

**MINUTES OF THE AMIST SUPER  
2020/2021 ANNUAL MEMBER MEETING  
HELD TUESDAY 1 MARCH 2022  
*Via Zoom videoconference***

**Panelists** Justine Hayes, Client Services Manager – NSW, Meeting Chair  
Greg Camm, Board Chair  
Murray Rutherford, CEO and CIO  
Wayne Bailey, General Manager – Client Services)

**In Attendance** Emma Gilchrist (EY), RSE Auditor  
Gary Hardwick, Director  
Frank Raeside, Director  
Noel Kelson, Director  
Rebecca Fletcher, Company Secretary

## **Meeting Opened – 5:00pm**

### **1. Introduction – Ms Justine Hayes**

Ms Hayes:

- welcomed guests to the meeting and acknowledged the traditional owners
- confirmed attendance of a quorum of the Board of Directors
- confirmed attendance of the Trustee’s RSE Auditor EY
- provided an overview of the agenda
- introduced the presenters Mr Greg Camm, Board Chair, Mr Murray Rutherford, CEO and CIO and Mr Wayne Bailey, General Manager, Client Services
- provided instructions on how to ask questions during the meeting and how to contact AMIST Super with questions of a more personal nature.

### **2. Board Chair Address – Mr Greg Camm**

Mr Camm spoke on the following topics:

- The continued impacts of Covid-19 on the community and economy as a whole and AMIST Super in particular. He noted:
  - With the emergence of the Delta and Omicron strains, which led to further and often sustained lockdowns across the country, there was a reasonable expectation that financial markets would react adversely and that an economic downturn of some level would result. This, however, did not happen and in fact in many sectors - residential property being a prime example - markets surged.
  - Likewise, the performance of superannuation investments was also strong. Because global markets were initially sent into shock at the beginning of the 2020 COVID outbreak, most super funds in Australia returned negative results that year. For instance, AMIST Super’s MySuper investment option—where most members have their money— returned a -0.6% result.
  - In contrast, the result recorded this latest financial year, as at 30 June 2021, with COVID still running rampant through many communities, the AMIST MySuper option returned 17.1%

- This substantial difference between the returns in 2020 versus 2021 demonstrates two important points:
  - 1) it demonstrates that communities have adjusted to the realities of living with a highly infectious virus, and
  - 2) it emphasises very strongly that superannuation is a long-term investment and that the results of single years should not be viewed in isolation.
- It is important to not only consider how the Fund has performed in just one year without considering how the long-term situation looks. For example, over the last 10 years the AMIST MySuper option has yielded an average yearly return of 8.14%, which is well above the industry average of 7.7% over the same time period.
- Just as communities have been adjusting to living with COVID, so too have the team at AMIST Super. As each state had to deal with differing state government policy on lockdowns, AMIST Super staff worked to help members over the phone and via email until lockdowns ended, and then progressively began to visit worksites again where it was safe and approved by employers.
- Despite another challenging year, AMIST Super kept our focus on our members, and will continue to do so in 2022. As a matter of fact, at the end of October 2021 an independent research house, Rainmaker Information, ranked AMIST Super in the top 10 funds with the lowest fees in Australia. We always keep in mind - in everything that we do - that managing super is all about our members and helping protect their super as they work towards having the retirement they want. And we will continue to have that focus this coming year.

*Mr Camm thanked the Board and Management of AMIST Super for their hard work and the members of AMIST Super for their continued support and loyalty.*

*Ms Hayes then introduced Mr Murray Rutherford, AMIST Super CEO and CIO.*

### 3. CEO and CIO Address – Mr Murray Rutherford

Mr Rutherford spoke on the following matters:

- The AMIST Super fund has 60,000 members with funds under management now approaching \$3 billion in invested assets.
- Our focus as a team is to make our offering relevant to our members, and we do this by providing:
  - low fees,
  - appropriate insurance,
  - services to meet the needs of our members,
  - appropriate investment options, and
  - strong, long term investment returns.
- **Low fees.** AMIST Super works hard to keep fees low, and is consistently ranked as being amongst the lowest fees in Australia. In the APRA reporting for the year ending 30 June 2021, AMIST Super's fees were ranked as the 12th lowest out of 81 funds. AMIST Super aims to be great value and achieves this by keeping costs down in day-to-day operations. We manage risks, we meet all our legal

obligations, and we spend money when we can answer yes to the simple question: “is it the right thing for our members?”.

- **Appropriate Insurance.** Working in the meat industry, many AMIST Super members are working jobs that can be physically tough. This means two things; one: it’s important that members are protected should something go wrong, and two, the nature of the job makes insurance difficult and expensive for an individual to get. So being able to access insurance within your super fund is important. AMIST provides insurance products designed to provide a basic level of protection and assistance to members and their families, without the cost of the cover eroding members’ accounts.

More than 60% of AMIST Super members are covered by insurance (Life cover, TPD and Income Protection) through their AMIST Super account. They are trusting AMIST Super to look after them, or those close to them, in the event of an injury, or illness or death. We take that trust very seriously.

- **Service to meet members’ needs.** AMIST Super members continue to trust us throughout their working careers. We are seeing more and more of our membership stay with the fund, even when they move into ‘non-meat’ jobs. In fact, our last member satisfaction survey showed 82% of members were very satisfied with our client service, despite COVID wreaking havoc on our ability to travel to a lot of worksites.

A key service is conducting worksite visits, to spend time with members in lunchrooms, to help our members understand their super and make better choices. We also provide financial planning advice over the phone so it’s easy for every member to make better decisions about their super, like whether to make extra contributions to super or which investment option best suits their needs.

- **Appropriate investment options.** AMIST Super continues to provide a range of simple investment options that suit the different circumstances of members, their timeframes for investing, and their willingness to take risk.

Importantly a super fund needs to have solid investment returns. Our members tell us time and again that they want a combination of low fees and good returns (without too much risk), and so safeguarding our members’ money while earning better than average growth on their investments is a clear goal for AMIST Super.

Our MySuper option, for example, has a ‘medium to high’ risk level (like the majority of funds in the industry) with negative returns expected in 4 out of every 20 years (this is a bit lower than most MySuper Industry Funds).

The average return per annum over 10 years of 8.14% for our MySuper option is well above the industry average. Regarding risk, the MySuper investment option has only returned a negative return 3 times in the last 30 years. These are good, solid, long terms returns.

It’s important to continue to have that long term focus, even if you’re retired. In response to member feedback requesting more options, we added two new investments to provide more choice for members - a Property Option and an Alternatives Option.

So, we now offer 7 investment options (plus the default MySuper option). This gives our members opportunity to spread their super savings across different investment types if they should choose to do so.

Looking to the year ahead, our investment team continues to monitor global markets off the back of another year living with COVID. Business activity accelerated as COVID-19 restrictions eased, and this

lifted overall business activity. Inflationary pressures keep building, driven by supply-demand imbalances and rising commodity prices. Supply bottlenecks have hindered manufacturing output and pushed up costs, but strong demand continues to drive strong growth. The result was that global share-markets performed strongly last year, particularly towards the end of 2021.

Equity markets since December 2021 have been down, but the portfolio has managed to take advantage of these times too.

These are just some of the areas we watch to ensure that all the AMIST Super investment options are well positioned to handle continued volatility and provide strong risk-adjusted returns for members over the medium and long term.

- Mr Rutherford addressed the following member question:

**MEMBER QUESTION: does AMIST Super invest in crypto currencies?**

*We see an investment in cryptocurrencies as speculation; something we generally don't do across the AMIST Super portfolio.*

*In broad terms AMIST Super invests in assets, via debt (loans) or equity (shares) where the money is used to create a real good or service. In contrast, crypto is just a medium of exchange, just like dollars, but unlike dollars there is no government guarantee or real economy that sits behind it.*

*With crypto you are simply betting on if something would go up or down, based on supply (how many coins are available) and demand (how many people want to buy the coins). Just as AMIST Super doesn't 'invest' your money at the horse races on Saturday, we view crypto as more like gambling than investing. A very small percentage of gamblers make money - most don't - and the risks are high, so we don't believe it is the right pace to invest your money for retirement.*

*In a similar vein AMIST Super doesn't trade foreign currency, or gold, or oil or any commodity, for speculation (betting that it will go up or down). So, we don't invest in crypto.*

*As always, our decisions to make any investment will be made through a due diligence process that involves the best interest of our members and our aim to safeguard member money while earning better than average growth on their investments.*

*Ms Hayes introduced Mr Wayne Bailey, General Manager Client Services*

#### **4. General Manager Client Services Address – Mr Wayne Bailey**

Mr Bailey spoke on the following matters:

- For more than 35 years, AMIST Super has been helping people who work in the Australian meat industry grow their super and plan for their retirement. But now, anyone can join and more and more members are choosing to stay with AMIST Super, even though they are moving into jobs outside of the meat industry.

Based on the research we have done with our members (both meat and non-meat industry workers), trust is the one factor that stands out as the reason they stay. Members continue to trust us to generate good long-term returns (without too much risk), good insurance and good personal service.

- Mr Bailey responded to the following member question:

**MEMBER QUESTION: what are the benefits of being with AMIST Super?**

*AMIST Super offers advantages such as financial advice over the phone, online access to your account, as well as a choice of seven investment options in addition to the default option, MySuper.*

*Last year, in response to member feedback requesting alternative options, we added two new investments to provide more choice for members - a Property Option and an Alternatives Option. This gives our members greater opportunity to spread their super savings across different investment types if they should choose to do so and to better reflect an individual's attitude to risk. And backed up by our investment team delivering solid, long-term returns, AMIST Super provides a strong investment focus for our members all the way through their working lives, and into retirement.*

*And, importantly for the meat industry, we have a very competitive insurance package. Members have access to Life Insurance, Total & Permanent Disablement cover and Income Protection. All of these are important because they provide peace of mind to our members and their families if something untoward was to happen.*

*A particular benefit is our Income Protection Cover.*

*AMIST Super's income protection insurance is designed to pay a regular income for up to 2 years, after a 30 day waiting period, where you're unable to work due to an illness or injury. It could come in handy, especially for injuries that occur outside work.*

*So, if you get sick or you injure yourself playing a sport or in an accident, and you're not able to work as a result, Income Protection insurance could help you financially while you recover.*

*If your injury happens in the workplace, you may be covered by your employer's compulsory workers' compensation insurance. Income protection insurance benefits would be reduced by the amounts of any workers' compensation paid or payable.*

*That's the thing with this type of insurance; generally you can't receive more than a set percentage of your salary for the same event, even where you are eligible for payments from other sources.*

*It could be helpful to think about this in terms of car insurance. For instance, if your employer asked you to run an errand for the business using your private vehicle and you had an accident, the business may claim on their insurance to repair your car. And because they did that, you wouldn't be able to claim on your own car insurance policy as well. That would be doubling up.*

*Since AMIST Super introduced income protection some years ago, thousands of members have recovered from illnesses or injuries without the added stress of financial insecurity, simply by making a claim on their insurance.*

*But it's important to review all your insurance from time-to-time, to ensure the cover you have is right for you. With Income Protection especially, it is important to check that you're covered for the right amount, based on your salary. Our financial advisers are available by phone to help members with determining whether their level of cover is appropriate, and you can get in touch with them by calling the AMIST Super Hotline on 1800 808 614.*

*Lastly, our personal service is a key advantage to being a member of AMIST Super. Our research continually shows that members prefer face to face contact, so we take this service very seriously. Being an industry focused fund means we normally access our member's worksites on a regular basis. Due to COVID, this has been largely restricted over the last two years but we're hoping this year that we will be able to travel a lot more.*

*The Client Service team will be getting back out on to worksites this year. The team is passionate about our personalised service and are looking forward to helping members. For those working outside the meat industry, our Client Services Managers are listed on our website and will be more than happy to receive an email or phone call from you if you have any questions.*

## 5. Questions and Answers

Ms Hayes responded to the following member question:

***MEMBR QUESTION: What is the remuneration of the officers from the chairman to representatives and how is the remuneration awarded to the officers?***

*Our Directors and staff members are paid annual salaries, and are not paid bonuses or commissions.*

*The AMIST Super Board is responsible for the good governance of the fund. The Directors attend a combination of Committee and Board meetings every quarter, including the Risk & Compliance Committee, Audit Committee, Investment Committee and full Board meetings.*

*They are paid an annual salary to cover their time and effort involved with preparing for and attending these meetings, and in recognition of the knowledge and skills they bring to governing the fund. As a Director, they also take on personal legal obligations for ensuring the financial security of our members.*

*For the year ending 30 June 2021, each of our six board members was paid just over \$31,000 with our independent Board Chair being paid approximately \$79,000. These remuneration details are all available on our website under the Disclosure tab which you can read in more detail.*

This concluded the Q&A section.

Ms Hayes closed the meeting and thanked members for their time.

**Close of Meeting**

**5:30 pm**