversight of the valuation of external investment managers is achieved through regular review of valuation policies of the Fund's custodian and investment managers, to ensure they are consistent with the Fund's principles. Through its due diligence processes, the Trustee ensures the asset valuation standards of its investment managers follow industry guidelines. Assets classified as Level 3 are across the property, infrastructure, private equity and credit investments of the Fund.

Direct Holdings in Unlisted Equity

The Fund carries an exposure to direct holdings in unlisted equity securities of \$58.354 million (2022: \$52.695 million). These are classified as Level 3 in the Fair Value Hierarchy disclosure as the securities are not actively traded on an exchange and the valuation of these holdings is not observable through on-market transactional data. Valuation of the Fund's direct equity holdings is conducted according to the Asset Valuation Policy. Direct holdings in unlisted equity securities are valued using market multiples of comparable listed or unlisted companies. These valuations are conducted at least annually by a suitably qualified independent valuer. The independent valuer is periodically rotated.

Market uncertainty considerations for the fair value of Level 3 investments

Market uncertainty, high inflation and rising interest rates have had, and continue to have, a significant impact on the general business environment and financial markets. The Trustee's evaluation of Level 3 investment valuations has included further consideration relating to the economic implications of the current market volatility and the measures taken to contain it.

Estimating the valuation implications of the current market uncertainty for the Fund's Level 3 investments has required considerable judgement by the external investment managers and the Trustee. The valuation of the Fund's Level 3 investments is based on data available at the time of the relevant valuation which may change as circumstances and events continue to unfold. The Fund's Level 3 investment valuations will continue to be closely monitored through the current market uncertainty. Valuations are updated when new information becomes available or circumstances change, in accordance with the Fund's Asset Valuation Policy and will be reflected in member balances at the time.

(d) Level 3 investments

30 June 2023	Overseas Shares \$ '000	Australian Shares \$ '000	Alternatives \$ '000	Property \$ '000	Total \$ '000
Opening balance	253	6,851	3,153,561	2,273,786	5,434,451
Transfers into / (out of) Level 3	-	-	187,950	-	187,950
Purchases/(sales)	(269)	305	336,388	(37,212)	299,212
Gains/(losses)	16	(3,265)	154,558	(135,105)	16,204
Closing Balance	-	3,891	3,832,457	2,101,469	5,937,817

30 June 2022	Overseas Shares \$ '000	Australian Shares \$ '000	Alternatives \$ '000	Property \$ '000	Total \$ '000
Opening balance	-	932	2,624,621	1,829,616	4,455,169
Transfers into / (out of) Level 3	-	-	-	-	-
Purchases/(sales)	-	5,406	82,027	213,915	301,348
Gains/(losses)	253	513	446,913	230,255	677,934
Closing Balance	253	6,851	3,153,561	2,273,786	5,434,451

Changes in valuation techniques

There have been no changes to asset valuation techniques during the year.

4. Financial assets and liabilities (continued)

(d) Level 3 investments (continued)

Valuation inputs and relationships to fair value

The Fund's Level 3 fair value investments comprise investments in Australian shares, unlisted alternative investment assets and investment properties.

The significant unobservable inputs used in Level 3 fair value measurements are summarised below:

Description	Fair value as at 30 June 2023 \$ '000	Fair value as at 30 June 2022 \$ '000	Key unobservable Inputs*	Range of inputs (Weighted average) 2023	Range of inputs (Weighted average) 2022
Australian Shares	3,891	6,851	Current market transactions	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$389,100	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$685,100
	3,891	6,851			
Alternatives	1,140,131	1,041,867	Unlisted trust unit price / Limited partnership capital account balance	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$114,013,100	Increased/(decreased) unit price/account balance (+/-10%) would increase/(decrease) fair value by \$104,186,700
	1,982,741	1,647,166	Unlisted company unit price / Limited partnership capital account balance	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$198,274,100	Increased/(decreased) unit price/account balance (+/-10%) would increase/(decrease) fair value by \$164,716,600
	685,312	464,528	Limited partnership capital account balance	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$68,531,200	Increased/(decreased) account balance (+/-10%) would increase/(decrease) fair value by \$46,452,800
	24,273	-	Broker estimated bond pricing	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$2,427,300	Increased/(decreased) account balance (+/-10%) would increase/(decrease) fair value by \$nil
	3,832,457	3,153,561			
Property	2,101,469	2,273,786	Unlisted trust unit price	Increased/(decreased) market transactions price (+/-10%) would increase/(decrease) fair value by \$210,146,900	Increased/(decreased) unit price (+/-10%) would increase/(decrease) fair value by \$227,378,600
	2,101,469	2,273,786			

* There were no significant inter-relationships between unobservable inputs that may materially affect the fair values.

4. Financial assets and liabilities (continued)

(e) Offsetting financial assets and financial liabilities

Financial assets and liabilities are offset and the net amount reported in the statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the asset and settle the liability simultaneously. The gross and net positions of financial assets and liabilities that have been offset in the statement of financial position are disclosed in the tables below.

Effects of offsetting on the statement of financial position			
30 June 2023	Derivative fair value \$ '000	Derivative amounts set off \$ '000	Net amounts presented in statement of financial position \$ '000
Financial Assets			
Forward Foreign Exchange	8,738,375	(8,696,931)	41,444
Futures Contracts	5,657	-	5,657
Options Contracts	1,080	-	1,080
Other Contracts	32	-	32
Swaps Contracts	1,388,465	(1,365,080)	23,385
	10,133,609	(10,062,011)	71,598
Financial Liabilities			
Forward Foreign Exchange	(8,788,367)	8,696,931	(91,436)
Futures Contracts	(4,520)	-	(4,520)
Options Contracts	(5)	-	(5)
Other Contracts	-	-	-
Swaps Contracts	(1,385,600)	1,365,080	(20,520)
	(10,178,492)	10,062,011	(116,481)
Net Financial Asset/(Liability)	(44,883)	-	(44,883)
30 June 2022			
	Derivative fair value \$ '000	Derivative amounts set off \$ '000	Net amounts presented in statement of financial position \$ '000
Financial Assets			
Forward Foreign Exchange	7,310,411	(7,285,575)	24,836
Futures Contracts	4,391	-	4,391
Options Contracts	1,670	-	1,670
Other Contracts	263	-	263
Swaps Contracts	331,509	(322,087)	9,422
	7,648,244	(7,607,662)	40,582
Financial Liabilities			
Forward Foreign Exchange	(7,450,519)	7,285,575	(164,944)
Futures Contracts	(12,962)	-	(12,962)
Options Contracts	-	-	-
Other Contracts	(84)	-	(84)
Swaps Contracts	(333,311)	322,087	(11,224)
	(7,796,876)	7,607,662	(189,214)
Net Financial Asset/(Liability)	(148,632)	-	(148,632)

5. Receivables

	2023 \$ '000	2022 \$ '000
Recoverable within 12 months		
GST receivable	1,138	1,094
Prepayments	1,653	865
Unsettled sales receivable	2,115	864
Sundry receivables	205	462
	5,111	3,285

Due to the short term nature of these receivables, their carrying value is assumed to approximate their fair value.
The maximum exposure to credit risk is the fair value of receivables. Information regarding credit risk exposure is set out in Note 16.

CARE Super
Notes to the Financial Statements
For the year ended 30 June 2023

6. Property, plant and equipment

	2023	2022
	\$ '000	\$ '000
Opening net written down value	5,020	6,170
Additions	582	184
Disposals	(30)	-
Depreciation	(1,378)	(1,334)
Closing net written down value	4,194	5,020
Cost of fair value	9,370	8,818
Accumulated depreciation	(5,176)	(3,798)
Closing net written down value	4,194	5,020

7. Leases

(i) Amounts recognised in the Statement of Financial Position

The Statement of Financial Position shows the following amounts relating to leases:

	2023	2022
	\$ '000	\$ '000
Right-of-use assets		
Buildings	20,897	23,511
Equipment	-	45
	20,897	23,556
Lease liabilities		
Current	2,026	1,914
Non-current	21,737	23,763
	23,763	25,677

(ii) Amounts recognised in the statement of profit and loss

The Income Statement shows the following amounts as Operating expenses relating to leases:

	2023	2022
	\$ '000	\$ '000
Depreciation charge of right-of-use assets		
Buildings	(2,646)	(2,591)
Equipment	(45)	(45)
	(2,691)	(2,636)
Interest expense	(632)	(677)

The total cash outflow for leases in 2023 was \$2,545,412 (2022: \$2,433,700).

(iii) Extension and termination options

Extension and termination options are included in some of the leases of the Fund. These are used to maximise operational flexibility in terms of managing the assets used in the Fund's operations. The majority of extension and termination options held are exercisable only by the Fund and not by the respective lessor.

CARE Super
Notes to the Financial Statements
For the year ended 30 June 2023

8. Payables

	2023	2022
	\$ '000	\$ '000
Due within 12 months		
Insurance premiums payable	6,032	6,516
Unsettled investment purchases	7,145	6,665
Benefits payable	6,849	7,006
Operating expenses payable	5,332	4,873
Administration expenses payable	1,300	1,147
Provision for employee benefits - Current	5,945	3,979
Sundry creditors	282	-
Investment expenses payable	16,279	15,610
Due later than 12 months		
Provision for employee benefits	337	263
	49,501	46,059

Due to the short term nature of these payables, their carrying value is assumed to approximate their fair value. Information regarding interest rate, foreign exchange and liquidity risk exposure is set out in Note 16.

9. Changes in fair value of investments

	2023	2022
	\$ '000	\$ '000
Investments held at balance date		
Cash and short term deposits	71,618	374
Capital guaranteed	-	3
Australian shares	298,193	(416,928)
Overseas shares	698,249	(613,063)
Alternatives	141,674	193,294
Fixed interest	16,033	(104,043)
Property	(131,245)	229,922
Derivative assets/liabilities	6,278	(52,783)
Total unrealised gains/(losses)	1,100,800	(763,224)
Investments realised during the year		
Cash and short term deposits	(256,751)	1,986
Capital guaranteed	-	-
Australian shares	163,342	(78,361)
Overseas shares	32,303	(166,265)
Alternatives	(9,819)	8,261
Fixed interest	(29,325)	(17,884)
Property	(3,884)	1,253
Derivative assets/liabilities	(363)	(273,093)
Total realised gains/(losses)	(104,497)	(524,103)
Change in fair value of investments	996,303	(1,287,327)

The amounts recorded as 'realised gains/(losses)' above is the difference between the fair value at sale and the carrying amount at the beginning of the reporting period or when acquired, if acquired during the year.

10. Funding arrangements

The Fund receives payment of contributions by employers at agreed rates. Employees are also able to make voluntary contributions. Transfers in during the year amounted to \$323,991,434 (2022: \$301,951,500).

CARE Super
Notes to the Financial Statements
For the year ended 30 June 2023

11. Income tax

	2023	2022
	\$ '000	\$ '000
(a) Major components of income tax expense for the years ended 30 June 2023 and 2022:		
Income statement		
Current tax expense		
Current tax charge	(5,472)	1,498
Adjustments in respect of current income tax of previous years	(13,918)	(4,369)
Deferred tax		
Relating to origination and reversal of temporary differences		
Deferred tax assets	(2,442)	(548)
Deferred tax liabilities	127,569	(160,300)
Total tax expense as reported in the income statement	105,737	(163,719)

(b) Reconciliation between income tax expense and the accounting profit before income tax

Result from superannuation activities before income tax expense	1,705,176	(543,466)
Income tax at 15%	255,776	(81,520)
Net non-assessable income/(losses)	(38,979)	60,252
Exempt pension income	(9,584)	(13,973)
Net imputation and foreign tax credits	(87,558)	(124,109)
Under/(over) provision in the previous year	(13,918)	(4,369)
	105,737	(163,719)

(c) Deferred tax

	Opening Balance \$ '000	2023 (Charged) / Credited to income \$ '000	Closing Balance \$ '000
Deferred tax assets			
Fund expenses accrued but not incurred	5,167	2,442	7,609
Unrealised losses on investments	-	-	-
	5,167	2,442	7,609
Deferred tax liabilities			
Income receivable	(23)	(5)	(28)
Unrealised gains on investments	(257,975)	(127,564)	(385,539)
	(257,998)	(127,569)	(385,567)
Net deferred tax (liability)/asset	(252,831)	(125,127)	(377,958)
	Opening Balance \$ '000	2022 (Charged) / Credited to income \$ '000	Closing Balance \$ '000
Deferred tax assets			
Fund expenses accrued but not incurred	4,619	548	5,167
Unrealised losses on investments	-	-	-
	4,619	548	5,167
Deferred tax liabilities			
Income receivable	(30)	7	(23)
Unrealised gains on investments	(418,268)	160,293	(257,975)
	(418,298)	160,300	(257,998)
Net deferred tax (liability) / asset	(413,679)	160,848	(252,831)

12. Auditor's remuneration

	2023	2022
	\$ '000	\$ '000
Audit services		
PwC	279	213
Other services - assurance		
PwC	208	210
Other services - non-assurance		
PwC	443	-
	930	423

CARE Super
Notes to the Financial Statements
For the year ended 30 June 2023

13. Cash flow statement reconciliation

	2023 \$ '000	2022 \$ '000
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:		
Cash and cash equivalents	92,721	74,695
Reconciliation of operating result after income tax to net cash inflow/(outflow) from operating activities		
Operating result after income tax	(74,845)	9,795
Adjustments for:		
(Increase) / decrease in assets measured in fair value	(1,383,144)	862,871
Depreciation and impairment	1,378	1,334
(Increase) / decrease in insurance	(1,964)	(15,806)
(Increase) / decrease in receivables	(575)	(748)
Increase / (decrease) in payables	3,119	3,144
Increase / (decrease) in income tax payable	272,270	(330,841)
(Increase) / decrease in fixed assets	225	695
Allocation to members' accounts	1,722,887	(389,542)
Net cash inflow/(outflow) from operating activities	539,351	140,902

There were no non-cash financing activities during the year.

14. Segment information

The Fund operates solely in one reportable business segment, being the provision of superannuation benefits to members. The Fund also operates from one reportable geographic segment, being Australia, from where its activities are managed. Revenue is derived from interest, distributions, other investment income, gains on the sale of investments and unrealised changes in the value of investments.

15. Related party disclosures

(a) Trustee and Key Management Personnel

The Trustee of the Fund is CARE Super Pty Ltd. The directors who held office during the financial year were:

Employer Representatives

Michael Drew (appointed 1 January 2023)
Michelle Gardiner (retired 31 December 2022)
Jeremy Johnson
Merran Kelsall
Katherine Sampson
Terence Wetherall

Member Representatives

Linda Scott (Chair)
Anthony Cavanagh
Rebecca Girard
Robert Potter
Vanessa Seagrove

Key Management Personnel

Julie Lander (Chief Executive Officer) (retired 31 March 2023)
Michael Dundon (Chief Executive Officer) (appointed 20 March 2023)
Jean-Luc Ambrosi (Chief Experience Officer)
Suzanne Branton (Chief Investment Officer)
Sam Horskins (Chief Financial Officer)
Mark Lyons (Chief Capability Officer)
Christine Nguyen (Chief Risk Officer)
Paul Northey (Chief Growth Officer)

The Trustee applied for a licence from the Australian Prudential Regulation Authority. The RSE licence was granted on 16 February 2006 (licence no L0000956). The Trustee received authority to offer a MySuper product on 10 April 2013 (MySuper number 98172275725867).

(b) Compensation of key management personnel

	2023 \$ '000	2022 \$ '000
Short-term employee benefits (salaries, director fees)	4,529	3,623
Post-employment benefits (superannuation)	278	251
Other long-term benefits	126	78
Termination benefits	-	315
Total compensation	4,933	4,267

Transactions between directors and the superannuation fund were transacted under normal terms and conditions with expenses incurred by the directors on the Fund's behalf fully reimbursed.

15. Related party disclosures (continued)

(c) Related Party Transactions

Trustee

CARE Super Pty Ltd invoiced the Fund the amount of 2,154,624 (2022: \$21,637,925) during the 2023 year for expenses incurred on behalf of the Trustee and for the establishment of the Trustee Resilience Reserve held by the Trustee.

Trustee Directors

Certain directors are members of the Fund. Their membership terms and conditions are the same as those available to other members of the Fund. Included in the CARE Super Pty Ltd financial accounts are director fees of \$1,094,192 (2022: \$926,240) during the year.

The Fund's investment assets are custodially held by JPMorgan Chase Bank (Sydney branch). Related party investments and transactions are presented in the following note.

Industry Super Holdings Pty Ltd

The Fund held a 3.59% shareholding (2022: 3.59%) in Industry Super Holdings Pty Ltd (ISH), valued at \$58,354,075 (2022: \$52,694,809), which included a 7.5% minority shareholder discount adopted by the Trustee. ISH is the holding company for several wholly owned subsidiary companies including IFM Holdings Pty Ltd (IFM), Industry Super Australia Pty Ltd (ISA), The New Daily Pty Ltd and Industry Fund Services Limited (IFS).

IFS has a number of subsidiaries including Industry Funds Investments Limited, Super Members Investments Limited and IFS Insurance Solutions Pty Ltd.

The Fund engages the services of a number of these entities on commercial terms and conditions. These non-investment transactions are summarised in the following table.

Company	Nature of transaction	2023 \$'000	2022 \$'000
Industry Fund Services	Financial planning, arrears collection and other member services	296	431
Industry Super Australia	Marketing, research, policy and advocacy services	1,349	1,323
IFS Insurance Solutions	Insurance premiums, broking and insurance consulting services	1,058	1,098

Mr Terence Wetherall is a director of ISA. There was no remuneration paid for this directorship.

Industry Funds Management Pty Ltd

IFM is an investment manager used by the Fund. IFM offers investment management services to institutional investors across a number of asset classes and strategies. The Fund invests with IFM for Australian listed equity, fixed interest, infrastructure, and private equity asset classes. These investment capabilities are accessed at commercial terms consistent with its other investment management arrangements with comparable investment management firms. The Fund invests \$1,515,150,415 with IFM (2022: \$1,425,409,005) for which it received \$175,093,254 in earnings (2022: \$39,651,265 in losses) and paid \$3,130,323 in fees (2022: \$1,443,333).

Ms Michelle Gardiner was a member of the IFM Shareholder Advisory Board until 3 February 2022. Ms Suzanne Branton became a member of the IFM shareholder Advisory Board on 4 February 2022. Remuneration relating to the IFM position of \$10,560 (2022: \$15,840) is paid directly to the Fund.

Industry Superannuation Property Trust Pty Ltd and Operating Company Trust

The Fund owns a 4% shareholding (2022: 4%) in Industry Superannuation Property Trust Pty Ltd (ISPT Pty Ltd) and a beneficial ownership in the Operating Company Trust (OpCo Trust). ISPT Pty Ltd is an institutional property investment manager, offering access to property investments through various unlisted vehicles. The Fund does not recognise a carrying value for ISPT Pty Ltd, as it is valued at \$1. The OpCo Trust is a corporate entity offering property management services to institutional property investors, which the Fund carries at \$425,542 (2022: \$417,829).

The Fund holds investments in the ISPT Core Fund and the ISPT Retail Australia Property Trust and a residual interest in the ISPT Development Opportunities Fund 2 which is in the late stages of wind-up. The Fund invests \$777,517,851 with ISPT (2022: \$851,001,309) across these strategies, for which it received \$12,570,090 in losses (2022: \$48,941,468 in earnings) and paid \$3,525,903 in fees (2022: \$2,498,350).

15. Related party disclosures (continued)

(c) Related Party Transactions (continued)

Transactions with other organisations

CARE Super Pty Ltd as trustee for the Fund transacts with the following organisations where there is a common Director, where the organisation is a nominating organisation or where a member of the Key Management Personnel is a Director of the organisation. This is for the purpose of membership, research, sponsorship of various events and education.

Entity	2023 \$'000			2022 \$'000		
	Membership	Sponsorship	Other (including training)	Membership	Sponsorship	Other (including training)
Business NSW	-	3	-	-	-	-
Victorian Chamber of Commerce and Industry	-	107	-	-	84	-
Australian Services Union	-	11	-	-	-	-
Australian Chamber of Commerce and Industry	-	11	-	-	-	-
CPA Australia	1	-	-	1	-	-
Australian Council of Superannuation Investors	220	-	80	220	-	122
Fund Executives Association Limited	-	-	-	9	-	3
Australian Institute of Superannuation Trustees	97	-	184	132	-	101

Terms and conditions of transactions with related parties

Outstanding balances at year end are unsecured and settlement occurs in cash. Transactions and Investments are made on normal commercial terms.

There have been no guarantees provided or received for any related party receivables.

For the year ended 30 June 2023, the Fund has not raised any provision for uncollectible amounts relating to amounts owed by related parties (2022: \$nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

16. Financial risk management

Financial risk management is carried out by the Trustee through the Board and various Committees with advice from external advisors and internal management.

The Fund's activities expose it to a variety of investment risks:

- market risk (including foreign currency risk, interest rate risk and price risk);
- credit risk; and
- liquidity risk.

These risks are managed as part of the Fund's overall Risk Management Framework, Investment Governance Framework, Investment Policy Statement and associated investment policies.

The Fund's overall objective is to maximise each member's returns during their working and retirement life, while protecting their accumulated retirement savings from large fluctuations during the economic cycle. Accordingly, the Trustee's Investment Strategy is to build a diversified portfolio of assets that balances investment returns and risks over the medium to long term. The Trustee determines the strategic asset allocations of each of the Fund's diversified portfolio and individual investment options, after receiving advice from its investment advisor.

The asset allocation is reviewed throughout the year in accordance with the Fund's Investment Policy and Risk Management Plan and Strategy. A range of tools are employed to measure the different types of risk to which the portfolios are exposed, and these include asset allocation modelling, historical stress testing and forward-looking scenario testing.

The Trustee primarily invests via individual manager mandates or units in managed trusts, after determining that the appointment of each manager is appropriate for the Fund and in accordance with the Fund's investment strategy. Each investment manager is required to invest the Fund's assets in accordance with the terms of a written mandate or Trust Deed. The equity securities, insurance policies, fixed interest securities, property, infrastructure, private equity, hedge funds, cash and short-term deposits in which these managers invest, are expected to generate appropriate levels of return, with acceptable levels of risk.

A range of qualitative risk measures is employed by the Fund to assess the overall investment arrangements of individual managers and the Fund. Additionally, the Fund obtains regular reports from each investment manager on the nature of the investments made on its behalf and the associated risks. Where relevant, the Fund also obtains formal Derivative Risk Statements from individual managers.

The Fund also enters derivative transactions, principally in equity and fixed interest futures and foreign exchange contracts. Their main purpose is to manage the financial risks associated with the Fund's investment transactions or effect a change in the asset mix. Investments in derivatives are not used to gear the Fund's investment portfolio and are regulated by the Fund's asset allocation limits for the underlying investment class.

Most of the Fund's investments are held on behalf of the Trustee by JPMorgan Chase Bank, National Association (JPM) who act as the master custodian. To the extent assets are held out of custody, the Trustee ensures appropriate controls are in place to ensure the correct recording of the assets, liabilities, revenues and expenses.

(a) Market Risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Changes in market prices are reflected in earnings credited to members. Market risk comprises three types of risk: Foreign currency risk, interest rate risk and price risk.

The Fund's policies and procedures that have been put in place to mitigate the Fund's exposure to market risk are detailed in the Risk Management Framework and investment policies. Throughout the past 2 years, the COVID 19 pandemic, the Ukraine war, supply chain issues, high inflation and central banks raising interest rates have created market uncertainty which has changed the Fund's exposure to a potential market risk and the way the Fund manages and measures the risk. The Fund's active investment strategy aims to smooth out the ups and downs of market cycles. This heightened market risk has been managed in part by increasing reporting frequency and including additional detail in daily monitoring and review processes.

(i) Foreign Currency Risk

Foreign currency risk is the risk that the value of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund has exposure to foreign currency risk implicit in the value of portfolio securities denominated in a foreign currency. These exposures are managed by a combination of the hedging policies of the underlying managers, and a currency overlay established by the Trustee, in conjunction with the investment consultant, to manage the exposure to international currency movements to a neutral benchmark. Exposure to currency risk is implemented through exposure to overseas shares.

The tables below summarise the Fund's assets and liabilities that are denominated in a currency other than the Australian dollar.

	INR A\$'000	JPY A\$'000	USD A\$'000	EUR A\$'000	HKD A\$'000	Other A\$'000	Total \$'000
30 June 2023							
Net exposure	194,894	240,578	1,811,995	515,947	98,671	587,077	3,449,162
30 June 2022							
Net exposure	147,374	127,684	1,162,253	284,027	148,017	279,921	2,149,276

16. Financial risk management (continued)

(a) Market Risk (continued)

(i) Foreign Currency Risk (continued)

	2023 \$'000	2022 \$'000
Net market value of foreign exchange contracts		
Foreign exchange contract assets	8,738,375	7,310,411
Foreign exchange contract liabilities	(8,788,366)	(7,450,519)

Sensitivity analysis

Based on an assessment of historical ranges of currency an assumption of +/- 7.0% (2022: +/- 8.0%) has been determined by the Trustee as an appropriate assumption for this scenario analysis.

A 7.00% strengthening/weakening of the Australian dollar against the following currencies at 30 June 2023 would have (decreased)/increased the net assets available to pay members' liabilities and the net result from superannuation activities by the amounts shown below. The analysis assumes that all other variables, in particular interest rates, remain constant. The impact mainly arises from the reasonably possible change in foreign currency rates. The reasonably possible movements in the risk variables have been determined based on the Trustee's best estimate, having regard to a number of factors including the average absolute divergence between the unhedged and hedged MSCI World ex Australian Index annual returns over a 10 year period.

The amounts shown below are on the basis that all other variables remain constant.

		INR A\$'000	JPY A\$'000	USD A\$'000	EUR A\$'000	HKD A\$'000	Other A\$'000
30 June 2023							
	7.00%	(13,643)	(16,840)	(126,840)	(36,116)	(6,907)	(41,095)
	-7.00%	13,643	16,840	126,840	36,116	6,907	41,095
30 June 2022							
	8.00%	(11,790)	(10,215)	(92,980)	(22,722)	(11,841)	(22,394)
	-8.00%	11,790	10,215	92,980	22,722	11,841	22,394

(ii) Interest Rate Risk

Interest rate risk represents the risk that the value of a financial instrument will fluctuate because of changes in market interest rates. The Fund's exposure to market risk for changes in interest rates relate primarily to investments held in discounted securities and interest bearing securities.

The Fund's policy is to invest in fixed interest as a diversifying strategy as well as moderate the volatility of the expected returns of the Fund.

The risks within the fixed interest investments lie in the duration and credit limits held by the investment managers. Managers are subject to strict guidelines with regard to both parameters and they are monitored regularly by the Trustee in conjunction with the investment consultant.

16. Financial risk management (continued)

(a) Market Risk (continued)

(ii) Interest Rate Risk (continued)

The Fund's exposure to interest rate movements on those investments are as follows:

30 June 2023	Floating interest rate	Fixed interest rate	Non-interest bearing	Total
	\$'000	\$'000	\$'000	\$'000
Financial Assets				
Cash and cash equivalents	92,721	-	-	92,721
Cash & short term deposits held for investing activities	1,896,466	616,770	758	2,513,994
Capital guaranteed	167,121	-	-	167,121
Australian shares	143,715	116,513	4,795,975	5,056,203
Overseas shares	-	113,181	4,836,815	4,949,996
Alternatives	956,338	175,166	4,197,470	5,328,974
Fixed interest	421,236	934,922	-	1,356,158
Property	-	34	2,117,831	2,117,865
Derivative assets	12,480	9,059	50,059	71,598
Total Financial Assets	3,690,077	1,965,645	15,998,908	21,654,630
Derivative liabilities	(72,701)	47,693	(91,473)	(116,481)
Total Financial Liabilities	(72,701)	47,693	(91,473)	(116,481)
Net Financial Assets/Liabilities	3,617,376	2,013,338	15,907,435	21,538,149

30 June 2022	Floating interest rate	Fixed interest rate	Non-interest bearing	Total
	\$'000	\$'000	\$'000	\$'000
Financial Assets				
Cash and cash equivalents	74,695	-	-	74,695
Cash & short term deposits held for investing activities	1,216,952	777,757	342,470	2,337,179
Capital guaranteed	121,893	40,537	20	162,450
Australian shares	239,878	-	4,216,680	4,456,558
Overseas shares	101,644	-	4,228,835	4,330,479
Alternatives	204,710	377,555	4,146,821	4,729,086
Fixed interest	294,684	775,690	17,740	1,088,114
Property	14	-	2,293,773	2,293,787
Derivative assets	9,402	4,303	26,877	40,582
Total Financial Assets	2,263,872	1,975,842	15,273,216	19,512,930
Derivative liabilities	(14,196)	(2,853)	(172,165)	(189,214)
Total Financial Liabilities	(14,196)	(2,853)	(172,165)	(189,214)
Net Financial Assets/Liabilities	2,249,676	1,972,989	15,101,051	19,323,716

Interest on financial instruments classified as floating rate is repriced at intervals of less than one year. Interest on financial instruments classified as fixed rate is fixed until maturity of the instrument.

The other financial instruments of the Fund that are not included in the above tables are non-interest bearing and therefore not subject to interest rate risk.

Sensitivity analysis

The sensitivity analysis below illustrates the estimated effect of possible changes in interest rates. It is the Trustee's expectation that a change in interest rates of 75 basis points (bps) or 0.75% p.a. (2022: 0.95%) is reasonably possible. The table shows the impact that such a change would have had to the benefits accrued and the net assets available to pay benefits accrued, had the interest rate been 75bps (2022: 95bps) higher or lower.

30 June 2023	Carrying Amount	Movement in underlying sectors	Increase/ (Decrease) in benefits accrued as a result of operations	Increase/ (Decrease) in members liabilities for accrued benefits
	\$'000		\$'000	\$'000
Net Financial Assets/Liabilities	2,013,338	75bps	(15,100)	15,100

30 June 2022	Carrying Amount	Movement in underlying sectors	Increase/ (Decrease) in benefits accrued as a result of operations	Increase/ (Decrease) in members liabilities for accrued benefits
	\$'000		\$'000	\$'000
Net Financial Assets/Liabilities	1,972,989	95bps	(18,743)	18,743

16. Financial risk management (continued)

(a) Market Risk (continued)

(iii) Price risk

Price risk represents the risk that the value of a financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all instruments in the market. The maximum risk resulting from financial instruments is determined by the fair value of the financial instruments.

Price risk is minimised through ensuring all investment activities are undertaken in accordance with established mandate limits and investment strategies.

The Fund is exposed to the price risk relating to changes in the net market value of the respective investment options held by the Fund, namely unit trusts, equity prices, fixed interest and discount securities as well as infrastructure and direct property valuations. Any changes in the net market value of these investments are due to movements in the price of the underlying assets that the fund invests in and the volatility of those assets.

The Trustee, in consultation with JANA Investment Advisors Pty Ltd as the appointed investment consultant, moderates this risk through diversification and the careful selection of investment managers who trade in securities and other financial instruments within specified limits. The Fund's overall market positions are monitored monthly by the Trustee. In addition, the Trustee reviews each asset class and manager in detail each quarter to ensure that performance is within expectations and ranges of the specific mandate.

The asset allocation ranges for each investment sector have been determined by the Trustee in consultation with the investment consultant. These ranges have been set to ensure the appropriate overall fund risk/return ratio is maintained and to ensure satisfactory diversification across sectors. Investments in each sector are spread over more than one security manager. In this way the Fund is not overly exposed to one manager, asset class or underlying economic event. This approach is designed to produce a moderate outperformance over time. The asset allocation of the investment options are monitored by internal management in line with the Rebalancing Policy and are reported on a regular basis to the Investment Committee.

The volatility of expected returns for the purpose of this analysis has been based on historical analysis and input from the investment consultant in collaboration with the Trustee. The following table represents the returns that would be considered reasonably possible based on the underlying asset classes as at 30 June 2023 and 30 June 2022. This analysis has been performed on a pre-tax basis.

	Change in Variable (+/-%)	
	2023	2022
Australian Shares	14%	16%
Overseas Shares	15%	16%
Alternatives	8%	8%
Property	9%	9%
Change for year in Net Assets available for Member Benefits		
	\$'000	\$'000
30 June 2023	2,067,294	(2,067,294)
30 June 2022	1,990,694	(1,990,694)

(b) Credit risk

Credit risk is the risk that a counterparty to a financial instrument will fail to discharge an obligation and cause the Fund to incur a financial loss.

With respect to credit risk arising from the financial assets of the Fund, other than derivatives, the Fund's exposure to credit risk arises from default of the counterparty, with a maximum exposure equal to the carrying amount of these investments.

In relation to derivative financial instruments, whether recognised or unrecognised, credit risk arises from the potential failure of counterparties to meet their obligations under the contract or arrangement. The risk associated with these contracts is minimised by undertaking transactions with counterparties on recognised exchanges, and ensuring that transactions are undertaken with a large number of counterparties.

The Fund determines credit risk and measures expected credit losses for financial assets measured at amortised cost using probability of default, exposure at default and loss given default. Management consider both historical analysis and forward looking information in determining any expected credit loss. Management considers the probability of default to be close to zero as these instruments have a low risk of default and the counterparties have a strong capacity to meet their contractual obligations in the near term. As a result, no loss allowance has been recognised based on 12-month expected credit losses as any such impairment would be wholly insignificant to the Fund.

There are no significant concentrations of credit risk within the Fund.

The Fund restricts its exposure to credit losses on the trading of derivative instruments it holds by entering into master netting arrangements as set out in Note 4(e).

16. Financial risk management (continued)

(b) Credit risk (continued)

The fair value of financial assets included in the Statement of Financial Position represent the Fund's exposure to credit risk in relation to those assets. An analysis of debt securities by rating is set out in the tables below.

The Fund's exposure to credit risk is held across the Fixed Interest, Cash & short-term deposits held for investing activities, Derivative assets and Alternatives classes of Financial Assets.

30 June 2023

AAA \$'000	AA+ to AA- \$'000	A+ to A- \$'000	BBB+ to BBB- \$'000	BB+ to BB- \$'000	B+ to B- \$'000	CCC to D \$'000	Total \$'000
580,136	374,436	2,091,384	370,316	114,031	124,319	4,818	3,659,440

30 June 2022

AAA \$'000	AA+ to AA- \$'000	A+ to A- \$'000	BBB+ to BBB- \$'000	BB+ to BB- \$'000	B+ to B- \$'000	CCC to D \$'000	Total \$'000
427,261	392,904	775,430	321,221	123,574	27,994	8,111	2,076,495

(c) Liquidity risk

Liquidity risk is the risk that the Fund may not be able to generate sufficient cash resources to settle its obligations to members or counterparties in full as they fall due or can only do so on terms that are disadvantageous.

The Fund is obligated to pay member benefits upon request. The Trustee's policy is therefore to hold a substantial proportion of the Fund's assets in investments that are traded in an active market and can be readily disposed. Only a limited proportion of its assets are held in investments not actively traded on a stock exchange.

The investment team regularly monitors the Fund's liquidity position and reviews the results of liquidity stress testing across a number of different scenarios. These tests assess the impact on the liquidity of the investment portfolio and any consequential impact on asset allocations for a range of stressed market events taking into account potential adverse impacts on cash flows resulting from investment switching by members, rollover and benefit requests, settling foreign currency transactions and funding capital call commitments.

The liquidity position of the Fund is conditional on a number of external factors including the liquidity of the investment markets in which the Fund invests, the relevant legislative requirements governing members' access to their superannuation benefits and redeeming and investing net cash flows based on the strategic asset allocation.

The Fund is obligated to pay member benefits in accordance with the relevant legislative requirements. This includes the payment of rollovers to other superannuation funds upon request and the payment of benefits to members.

The Fund ensures its allocation to cash is consistent with the investment objectives and the Fund's expected demographic profile and net cash flows. The Fund's membership profile coupled with the bulk of its assets being invested in highly liquid asset classes allows the Fund to tolerate an exposure to assets with lower levels of inherent liquidity (e.g. property, infrastructure and alternative investments) in an expectation of higher risk adjusted investment returns in the longer term.

The tables below show the Fund's financial liabilities based on their contractual maturities using undiscounted cash flows. Liabilities to defined contribution members are payable upon request. The Fund considers it highly unlikely that all liabilities to members would fall due at the same time.

2023	Less than 1 month \$'000	1-6 months \$'000	6-12 months \$'000	>12 months \$'000	Total \$'000
Non-derivatives					
Payables	49,501	-	-	-	49,501
Defined contribution member liabilities	20,940,046	-	-	-	20,940,046
Derivatives					
Net settled derivatives	22,064	72,902	1,665	19,850	116,481
Total	21,011,611	72,902	1,665	19,850	21,106,028

2022	Less than 1 month \$'000	1-6 months \$'000	6-12 months \$'000	>12 months \$'000	Total \$'000
Non-derivatives					
Payables	46,059	-	-	-	46,059
Defined contribution member liabilities	18,926,245	-	-	-	18,926,245
Derivatives					
Net settled derivatives	126,786	49,946	-	12,482	189,214
Total	19,099,090	49,946	-	12,482	19,161,518

Members' liabilities have been included in the "Less than 1 month" column above as this is the amount that members could call upon as at year end.

16. Financial risk management (continued)

(d) Environmental Social and Governance Risks

The Fund's purpose is to maximise members' best financial interests and retirement incomes by investing in assets that are expected to deliver competitive, risk-adjusted returns over the long term. The selection of investments which achieve those returns is important. The Fund believes that long-term returns are positively influenced by asset management practices that include assessment of environmental, social and governance (ESG) risks and opportunities as part of the investment process.

The Fund manages ESG risks in accordance with its Responsible Investing Policy which sets out the key principles and commitments in relation to ESG risk factors in the management of the Fund's investment program. As part of this commitment, a range of ESG issues such as climate change, labour and human rights, board diversity and corporate governance are integrated into the investment processes and decision-making.

The Fund does this by:

- Requiring external investment managers to consider ESG factors when selecting and holding investments. This includes the need for them to identify and assess climate change risks and opportunities in their investment analysis. Engaging with the Fund's investment managers and evaluating them on their ESG practices is an integral part of the Investment Team's manager appointment, monitoring and review process.
- Investing in projects and businesses that offer competitive returns and drive additional environmental or social benefits (e.g. healthcare, education, renewable energy, water-related investments).
- Excluding tobacco manufacturing companies from all portfolios and supporting the Tobacco Free Finance Pledge.
- Addressing the investment risks and opportunities presented by climate change, through our Net Zero program. Our Net Zero Roadmap sets how CareSuper plans to achieve interim (2030) targets in relation to both emissions reduction and investment in climate solutions. The Fund has made a commitment to achieve Net Zero carbon emissions in its portfolio by 2050.
- Exercising its voting rights at company meetings and using its influence to support positive corporate behaviour and drive improved ESG practices in accordance with its Proxy Voting Policy.
- Advocating for change via a range of collaborative, outcome driven ESG initiatives, including:
 - The Investor Group on Climate Change (IGCC)
 - The Australian Council of Superannuation Investors (ACSI)
 - Responsible Investment Association Australasia (RIAA)
- Taking an active approach to its stewardship responsibilities by adopting the Australian Asset Owner Stewardship Code (the Code). As part of the Code, the Fund publicly reports against six key principles as set out in its Stewardship Statement.
- Reporting its responsible investing activities through the United Nations-supported Principles for Responsible Investment (PRI) by participating in their annual Transparency Report which is publicly disclosed on the PRI website.
- Publishing its Modern Slavery Statement annually to meet obligations under the Modern Slavery Act 2018.

Oversight of the Fund's Responsible Investing Policy is the responsibility of the Investment Committee and the Investment team is responsible for its implementation. The Policy is reviewed on an annual basis.

Beyond its investment program, the Fund is also cognisant of its own operational carbon footprint and was one of the first superannuation funds to be certified Carbon Neutral by the Australian Government through Climate Active.

The reduction in the Fund's operational footprint is continuing with various sustainability measures, including comprehensive recycling, energy efficient workspaces through the use of green energy, purchasing carbon offsets for travel, and increased online communications and reporting systems to reduce travel and printing.

17. Insurance

The Fund provides death and disability benefits to its members. The Trustee has a group policy in place with a third party insurance company to insure these death and disability benefits for the members of the Fund.

The Fund collects premiums from members on behalf of the insurance company. Insurance claim amounts are recognised where the insurer has agreed to pay the claim. Therefore insurance premiums are not revenues or expenses of the superannuation entity and do not give rise to insurance contract liabilities or reinsurance assets. Insurance premiums charged to members' accounts and reinsurance recoveries allocated are recognised in the statement of changes in members' benefits.

The Trustee determined that the Fund is not exposed to material insurance risk because:

- members (or their beneficiaries) will only receive insurance benefits if the external insurer pays the claim;
- insurance premiums are only paid through the Fund for administrative reasons; and
- insurance premiums are effectively set directly by reference to premiums set by an external insurer.

18. Structured entities

A structured entity is an entity in which voting or similar rights are not the dominant factor in deciding control.

Structured entities are generally created to achieve a narrow and well defined objective with restrictions around their ongoing activities. Depending on the Fund's power over the activities of the entity and its exposure to and ability to influence its own returns, it may control the entity. However, the Fund applies the Investment Entity Exemption available under AASB10 *Consolidated Financial Statements* and therefore does not consolidate its entities. In other cases it may have exposure to such an entity but not control it.

An interest in a structured entity is any form of contractual or non-contractual involvement which creates variability in returns arising from the performance of the entity for the Fund. Such interests include holding of units in unlisted trusts. The nature and extent of the Fund's interests in structured entities are titled units in unlisted investments and managed funds and are summarised in Note 4 and and Note 15 where appropriate. As at 30 June 2023, the Fund had no exposure to any managed fund investments that was greater than 10% of the Fund's net assets.

The Fund has exposures to unconsolidated structured entities through its investments. The Fund typically has no other involvement with the structured entity other than the securities it holds as part of investments and its maximum exposure to loss is restricted to the carrying value of the investment.

Exposures to investment assets are managed in accordance with financial risk management practices as set out in Note 16 Financial Risk Management, which includes an indication of changes in risk measures compared to the prior year.

The Fund has not provided any non-contractual financial support during the period and does not anticipate providing non-contractual support to unconsolidated structured entities in the future.

19. Operating expenses

	2023 \$ '000	2022 \$ '000
Bank charges	117	116
Staff related costs	27,865	21,532
Office expenses	6,241	5,864
Advertising and sponsorship	7,437	7,813
Fund literature	549	699
Other operating costs	2,294	2,757
Government charges	2,036	1,693
Professional services	7,351	7,578
Trustee Resilience Reserve expense	-	19,621
	53,890	67,673

20. Commitments

CARE Super has \$1,066 million (2022: \$1,117 million) in private equity, property, credit and infrastructure commitments yet to be called.

21. Significant events with post balance date implications

On 30 May 2023, the CARE Super Trustee and Spirit Super Trustee signed an Implementation Deed for Successor Fund Transfer, confirming the parties' intention to transfer all transferring members entitlements and assets of CARE Super to Spirit Super by way of a successor fund transfer. The parties are currently working towards implementation of the successor fund transfer, which subject to completion of a range of conditions, is expected towards the end of the 2024 calendar year.

Trustees' declaration

In the opinion of the directors of the Trustee of CARE Super:

- (a) the accompanying financial statements and notes set out on pages 2 to 30 are in accordance with:
 - (i) Australian Accounting Standards and other mandatory professional reporting requirements and
 - (ii) present fairly the Fund's financial position as at 30 June 2023 and of its performance for the financial year ended on that date
- (b) the Fund has been conducted in accordance with its constituent Trust Deed and the requirements of the *Superannuation Industry (Supervision) Act 1993* and its accompanying Regulations; the relevant requirements of the *Corporations Act 2001 and Regulations*; the requirements under *section 13 of the Financial Sector (Collection of Data) Act 2001*, during the year ended 30 June 2023, and
- (c) there are reasonable grounds to believe that the Fund will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Board of Directors of CARE Super Pty Ltd as Trustee for CARE Super.



Director



Director

Melbourne

Date: 28 September 2023



Independent Auditor's report on financial statements

Independent Auditor's report approved form for an RSE that is a reporting entity

Report by the RSE Auditor to the trustees and members of CARE Super (ABN: 98 172 275 725)

Opinion

I have audited the financial statements of CARE Super (the Fund) for the year ended 30 June 2023 comprising the Statement of Financial Position, Income Statement, Statement of Changes in Member Benefits, Statement of Changes in Reserves, Statement of Cash Flows, summary of significant accounting policies and other explanatory notes.

In my opinion, the financial statements present fairly, in all material respects, in accordance with Australian Accounting Standards the financial position of the Fund as at 30 June 2023 and the results of its operations, cash flows, changes in equity/reserves and changes in members' benefits for the year ended 30 June 2023.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the entity in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Materiality

For the purpose of our audit, I used approximately 1% of the Fund's net assets available for members' benefits to set our overall materiality.

I applied this threshold, together with qualitative considerations, to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements on the financial statements as a whole.

I chose net assets available for members' benefits because, in my view, it is the metric against which the performance of the Fund is most commonly measured and is a generally accepted benchmark in the superannuation industry.



I utilised 1% as the threshold based on my professional judgement, noting it is within the range of commonly acceptable thresholds.

Audit Scope

My audit of the financial statements focused on where the Fund made subjective judgements; for example, significant accounting estimates involving assumptions and inherently uncertain future events.

My audit approach reflects the nature of the Fund's investment operations and administration of member balances, with consideration to the work undertaken by the Fund's third-party service organisations and external investment managers.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters. I communicated the key audit matters to the Compliance, Audit & Risk Management Committee.

<i>Key audit matter</i>	<i>How our audit addressed the key audit matter</i>
<p><i>Valuation of Level 3 investments</i> <i>Refer to note 4 Financial assets and liabilities</i></p> <p>At 30 June 2023, the Fund's Level 3 investments comprised of investments in alternatives and property assets (unlisted investments), amongst others.</p> <p>Note 4 of the financial statements describes the valuation methodology used by the Fund to measure the fair value of Level 3 investments under Australian Accounting Standards. The Fund's unlisted investments are valued using the unit price provided by the underlying fund manager. The inputs used to calculate valuations for these investments include net asset value, discounted cash flow models and observable transactions in similar securities.</p> <p>I considered this a key audit matter because of the:</p> <ul style="list-style-type: none">• financial significance of unlisted investments• the level of judgement involved in the determination of the sensitivity of the fair value of unlisted investments to material changes in key data and assumptions used by the investment managers in the determination of the fair value.	<p>I assessed the design and tested the operating effectiveness of certain controls supporting the Fund's unlisted investments valuation methodology, including controls relating to the Fund's oversight and review of the valuation policies and methodology adopted by the investment managers.</p> <p>I performed the following procedures amongst others for a selection of investments:</p> <ul style="list-style-type: none">• obtained a confirmation at 30 June 2023 from the investment manager and compared the confirmed balance to the accounting records;• obtained a valuation statement as at 30 June 2023 from the investment manager and compared the valuation quoted by the investment manager to Fund's accounting records; and• assessed the reliability of the valuation statements provided by the investment manager by reference to the audited financial statements of the unlisted investments.



Valuation of level 1 and 2 financial assets and liabilities

Refer to note 4 Financial assets and liabilities

At 30 June 2023, the Fund's level 1 and 2 financial assets and liabilities included investments in cash and short term deposits, capital guaranteed, Australian shares, overseas shares, alternatives, fixed interest, property and derivative assets and liabilities.

Note 4 of the financial statements describes the valuation methodology used by the Fund to measure the fair value of the level 1 and 2 financial assets and liabilities under Australian Accounting Standards.

Valuation of level 1 and 2 financial assets and liabilities was a key audit matter because of the financial significance of the balances in the Fund's statement of financial position. A discrepancy in the valuation of level 1 and 2 financial assets and liabilities could cause the net assets available for members' benefits to be materially misstated.

I assessed the design and operating effectiveness of relevant controls operated by the third-party service providers of administration and custody services. I performed the following procedures, amongst others:

- Inspected the most recent reports provided to the Fund by the service providers setting out the controls in place at that service provider, and that included an independent audit opinion over the design and operating effectiveness of those controls.
- Developed an understanding of the control objectives and associated control activities and evaluated the results of the tests undertaken and the conclusions formed by the auditor on the design and operating effectiveness of controls, to the extent relevant to our audit of the valuation of the Fund's level 1 and 2 financial assets and liabilities.

I obtained and assessed the reliability of an independent audit report from the third-party service provider's auditors on the valuation of the Fund's level 1 and 2 financial assets and liabilities as at 30 June 2023. I compared the number and value of the financial assets and liabilities as at 30 June 2023 as recorded in the Fund's financial statements and underlying accounting records to this report.

Together with assistance from PwC valuation experts I performed the following procedures, amongst others, for investments which are not included in the scope of the independent audit report obtained:

- For listed equity securities, obtained an independent external market price and compared that price to the Fund's valuation of listed equity securities.
 - For a sample of cash and short term deposits and capital guaranteed investments, recalculated the valuation and compared that valuation to the value of the Fund's cash and short term deposits and capital guaranteed investments.
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Responsibilities of the trustee for the Financial Statements

The Fund's trustee is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the requirements of the *Superannuation Industry (Supervision) Act 1993* (SIS Act) and the *Superannuation Industry (Supervision) Regulations 1994* (SIS Regulations). The trustee is also responsible for such internal control as the trustee determines is necessary to enable the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustee is responsible for assessing the ability of the Fund to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustee either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an audit report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the Australian Auditing Standards, I exercised professional judgment and maintained professional scepticism throughout the audit. I also:

- Identified and assessed the risks of material misstatement of the financial statements, whether due to fraud or error, designed and performed audit procedures responsive to those risks, and obtained audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtained an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control.
- Evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustee
- Concluded on the appropriateness of the trustee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my audit opinion. My conclusions are based on the audit evidence obtained up to the



date of my auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.

- Evaluated the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicated with the trustee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identified during my audit.

From the matters communicated with the trustee, I determined those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I described these matters in my report unless law or regulation precluded public disclosure about the matter or when, in extremely rare circumstances, I determined that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

PricewaterhouseCoopers.

PricewaterhouseCoopers

A handwritten signature in black ink, appearing to read 'Nicole'.

Nicole Osborne
Partner

Melbourne
28 September 2023