



2025-2026 Fund Report

LeavePlus

The leave that **moves** with you

Chair and CEO introduction

Celebrating 50 years of supporting Victoria

This year marks 50 years of Victoria's construction industry portable long service leave scheme and five decades of supporting the people who have helped build our state.

Since 1976, the scheme has supported generations of workers, employers and businesses across Victoria's construction industry. While the industry, technology, and the way we work have changed considerably, our purpose has remained constant - protecting workers' long service leave entitlements and supporting a strong, sustainable construction industry.

For employers, the scheme creates certainty, supports retention of workers in the construction industry and helps distribute the cost of long service leave fairly. It also reflects the changing nature of construction work, ensuring workers can continue building long service leave benefits across different forms of employment in the industry.

As we celebrate this milestone, we recognise the vision of those who established the scheme and the workers, employers, working subcontractors, industry partners, Board members and employees who have contributed to its success.

Delivering value and strong performance

The 2025-2026 financial year (FY26) was another year of strong financial performance and continued growth. At 30 June 2026, the Fund for Victoria's construction industry portable long service leave scheme held $2.64 billion in total assets, an increase of $179.8 million on the previous year.

The scheme paid $259.7 million in long service leave benefits, an increase of $18.7 million or 7.8% on the previous year. Long service leave charges collected were $305.8 million, compared with $307.4 million in FY25.

At 30 June 2026, the funding ratio (the ratio of Fund assets to the actuarial value of the accrued liabilities to workers) was 132.9%, compared with 131.7% in FY25. The Fund's actuary has determined that the Fund's assets are more than sufficient to cover both worker accrued liabilities and vested benefits. Such liabilities and benefits do not include those which may materialise in future years from eligible workers yet to be registered under the scheme and potential reforms.

Delivering significant change

FY26 also marked an important stage in the transformation of LeavePlus. In the past five years, the scale of the scheme has grown significantly. Since FY21, the Fund's total assets have increased from $1.9 billion to $2.64 billion, while annual long service leave benefits paid to workers have more than doubled, from $115.8 million to $259.7 million and long service leave charges collected from employers have grown from $204 million to $306 million.

This growth has been accompanied by significant change across LeavePlus. We have strengthened regulation and compliance, improved service performance and modernised the systems that support workers, employers and working subcontractors, including through a redesigned website and dedicated Member Centre. Through Project Elevate, we continued replacing legacy platforms, improving core processes and developing new digital services for workers, employers and working sub-contractors.

During the year, we designed and tested a new digital claims form, a redesigned employer returns process with real-time validation and implemented a new case management platform to support service delivery. Ahead of a broader rollout, the new claims form is designed to make claiming long service leave easier, while the employer returns process is intended to improve data accuracy and reduce follow-ups and rework.

We also strengthened cyber security, achieving ISO/IEC 27001:2022 certification for our Information Security Management System and demonstrating that the way we manage and protect information meets an internationally recognised standard. Moreover, we expanded our data and analytics capability and implemented the Workday finance platform. Similarly, we invested in our employees through new leadership development programs, workforce planning and a performance and reward model to help us prepare the organisation for continued growth and change.

The initiatives are designed to improve service delivery, strengthen decision-making, support future digital services and create a more consistent experience for workers, employers, working sub-contractors and our employees. Average call answer times have improved from 163 seconds to 59 seconds, while claims approved within 20 business days have increased from 86% to 93% and employer invoice adjustments processed within 90 days have improved from 84% to 93%.

None of these achievements would have been possible without the commitment, adaptability and professionalism of our employees, who have continued to support workers, employers and working sub-contractors. while helping deliver significant organisational change.

Strengthening participation and compliance

During the year, the Board also approved a new Regulatory Strategy focused on improving compliance, increasing employer registration and supporting the scheme's long-term sustainability. LeavePlus onboarded a record 5,493 new employers and created 83,205 quarterly returns.

Industry engagement remained a priority, with 169 onsite toolbox sessions reaching more than 20,000 workers. More than 100 union delegates were also trained to use our Compliance Checker tool, and we increased awareness of the scheme through an inaugural employer education webinar organised in collaboration with the National Electrical and Communications Association, Future Energy Skills, RJ Sanderson & Associates and APM Apprenticeships.

Further, we worked with principal contractors delivering nine state government-funded projects. Audits identified registration or other compliance issues among approximately 40% of subcontractors working on those projects. We discussed co-regulatory approaches with the principal contractors to improve understanding of employer obligations and worker entitlements.

Enforcement activity also increased during FY26. We filed 150 new prosecutions against employers who failed to provide required returns information, with criminal convictions recorded in all cases heard during the year. We pursued unpaid debts, filing 42 debt complaints and obtaining 20 judgements, and published a register of convicted employers to increase transparency and deter non-compliance. In addition, we resolved 4,165 worker missing service requests, up from 3,695 in FY25.

The Victorian Court of Appeal also confirmed the test for coverage under the scheme in Energy Australia Yallourn Pty Ltd v CoINVEST Ltd [2026] VSCA 80, leaving undisturbed two Supreme Court decisions from FY25 relating to scheme coverage.

From foundation to transformation and the future

The LeavePlus of today is very different from the organisation established 50 years ago. As Victoria's construction industry has evolved, so too has the scheme that supports it.

The achievements of FY26 reflect the cumulative impact of that work and position LeavePlus to continue delivering strong outcomes for workers, employers, working subcontractors and the Victorian construction industry.

As we look to the future, we will continue investing in our services, our employees and regulatory capability so the scheme remains fair, sustainable and effective.

While much has changed over the past 50 years, our purpose remains constant.

We look forward to continuing to support the people and businesses that build Victoria for the next 50 years and beyond.





Investment report

Year in review

LeavePlus' investment portfolio delivered a return of 8.19% for FY26, exceeding its return objective by 2.19%. This result strengthened the Fund's capacity to meet the long service leave entitlements of current and future workers and was achieved through a diversified portfolio designed to deliver sustainable returns while managing risk and maintaining liquidity.

Global share markets performed strongly over the year, led by continued investment in artificial intelligence, resilient corporate earnings and strong demand for semiconductors and technology infrastructure. In Australia, however, persistent inflation led the Reserve Bank to reverse course and raise interest rates, placing pressure on households and contributing to more subdued domestic market performance.

Markets were volatile at times. Escalating conflict in the Middle East contributed to a sharp sell-off in March as investors reassessed the outlook for energy prices, inflation and global growth. Markets subsequently recovered strongly as economic activity remained resilient and confidence in the long-term AI investment cycle returned.

The Fund was reasonably well positioned for these conditions. International equities captured much of the strong global market growth, while infrastructure, property, fixed income, credit, alternatives and cash provided different sources of return and helped reduce reliance on any single market outcome. This diversification moderated the impact of the March downturn while allowing the portfolio to participate in the recovery that followed.

During the year, LeavePlus also progressed implementation of its refined Strategic Asset Allocation, including restructuring the global equities portfolio, introducing inflation-linked bonds and refining the portfolio's foreign currency settings. These changes broadened the sources of return and strengthened the portfolio's resilience to different economic and market conditions.

Looking ahead, the investment environment remains uncertain. LeavePlus will continue to take a disciplined, long-term and liability-aware approach, seeking sustainable returns while protecting the Fund's capacity to support the long service leave benefits of Victorian construction workers.

Fund performance

Investment returns	Return FY26	3 YRS P.A.	5 YRS P.A.	7 YRS P.A.	10 YRS P.A.
Total return	8.19%	8.79%	5.93%	6.64%	7.50%
Return objective	6.00%	6.63%	5.91%	5.79%	5.93%
Excess return	**2.19%**	**2.16%**	**0.02%**	**0.85%**	**1.57%**

Performance is shown net of investment fees and taxes, which do not include costs relating to internal investment management. The annual return after all investment costs is disclosed below in the Investment Expense Ratio section of this report.

The Fund delivered an annual return of 8.19% for FY26, net of investment fees and taxes, which do not include internal investment management costs. This exceeded the Fund's return objective of 6.00% by 2.19%.

All major asset classes delivered positive returns. Equities were the largest contributor, supported by strong international equity markets, while real assets also contributed positively through property and infrastructure. Alternatives, fixed income and cash provided further diversification and additional sources of return across the portfolio.

Strong market performance and positive cash flows lifted the Fund's investments value by $155.2 million to $2.42 billion at 30 June 2026.

Over the past decade, the Fund has delivered an average annual return of 7.50%, exceeding its return objective of 5.93% by 1.57% per annum. This long-term performance reflects the Fund's disciplined and diversified investment approach and its focus on delivering sustainable returns while managing liquidity and downside risk.

The investment portfolio is designed with clear risk objectives, including:

- Limit the likelihood of negative returns to no more than five years in any 20-year period; and
- Limit the likelihood of an annual loss greater than 10% to no more than once in any 20-year period.

These targets have been successfully met over the past 20 years.

Fund performance (%)



Source: Performance returns from JP Morgan, the Fund's Master Custodian. The return objective was altered on 1 March 2023 to the Victorian Construction Wage Inflation +2%. Prior to this, the return objective was 4.9% p.a. from 1 November 2020, 5.8% p.a. from 1 July 2019 and 6.25% p.a. from July 2016.

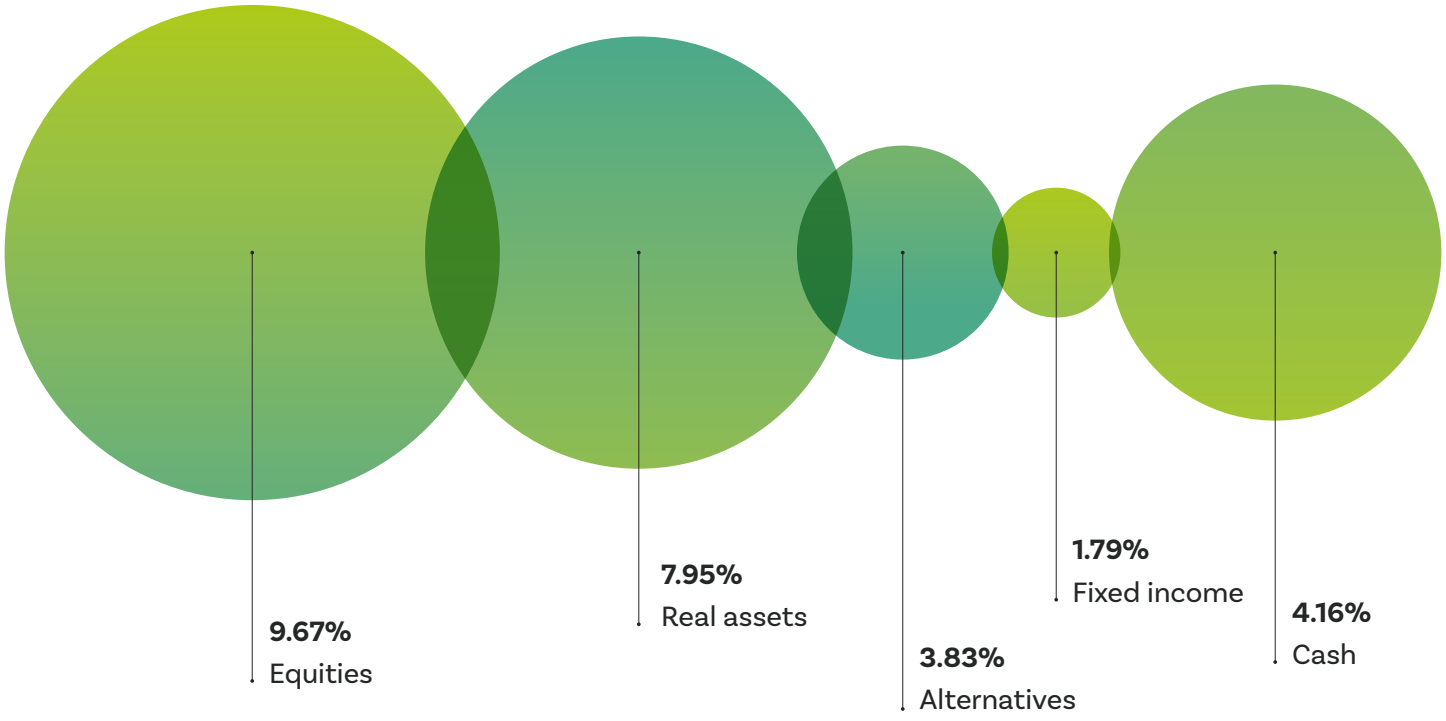
Strategic asset allocation

LeavePlus has defined a Strategic Asset Allocation (SAA) range that aligns with its long-term investment objective in a risk-adjusted manner and maintains an SAA target, which is typically the midpoint of the SAA range. The investment portfolio is managed to attain an actual asset allocation that mirrors the SAA. A summary of the Fund's Actual Asset Allocation versus its SAA as at 30 June 2026 is as follows:

Asset class	Actual asset allocation	SAA target	SAA range	
Growth	**80.0%**	**80.0%**	**75.0%**	**85.0%**
Equities	43.8%	42.0%	39.0%	45.0%
Property	9.8%	11.5%	6.5%	16.5%
Infrastructure	11.7%	11.5%	6.5%	16.5%
Alternatives	14.7%	15.0%	12.0%	18.0%
Defensive	**20.0%**	**20.0%**	**15.0%**	**25.0%**
Fixed Income	17.8%	18.0%	15.0%	21.0%
Cash	2.2%	2.0%	0.0%	4.0%
Total	**100.0%**	**100.0%**		

Asset class performance overview

The Fund's diversified investment strategy is implemented through a range of asset classes, each playing a different role in delivering long-term returns and managing risk. The Fund generated positive returns across all major asset classes during FY26, with each contributing to the Fund's overall result and supporting the achievement of its long-term investment objectives. The following section summarises the performance of each asset class during the year.



Performance commentary

- **Equities:** Equities returned 9.67% and were the largest contributor to the Fund's overall result. International equities delivered 14.78%, benefiting from strong global markets and continued investment in artificial intelligence. Australian equities returned -3.49%, reflecting weaker domestic market performance and underperformance by the Fund's Australian equity managers.
- **Real assets:** Real assets returned 7.95%. Infrastructure delivered more consistent performance, with listed and unlisted infrastructure returning 14.11% and 8.27%, respectively. Property returns were more varied, with listed property returning 18.76% and unlisted property 0.88%. Together, these assets provided diversification and multiple sources of return for the portfolio.
- **Alternatives:** Alternatives returned 3.83% and continued to provide a differentiated source of return. Multi-asset strategies returned 12.05%, benefiting from their ability to respond to changing market conditions, while credit was broadly flat for the year.
- **Fixed income:** Fixed income returned 1.79%. Returns were moderated by persistent inflation and interest rate increases in Australia, which placed pressure on bond markets during parts of the year. The allocation nevertheless generated a positive return and continued to provide defensive characteristics within the portfolio.
- **Cash:** Cash returned 4.16%, supported by higher short-term interest rates. The Reserve Bank of Australia increased the cash rate during the second half of FY26, taking it to 4.35% by 30 June 2026. The cash allocation supports the Fund's liquidity requirements and provides stability during periods of market volatility.

Investment Expense Ratio

An Investment Expense Ratio (IER) reflects the total cost of managing the Fund's investments and includes investment manager fees, custodian fees, investment consultant fees, and internal investment management costs. Internal investment management costs comprise the time spent managing the Fund's investments by LeavePlus management, the Investment Committee, and the Board, as well as an allocation of overheads. The IER is calculated by dividing these total expenses by the average value of the investment portfolio across the year.

The IER for FY26 was 0.60% (FY25: 0.63%). The annual investment performance of 8.19% has been quoted as after external investment management fees and taxes, which do not include internal investment management costs. After allowing for internal investment management costs included within the IER, the annual return reduces to 8.11%.



Investment governance

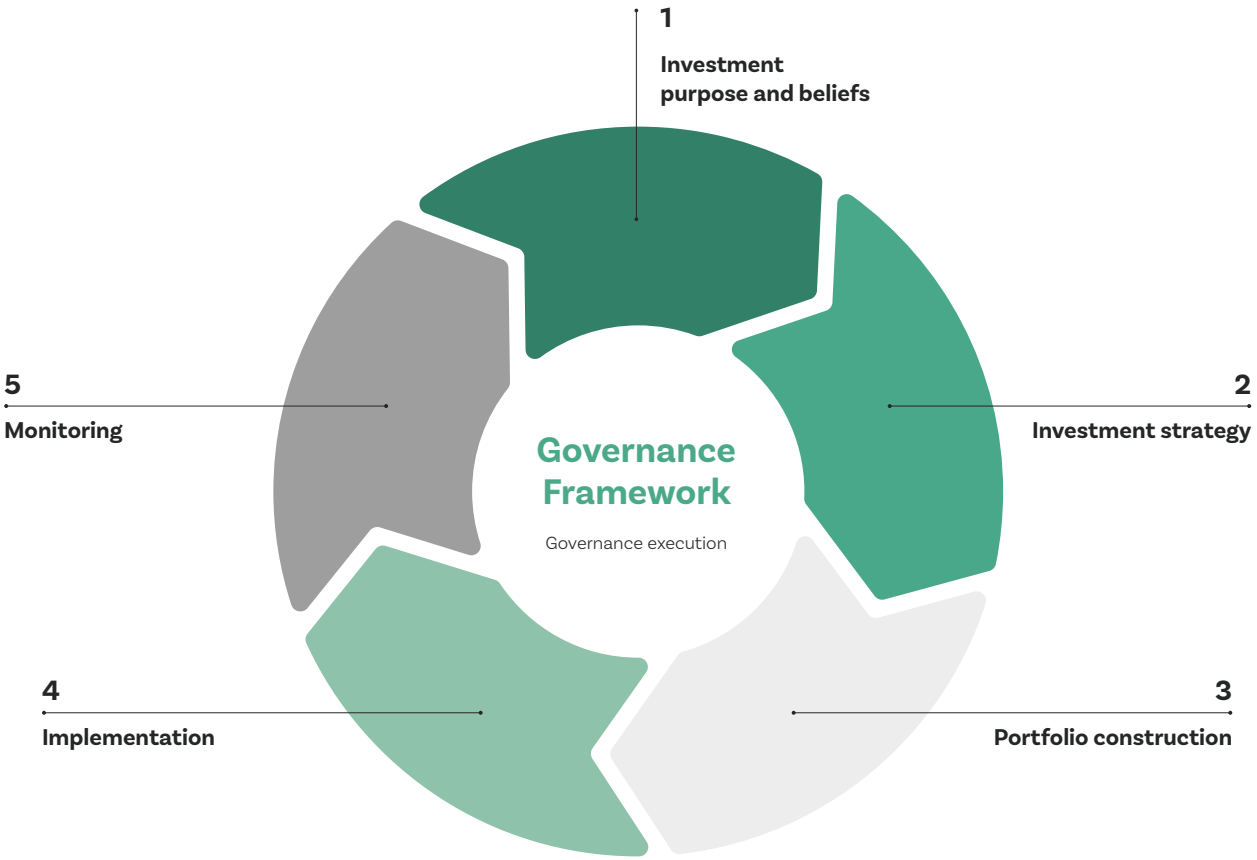
In its role as Trustee of the Fund, LeavePlus is responsible for the management of the Fund's assets and must act in the best interests of current and future beneficiaries of the Fund. It must prudently invest and manage the assets, while retaining a liability-aware approach to liquidity and volatility risk. Liabilities include long service leave benefits for workers and operational expenses. Consistent with LeavePlus' core beliefs, investment decisions are guided by a comprehensive Investment Governance Framework that outlines the Board's approach to decision-making, accountability, and oversight.

The governance structure places ultimate decision-making authority with the Board, while the Investment Committee is responsible for overseeing the investment governance process.

An independent investment consultant provides advice and monitoring to support investment activities. LeavePlus also engages external investment managers to execute investment decisions aimed at achieving the Fund's investment objectives. Internally, LeavePlus manages direct property investments (with the aid of a property manager) and cash holdings.

Investment governance includes the rules and principles that guide LeavePlus' investment processes, ensuring decisions are responsible, transparent, aligned with the Fund's objectives and in the best interests of workers, employers and working sub-contractors.

The investment process is designed to achieve optimal results, manage risks, and fulfil responsibilities. The key components of the investment process within the governance framework include:



1

Investment purpose and beliefs

The investment purpose and core beliefs underpin the governance framework, providing guiding principles for all investment decisions.

2

Investment strategy

The investment strategy defines the Fund's objectives, risk tolerance, investment horizon, liquidity requirements, and performance expectations, and sets the long-term allocation of capital across asset classes. The Board holds responsibility for approving the investment strategy.

3

Portfolio construction

Portfolio construction involves detailed strategic asset allocation and integrated risk management. Risk management entails setting risk limits, using risk assessment metrics, and establishing protocols for escalation when risks exceed predefined thresholds, ensuring that all exposures are thoroughly assessed and managed.

4

Implementation

The Trustee maintains a rigorous due diligence framework, incorporating both qualitative and quantitative assessments of each manager's capabilities, performance, and alignment with the Fund's investment objectives. During the year, LeavePlus carefully planned implementation of the SAA, aiming to minimise transitional costs and align portfolio movements with anticipated cash flows. The implementation process is continuously reviewed to reflect current market valuations and respond to significant events as they arise.

5

Monitoring

The Board continues to assess investment performance relative to benchmarks and objectives. This structured process ensures accountability and transparency through performance reviews and reporting. The Investment Committee and Board regularly review these reports to identify potential issues or adjustments needed in the portfolio's construction, implementation, or strategy. Compliance monitoring ensures adherence to relevant laws, regulations, investment guidelines, and the Trustee's beliefs.

The Governance Framework, along with the investment process, is regularly reviewed and updated to adapt to changing circumstances. It evolves to incorporate best practice and insights gained from research and industry developments.

Financial summary

Accounts summary

Below is a short financial summary from the Construction Industry Long Service Leave Fund Annual Financial Statements for the last two financial years. More detailed financial information, including the audited financial statements and auditor's report, can be found online at **leaveplus.com.au/about-us/publications/.**

Summary statement of comprehensive income for the year ended 30 June 2026

	2026 $'000	2025 $'000
Net investment income	**200,822**	227,668
Total revenue	**200,822**	227,668
Investment expenses	**6,743**	6,074
Trustee expenses	**61,614**	45,145
Doubtful debts expense	**7,778**	5,512
Administration expenses	**1,647**	787
Total operating expenses	**77,782**	57,518
Total comprehensive income for the period	**123,040**	170,150

Summary statement of financial position as at 30 June 2026

	2026 $'000	2025 $'000
Cash and cash equivalents	**115,614**	94,374
Receivables	**80,430**	89,590
Property and equipment	**10,110**	11,085
Investment assets	**2,435,674**	2,267,007
Total assets	**2,641,828**	2,462,056
Payables	**7,152**	7,166
Investment liabilities	**15,350**	1,889
Accrued LSL benefits liability	**1,932,798**	1,823,364
Working sub-contractors' accounts	**50,618**	50,859
Total liabilities	**2,005,918**	1,883,278
Net assets available for fund participants	**635,910**	578,778

Accrued LSL liabilities

Accrued Long Service Leave (LSL) liabilities have been calculated based on the present value of all expected future cash outflows that arise from the service of eligible workers up to the reporting date. The stated amount has been calculated by the Fund's actuary using an actuarial model, which takes into account the following assumptions:

- Discount rate, reflects the rate used to determine the present value of future accrued LSL liabilities;
- Investment return, reflects the future expected return on the Fund's assets;
- Salary inflation, reflects the future expected increases in workers' salaries;
- Departure from industry benchmarks, reflects the future expected movements in worker participation from active to inactive, inactive to active, or inactive to exit; and
- Mortality rates, reflects the rates at which workers are assumed to die.

The movement in the accrued LSL liabilities for the year was as follows:

	2026 $'000	2025 $'000
Opening balance as at 1 July	**1,823,364**	1,730,774
LSL benefits claims paid	**(259,734)**	(241,037)
Service cost (additional provision recognised)	**254,111**	251,605
Interest cost (unwinding of discount rate)	**99,918**	95,005
Change in assumptions	**(5,567)**	388
Liability experience (gain)/loss	**20,706**	22,475
Change in actuarial methodology	**-**	(35,846)
Net increase in worker long service leave benefit liabilities	**109,434**	92,590
Closing balance as at 30 June	**1,932,798**	1,823,364

Trustee remuneration and expenses

Trust Deed requirements

Under the Trust Deed, the Construction Industry Long Service Leave Fund (the Fund) must disclose certain payments made by the Trustee during FY26. These include:

- Remuneration appropriated out of the Fund by the Trustee
- Remuneration paid by the Trustee to each Board member
- Expenses reimbursed by the Trustee to each Board member

In accordance with the Trust Deed, the Fund's auditor is required to provide a certificate to confirm whether, in their opinion, the amounts paid were true and fair.

This section outlines the basis of preparation for this disclosure and summarises the relevant payments made during FY26.

Basis of preparation

CoINVEST Limited is the Trustee of the Fund and trades as LeavePlus.

These disclosures are intended to promote transparency and ensure that Beneficiaries, Potential Beneficiaries and Contributors (as those terms are defined in the Trust Deed) have visibility over the costs associated with managing the Fund. As a not-for-profit organisation managing a statutory entitlement on behalf of the Victorian construction industry, LeavePlus recognises the importance of public accountability in the way it governs and remunerates the Trustee and its Directors.

The Trustee Remuneration and Expenses disclosure has been prepared in accordance with the requirements of the Fund's Trust Deed, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board. Unless otherwise stated, the accounting policies used are consistent with those adopted in the previous period.

All payments and disclosures have been prepared on an accruals basis, which means income and expenses are recorded when they are earned or incurred, not when the cash is received or paid.

This disclosure also outlines the remuneration setting process, including benchmarking, external review, and industry consultation procedures. This ensures that amounts disclosed can be assessed both for factual accuracy and reasonable alignment to market practices.

LeavePlus does not carry out trading activities in its own right and is reimbursed by the Fund for all costs incurred in carrying out its Trustee fiduciary responsibilities. This includes costs associated with the administration, governance, and oversight of the Fund, including Board operations.

Overview of the Board

The LeavePlus Board comprises 11 Directors. Three are independent Directors appointed for their specialist expertise in law, finance or investments. The remaining eight are industry-representative Directors, including four Worker Representatives and four Employer Representatives. Industry Directors are nominated by eligible nominating organisations (as defined under LeavePlus' Articles of Association) and if they meet LeavePlus' Director Selection Criteria (as determined by the Assessment Committee), they are eligible to stand for election to the position of Director. If only one valid nomination is received, no election is required to be held, and the nominee is appointed to the position of Director. Alternatively, if no valid nomination is received from an eligible nominating organisation, the Assessment Committee (comprising a representative nominated by each of the Executive Search Organisation, the Victorian Congress of Employer Associations, and the Secretary of the Victorian Trades Hall Council) may be requested by LeavePlus to appoint a person who meets LeavePlus' Director Selection Criteria to fill the Director position.

All Directors receive remuneration for their roles on the Board. Additional fees are paid to those formally appointed to Board Committees, reflecting the extra responsibilities and time commitment required. Expenses incurred in the course of official duties are reimbursed in accordance with LeavePlus' policies.

Director remuneration framework

Director fees are designed to be fair, transparent, and proportionate to the responsibilities and expertise required to govern the Fund. Fees recognise the time and expertise involved in overseeing a statutory entitlement scheme and are aligned with similar roles in comparable organisations.

An independent remuneration consultant is engaged every two years to review Director fees and provide external benchmarking. The Remuneration, People and Culture Committee considers the results of the review and makes recommendations to the Board.

Following Board endorsement, proposed changes to Director fees must be approved by a representative of the Secretary of the Victorian Trades Hall Council and the Victorian Congress of Employer Associations, in accordance with the CoINVEST Limited Memorandum of Association. This ensures industry oversight of Director fee setting.

Once approved, the Memorandum of Association is updated to reflect the approved Director Fees. The Memorandum is publicly available on the LeavePlus website. The approved fee schedule applicable during FY25 and FY26 financial years was:

Director fee schedule	FY26	FY25
Board Chair	**$233,020**	$209,113
Independent Director	**$116,510**	$104,556
Worker or Employer Representative Director	**$83,625**	$76,794
Standing Committee Chair (Independent Director)	**$30,020**	$23,038
Standing Committee Member (Worker or Employer Representative Director)	**$15,010**[1]	$2,304[1]

1 The Standing Committee Member fee for Worker and Employer Representative Directors changed from a fee payable per meeting attended in FY25 to an annual fee in FY26. Accordingly, the amounts shown are not directly comparable.

The Board may also establish ad hoc committees to oversee significant projects or strategic initiatives.

Directors appointed to an ad hoc committee receive an additional fee for each meeting attended. During FY26, the fee per meeting was $6,005 (FY25: $5,362) for an ad hoc committee Chair, $3,002 (FY25: $2,681) for an Independent Director serving as a committee member, and $2,509 (FY25: $2,240) for a Worker or Employer Representative Director serving as a committee member.

Director remuneration and reimbursed expenses

Independent Directors serve as Chair of one or more Board Committees and as members of the remaining Committees. Worker and Employer Representative Directors serve as members of a single Board Committee. Consequently, total remuneration received by Independent Directors may be higher than that received by Worker and Employer Representative Directors.

Changes in individual Director payments between FY25 and FY26 financial years reflect a combination of factors including changes in approved rates, appointments, resignations, and Committee participation. Directors do not receive bonuses or incentive-based payments.

The following table outlines the fees paid or payable to each Director for the FY26 and FY25 financial years, along with any reimbursed expenses.

Director	FY26 Director fees	FY26 Expenses reimbursed	FY25 Director fees	FY25 Expenses reimbursed
Independent				
Jenny Acton (Chair)	**$359,115**	**$1,462**	$278,227	$1,710
David St John	**$209,572**	**$1,038**	$162,152	$1,475
Michelle McLean	**$197,564**	-	$150,633	-
Worker Representatives[1]				
Paddy McCrudden	**$96,169**	-	$92,920	-
Paolo Giumarra[2]	**$93,033**	-	-	-
Robert Graauwmans[3]	-	-	$95,224	-
Stephen Fodrocy	**$99,307**	**$372**	$81,401	$69
Ivan Balta	**$93,033**	-	$57,595	-
Chris Patterson[4]	-	-	$6,399	-
Employer Representatives				
Grant Donald	**$96,169**	-	$83,705	-
David Newnham	**$96,169**	-	$95,224	-
Michael Purnell	**$111,224**	**$714**	$88,313	$671
Michael Paynter	**$96,169**	-	$88,313	$1,000
Total	**$1,547,524**	**$3,586**	**$1,280,106**	**$4,925**

1 Directors are paid to their nominating organisation where the representative is an employee or officer of the nominating organisation.
2 Appointed, 1 July 2025. From August 2025, Director fees were paid directly to the individual instead of their nominating organisation
3 Term ended 30 June 2025. From 10 September 2024, Director Fees were paid directly to the individual instead of their nominating organisation
4 Resigned, 26 July 2024

Insurance of Directors

LeavePlus paid a premium of $439,847 in November 2025 for directors' and officers' liability insurance. The policy covers an 18-month period ending May 2027 and does not specify premiums in respect of individual Directors or officers.

Trustee management fee

All operating expenses of CoINVEST Limited as Trustee are reimbursed by the Fund. This includes salaries, office overheads, systems and technology, legal and compliance costs, and governance expenses, including Director remuneration. The amount reimbursed is disclosed in the Fund's financial statements under "Trustee Management Fee".

For the year ended 30 June 2026, the following amounts were paid or payable to the Trustee:

	FY26 $'000	FY25 $'000
Trustee Management Fee Expense	**61,614**	45,145
Trustee Management Fee Payable	**6,425**	6,758

Auditor certification

In accordance with the requirements of the Trust Deed, the Fund's external auditor, PwC, has reviewed the Trustee Remuneration and Expenses disclosures in this report. PwC has issued a certificate expressing their opinion on whether the disclosures are true and fair in accordance with the Trust Deed. The Auditor's certificate is provided below.



Independent auditor's report

To the Contributors, Beneficiaries and Potential Beneficiaries of Construction Industry Long Service Leave Fund

Our opinion

We have audited the Trustee Remuneration and Expenses (Schedule) from 1 July 2025 to 30 June 2026. In our opinion the accompanying Schedule presents fairly, in all material respects, the Trustee Remuneration and Expenses of Construction Industry Long Service Leave Fund (the Fund) from 1 July 2025 to 30 June 2026 in accordance with the Trust Deed and applicable accounting standards of the Fund relevant to preparing such a Schedule.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Schedule* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Fund in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the Schedule in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Emphasis of matter - basis of accounting and restriction on distribution and use

We draw attention to the Basis of preparation, which describes the basis of accounting. The Schedule has been prepared to assist the Directors in complying with the financial reporting provisions of the Trust Deed. As a result, the Schedule may not be suitable for another purpose. Our report is intended solely for Construction Industry Long Service Leave Fund and its Contributors, Beneficiaries and Potential Beneficiaries and should not be distributed to or used by parties other than Construction Industry Long

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Service Leave Fund and its Contributors, Beneficiaries and Potential Beneficiaries. Our opinion is not modified in respect of this matter.

Responsibilities of management and the directors for the Schedule

Management is responsible for the preparation and fair presentation of the Schedule in accordance with the Trust Deed and applicable accounting standards of the Fund, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

The directors are responsible for overseeing the Fund's financial reporting process.

Auditor's responsibilities for the audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our 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 the Schedule.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our 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.
- Obtain 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

- Evaluate the overall presentation, structure and content of the Schedule, including the disclosures, and whether the Schedule represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

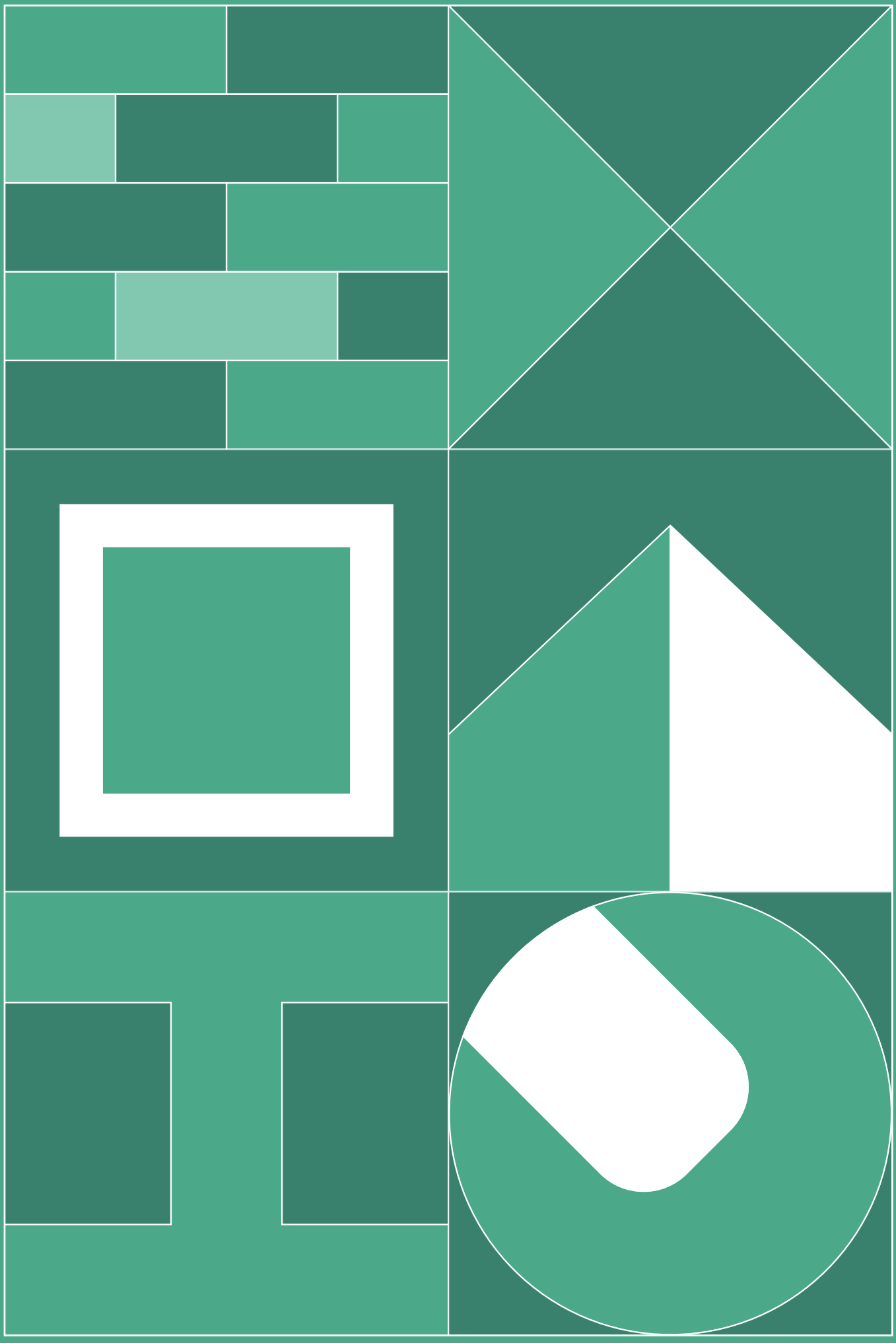


PricewaterhouseCoopers



Nicole Oborne OAM
Partner

Melbourne
1 October 2026



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