Maritime Super Legacy Product Guide.

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Contents

About this Guide

This guide is for former members of Maritime Super whose benefits were transferred to Hostplus during a successor fund transfer (SFT) on 2 September 2023.

Important information

The information in this guide is general information only and does not take into account your personal financial situation or needs. You should obtain financial advice tailored to your personal circumstances.

The information in this guide is correct as at the date of publication. In the event of a material change occurring to any information contained in this guide, irrespective of whether it is adverse or not, the trustee will notify existing members in writing within the time frames required by law. Updated information is available online at hostplus.com.au. Where a change to information in the guide is not materially adverse, for example, changes to the net fund earning rate and individual investment manager options, the trustee will provide updated information at hostplus.com.au.

While every care has been taken to ensure that the information in this document is correct, Hostplus reserves the right to correct any error or misprint in respect of the information shown. Any updated PDSs will be available on our website at hostplus.com.au.

Issued by Host-Plus Pty Limited ABN 79 008 634 704, AFSL No.244392, as trustee ('Trustee') for the Hostplus Superannuation Fund (the 'Fund') ABN 68 657 495 890, MySuper No. 68657495890198.

Section 1.1 Permanent Defined Benefit Member Guide

Section 1.1 Permanent Defined Benefit

This Member Guide contains important information that will help you understand your Permanent Defined Benefit membership. Permanent Defined Benefit closed to new members on 12th October 2004. As a Permanent Defined Benefit member, you have two types of super:

- your Defined Benefit, and
- your Accumulation balance.

Your Permanent Defined Benefit membership, as described in this guide, represents an explanation of your benefits in accordance with the Stevedores Division (division 6) of the Hostplus Trust Deed.

This section of the Maritime Super Legacy Product Guide describes your Defined Benefit entitlements. For information regarding your Accumulation balance please refer to Sections 2 to 8.

Please note: Maritime Super has merged with Hostplus. All Maritime Super Permanent Defined Benefit members transitioned to Hostplus Permanent Defined Benefit on 2 September 2023.

Some important terms

Classification Base Wage (CBW)

Classification Base Wage is defined as follows:

a. For casual or part-time employees (guaranteed wage employee (GWE)), CBW is the higher of $650pw or 75% of your weekly Base Salary (Base Salary being a minimum of approximately $866.67 pw).

b. For full-time employees, CBW is the higher of $950pw or 75% of weekly Base Salary (Base Salary being a minimum of approximately $1,266.67 pw).

The Trustee may increase the CBW from time to time after consultation with the Fund's Actuary.

Base Salary

For Permanent Defined Benefit members, Base Salary is the salary notified to the Trustee by your Full Participating Employer and excludes overtime, productivity, incentives and bonuses, as set out in an Enterprise Bargaining Agreement (EBA) or similar industrial instrument or as approved by the Trustee, subject to a maximum 20% increase per annum.

Fund Service Benefit / Defined Benefit

The Defined Benefit is frequently called the Fund Service Benefit. Defined Benefits are so called because they are "defined" as a formula in the Trust Deed and Rules of the Fund.

See page 8 for the Defined Benefit formula for the Permanent Defined Benefit category.

The formula can only be varied by the Trustee with the approval of the Full Participating Employers and the Union and on the advice of the Fund's Actuary.

Fund Service Weeks

Permanent Defined Benefit members acquire Fund Service Weeks by making compulsory contributions from each pay. Typically, a full-time Permanent Defined Benefit member will acquire 52 Fund Service Weeks in a year. A member cannot accrue more than 52 weeks per annum.

When a Fund Service Benefit is calculated, the more Fund Service Weeks that you have, the higher your benefit will be.

You can only acquire Fund Service Weeks with regular compulsory contributions.

Members who joined Permanent Defined Benefit prior to 1/7/1994 will have pre 1/7/1994 Fund Service Weeks and post 1/7/1994 Fund Service Weeks. This is due to a benefit design change on 1/7/1994.

Age Discount Factor

When the Fund Service Benefit is calculated, it is discounted according to your age. If you are 42 or less, you receive 87% of the Fund Service Benefit. This increases by 1% per year (pro-rated in months) up to age 55 when 100% of your Fund Service Benefit is payable.

If you are this age	You receive this % of the Fund Service Benefit
42 and below	87%
43	88%
44	89%
45	90%
46	91%
47	92%
48	93%
49	94%
50	95%
51	96%
52	97%
53	98%
54	99%
55 and over	100%

What happens to your Defined Benefit when your salary goes up?

Once your CBW increases past the $650 pw, or the $950 pw threshold (depending on your employment status), salary increases start to push your CBW up.

Your employer will advise the Fund of changes to your Base Salary annually and on termination of employment so that your benefit and contributions can be calculated correctly.

The three months rule

You must have been on your new salary for more than three months before it can be used in the calculation of your resignation benefit. If not, the old CBW is used and any additional contribution payments made in the interim are refunded.

When a Total and Permanent Disability, Death, or Redundancy benefit is paid however, the new CBW rate is used immediately.

What happens to your Defined Benefit when your salary goes down?

Generally, your Permanent Defined Benefit amount (unless you are subject to the Minimum Superannuation Guarantee Benefit) is calculated using a formula incorporating your period of Contributory membership and your Classification Base Wage (CBW). If your salary is reduced for some reason, you can make an election for your pre-reduction CBW to continue to apply. However, the election must be made within 90 days and it must be in writing. If you choose to retain your pre-reduction CBW, you and your employer will be required to fund contributions at the higher CBW, effective from the date of the reduction.

If you do not elect within 90 days for your pre-reduction CBW to continue to apply, your Permanent Defined Benefit will be calculated on your reduced CBW, and therefore your Permanent Defined Benefit amount will reduce.

Member contributions

Compulsory

Member contributions will be paid up to age 70 by way of regular deductions from either your after or before-tax salary and support your Defined Benefit.

You are required to contribute to your Permanent Defined Benefit an amount equal to:

- 4.8% of your CBW made on an after-tax basis; or
- 5.65% of your CBW made on a before-tax basis (i.e. by salary sacrifice).

You can request a change to how your compulsory contributions are contributed at any time via your payroll.

You may not make compulsory contributions to your Defined Benefit in relation to employment with a non-Full Participating Employer.

These contributions are paid into the Permanent Defined Benefit pool of assets and used to fund your Defined Benefit entitlements.

Example

John has a weekly CBW of $950.00.

He can pay 4.8% (or $45.60) each week as an after-tax contribution, or

He can pay 5.65% (or $53.68) before tax as a salary sacrifice contribution.

Voluntary contributions

You can make the following voluntary contributions to increase your retirement savings:

- lump-sum contributions – made from your after-tax money at any time; and
- regular contributions – made by regular deductions from your after or before-tax Salary.

These contributions are credited to your Accumulation balance.

If you wish to make regular voluntary contributions read the Additional Contributions brochure available on the Hostplus website for more information.

Lump sum contributions can be made by BPAY, the details of which can be found by accessing your Member Online account via the Hostplus website.

Non-contributing members

You may become non-contributing when:

- The Fund has been notified in writing that you wish to suspend contributions, or
- In the opinion of the Trustee, you have ceased to make contributions, or
- You are on leave without pay for more than 24 months*, or
- Your employer starts contributing to another fund on your behalf, or
- You change to casual employment.

If you cease contributions and later decide to recommence contributing, you may lose your grandfathered Notional Taxed Contributions status. This may impact on the level of concessional contributions reported to the ATO, which could have tax implications for you. Please refer to pages 47 and 48 for more information.

If you become a non-contributing member, you will lose your Potential Death and Total and Permanent Disablement (TPD) Defined Benefit insurance cover (but not any voluntary Death and TPD or Income Protection insurance that you have with the Maritime division of Hostplus). Your Defined Benefit will also cease to accrue Fund Service Weeks.

Please refer to the 'Ceasing and recommencing your compulsory contributions' section for further details.

*If you are on leave-without-pay because of illness, injury, defence service or parental leave, the Trustee may allow you to continue contributing.

Employer contributions

Compulsory employer contributions

Your Employer will pay up to a maximum 12.6% of your Classification Base Wage (CBW). These employer contributions will also meet minimum benefits as legislated by the Federal Government, known as the Superannuation Guarantee (SG) level. The Fund's Actuary confirms for the Trustee that the benefits provided by your Employer are sufficient to meet the SG level.

These contributions are paid into the Permanent Defined Benefit pool of assets and used to fund your Defined Benefit entitlements.

Contributions to your Defined Benefit by your employer are reported to the ATO as a Notional Taxed Contribution (NTC). The NTC is calculated using a formula as required in legislation. Please refer to the Contribution Caps for Defined Benefit members on page 46.

Additional employer contributions

Hostplus will also accept any additional employer contributions.

These contributions are credited to your Accumulation balance.

Part time employees

If you became part-time before 15 May 2023, the Classification Base Wage for casual or part-time employees (guaranteed wage employees (GWE)) was applied being the higher or $650 pw or 75% of your weekly Base Salary as decribed on page 4.

However, for any members who now change from full-time to part-time, your compulsory member contributions that you are required to make, and your Fund Service Weeks accrual, are adjusted in exact proportion to the level of part-time service involved.

Your part time percentage is calculated as your working hours worked, divided by full time hours (assumed to be 35 hours per week).

Casual employees

If your employment status changes to "casual" and you are not considered to be a guaranteed wage earner (GWE), you will be deemed to be a non-contributing member.

Once this occurs, your Fund Service Weeks will no longer accrue, your employer contributions will revert to the standard level of superannuation guarantee, and you will lose your Potential Death and TPD Defined Benefit insurance cover (but you will retain any voluntary Death and TPD or Income Protection cover that you hold with the Maritime Division of Hostplus). The salary at the date you become casual would be used in the calculation of your Fund Service Benefit.

Casual employees will have a CBW equal to the higher of 75% of Base Salary or $650.

Other contributions

The following contributions can be made to your account:

- Spouse contributions
- Government co-contributions
- Rollovers
- First Home Super Saver Scheme contributions
- Downsizer contributions.

These contributions are credited to your Accumulation balance.

Refer to How Super Works on page 41 for more information on these contribution types, including eligibility criteria.

Contribution splitting

Contribution splitting is optional and is available on an annual basis for splitable contributions made in the previous financial year.

You can apply to the Trustee to split up to 85% of the following contributions in favour of your spouse's superannuation account:

- ·voluntary (before-tax) contributions (i.e. salary sacrifice contributions)
- voluntary employer contributions (if any); and
- voluntary (after-tax) contributions made by you which you have claimed as a tax deduction.

Contribution splitting is not available in respect of your Defined Benefit contributions (e.g., compulsory member contributions and compulsory employer contributions which support your Defined Benefit).

Note that any amounts split in a financial year will count towards the concessional contributions limit (refer to page 49) in the originating super account but cannot exceed this limit.

Contributions split to you, from your spouse, will be credited to your Accumulation balance.

Ceasing and recommencing your compulsory contributions

You are no longer required to make compulsory member Contributions on the earlier of the date:

- you cease to be employed by your Full Participating Employer; or
- you are employed by an employer who ceases to be a Full Participating Employer; or
- you reach age 70 (i.e. Maximum Retiring Age for Permanent Defined Benefit).

If you stop contributing to your Permanent Defined Benefit:

- your Fund Service Weeks will cease to accrue,
- your Potential Death and TPD Defined Benefit insurance will cease (but any voluntary Death and TPD and Income Protection cover you hold will remain), and
- all future employer contributions will be made to your Accumulation balance at the standard rate of superannuation guarantee.

If you cease your defined benefit contributions and later decide to recommence contributing, you may lose your grandfathered Notional Taxed Contributions status. This may impact on the level of concessional contributions reported to the ATO, which could have tax implications for you. Please refer to pages 47 and 48 for more information.

If you continue to be employed by the same Full Participating employer, or a new Full Participating employer that has at least one Permanent Defined Benefit member, and start contributing both member and employer contributions to Permanent Defined Benefit again in the future:

- your Fund Service Weeks will resume accruing,
- your employer's contributions will resume at 12.6% of your CBW and will be redirected to your Defined Benefit balance, and
- you will regain your Potential Death and TPD Defined Benefit insurance cover.

How Defined Benefit works

The more Fund Service Weeks, the higher the benefit

Your Defined Benefit will grow each time you and your employer make a compulsory contribution and you purchase a Fund Service Week.

For example

Terry is aged 55 with a CBW of $950.00 per week.

Each week's contribution results in a benefit increase of $171.00 (that is 18% x $950 x 1).

When salary increases

If you are on a Base Salary of $65,866.66 you would currently have a CBW of $950.00 per week. A pay rise to $70,000.00 would lead to a CBW of $1,009.61 per week. Since your benefit is now based on the higher CBW, the Defined Benefit in this example will increase by around 6.27% due to the change in CBW.

Risk and Defined Benefits

Investing in superannuation carries some general risks as superannuation and taxation laws are subject to change. These changes may affect such things as the final amount of your benefit or how and when your benefit may be paid.

Please note that your Accumulation balance is subject to investment risk.

Paying benefits out of the Permanent Defined Benefit section

When you cease to be a permanent employee of a Permanent Defined Benefit employer and you do not start working for another Permanent Defined Benefit employer, your Permanent Defined Benefit will not automatically crystallise (see Glossary), however you will cease accruing Fund Service Weeks. Any future contributions will be redirected to your Accumulation balance and will be invested in line with your investment choice.

Your Potential Death and TPD Defined Benefit insurance will cease (but any voluntary Death and TPD and Income Protection cover you hold will remain). You can elect to rollover your Permanent Defined Benefit account to an Accumulation style product of your choice upon leaving employment with a Permanent Defined Benefit employer. If you would like to remain within the Maritime group of products, then you can elect to rollover to Maritime Accumulation Advantage, or another Hostplus Maritime accumulation product, subject to meeting the eligibility requirements. Alternatively, you can rollover your benefits to any other complying superannuation fund.

Ceasing and recommencing employment with a Full Participating Employer

If you cease employment with a Full Participating Employer, you can remain a Permanent Defined Benefit member however, your Defined Benefit will cease to accrue and your Potential Death and TPD Defined Benefit insurance will cease (but any voluntary Death and TPD and Income Protection cover you hold will remain).

If/when you return to employment with a Full Participating Employer in the future, your Defined Benefit compulsory contributions, accrual and automatic insurance (known as "Potential Benefit") will resume. Please refer to page 11 for details of your Potential Benefit.

Contributions you receive from any other employer will be paid to your Accumulation balance.

If you cease your defined benefit contributions as a result of ceasing employment and later decide to recommence contributing, you may lose your grandfathered Notional Taxed Contributions status. This may impact on the level of concessional contributions reported to the ATO, which could have tax implications for you. Please refer to pages 47 and 48 for more information.

Opting out of Permanent Defined Benefit

Contributing and non-contributing Permanent Defined Benefit members can elect to transfer from Permanent Defined Benefit to Maritime Stevedores Accumulation at any time, subject to meeting the Maritime Stevedores Accumulation eligibility requirements. To do this, you must request this formally in writing and the transfer is subject to approval by the Trustee. The Trustee recommends you seek financial advice before electing to opt out of Permanent Defined Benefit.

Upon transfer, your Defined Benefit interest will be calculated as per the resignation benefit formula, and you will not be eligible to re-join the Defined Benefit scheme in the future. Your Benefits will be attributed to your new Maritime Division superannuation account.

Your insurance benefits will convert to Default cover within your new Maritime Division account, with any additional cover above the Default amount converting to the equivalent (rounded down) units of Voluntary Death and TPD and /or Voluntary Death Only cover.

Where Income Protection applies, your Income Protection cover held at the date of exit from Permanent Defined Benefit will continue as voluntary Income Protection cover on a like for like basis in your new Maritime Division superannuation account.

Note; you cannot transfer into Maritime Stevedores Accumulation (Accumulation Plus category) if a redundancy is on offer.

Savings clause

If you elect to opt out of Permanent Defined Benefit and transfer to Maritime Stevedores Accumulation in the Accumulation Plus category, and you remain with the same employer, a 'Savings Clause' will apply to your employer contributions. This is a minimum contribution amount that your employer will continue to pay to your superannuation account, subject to meeting Superannuation Guarantee (SG) employer contribution requirements.

The minimum employer contribution amount is 12.6% per annum of your Classification Base Wage which applied on the day that you made an election to transfer to Maritime Stevedores Accumulation.

Calculating your Defined Benefit

Your Permanent Defined Benefit will be worked out using a formula.

18% x Classification Base Wage x Pre 1/7/1994 Fund Service Weeks x 110% x Age Discount Factor

PLUS

18% x Classification Base Wage x Post 30/6/1994 Fund Service Weeks x Age Discount Factor

PLUS

Accumulation balance, less Offset Account (where applicable).

Please refer to page 50 section for details of the Offset Account.

Late Retirement (over age 70)

Once you reach age 70 you can no longer stay in Permanent Defined Benefit. The benefit formula is applied, and the resulting amount is transferred to Maritime Accumulation Advantage (if you are no longer employed and are not receiving contributions), or Maritime Stevedores Accumulation subject to meeting the eligibility criteria for Maritime Stevedores Accumulation. Your benefit will be invested in your new account in line with the future contribution profile that you have made for your Accumulation balance within Permanent Defined Benefit. Thereafter, investment earnings apply depending on your investment option(s). You do not have to leave work to have this benefit paid to you.

Any money you have in your Accumulation balance will also be transferred to the same account at this time and will be invested as per your previous instructions.

Permanent Defined Benefit example

John works full-time, has a Base Salary of $100,000 ($1,923.08 per week), resulting in a Classification Base Wage (CBW) of $75,000 ($1,442.31 per week), and he is a contributing member. He is aged 60 so he has an Age Discount Factor of 100%.

John has 496 pre 1/7/1994 Fund Service Weeks, and 1,354 post 30/6/1994 Fund Service Weeks (FSW).

John has $50,000 in his Accumulation balance, with no Offset Account balance.

Step 1: Calculate John's Defined Benefit:

18%	x	John's CBW **$1,442.31**	x	John's pre 1/7/1994 FSW x 110% **545.60**	x	John's Age Discount Factor **100%**	=	John's pre 1/7/1994 defined benefit **$141,646.38**

PLUS

18%	x	John's CBW **$1,442.31**	x	John's post 30/6/1994 FSW **1,354**	x	John's Age Discount Factor **100%**	=	John's post 30/6/1994 defined benefit **$351,519.79**

Step 2: Calculate John's accumulation benefit:

John's Accumulation balance **$50,000.00**	–	John's Offset Account balance **$0.00**	=	John's Accumulation benefit **$50,000.00**

Step 3: Calculate John's total benefit:

John's pre 1/7/1994 defined benefit **$141,646.38**	+	John's post 30/6/1994 defined benefit **$351,519.79**	+	John's Accumulation benefit **$50,000.00**	=	John's total benefit **$543,166.17**

Minimum Superannuation Guarantee (SG) benefit requirement

Under legislation, you're required to be provided with a minimum level of employer support. A calculation is done to check that your benefit, including your Accumulation balance, is at least equal to the Minimum SG. Where your standard Defined Benefit calculation does not satisfy the minimum, an adjustment is made to increase it to the minimum amount.

Permanent Defined Benefit assets investments

Please note your Permanent Defined Benefit calculations are not impacted by the Defined Benefit investment returns.

Investment choice does not apply to your Defined Benefit

Investment choice does not apply to your Defined Benefit, but you can exercise investment choice in respect of any Accumulation balance that you hold. The assets are used to fund Defined Benefits paid to members, with the investment risk borne by the Full Participating Employers.

A closer look at the Permanent Defined Benefit investments

The table below provides details of how the Permanent Defined Benefit is invested and its investment objectives and strategic asset allocation. For more information on general investment terms and the Hostplus investment philosophy, please refer to the Hostplus PDS available at hostplus.com.au/pds.

	Permanent Defined Benefit investments		
Return target	For assets supporting benefits in the accumulation phase: ▪ CPI plus 3% per annum on average over 10 years. ▪ CPI plus 4% per annum on average over 20 years. For assets supporting benefits in the pension phase: ▪ CPI plus 3.5% per annum on average over 10 years. ▪ CPI plus 4.5% per annum on average over 20 years		
Level of investment risk*	**Medium to High**. (Negative returns expected in between 3 to less than 4 out of every 20 years)		
Investment style	Investments focused on delivering the best net return through a portfolio that has a bias to growth assets and has high diversification.		
Asset mix	**Asset Class**	**Range**	**Strategic Asset Allocation Benchmark**
	Australian Shares	10 – 40%	21%
	International Shares - Developed Markets	10 – 40%	22%
	International Shares - Emerging Markets	0 – 15%	7%
	Property	0 – 30%	10%
	Infrastructure	0 – 30%	11%
	Private Equity	0 – 25%	10%
	Credit	0 – 20%	7%
	Alternatives	0 – 20%	4%
	Diversified Fixed Interest	0 – 20%	4%
	Cash	0 – 15%	4%
	Growth assets	–	**76%**
	Defensive assets	–	**24%**

***The Level of investment risk** is based on an industry-wide Standard Risk Measure.

Investment choice does not apply to your Defined Benefit balance. However, you can choose how your Accumulation balance is invested. For information on investment choice, please refer to Section 5. How we invest your money.

Insurance options to suit you

Right now, your most valuable assets are your health, family and your income-earning potential. Protecting them against the unexpected should be an important part of your strategy. That's why at Hostplus we offer eligible members automatic insurance with an option to tailor their cover through voluntary cover. See Section 8 for further information regarding voluntary insurance cover.

Types of cover

The range of insurance options on offer include:

Permanent Defined Benefit insurance (for Contributory members):

- Death (which includes Terminal Illness) and Total and Permanent Disablement (TPD)
- Potential Defined Benefit Death and TPD Benefit
- Fund Paid Death Only units

The premiums for these insurances are funded by the Permanent Defined Benefit reserve.

The premiums for Fund Paid Death Only units insurance are funded by the Maritime Division Insurance reserve.

Additional voluntary insurance*:

- Death (which includes Terminal Illness) and Total and Permanent Disablement (TPD)
- Death only (includes Terminal Illness)
- Income Protection.

* Paid from your Accumulation balance.

Insurer

All Death (including Terminal Illness), Total and Permanent Disablement (TPD) and Income Protection benefits are insured by MLC Limited ('the Insurer') ABN 90 000 000 402, AFSL 230694. Copies of the policies issued to the Trustee are available upon request by contacting Hostplus.

The Trustee has the right to change the insurer from time to time.

Permanent Defined Benefit automatic insurance

Automatic Death, Terminal Illness, and TPD insurance applies to Permanent Defined Benefit members while they contribute to their Permanent Defined Benefit, up to age 65. This cover is formula based.

For contributing members, the insured portion of your Permanent Defined Benefit is a "Potential Benefit" based on the weeks remaining until you are age 65 (with no age discounting applied).

Permanent Defined Benefit Death and TPD Benefit

The Death and TPD Benefit calculation is:

18% x CBW x (pre 1/7/1994 FSW X 110%)

PLUS

18% x CBW x post 30/6/1994 FSW

PLUS the Potential Benefit which is

18% x CBW x FSW from exit date to age 65

In addition to the above, members will receive

Value of Voluntary Death and TPD units at exit date

PLUS (for Death Benefits only)

Value of Voluntary Death Only units at exit date

PLUS (for Death Benefits only)

Value of Fund Paid Death Only units at exit date

Note that Voluntary Death and TPD and Fund Paid Death Only units cease at age 70.

Your Potential Benefit is capped at the Fund's Automatic Acceptance Level of $900,000, unless you have an individual Forward Underwriting Limit (FUL).

If your Permanent Defined Benefit Death and TPD cover increases such that it exceeds $900,000, evidence of health will be required before the additional cover is provided.

How to calculate a Permanent Defined Benefit Death, TPD and Terminal Illness Benefit

Example of a TPD benefit

Michael is 50.5 when he must stop work due to becoming totally and permanently disabled.

- His pre 1/7/1994 fund service weeks (FSW) are 188.
- His post 1/7/1994 fund service weeks (FSW) are 1,521.
- His projected weeks to age 65 are 756.
- His Base Salary is $126,722.42 per annum (equates to a CBW of $1,827.73 per week).
- His voluntary Death and TPD insurance is $27,000.
- His Accumulation balance is $154,000.
- His Offset Account balance is $0.

Michael's TPD benefit, which includes his Fund Service Benefit, Insurance, and Accumulation balance, would be calculated as:

Fund Service Benefit with no Age Discount Factor applied

18% x $1,827.73 x (188 x 110%) = $68,035.42

PLUS

18% x $1,827.73 x 1,521 = $500,395.92

PLUS

Accumulation balance

$154,000 - $0 = $154,000

PLUS

Potential Benefit (insured component)

18% x 756 x 1,827.73 = $248,717.50

PLUS

Voluntary TPD Cover = $27,000

EQUALS

Total payment upon TPD of $998,148.84

NOTE: The calculation for Michael's death benefit is identical to this example. This example is provided for illustrative purposes only.

Please refer to Section 8. Voluntary Insurance in your super for details of the definitions and qualifying criteria relating to your insurance cover.

Income Protection insurance

Income Protection insurance protects you and your family by providing you with an income when you need it the most. Your mortgage, bills and expenses still need to be paid even if you can't work due to injury or illness.

You have the following choices for voluntary Income Protection insurance:

- Cover amount of either 50% or 75% of your Ordinary Time Earnings (OTE).
- Waiting period of either 30 days or 90 days.

Other key information about your voluntary Income Protection cover:

- A benefit period of 24 months applies.
- The automatic acceptance limit (AAL) is $10,500pm for existing policy holders who commenced cover before 1/7/2019, and $8,000pm for new cover after 30/6/2019.
- Increases to your Income Protection benefit will require underwriting.
- Income Protection cover ceases at age 65 years.
- Your payment is subject to approval by the insurer.

Lodging a claim

If you or your beneficiaries need to lodge an insurance claim with Hostplus please call us on **1300 467 875**.

We have a dedicated Claims Team who will assist you every step of the way with your claims enquiry and documentation required – at no cost to you – so there is no need for you to engage a third party person to do this on your behalf.

Certified proof of age

You may be asked to provide certified proof of age. Your benefit may be adjusted if your benefit is based on your age and our records of your date of birth vary from the evidence you provide.

Other terms and conditions

Investment of death benefits

Your death benefit will be invested in line with the investment choice in your Accumulation balance from the date we are formally notified of your death.

Sanctions and embargoes

Hostplus and the insurer have a duty to comply with any applicable sanction and embargo regimes. As such there is no benefit payable for cases where sanctions, prohibition or restriction under United Nations resolutions or the trade or economic sanctions, laws or regulations of the European Union, USA or Australia.

Fees and costs – Defined Benefit

There are no fees and costs charged to your Permanent Defined Benefit.

Other fees and costs – Accumulation balance

Fees and costs relating to your Accumulation balance are deducted from your Accumulation balance. For more information please see refer to Section 6. 'Fees and costs'.

Where your employer pays for your administration fees ($1.50 per week) deducted monthly from your member account, you will be reimbursed from the Employer DB reserve monthly as a concessional contribution.

Tax

The tax treatment of superannuation is complex, and several different rules apply to the taxation on different types of contributions and benefits. To find out more, please refer to the 'How super is taxed' section of this document. Different rules may apply to your Permanent Defined Benefit account because it's a Defined Benefit.

Tax deductions

Some expenses are tax deductible to Hostplus.

The benefit of deductions will not be passed on directly to members in the form of a reduced fee or cost.

However, members will benefit indirectly from Hostplus' tax deductions to the extent that they reduce tax payable by the Trustee.

Contribution Caps

Contribution caps apply to Permanent Defined Benefit members and include non-concessional and concessional contributions paid into your Defined Benefit and Accumulation balances. For more information, please refer to the 'How super works' section of this document, and the Contribution Caps for Defined Benefit members on page 46.

Claiming a tax deduction

Eligible individuals under 75 years old are able to claim a tax deduction on after-tax personal contributions and have them treated as concessional contributions.

You may claim this tax deduction for after-tax personal contributions made to your Accumulation balance, however you cannot claim a tax deduction on contributions made to Defined Benefit due to the structure of your Defined Benefits. This is to ensure that all Permanent Defined Benefit members pay the correct contribution (after allowance for all relevant taxes) for the life of their membership. You may be able to make arrangements with your employer to pay your compulsory member contributions to your Defined Benefit balance on a pre-tax (salary sacrifice) basis.

Please be aware that any after-tax personal contributions allocated to your Accumulation balance that you claim a tax deduction for will be taxed at 15% and included in your concessional contributions cap. Changes to how you make your compulsory member contributions may also affect how your concessional contributions are calculated.

Tax on payments from super

For further information on the tax treatment on payments from super refer to Section 7 How super is taxed.

Providing your tax file number

Under the *Superannuation Industry (Supervision) Act 1993* (SIS), we are authorised to collect your tax file number (TFN), which will only be used for lawful purposes.

These purposes may change in the future because of legislative change. We may disclose your TFN to another superannuation provider, when your benefits are being transferred, unless you request in writing that your TFN not be disclosed to any other superannuation provider.

Section 1.2 SVITZER Defined Benefit Member Guide

Section 1.2 SVITZER Defined Benefit

This Member Guide contains important information that will help you understand your SVITZER Defined Benefit membership. SVITZER Defined Benefit is closed to new members. As a SVITZER Defined Benefit member, you have two types of super:

- your Defined Benefit, and
- your Accumulation balance.

Your SVITZER Defined Benefit membership as described in this guide represents an explanation of your benefits in accordance with the Seafarers Division (division 7) of the Hostplus Trust Deed.

This section of the Maritime Super Legacy Product Guide describes your Defined Benefit entitlements. For information regarding your Accumulation balance please refer to Sections 2 to 8.

Please note: Maritime has merged with Hostplus. All Maritime Super SVITZER Defined Benefit members transitioned to Hostplus SVITZER Defined Benefit on 2 September 2023.

Three membership categories

- SVITZER + 3%
- Ex-Howard Smith
- Ex-P&O

Your membership category will depend on which employer you joined with.

There are no differences in benefit design or insurance for the SVITZER + 3% and Ex-Howard Smith categories.

However, for the Ex-P&O category, there is a different benefit calculation applicable upon resignation. See the Leaving service benefit section on page 18 for further details.

Member contributions

Compulsory

You are required to contribute an amount equal to 5% of your after-tax salary as at the previous 1 July.

Subject to your employer's approval and the conditions of your employment, this contribution may be paid by way of regular deductions from your before-tax salary (i.e. salary sacrifice) and will be grossed up to 5.88% to account for contributions tax payable upon entry to your account. If this approval is not provided, then these compulsory contributions will be from your after-tax salary at a rate of 5%.

You can request a change to how your compulsory contributions are contributed at any time via your payroll.

These contributions are paid into the SVITZER Defined Benefit pool of assets and used to fund your Defined Benefit entitlements.

Non-contributing members

Members cannot elect to cease contributions unless their employer has advised the member is on approved leave. Ceasing contributions for any reason other than approved leave will result in the member's Defined Benefit balance being calculated, and all benefits will be transferred out of the SVITZER Defined Benefit and into Maritime Accumulation Advantage. If this occurs you will no longer have an SVITZER Defined Benefit interest.

The impact of approved leave on your Defined Benefit

Approved leave may include the following, if you and your employer are not making the mandatory employer and member contributions while you are on leave:

- parental leave
- annual leave
- bereavement leave
- long service leave
- any other leave approved by your Employer, or arising from the operation of any law other than leave taken for reasons related to sickness or injury.

Members who cease to make contributions and are on approved leave will have their working hours (otherwise known as part-time percentage) reduced to zero, which will mean that their Benefit Multiple for the period of approved leave will not accrue.

Members on approved leave will retain their insurance cover for a period not exceeding 24 months from the commencement of leave. Continuation of insurance cover is subject to:

(a) a written agreement from the Employer confirming a firm return to work date; and

(b) the payment of the premium for the Insured Member.

If members on approved leave do not return to work on the agreed return to work date, their TPD cover and Income Protection cover will automatically cease 30 days after the agreed return to work date.

If members on approved leave do not return to work within the required 24-month period, their TPD cover and Income Protection cover will cease on the expiration of the 24-month period.

When compulsory member contributions cease

You are no longer required to make compulsory member Contributions on the earlier of the date:

- when you reach age 75,
- you cease to be employed by your Employer, or
- you become a casual employee.

Voluntary contributions

You can make the following voluntary contributions to increase your retirement savings:

- lump-sum contributions – made from your after-tax money at any time; and
- regular contributions – made by regular deductions from your after or before-tax Salary.

These contributions are credited to your Accumulation balance.

If you wish to make regular voluntary contributions please read the Additional Contributions brochure available on the Hostplus website for more information.

Lump sum contributions can be made by BPAY, the details of which can be found by accessing your Member Online account via the Hostplus website.

Employer contributions

Compulsory

SVITZER will contribute to your super at a rate necessary to support your Defined Benefit and meet minimum benefits as legislated by the Federal Government, known as the Superannuation Guarantee (SG) level. The Fund's Actuary confirms for the Trustee that the benefits provided by SVITZER are sufficient to meet the SG level.

These contributions are paid into the SVITZER Defined Benefit pool of assets and used to fund your Defined Benefit entitlements.

Contributions to your Defined Benefit by your employer are reported to the ATO as a Notional Taxed Contribution (NTC). The NTC is calculated using a formula as required in legislation. Please refer to Section 2.10.10. Contribution Caps for Defined Benefit members.

Your employer will also contribute 3% of your salary which is credited to an accumulation-style account

Hostplus will also accept any additional employer contributions.

These contributions are credited to your Accumulation balance.

Part-time employees

If you work part-time, your compulsory member contributions that you are required to make, and your prospective accrual, are adjusted in exact proportion to the level of part-time service involved.

Your part time percentage is calculated as your working hours worked divided by full time hours (assumed to be 40 hours per week).

Casual employees

Casual employees are not eligible for membership in the SVITZER Defined Benefit.

If your employment status changes to "casual", your benefits in the SVITZER Defined Benefit will be calculated and transferred to Maritime Accumulation Advantage.

Other contributions

The following contributions can also be made to your Accumulation balance:

- Spouse contributions
- Government co-contributions
- Rollovers
- First Home Super Saver Scheme contributions
- Downsizer contributions.

These contributions are credited to your Accumulation balance.

Refer to How Super Works on page 41 for more information on these contribution types, including eligibility criteria.

Contribution splitting

Contribution splitting is optional and is available on an annual basis for splittable contributions made in the previous financial year.

You can apply to the Trustee to split up to 85% of the following contributions in favour of your spouse's superannuation account:

- voluntary (before-tax) contributions (i.e. salary sacrifice contributions)
- voluntary employer contributions (if any); and
- voluntary (after-tax) contributions made by you which you have claimed as a tax deduction.

Contribution splitting is not available in respect of your Defined Benefit contributions (e.g., compulsory member contributions and compulsory employer contributions which support your Defined Benefit).

Note that any amounts split in a financial year will count towards the concessional contributions limit (refer to page 35) in the originating super account but cannot exceed this limit.

Contributions split to you, from your spouse, will be credited to your Accumulation balance.

Risk and Defined Benefits

Investing in superannuation carries some general risks as superannuation and taxation laws are subject to change. These changes may affect this such as the final amount of your benefit or how and when your benefit may be paid.

The Leaving Service Benefit calculation of the SVITZER Defined Benefit is impacted by market movement and is subject to investment risk. The Retirement Benefit of the SVITZER Defined Benefit do not present investment risk to you for the Defined Benefit amount (unless your Minimum Superannuation Guarantee benefit applies), but there is a risk that the benefit may not be sufficient to meet your financial needs in retirement.

Please note that your Accumulation balance is subject to investment risk.

Paying benefits out of the SVITZER Defined Benefit

When you cease to be a SVITZER employee, or you become a casual employee or cease compulsory contributions without being on approved leave, you can no longer stay in the SVITZER Defined Benefit category. Your Defined Benefit will be crystallised, and invested in the future contribution profile that you have made for your Accumulation balance. Your benefit inclusive of your Accumulation balance will be transferred to Maritime Accumulation Advantage and will be invested in line with your investment choice.

You can then request a lump sum, a rollover, or a transfer to an income stream. Or you can just leave it where it is.

Calculating your Defined Benefit

Your SVITZER Defined Benefit will be worked out using a formula.

Retirement benefit (from age 60)

The greater of:	Your Final Average Salary (FAS) x your 'benefit multiple' at retirement **Or** Your leaving service benefit (refer below)
PLUS	Your Accumulation balance, less any Surcharge Account and tax that applies

Please refer to Section 2. How super works for details of the Surcharge Account on page 50.

Superannuation salary for SVITZER Defined Benefit calculations

Salary in relation to the calculation of SVITZER Defined Benefit means your salary based on your Enterprise Bargaining Agreement (EBA) as last advised by SVITZER.

For part-time employees, salary for this purpose is the full-time equivalent of your part-time salary.

Final average salary (FAS)

Your final average salary means the greater of:

- the average of your annual salaries as at 1 July for the previous three years prior to your 65th birthday or your early retirement date (if you retire before age 65); and
- one third of the sum of your salaries (calculated from day to day based on the daily amount of your salary on each day of the relevant period) during the period of three years prior to leaving service.

Your final average salary is calculated using your full-time equivalent salaries leading up to the termination date.

Your benefit multiple

Your benefit multiple is based on your years of membership. It is calculated as the lower of:

- 15% for each year of membership to 30/9/1991 plus 17.5% thereafter to retirement; or
- 7.

"Years of membership" is calculated taking any part-time working hours or approved leave into account. For example, if a member works part-time for 32 hours a week (at a rate of 0.8), their benefit multiple accrual will be 17.5% x 0.8 = 14% for the period of part-time membership. Years of membership is calculated in years and complete days.

Accrued benefit multiple example:

If you commenced membership with the SVITZER Defined Benefit on 1/7/1992 and worked full time every year until 30/6/2021 (without taking any approved leave), and then from 1/7/2021 you reduced to part-time at a rate of 0.6 until retiring on 1/7/2023, your accrued benefit multiple would be:

(29 x 0.175) + (2 x (0.175 x 0.6)) = 5.285

Member DB Account

This is the total of your SVITZER Defined Benefit member contributions, with investment earnings applicable to the SVITZER Defined Benefit investments.

Turning 65

On turning 65, you have the option to voluntarily transfer to the accumulation category of the Fund (i.e. Maritime Employer Accumulation). This option must be exercised within one month of turning age 65. The amount transferred would be your retirement benefit at age 65. After transfer, you will cease to be a Defined Benefit member and the rules of the accumulation category will apply to your benefits.

Leaving service benefit

For SVITZER + 3% and Ex-Howard Smith categories:

If you resign from SVITZER before reaching age 60, and are not receiving a retirement benefit with employer consent from age 55 to 60, you are entitled to a leaving service benefit. Your leaving service benefit is calculated as:

Your Member DB Account	
PLUS	125% x your Member DB Account
PLUS	Your Accumulation balance, less any Surcharge Account and tax that applies

For the Ex-P&O category:

Ex-P&O category members will receive a Leaving Service benefit equal to the greater of:

- the calculation above for SVITZER + 3% and Ex-Howard Smith category members, or
- the retirement benefit at the date of ceasing employment with SVITZER.

Retrenchment, ill-health, or injury benefit (for all membership categories)

The greater of:	2.25 x your Member DB Account Or Your retirement benefit at the date of ceasing employment with SVITZER, reduced by 1.5% for each year from the date of cessation up to age 55
PLUS	Your Accumulation balance, less any Surcharge Account and tax that applies

SVITZER Defined Benefit example

Sam is 63 and has been a SVITZER Defined Benefit member (SVITZER + 3% category) for 24 years. He has worked full-time since he started on 01/07/2000 and has never taken any approved leave. He has a full-time salary of $200,000 as at the previous 1 July, and his previous two annual salaries were $195,000 and $190,000.

Sam retires on 30/06/2024. He has $250,000 in his Accumulation balance, and $450,000 in his Member DB Account.

1. Calculate Sam's FAS

The greater of:

The average of the last three salaries as at 1 July		**1/3 of the sum of salaries for the past three years** (calculated from day to day based on the daily amount of your salary on each day of the relevant period)	
Salary as at 1/7/2023	$200,000	Salary as at 1/7/2023 (365 days)	$200,000
PLUS Salary as at 1/7/2022	$195,000	**PLUS** Salary as at 1/7/2022 (365 days)	$195,000
PLUS Salary as at 1/7/2021	$190,000	**PLUS** Salary as at 1/7/2021 (365 days)	$190,000
EQUALS	$585,000	**EQUALS**	$585,000
DIVIDED BY 3		DIVIDED BY 3	
EQUALS a FAS of	**$195,000**	**EQUALS** a FAS of	**$195,000**

2. Calculate Sam's Benefit Multiple

	Full time years pre 30/09/1991 (0 x 0.15)
PLUS	**Part time years pre 30/09/1991** (0 x 0.15 x service fraction)
PLUS	**Full time years post 30/09/1991** (24 x 0.175)
PLUS	**Part time years post 30/09/1991** (0 x 0.175 x service fraction)
EQUALS	**4.2**

3. Calculate Sam's retirement benefit

	FAS ($195,000)
MULTIPLED BY	**Benefit Multiple** (4.2)
PLUS	**Accumulation balance** ($250,000)
EQUALS	**$1,069,000**

4. Calculate Sam's leaving service benefit

Member DB Account balance	**$450,000**
PLUS	**Member DB Account x 1.25** ($450,000 x 1.25) = $562,500
PLUS	**Accumulation balance** ($250,000)
EQUALS	**$1,262,500**

5. Calculate Sam's final entitlement

As Sam's leaving service benefit is higher than his retirement benefit, Sam will receive the higher amount of $1,262,500 upon retirement.

Minimum Superannuation Guarantee (SG) benefit requirement

Under legislation, you're required to be provided with a minimum level of employer support. A calculation is done to check that your benefit, including your Accumulation balance, is at least equal to the Minimum SG. Where your standard benefit does not satisfy the minimum, an adjustment is made to increase it to the minimum amount.

SVITZER Defined Benefit assets investments

This section describes how the Defined Benefit assets are invested. For all benefit entitlements except for the Retirement Benefit, your benefit will be affected by the Defined Benefit investment returns, which may be positive or negative.

A closer look at the SVITZER Defined Benefit investments

The table below provides details of the SVITZER Defined Benefit's investment objectives and strategic asset allocation applicable to your Minimum SG benefit (except the portion made up of your Accumulation balance) and your Member DB Account. For more information on general investment terms and the Hostplus investment philosophy, please refer to Section 5. How we invest your money.

	SVITZER Defined Benefit investments		
Return target	▪ CPI plus 3% per annum on average over 10 years. ▪ CPI plus 4% per annum on average over 20 years.		
Level of investment risk*	**Medium to High**. (Negative returns expected in between 3 to less than 4 out of every 20 years)		
Investment style	Investments focused on delivering the best net return through a portfolio that has a bias to growth assets and has high diversification.		
Asset mix	**Asset Class**	**Range**	**Strategic Asset Allocation Benchmark**
	Australian Shares	10 – 40%	21%
	International Shares - Developed Markets	10 – 40%	22%
	International Shares - Emerging Markets	0 – 15%	7%
	Property	0 – 30%	10%
	Infrastructure	0 – 30%	11%
	Private Equity	0 – 25%	10%
	Credit	0 – 20%	7%
	Alternatives	0 – 20%	4%
	Diversified Fixed Interest	0 – 20%	4%
	Cash	0 – 15%	4%
	Growth assets	–	**76%**
	Defensive assets	–	**24%**

***The Level of investment risk** is based on an industry-wide Standard Risk Measure.

There is no investment choice available for your Defined Benefit amount. However, you can choose how your Accumulation balance is invested. For information on the investment choices available, please refer to Section 5 How we invest your money.

Insurance options to suit you

Right now, your most valuable assets are your health, family and your income-earning potential. Protecting them against the unexpected should be an important part of your strategy. That's why at Hostplus we offer eligible members automatic insurance with an option to tailor their cover through voluntary cover (see Section 8 for further information regarding voluntary insurance cover).

Types of cover

The range of insurance options on offer include:

SVITZER Defined Benefit insurance:

- Death (including Terminal Illness) and Total and Permanent Disablement (TPD)
- Terminal Illness
- Income Protection

The premiums for these insurances are funded by the SVITZER Defined Benefit reserve.

Additional voluntary insurance*:

- Death (including Terminal Illness) and Total and Permanent Disablement (TPD)
- Death only (including Terminal Illness)

*Paid from your Accumulation balance.

Insurer

All Death, Total and Permanent Disablement (TPD) and Income Protection benefits are insured by MLC Limited ('the Insurer') ABN 90 000 000 402, AFSL 230694. Copies of the policies issued to the Trustee are available upon request by contacting Hostplus.

The Trustee has the right to change the insurer from time to time.

SVITZER Defined Benefit insurance

Automatic Death, Terminal Illness, TPD, and Income Protection insurance applies to eligible SVITZER Defined Benefit members. Death, Terminal Illness and TPD cover is formula based.

Death and TPD benefit

If you should die or become totally and permanently disabled (TPD) while employed with SVITZER prior to age 60, the benefit will be calculated as:

Your Annual Salary at the date of your death or TPD	
MULTIPLIED BY	**Benefit multiple** (which is based on retirement at age 65)
PLUS	**Your Accumulation balance**, less any Surcharge Account and tax that applies

If you should die or become totally and permanently disabled whilst working for SVITZER on or after age 60, you will receive the higher of your Retirement benefit, or your Death or TPD benefit.

A TPD benefit is payable where a member is assessed by the insurer as being 'totally and permanently disabled', in accordance with the Fund's rules and the insurer's insurance policy. Refer to Section 8. Voluntary Insurance in your super.

A death benefit is payable to your beneficiaries, or your estate, as explained in Section 2. How super works.

The insured amount is calculated as the member's Death/TPD benefit, less the relevant age-based benefit (whether that be the member's Leaving Service Benefit or Retirement Benefit), and is capped at the Fund's Automatic Acceptance Limit (AAL) of $900,000, unless you have an individual forward underwriting limit.

Insured amounts above the automatic acceptance limit will be subject to medical underwriting by the insurer. The maximum cover of Death and TPD is $2,000,000.

Death and TPD cover ceases upon the member's 65th birthday, or upon leaving the fund, or if cover is continued in another Maritime product.

Terminal Illness benefit

If you are diagnosed with a terminal illness whilst employed with SVITZER prior to age 60, you may be eligible for early access to part of your Death benefit. This is calculated in the same way as your Death/TPD benefit.

If you are diagnosed with a terminal illness whilst employed with SVITZER on or after age 60, you will receive the retirement benefit calculated as if you had retired from SVITZER on the date of diagnosis of your terminal illness (if this is greater than your Death benefit).

Income Protection

If you become temporarily totally or partially disabled while employed with SVITZER, Income Protection will provide you with a monthly benefit payment if you are temporarily unable to work for a period of time due to illness or injury (subject to certain restrictions and conditions). Any insured benefit ceases after 24 months of payment.

Your Income Protection cover is 75% of your pre-disability Salary (as advised by your employer), up to the Automatic Acceptance Limit (AAL) of $10,500 per month or $30,000 per month (whichever is less). Insured amounts above the automatic acceptance limit will be subject to medical underwriting by the insurer.

Income Protection is payable after you have been unable to work for a period of 90 consecutive days, commencing from the date you are first examined and certified by a Medical Practitioner as suffering from total disability resulting in you ceasing work.

You will not be required to make contributions while you are receiving Income Protection payments from the Fund. If you have reached age 65, your Income Protection cover will cease.

Please refer to Section 8. Voluntary Insurance in your super for details of the definitions and qualifying criteria relating to your insurance cover.

Voluntary cover

In addition to your automatic insurance cover, you can elect to purchase additional voluntary Death and TPD cover, or voluntary Death Only cover. This cover will be funded from your Accumulation balance.

Please refer to Section 8. Voluntary Insurance in your super for further details on how Voluntary cover works.

Lodging a claim

If you or your beneficiaries need to lodge an insurance claim with Hostplus please call us on **1300 467 875**.

We have a dedicated Claims Team who will assist you every step of the way with your claims enquiry and documentation required – at no cost to you – so there is no need for you to engage a third party person to do this on your behalf.

Certified proof of age

You may be asked to provide certified proof of age. Your benefit may be adjusted if your benefit is based on your age and our records of your date of birth vary from the evidence you provide.

Other terms and conditions

Investment of death benefits

Your death benefit will be invested in your Accumulation balance in accordance with your investment choice from the date we are formally notified of your death.

Sanctions and embargoes

Hostplus and the insurer have a duty to comply with any applicable sanction and embargo regimes. As such there is no benefit payable for cases where sanctions, prohibition or restriction under United Nations resolutions or the trade or economic sanctions, laws or regulations of the European Union, USA or Australia.

Fees and costs – Defined Benefit

If the benefit paid to you is the Minimum SG benefit# or the Leaving Service benefit, investment fees and costs (including performance fees) and transaction costs will apply to the underlying Defined Benefit assets (1.02% p.a.* in total), which is incorporated into the unit price used for all transactions. These investment fees and costs do not apply to your Accumulation balance. For the investment fees and costs applicable to your Accumulation balance please refer to page 102.

For all other calculations for your Defined Benefit amount, there are no fees or costs that apply.

#Refer to page 20 for an explanation of the Minimum SG benefit.

* Hostplus pays fees to professional investment advisers and managers to manage the Fund's assets. The fee stated is based on fees paid during the previous financial year for the Balanced Super option, which is the most appropriate estimate of the investment fees to be used for the SVITZER Defined Benefit assets from the date of the Successor Fund Transfer. The fees include external management fees, performance fees and transaction and operational costs.

The fee will vary from year to year, reflecting the blend of investment managers used, the asset allocation structure and performance based fees paid. If circumstances change that would mean the fee for the current financial year will be materially higher than the fee disclosed this guide will be updated accordingly.

Other fees and costs – Accumulation balance

Fees and costs relating to your Accumulation balance are deducted from your Accumulation balance. For more information please see refer to the 'Fees and costs' section at the back of this document.

Where your employer pays for your administration fees ($1.50 per week) deducted monthly from your member account, you will be reimbursed from the Employer DB reserve monthly as a concessional contribution.

Tax

The tax treatment of superannuation is complex and several different rules apply to the taxation on different types of contributions and benefits. To find out more, please refer to the 'How super is taxed' section of this document. Different rules may apply to your SVITZER Defined Benefit account.

Tax deductions

Some expenses are tax deductible to Hostplus.

The benefit of deductions will not be passed on directly to members in the form of a reduced fee or cost.

However, members will benefit indirectly from Hostplus' tax deductions to the extent that they reduce tax payable by the Trustee.

Contribution Caps

Contribution caps apply to SVITZER Defined Benefit members and include non-concessional and concessional contributions paid into your Accumulation balances and Notional Taxed Contributions in relation to your Defined Benefit account. For more information, please refer to the 'How super works' section of this document, and the Contribution Caps for Defined Benefit members on page 46.

Claiming a tax deduction

Eligible individuals under 75 years old are able to claim a tax deduction on after-tax personal contributions and have them treated as concessional contributions.

You may claim this tax deduction for after-tax personal contributions made to your Accumulation balance, however you cannot claim a tax deduction on contributions made to Defined Benefit balance due to the structure of your Defined Benefits. This is to ensure that all SVITZER Defined Benefit members pay the correct contribution (after allowance for all relevant taxes) for the life of their membership. You may be able to make arrangements with your employer to pay your compulsory member contributions to your Defined Benefit balance on a pre-tax (salary sacrifice) basis.

Please be aware that any after-tax personal contributions allocated to your Accumulation balance that you claim a tax deduction for will be taxed at 15% and included in your concessional contributions cap. Changes to how you make your compulsory member contributions may also have an effect on how your concessional contributions are calculated.

Tax on payments from super

For further information on the tax treatment on payments from super refer to Section 7 How super is taxed.

Providing your tax file number

Under the *Superannuation Industry (Supervision) Act 1993* (SIS), we are authorised to collect your tax file number (TFN), which will only be used for lawful purposes.

These purposes may change in the future as a result of legislative change. We may disclose your TFN to another superannuation provider, when your benefits are being transferred, unless you request in writing that your TFN not be disclosed to any other superannuation provider.

Section 1.3 Trident Defined Benefit (including Trident Defined Benefit Pension) Member Guide

Section 1.3 Trident Defined Benefit (including Trident Defined Benefit Pension)

This Member Guide contains important information that will help you understand your Trident Defined Benefit membership. Trident Defined Benefit is closed to new members. As a Trident Defined Benefit member, you have two types of super:

- your Defined Benefit, and
- your Accumulation balance.

Upon retirement, eligible members have the option to take your benefit in the form of a Trident Defined Benefit Pension.

Your Trident Defined Benefit membership as described in this guide represents an explanation of your benefits in accordance with the Maritime Division (division 5) of the Hostplus Trust Deed.

This section of the Maritime Super Legacy Product Guide describes your Defined Benefit entitlements. For information regarding your Accumulation balance please refer to Sections 2 to 8.

Please note: Maritime has merged with Hostplus. All Maritime Super Trident Defined Benefit and Trident Defined Benefit Pension members transitioned to Hostplus Trident Defined Benefit and Trident Defined Benefit Pension on 2 September 2023.

Employer contributions

Compulsory

Your employer contributes to your super at a rate necessary to support your Defined Benefit and meet minimum benefits as legislated by the Federal Government, known as the Superannuation Guarantee (SG) level. The Fund's Actuary confirms for the Trustee that the benefits provided by your employer are sufficient to meet the SG level.

These contributions paid into the Trident Defined Benefit pool of assets and used to fund your Defined Benefit entitlements.

Contributions to your Defined Benefit by your employer are reported to the ATO as a Notional Taxed Contribution (NTC). The NTC is calculated using a formula as required in legislation. Please refer to the Contribution Caps for Defined Benefit members on page 46.

Voluntary contributions

Hostplus will also accept any additional employer contributions.

These contributions are credited to your Accumulation balance.

Member contributions

Compulsory Member Basic contributions

Member Basic contributions will be paid by way of regular deductions from either your after or before-tax Salary and support your Defined Benefit.

You are required to contribute to your Trident Defined Benefit an amount equal to:

- 4% of your annual Salary made on an after-tax basis (capped at a maximum of $2,400 per year); or
- 4.7% of your annual Salary made on a before-tax basis (i.e. by salary sacrifice) (capped at a maximum of $2,824 per year).

These contributions are credited to your Defined Benefit.

Non-contributing members

Members cannot elect to cease contributions unless their employer has advised the member is on approved leave*.

Ceasing contributions for any reason other than approved leave will result in the member's Defined Benefit account being calculated, closed and transferred out of Trident Defined Benefit and into Maritime Accumulation Advantage.

Other contributions

The following contributions can be made to your account:

- Spouse contributions
- Government co-contributions
- Rollovers
- First Home Super Saver Scheme contributions
- Downsizer contributions.

These contributions are credited to your Accumulation balance.

* Approved leave is when the member is absent from work and in receipt of workers compensation or similar payments or temporary absence from employment as approved by the employer.

The impact of approved leave on your Defined Benefit

Approved leave includes:

- parental leave
- annual leave
- bereavement leave
- long service leave
- any other leave approved by their Employer, or
- arising from the operation of any law other than leave taken for reasons related to sickness or injury.

Members on approved leave will have their working hours and part-time percentage reduced to zero, which will mean that their Defined Benefit multiple for the period of approved leave will not accrue.

Members on approved leave will retain their insurance cover for a period not exceeding 24 months from the commencement of leave. Continuation of cover is subject to:

(a) a written agreement from the Employer confirming a firm return to work date; and

(b) the payment of the premium for the Insured Member.

If members on approved leave do not return to work on the agreed return to work date, their TPD cover and Income Protection cover will automatically cease 30 days after the agreed return to work date.

If members on approved leave do not return to work within the required 24-month period, their TPD cover and Income Protection cover will cease on the expiration of the 24-month period.

When compulsory Member Basic contributions cease

You are no longer required to make compulsory Member Basic contributions on the earlier of:

- the date you cease to be employed by your Employer,
- your Membership Period reaches 36 years,
- you reach age 70 (i.e. Maximum Retiring Age), or
- you become a casual employee.

Voluntary contributions

You can make the following voluntary contributions to increase your retirement savings:

- lump-sum contributions – made from your after-tax money at any time; and
- regular contributions – made by regular deductions from your after or before-tax Salary.

These contributions are credited to your Accumulation balance.

If you wish to make regular voluntary contributions read the Additional Contributions brochure available on the Hostplus website for more information.

Lump sum contributions can be made by BPAY, the details of which can be found by accessing your Member Online account via the Hostplus website.

Part-time employees

If you work part-time, your compulsory member contributions that you are required to make, and your benefit accrual, are adjusted in exact proportion to the level of part-time service involved.

Your part time percentage is calculated as your working hours worked divided by full time hours (assumed to be 40 hours per week).

If you take leave without pay, please contact us to discuss options in relation to your contributions.

If member and employer contributions are not paid during the period of leave without pay, the Defined Benefit portion of your benefit will not accrue membership during this period.

If your compulsory contributions are not paid to the Fund as or when required (other than where the Trustee has agreed to a temporary suspension whilst you are on leave without pay or Total Disablement or Partial Disablement (see 'Glossary'), the Trustee may impose such special terms, conditions and restrictions in respect of your membership and benefits under the Fund.

Casual employees

Casual employees are not eligible for membership in the Trident Defined Benefit.

If your employment status changes to "casual" your benefits in Trident Defined Benefit will be calculated, closed and moved to Maritime Accumulation Advantage.

Contribution splitting

Contribution splitting is optional and is available on an annual basis for splittable contributions made in the previous financial year.

You can apply to the Trustee to split up to 85% of the following contributions in favour of your spouse's superannuation account:

- voluntary (before-tax) contributions (i.e. salary sacrifice contributions)
- voluntary employer contributions (if any); and
- voluntary (after-tax) contributions made by you which you have claimed as a tax deduction.

Contribution splitting is not available in respect of your Defined Benefit contributions (e.g., compulsory member contributions and compulsory employer contributions which support your Defined Benefit).

Note that any amounts split in a financial year will count towards the concessional contributions limit (refer to page 35) in the originating super account but cannot exceed this limit.

Contributions split to you, from your spouse, will be credited to your Accumulation balance.

Risk and Defined Benefits

Investing in superannuation carries some general risks as superannuation and taxation laws are subject to change. These changes may affect this such as the final amount of your benefit or how and when your benefit may be paid.

Portions of your Defined Benefit calculation which may receive investment earnings and your Accumulation balance are subject to investment risk.

Paying benefits out of the Trident Defined Benefit

You can no longer stay in the Trident Defined Benefit category if you:

- cease to be a Trident employee due to retirement, resignation, retrenchment or ill-health;
- turn age 70;
- become a casual employee; or
- cease compulsory contributions without being on approved leave.

Your Defined Benefit will be crystallised, and invested in the future contribution profile that you have made for your Accumulation balance.

Your benefit inclusive of your Accumulation balance will be transferred to Maritime Accumulation Advantage and will be invested in line with your investment choice.

You can then request a lump sum, a lifetime pension (if you are eligible), a rollover, or a transfer to an income stream. Or you can just leave it in your Maritime Accumulation Advantage account.

Calculating your Defined Benefit

Your Trident Defined Benefit will be worked out using a formula which is calculated as:.

The greater of:	The Minimum Benefit Guarantee (refer explanation below) **OR** Final Average Salary x 20% x Membership Period x Benefit Factor
PLUS	Your Accumulation balance, less any Surcharge Account and tax that applies

Please refer to Section 2. How super works for details of the Surcharge Account.

The calculation above details the lump sum Defined Benefit calculation. You may also be entitled to choose to take your Defined Benefit amount as a Lifetime Pension. Please refer to page 29 for more information.

Reserve Minimum Membership

The Reserve Minimum Membership is calculated as years and complete months of your Membership Period since 1 March 1987.

Reserve Minimum Contributions

Reserve Minimum Contributions equals your total actual or deemed Member Basic Contributions with investment earnings at the Fund's earning rate.

Minimum Benefit Guarantee

The Minimum Benefit Guarantee is:

(Reserve Minimum Membership x 3% x FAS)

PLUS

(Reserve Minimum Contributions x 2.5)

Preservation

If you cease employment with your Employer before you have reached age 60 and have not permanently retired from the workforce, part of your benefit will need to be preserved in the superannuation system and cannot be paid to you until you satisfy a 'condition of release'. Refer to Section 2. How super works for more information.

Superannuation salary for Trident Defined Benefit calculations

Salary means, under the Fund Rules, your yearly rate of ordinary fixed salary. Your Salary generally includes:

- your current fixed or graded salary, wages or remuneration paid by your Employer, but excludes bonuses, temporary promotion payments, travelling or other allowances or any other payments;
- if you are remunerated partly by way of bonus or commission, your Salary is the amount determined by your Employer, and approved by the Trustee, to be your Salary which is not less than your yearly rate of ordinary fixed salary; or
- such greater amount as your Employer determines and is accepted by the Trustee.

Final Average Salary (FAS)

Your 'Final Average Salary' is the average of your equivalent full-time Annual Salaries for the previous three years (or actual period if less) prior to you ceasing employment with your Employer.

Your membership period

Your Membership Period is the actual length of time you are a member of Trident Defined Benefit and required to make Member Basic contributions, counted in years and completed months. Each completed month counts as 1/12 of a year.

Your Membership Period also includes the actual (or deemed) length of time you were a Defined Benefit (Division B) member of the Teekay Shipping Superannuation Plan (if any) prior to transferring to Maritime Super and then subsequently transferring to Hostplus. If you were a Category 1 member of the Teekay Shipping Superannuation Plan (TSSP) or a Category 2 member of the TSSP that had an actuarial reserve paid into the TSSP upon transfer from BHP Billiton Superannuation Fund, your Membership Period also includes your period of membership in the BHP Billiton Superannuation Fund.

Your Membership Period accrues no further on the earlier of you reaching the maximum period of 36 years or upon you reaching age 70 years. It also excludes certain periods of inactive membership such as absences from work where you are in receipt of workers compensation, Seamans compensation or similar payments and leave of absence without pay.

Your Membership Period is adjusted in exact proportion to the level of any part-time service by you.

If your Membership Period in relation to the calculation of your Defined Benefit exceeds the maximum period of 36 years, special conditions will apply. Generally, if you continue working once this has occurred your Employer will be required to make SG contributions on your behalf rather than compulsory employer contributions to support your Defined Benefit (provided SG legislation requires them to make these contributions on your behalf). Contact us for more information.

Benefit factor

Your Benefit Factor is based on your actual age on ceasing employment with your Employer, and is detailed below:

Age on leaving your Employer (years)	Benefit Factor
40 or less	0.700
41	0.720
42	0.740
43	0.760
44	0.780
45	0.800
46	0.820
47	0.840
48	0.860
49	0.880
50	0.900
51	0.920
52	0.940
53	0.960
54	0.980
55 or over	1.000

Each completed month after age 40 but before 55 increases the Benefit Factor by 1/12 of 0.020.

Example

John, aged 55, retires from his Employer on 15 January 2023 and elects to take 100% of his Benefit as a lump sum.

His Final Average Salary is $300,000.

He has $100,000 in his Accumulation balance.

Member entry date:	5 October 1999
Retirement date:	15 January 2023
Membership period:	23 years 3 months
Benefit Factor:	1
Reserve Minimum Membership:	23 years 3 months
Reserve Minimum Contributions:	$220,389.39

John's lump sum benefit:

Greater of:

- (23.25 x 3% x $300,000) *PLUS* ($220,280.39 x 2.5) = $759,950.98 and
- $300,000 x 20% x 23.25 x 1 = $1,395,000.

PLUS

Accumulation balance $100,000

= **$1,495,000**

Minimum Superannuation Guarantee (SG) benefit requirement

Under legislation, you're required to be provided with a minimum level of employer support. A calculation is done to check that your benefit, including your Accumulation balance, is at least equal to the SG minimum. Where your standard benefit does not satisfy the minimum, an adjustment is made to increase it to the minimum amount.

Accessing your Trident Defined Benefit as a Lifetime Pension

If eligible, you can elect to take your Retirement Benefit as either a lump sum or as a pension payable until your death (or a combination of both). You have 90 days after retiring to notify Hostplus if you wish to take a pension. If no decision is made within this time period, your Retirement Benefit will be paid to you as a lump sum. If you stop working for your Employer on your 65th birthday, you will qualify for a Normal Retirement Benefit.

Normal Retirement – pension option

If you elect to take 100% of your Normal Retirement Benefit as a pension payable until your death, your annual pension will be calculated as:

1/54 x Final Average Salary x Membership period*

However, if you elect to take only a portion of your Normal Retirement Benefit as a pension, the Fund Actuary will need to calculate the amount of the annual pension that would be payable – we will advise you of this pension amount.

Your Accumulation balance will be payable to you as a lump sum.

Example

John turns 65 on 15 January 2024 and retires from his Employer on this date and elects to take 100% of his Normal Retirement Benefit as a pension.

Member entry date:	5 October 2000
Retirement date:	15 January 2024
Membership period:	23 years 3 months
Final Average Salary:	$300,000
Accumulation balance:	$100,000
John's annual pension:	1/54 x $300,000 x 23.25 = $129,166.67

John's Accumulation balance of $100,000 will be payable to him as a lump sum.

*Subject to a maximum of 36 years for all retirement ages.

Early retirement – pension option

If you elect to take 100% of your Early Retirement Benefit (on or after age 55 but before age 65) as a pension payable until your death, your annual pension will be calculated as follows using your early retirement date to determine your Membership Period.

Final Average Salary x Membership period* x 20% / Factor

Factor

Your factor is based on your actual age on the date you retire early from your Employer, detailed below:

Age on leaving your Employer (years)	Factor
55	13.80
56	13.50
57	13.20
58	12.90
59	12.60
60	12.30
61	12.00
62	11.70
63	11.40
64	11.10
65	10.80

Each completed month after age 55 but before age 65 reduces the Factor by 1/12 of 0.30. If you elect to take only a portion of your Early Retirement Benefit as a pension, the Fund's Actuary will need to calculate the amount of the annual pension that would be payable – we will advise you of this pension amount.

Your Accumulation balance will also be payable as a lump sum.

Example

David turns 62 on 15 January 2023 and retires from his Employer on this date and elects to take 100% of his Early Retirement Benefit as a pension.

Member entry date: 5 June 2003

Retirement date: 22 January 2023

Membership period: 19 years 6 months

Final Average Salary: $300,000

Factor : 11.70

Accumulation balance: $70,000

David's annual pension: = ($300,000 x 20% x 19.5)/11.70
= $1,170,000/11.70
= $100,000

David's Accumulation balance of $70,000 will be payable to him as a lump sum.

Late Retirement – pension option

The pension amount payable on Late Retirement will be a greater pension amount than that payable on Normal Retirement.

You can elect to take 100% of your Late Retirement Benefit as a pension payable until your death. Alternatively, you can elect to take only a portion of your Late Retirement Benefit as a pension. In both cases, the Fund's Actuary will need to calculate the amount of the annual pension that would be payable – we will advise you of this pension amount.

Death of a pension member

If you die and were receiving a pension, your Death benefit will be payable as a pension to your Special Dependants as follows:

- spouse (including a de facto partner), provided he/she did not become your spouse after you stopped working for your Employer; and
- children under the age of 18 years (or under the age of 25 if a full-time student who is financially dependent on you).

The pension payable will be a percentage of the Defined Benefit pension that was being paid to you prior to your death and will be dependent on the number of Special Dependants you had at the time, namely:

- where there are four or more – 100%
- where there are three – 83 1/3%
- where there are two – 66 2/3%; or
- where there is one – 50%.

An additional lump sum Death Benefit is also payable to your spouse which is equal to one-half of one year's Defined Benefit pension payable to you immediately prior to your death.

If the total of the benefit payments made to you (or your dependant) is less than the Member's Reserve (at retirement), your estate will receive a lump sum payment equal to the residual amount (that is, the Member's Reserve minus all payments made to you or your dependants).

All benefits are made on terms and conditions as the Trustee deems fit. The Trustee is entitled to rely on the advice of the Fund's Actuary.

Trident Defined Benefit assets investments

This section describes how the Defined Benefit assets (including your Reserve Minimum Contributions) are invested. Because your defined benefit may be subject to the value of your Reserve Minimum Contributions your benefit may be affected by the Defined Benefit investment returns, which may be positive or negative.

A closer look at the Trident Defined Benefit investments

The table below provides details of the Trident Defined Benefit's investment objectives and strategic asset allocation. For more information on general investment terms and the Hostplus investment philosophy, please refer to the Hostplus PDS available at hostplus.com.au/pds.

	Trident Defined Benefit investments		
Return target	▪ CPI plus 2% per annum on average over 20 years (for assets supporting benefits in the accumulation phase). ▪ CPI plus 3% per annum on average over 20 years (for assets supporting benefits in the pension phase).		
Level of investment risk*	**Low to Medium**. (Negative returns expected in between 1 to less than 2 out of every 20 years)		
Investment style	Investments focused on delivering the best net return through a portfolio that has a bias to defensive assets and has high diversification.		
Asset mix	**Asset Class**	**Range**	**Strategic Asset Allocation Benchmark**
	Australian Shares	0 – 30%	8%
	International Shares - Developed Markets	0 – 30%	9%
	International Shares - Emerging Markets	0 – 10%	2%
	Property	0 – 25%	10%
	Infrastructure	0 – 25%	11%
	Private Equity	0 – 10%	1%
	Credit	0 – 20%	7%
	Alternatives	0 – 20%	6%
	Diversified Fixed Interest	10 – 50%	28%
	Cash	0 – 50%	18%
	Growth assets	–	**37%**
	Defensive assets	–	**63%**

***The Level of investment risk** is based on an industry-wide Standard Risk Measure.

There is no investment choice available for your Defined Benefit amount. However, you can choose how your Accumulation balance is invested. For information on the investment choices available, please refer to Section 5. How we invest your money.

Insurance options to suit you

Right now, your most valuable assets are your health, family and your income-earning potential. Protecting them against the unexpected should be an important part of your strategy. That's why at Hostplus we offer eligible members automatic insurance with an option to tailor their cover through voluntary cover (see Section 8 for further information regarding voluntary insurance cover).

Types of cover

Upon joining the Trident Defined Benefit, eligible members were automatically provided with Default Death and Disablement insurance cover (up to the Automatic Acceptance limit) and Income Protection insurance cover. Your Default Death and Disablement and Income Protection cover is funded by your Employer and applies while you are employed with them.

You can also elect to purchase additional Voluntary insurance* for:

- Death and Total and Permanent Disablement (TPD)
- Death only (includes terminal illness)

* Paid from your Accumulation balance.

Insurer

All Death (including Terminal Illness), Total and Permanent Disablement (TPD) and Income Protection benefits are insured by MLC Limited ('the Insurer') ABN 90 000 000 402, AFSL 230694. Copies of the policies issued to the Trustee are available upon request by contacting Hostplus.

The Trustee has the right to change the insurer from time to time.

Trident Defined Benefit automatic insurance

Subject to eligibility, automatic Death, TPD and Income Protection insurance applies to Trident Defined Benefit members while you contribute to your Trident Defined Benefit. This cover is formula based.

Death before age 65

If you should die before age 65, you may be paid your Death Benefit as a lump sum which is calculated as:

Projected Final Average Salary x 20%
x Potential Membership Period

PLUS

Your Accumulation balance

'Projected Final Average Salary' is your Final Average Salary calculated on the basis that you have continued as a member of the Fund until age 65 on the same salary as at the date of death.

'Potential Membership Period' is the Membership Period you would have completed if you had continued working until age 65 (subject to a minimum of 36 years).

However, if you joined the BHP Billiton Superannuation Fund before 1 July 1994 and your spouse is paid a benefit in the event of your death, your spouse has the choice to elect for the Death Benefit to be paid as a pension instead.

The insured amount is calculated for the member's Death/TPD benefit and is capped at the Fund's Automatic Acceptance Limit (AAL) of $900,000, unless you have an individual forward underwriting limit

Any voluntary death insurance cover that you have with the Fund will also be credited to the Death Benefit paid to your beneficiaries and/or your estate (provided the claim is accepted by the Insurer).

Example

Ben dies on 30 January 2024 when he is 54 years and 3 months of age.

He has completed 25 years of membership.

Date of death:	30 January 2024
Potential Membership Period:	25 + 10.75 = 35.75 years
Projected Final Average Salary:	$300,000
Accumulation balance:	$50,000
Ben's lump sum death benefit:	$300,000 x 20% x 35.75 = $2,145,000
PLUS	
Accumulation balance:	$50,000
PLUS	
Voluntary Death insurance cover:	$11,000 = **$2,206,000**

The sum insured for Death Benefits has an Automatic Acceptance limit (AAL) of $900,000. Any amount above the AAL will need to be assessed and approved by the Insurer.

Death after age 65

If you should die on or after age 65, you may be paid your Death Benefit as a lump sum. If you died on your 65th birthday, you will be entitled to a Normal Retirement Benefit or if you died after age 65 you will be entitled to a Late Retirement Benefit. The Death Benefit will be calculated as if you had retired from your Employer on your date of death.

Terminal Illness Benefit

If you are diagnosed with a terminal illness whilst employed with your Employer, you may be eligible for early access to part of your Death benefit. If you are under age 65, any voluntary death insurance cover that you have with the Fund will also be credited to the Terminal Illness Benefit paid to you (provided the claim is accepted by the Insurer).

You will be diagnosed with a terminal illness if two (2) registered medical practitioners (one of whom is a specialist practicing in the area related to the illness or injury) have certified that you suffer an illness or have incurred an injury that is likely to result in death within a period of not more than 24 months.

Conditions may apply before a Terminal Illness Benefit can be paid to you.

Total and Permanent Disablement Benefit (TPD)

If you cease employment with your Employer because of Disablement before your 65th birthday, you will be entitled to a lump sum equal to your Death Benefit which is calculated on your date of ceasing employment.

If you joined the BHP Billiton Superannuation Fund prior to 1 July 1994, you also have the option to elect to be paid this benefit as a pension otherwise it will be paid as a lump sum. The Fund Actuary would calculate the amount of the annual pension that would be payable to you.

To be eligible for this type of benefit you must satisfy the definition of 'Total and Permanent Disablement' under the Insurer's insurance policy ('Policy').

Any voluntary TPD insurance cover that you have with the Fund will also be paid to you as a lump sum (provided the claim is accepted by the Insurer).

You would also need to satisfy the Insurer's Policy definition for Total and Permanent Disablement.

Income Protection

If you become Totally Disabled or Partially Disabled while employed with your Employer before your 65th birthday, you will be entitled to Income Protection cover.

Income Protection will provide you with monthly payments equal to one-twelfth of 75% of your Pre-Disablement Income (as advised by your Employer) or $30,000 per month (whichever is less) payable for up to two (2) years in the event that you are prevented from working due to Sickness or Injury.

To be eligible for Income Protection, you need to satisfy the definition of Total Disablement or Partial Disablement (see `Glossary') under the Insurer's Policy. Doctor(s) opinions will also be necessary.

If you have reached age 65 years, you will be deemed to have retired, and a Normal Retirement Benefit will instead be payable to you.

If you cease to be eligible for Income Protection due to Death or Permanent Disablement you (or your beneficiaries) may qualify for another type of benefit.

Because your Income Protection is covered by the Insurer's Policy (your 'Default Income Protection'), payment of the insured component is subject to the terms and conditions of the Policy, including:

- approval by the Insurer of your claim; and
- completion of a waiting period – currently, you must have been unable to work for a period of 90 consecutive days, commencing from the date you are first examined and certified by a Medical Practitioner as suffering from Total Disablement or Partial Disablement resulting in you ceasing work.

You should also note that if you are experiencing financial difficulties whilst disabled, you may apply to the Trustee to temporarily suspend your compulsory Member Basic Contributions. You are required to pay your suspended contributions once you have ceased to be Totally Disabled or Partially Disabled. If you do not make payment, your Membership Period will be reduced by the period during which you did not pay the amount of suspended contributions.

Please refer to Section 8. Voluntary Insurance in your super for details of the definitions and qualifying criteria relating to your insurance cover.

Lodging a claim

If you or your beneficiaries need to lodge an insurance claim with Hostplus please call us on **1300 467 875**.

We have a dedicated Claims Team who will assist you every step of the way with your claims enquiry and documentation required – at no cost to you – so there is no need for you to engage a third party person to do this on your behalf.

Certified proof of age

You may be asked to provide certified proof of age. Your benefit may be adjusted if your benefit is based on your age and our records of your date of birth vary from the evidence you provide.

Other terms and conditions

Investment of death benefits

Your death benefit will be invested in accordance with your investment choice for your Accumulation balance from the date we are formally notified of your death.

Sanctions and embargoes

Hostplus and the insurer have a duty to comply with any applicable sanction and embargo regimes. As such there is no benefit payable for cases where sanctions, prohibition or restriction under United Nations resolutions or the trade or economic sanctions, laws or regulations of the European Union, USA or Australia.

Fees and costs – Defined Benefit

If the benefit paid to you is the Minimum Benefit Guarantee or the Minimum SG benefit#, investment fees and costs (including performance fees) and transaction costs will apply to a portion of the underlying Defined Benefit assets (0.69% p.a.* in total), which is incorporated into the unit price used for all transactions. These investment fees and costs do not apply to your Accumulation balance. For the investment fees and costs applicable to your Accumulation balance please refer to page 102.

For all other calculations for your Defined Benefit balance, there are no fees or costs that apply.

#Refer to page 29 for an explanation of the Minimum SG benefit.

* Hostplus pays fees to professional investment advisers and managers to manage the Fund's assets. The fee stated is based on fees paid during the previous financial year for the Capital Stable (Super) option, which is the most appropriate estimate of the investment fees to be used for the Trident Defined Benefit assets from the date of the Successor Fund Transfer. The fees include external management fees, performance fees and transaction and operational costs.

The fee will vary from year to year, reflecting the blend of investment managers used, the asset allocation structure and performance based fees paid. If circumstances change that would mean the fee for the current financial year will be materially higher than the fee disclosed this guide will be updated accordingly.

Other fees and costs – Accumulation balance

Fees and costs relating to your Accumulation balance are deducted from your Accumulation balance. For more information please see refer to the 'Fees and costs' section at the back of this document.

Where your employer pays for your administration fees ($1.50 per week) deducted monthly from your member account, you will be reimbursed from the Employer DB reserve monthly as a concessional contribution.

Tax

The tax treatment of superannuation is complex, and several different rules apply to the taxation on different types of contributions and benefits. To find out more, please refer to the 'How super is taxed' section of this document. Different rules may apply to your Trident Defined Benefit account because it's a Defined Benefit.

Tax deductions

Some expenses are tax deductible to Hostplus.

The benefit of deductions will not be passed on directly to members in the form of a reduced fee or cost.

However, members will benefit indirectly from Hostplus' tax deductions to the extent that they reduce tax payable by the Trustee.

Contribution Caps

Contribution caps apply to Trident Defined Benefit members and include non-concessional and concessional contributions paid into your Defined Benefit and Accumulation balances. For more information, please refer to the 'How super works' section of this document, and the Contribution Caps for Defined Benefit members on page 46.

Claiming a tax deduction

Eligible individuals under 75 years old are able to claim a tax deduction on after-tax personal contributions and have them treated as concessional contributions.

You may claim this tax deduction for after-tax personal contributions made to your Accumulation balance, however you cannot claim a tax deduction on contributions made to Defined Benefit balance due to the structure of your Defined Benefits. This is to ensure that all Trident Defined Benefit members pay the correct contribution (after allowance for all relevant taxes) for the life of their membership. You may be able to make arrangements with your employer to pay your compulsory member contributions to your Defined Benefit balance on a pre-tax (salary sacrifice) basis.

Tax on payments from super

When you become entitled to access your super benefit, you may be able to choose a lump sum and/or pension. There are different tax treatments for each of these. For further information on the tax treatment on lump sum payments from super refer to Section 7. How super is taxed.

Providing your tax file number

Under the *Superannuation Industry (Supervision) Act 1993* (SIS), we are authorised to collect your tax file number (TFN), which will only be used for lawful purposes.

These purposes may change in the future as a result of legislative change. We may disclose your TFN to another superannuation provider, when your benefits are being transferred, unless you request in writing that your TFN not be disclosed to any other superannuation provider.

Trident Defined Benefit Pension members

Defined Benefit Income Cap

Your Trident Defined Benefit Pension is considered to be a 'capped income stream'. Capped income streams are subject to a Defined Benefit Income Cap.

The Defined Benefit income cap for a financial year is the general transfer balance cap for the corresponding financial year divided by 16. When the general transfer balance cap is indexed, the Defined Benefit income cap is also proportionally indexed.

The Defined Benefit Income cap is $118,750 for the 2024/25 financial year.

Taxation implications of exceeding the Defined Benefit Income Cap

If your annual Trident Defined Benefit Pension income exceeds your Defined Benefit income cap, you may need to include part of the excess amount in your assessable income. Your entitlement to the 10% tax offset (if you are under age 60) may also be affected.

If you are 60 years old or over (or a death benefit dependant and the deceased died at 60 years old or over) and your capped Defined Benefit income exceeds your Defined Benefit income cap, you may have additional tax liabilities.

This depends on which components are paid to you as part of your total annual capped Defined Benefit income stream (i.e., taxable component and tax-free component). We suggest you seek advice from your accountant about the tax consequences of your Trident Defined Benefit Pension.

Section 2.
How super works

Section 2. How super works

2.1 If you're a temporary resident

Employers are required to make SG payments on behalf of temporary residents in the same way as any other employee unless exempted by law from doing so.

While temporary residents remain in Australia their superannuation will remain in the fund until they become entitled to payment of a benefit. The superannuation benefits of temporary residents can only be withdrawn under one of the following conditions of release:

- after leaving Australia and their visas have ceased,
- permanent incapacity,
- terminal medical condition, or
- death.

If you're an eligible temporary resident (not an Australian or New Zealand* citizen or permanent resident) and you depart Australia permanently, you can access your super benefits from the fund if six months has not passed since you departed Australia and your visa expired. Otherwise your account balance will be paid to the Australian Taxation Office (ATO) ato.gov.au as unclaimed superannuation. Departed former residents will then have to claim back their superannuation from the ATO which may be done at any time. Any super benefits paid to eligible former residents is subject to the Departing Australia Superannuation Payment (DASP) withholding tax upon leaving Australia permanently: see **Temporary residents departing Australia** at **hostplus.com.au.**

Hostplus relies on an ASIC exemption and doesn't provide former temporary resident members whose benefits are paid to the ATO with notices or exit statements at the time of or after the benefits have been paid to the ATO. However, if you have queries, you can contact us, and we'll provide relevant information about your benefit. Hostplus is obliged to pay unclaimed superannuation benefits of a former temporary resident to the ATO under Division 3 of Part 3A of the Superannuation (Unclaimed Money and Lost Members) Act 1999. Once the account has been transferred to the ATO, you will need to contact the ATO to claim your unclaimed superannuation benefits.

Please note: On the date you access your super benefits, or your account balance is paid to the ATO, you will also lose any insurance cover you may have.

* KiwiSaver rules apply to New Zealand citizens: see 2.8.4 UK Pension Transfers and KiwiSaver Transfers.

Claiming your super benefit

If you wish to claim a Departing Australia Superannuation Payment (DASP) visit Temporary residents departing Australia at hostplus.com.au.

2.2 Choosing your super fund

Super Choice gives eligible workers the ability to choose the fund into which their super contributions are paid. Choosing the right fund now can make a lifetime of difference. So it's very important to know if you are eligible and what to do if you are.

For information on Super Choice, including eligibility, talk to your employer, or call **1300 467 875**, 8am – 8pm AEST/AEDT, Monday to Friday or go to **hostplus.com.au**

2.3 Accessing your super

The Federal Government has placed restrictions on when you can access your super. Generally, your super benefits are preserved in a super or rollover fund until you:

- reach age 60 and commence a transition to retirement pension or retire from the workforce
- you have changed employers since turning age 60
- reach age 65 (even if you haven't retired)
- have been deemed totally and permanently disabled (subject to trustee approval)
- meet another condition of release (visit the ATO website for more information).

All contributions made into super are generally preserved until you meet a condition of release. Any amounts that were non-preserved benefits as at 1 July 1999 will remain non-preserved and will not increase unless you transfer or roll over other non-preserved benefits into Hostplus.

After meeting a condition of release, assuming you have also met a condition of release, you do not have to cash in your superannuation benefits. You can stay in the fund as a Hostplus Maritime member or otherwise join a Hostplus Pension or Maritime Pension (as applicable) and continue to enjoy the benefits of being a Hostplus member in retirement.

2.4 Early release of your super (other conditions of release)

Subject to the Hostplus governing rules, early release of preserved benefits can only be paid to you if you satisfy one of the following conditions of release*:

- in the event of your death,
- permanent incapacity,
- a terminal medical condition exists,
- on the grounds of severe financial hardship subject to certain conditions and trustee approval,
- on compassionate grounds as approved by the Australian Taxation Office (ATO),
- on termination of your employment with an employer sponsor where your preserved benefit is less than $200,
- on your permanent departure from Australia if you are an eligible temporary resident,
- to pay the ATO an amount in respect to a First Home Saver Super Scheme (FHSSS) release authority, or
- on complying with any other condition of release specified under superannuation law. See the ATO website for more information.

*Some conditions of release are not available to Defined Benefit amounts. Please contact us on 1300 467 875 for more information.

2.5 Intra-fund consolidation

Under certain circumstances, a Hostplus member may have more than one membership account with the fund or have a membership in another division of Hostplus. The fund may merge any duplicate accounts or memberships you have in other divisions of Hostplus. The fund may use your TFN as the primary identifier in this process.

When your duplicate accounts are identified, Defined Benefit members will be contacted to confirm how to proceed.

2.6 Death benefit nominations

How does Hostplus determine to whom your death benefit is payable?

In the event of your death, the trustee may pay a benefit to your beneficiaries, such as dependants or legal personal representative (the executor or administrator of your estate). If the trustee has not found a dependant or a legal personal representative, the death benefit payment may be made to another person, subject to Superannuation Law requirements.

A dependant for superannuation purposes (as opposed to tax purposes), includes a spouse (including de facto, same sex or a spouse from a relationship registered on the Register of Births and Marriages under State or Territory law), your children (including step, adopted, ex-nuptial or eligible children of same sex couples), or in an interdependent relationship with you at the time of your death.

You can nominate your dependants or legal personal representatives as the persons or person to whom you'd like your super benefits to be paid in the event of your death at any time through your Member Online account at hostplus.com.au

See 3.6 Member Online – your online super account at Hostplus

Binding death benefit nominations

A binding death benefit nomination provides you with greater certainty about who will receive your benefit in the event of your death. In general, a binding nomination legally binds (instructs) the trustee to pay your death benefit to the person(s) nominated as your beneficiary(ies).

Binding death benefit beneficiary nominations can generally only apply to:

- your spouse (including de facto, same sex or a spouse from a relationship registered on the Register of Births and Marriages under State or Territory law),
- your children (including an adopted child, step child, ex-nuptial child or eligible child of same sex couples),
- your legal personal representative (the executor or the administrator of your estate), and
- any person with whom you have an interdependent relationship.[1]

A person must be a dependant on the date of your death to be considered a beneficiary.

You can nominate beneficiaries by completing the Binding death benefit nomination form available at hostplus.com.au/super/forms-and-brochures.

Binding nominations expire every three years. However, Hostplus will contact you prior to their expiry so you can update/cancel or change your nomination(s). Your current beneficiaries will also be shown on your member annual benefit statements.

We highly recommend you review your nomination(s) if your circumstances change, such as if you divorce, separate, re-marry, have children or experience the death of a beneficiary.

Non-binding death benefit nominations

If you elect to make non-binding nominations, the trustee will take into consideration your nomination but will not be bound to follow it.

You can nominate or change your non-binding beneficiaries at any time through your Member Online account at hostplus.com.au.

The trustee is required to take reasonable steps to identify and pay the benefits to your potential beneficiaries, after taking relevant factors into account. These may include the nature of your relationship(s) with your beneficiary(ies) and their financial dependence, or otherwise, at the time of your death.

The trustee would normally pay the death benefit to:

- one or more of your dependants – spouse (including de facto, same sex or a spouse from a relationship registered on the Register of Births and Marriages under State or Territory law), children (adopted children, step-children, ex-nuptial children or eligible children of same sex couples),
- any person with whom you have an interdependent relationship[1], and/or
- your legal personal representative (the executor or administrator of your estate).

Before paying out a death benefit, the trustee will consider any beneficiaries you have nominated, the information provided by any dependants, your legal personal representative(s) and your will (if you have one).

Please note: A valid binding death benefit nomination overrides any preferred beneficiary nomination(s) you have made previously.

1. Two people are in an interdependent relationship if:

- they have a close personal relationship,
- they live together,
- one or each of them provides the other with financial support, and
- one or each of them provides the other with domestic support and personal care.

An interdependent relationship also exists if two people have a close personal relationship but the other requirements are not satisfied because of a physical, intellectual or psychiatric disability.

No nomination

If you do not make a nomination or make an invalid nomination, the trustee will pay the benefit to your dependants and/or legal personal representative, as determined by the trustee, at the time of your death.

How are death-related insurance benefits invested before they're paid?

If an insurance claim is admitted in relation to your death (a death insurance benefit), this benefit will be quarantined from your super account balance. For any period that this death insurance benefit is held by the fund before being paid to your beneficiary(ies), it will not be invested. The super balance component of any benefit will remain invested in your chosen investment option/s, or the Balanced option if you haven't made a choice.

ATO Provision of Details Service

Hostplus wants to keep in contact with our members to provide them with the latest information about their super account.

To help in keeping a member's details current, Hostplus uses the ATO Provision of Details Service twice yearly to update our records where a member is reported as lost, such as:

- Where the current address status is Returned or Unusable
- No current address is recorded
- Where the current address is active but precedes the latest address as supplied to the ATO.

Records will not be updated where a current address matches the ATO held address or a member has exited the fund.

On receiving the details from the ATO, Hostplus will update member contact details such as addresses, emails and phone numbers.

In addition, you can make enquiries at the ATO if you have lost contact with a fund and think you may be entitled to a benefit. Just call 13 10 20 or visit ato.gov.au/super and use myGov to search for lost super.

2.8 Understanding contributions

2.8.1 Boosting your super

For many people, employer contributions alone may not be enough to cover the cost of retirement. That's why the Government encourages you to maximise your retirement savings by providing generous tax advantages for extra super contributions you make.

What's more, if you organise your super early, adding just a little to your account could reap big rewards in the long term. In addition to your employer contributions you can add to your super in a variety of ways:

- rolling over super from other accounts into Hostplus – for more information click here
- contributions from your after-tax salary (known as non-concessional contributions). We will need your Tax File Number to accept personal contributions.
- concessional contributions, such as employer, salary sacrifice (deducted from your before-tax salary) and personal tax-deductible contributions. Speak with your employer to check if you are eligible to make before-tax contributions as they will need to arrange this for you.
- Government co-contributions, if you are eligible.
- the low income superannuation tax offset (LISTO), if you are eligible.
- your spouse could split their before-tax contributions with you.
- spouse contributions if you are eligible (see 2.10.5 Spouse contributions).

We can accept personal contributions from you by cheque, regular direct debit deductions and electronic transfer, subject to you providing us with your valid TFN. Go to Member Online for payment options.

You can also make a contribution by BPAY®. Visit Member Online for payment details or complete the Direct Debit authority form available at hostplus.com.au

2.8.2 Super rollover

If you have multiple super accounts, you're probably paying multiple fees. By rolling all your accounts into Hostplus, you'll pay just one set of fees. It could save you thousands of dollars over the long term and mean more money for you at retirement.

Hostplus doesn't charge you to roll existing accounts into Hostplus. But before you cancel existing arrangements with another fund, check to see if they charge any exit fees/penalties and whether the cancellation will affect any related insurance cover.

You can search to see if you have other super accounts and roll them over to Hostplus. Click here for more information.

Please note: Hostplus must generally complete a standard rollover as soon as practicable but no later than 3 business days after receiving the request containing all mandated information. The three day rollover clock starts when Hostplus has received a rollover notification that is complete. However, when there is a blackout period (each January and July), the Fund may not be able to process rollovers within 3 business days. We'll post a notification on the Hostplus website when the blackout period applies. These are indicative timeframes only which may be subject to change in the future. Additional time may also be allowed for rollovers where a member's funds are invested in Choiceplus.

2.8.3 What if I want to transfer some of my super from my Hostplus account to another fund?

You may rollover part of your Accumulation balance to another complying super fund if the amount you transfer does not reduce your Accumulation balance to less than $6,000.

Rolling over your benefit may have an impact on your insurance cover, as continuation is subject to maintaining sufficient funds to meet insurance premiums. If your cover lapses, your insurance cover may be reinstated in certain circumstances as described in the Policy..

Members are free to make multiple transfers provided a minimum $6,000 account balance is maintained after any transfer. If a transfer results in the Accumulation balance dropping below $6,000 the trustee has discretion whether the transfer occurs. Consideration will be given on application.

Existing Choiceplus superannuation members may (as a one-off when commencing a new Hostplus Pension and excluding TTR accounts) transfer their Choiceplus held shares, exchange traded funds (ETFs) and listed investment companies (LICs) via an asset transfer, without the need to sell down. For more information on asset transfers please refer to the Choiceplus Guide.

2.8.4 UK Pension Transfers and KiwiSaver Transfers

UK Pension Transfers

As a result of UK legislative reforms, which took effect from 6 April 2015, Hostplus is currently unable to accept transfers of funds from United Kingdom Pension Schemes.

For more information on the implications of the UK reforms we recommend you seek advice from an authorised UK and Australian taxation adviser. For general information please contact us on **1300 467 875** 8am - 8pm weekdays AEST/AEDT.

KiwiSaver Transfers

Hostplus does not accept transfers of funds from KiwiSaver accounts, or rollovers from other Funds that include amounts previously rolled over from a KiwiSaver account.

Under the 'Tasman retirement savings portability scheme' if you are living in New Zealand on a permanent basis, you might be considering transferring your Australian superannuation benefit to your KiwiSaver account. Our 'How to transfer your Super to a KiwiSaver scheme' guide lists step by step instructions when you are requesting a transfer out of your Hostplus account to a KiwiSaver scheme. You can download the guide from our website at hostplus.com.au

2.9 Non-concessional contributions

Non-concessional contributions are generally contributions made by or for a member that are not taxed in the fund. For example, they are made from an individual's after-tax income. There is a limit on the amount of non-concessional contributions you can make in a financial year to your super. See 2.10.14 Contribution limits.

Non-concessional contributions in a financial year include:

- personal contributions for which you do not claim an income tax deduction,
- contributions your spouse makes to your super fund account,
- contributions in excess of your small business capital gains tax (CGT) exemption cap amount,
- amounts transferred from foreign super funds (except for amounts included in the fund's assessable income), and
- contributions made for a member who is under 18 years of age that are not employer contributions.

2.10 Concessional contributions

A concessional contribution is a contribution that is made by you or for you to a complying super fund and is assessable income of the fund (which means the fund will pay tax on your behalf). Concessional contributions include SG contributions paid by your employer, notional taxed contributions attributable to your Defined Benefit, additional contributions made by your employer (including employer paid administration fee rebates), salary sacrificed contributions deducted from your before tax-salary, and personal contributions for which you have claimed a tax deduction. For each financial year, there is a cap on the contributions you can receive that are concessionally taxed. See 2.10.14 Contribution limits.

2.10.1 Salary sacrifice

Some employers allow you to make contributions to super from your before-tax salary. These contributions are known as salary sacrifice and are subject to contribution caps. See 2.10.14 Contribution limits. Making extra super contributions by salary sacrificing can reward you with tax benefits – 15% tax is deducted from your super money, which is lower than most people's personal tax rate which can be as high as 45% (plus Medicare levy).

It is important to note that some employers may not offer salary sacrifice.

Before entering into a salary sacrifice arrangement you should seek professional advice and obtain a copy of our **Salary sacrifice** brochure available at hostplus.com.au/forms-and-brochures. Generally, if the average tax rate payable on your income is greater than 15%, you will benefit from salary sacrificing in that, the amounts that you sacrifice will be taxed at 15%. But you must be careful not to exceed the concessional contribution caps.

For Defined Benefit members, you should also note that choosing to make compulsory member contributions as a pre-tax contribution rather than an after-tax contribution may have implications on your Notional Taxed Contribution calculation. See 2.10.14 Contribution limits for further details.

2.10.2 Claiming a tax deduction for personal contributions

If your employer does not offer salary sacrifice arrangements you can still contribute extra to super and enjoy concessional tax benefits by making a personal contribution from your after-tax salary and claiming a tax deduction. You can reduce your taxable income and the amount of income tax you pay by converting non-concessional personal contributions into concessional contributions. However you will have to be mindful not to exceed your contribution limits because you may pay extra tax. For information about contribution limits see 2.10.14 Contribution limits. For information about contribution tax see Section 7. How super is taxed.

Please note that you cannot claim a tax deduction for personal contributions paid to your Defined Benefit balance.

You can only claim a deduction for contributions made before the 28th day of the month following the month in which you turned 75. If you're aged 67 to 75, you will need to meet the Work Test (i.e. you are gainfully employed for at least 40 hours in 30 consecutive days during the current financial year) in order to make a contribution and claim a tax deduction.

To claim a tax deduction for personal contributions made you must give Hostplus a notice of intent to claim at the earliest of either:

- the date you lodge your income tax return for the financial year in which you made a personal contribution,
- or at the end of the financial year following the year in which you made the personal contribution.

You can submit your request to claim a tax deduction by logging in to your Member online account at hostplus.com.au and selecting 'Claim a tax deduction' under the 'Super' heading.

If you're unable to submit your claim for a tax deduction online, you can complete the Notice of Intent to Claim Form available from our website and email your completed form to info@hostplus.com.au or send it to Hostplus, Locked Bag 5046, Parramatta NSW 2124.

Hostplus is required to acknowledge your request before you are able to claim a tax deduction. Please note Hostplus should receive the notice prior to making any benefit payment or rollover(full/ partial) from your account.

2.10.3 Increase your super with Government co-contributions

If you're a low or middle income earner and you make voluntary contributions to your super from your after-tax pay, the Government may also contribute to your super. This Government payment is called a super co-contribution (conditions apply).

To ensure that Hostplus is able to process your super co-contribution, your name, date of birth, address and TFN held with Hostplus must match the records held with the ATO.

If there are any inconsistencies Hostplus will be unable to accept your co-contribution. Please ensure that your details are kept up to date. For further information, contact the ATO on 13 10 20 or call Hostplus **1300 467 875**.

Are you eligible?

To qualify for the co-contribution you'll need to:

- make an after-tax personal contribution to your super up to the non-concessional contribution cap for the relevant financial year (if you claim a tax deduction for your personal contribution you may not be entitled to a Government co-contribution),
- have a Total Superannuation Balance^ that is less than the general transfer balance cap in the relevant financial year ($1.9 million for the 2024-25 financial year),
- be in full-time, part-time or casual employment, or be self-employed,
- have at least 10% of your total income (assessable income and reportable fringe benefits) attributable to eligible employment, running a business, or a combination of both,
- be under 71 years of age,
- be a permanent resident of Australia,
- have lodged a tax return,
- have provided your TFN to Hostplus.

At the end of the financial year in which you have made after-tax contributions, all you need to do is submit your usual income tax return. The ATO will work out any co-contribution amount you would receive and forward it to your Accumulation balance.

Your maximum super co-contribution depends on your income. If your income is equal to or less than the lower income threshold ($45,400 for the 2024-25 income year) you can get a co-contribution of up to the full 'maximum entitlement'. For every dollar that you earn above the lower income threshold, your maximum entitlement is reduced by 3.333 cents. You cannot get a super co-contribution if your income is at or above the higher income threshold ($60,400 for the 2024-25 income year).

The amount of your super co-contribution depends on the amount of non-concessional (after-tax) contributions you put into super and the 'matching rate' for the financial year you made the contribution.

You can find out how much you may be eligible for with the super co-contribution calculator at the ATO website.

^Your Total Superannuation Balance is the total value of your accumulation and retirement phase interests (including rollover amounts not yet included in those interests) across all of your superannuation accounts, reduced by the sum of any structured settlement contributions.

If you have more than one superannuation account

To ensure your super co-contribution is invested in your Hostplus account, you must complete a Superannuation fund nomination form and return it to the ATO. Nomination forms are available from the ATO by calling 13 10 20 or at ato.gov.au.

2.10.4 Low Income Superannuation Tax Offset (LISTO)

The LISTO provides a contribution equal to 15% of total concessional contributions made for low income earners with an adjusted taxable income of up to $37,000. The maximum LISTO that can be paid is $500 and the minimum $10 (not indexed). Eligibility is determined by the ATO who will make the payment directly to a member's super account.

A person is entitled to the low income superannuation tax offset if they satisfy the following requirements:

- the individual has concessional contributions for the year made to a complying super fund,
- the individual has not exceeded the transfer balance cap or non concessional contributions cap,
- the individual's adjusted taxable income does not exceed $37,000,
- the individual is not a holder of a temporary resident visa (New Zealand citizens in Australia do not hold a temporary resident visa and as such, are eligible for the payment),
- the individual satisfies an income test in which 10% or more of their total income is derived from business or employment.

2.10.5 Spouse contributions

Contributing to your spouse's super could have big benefits. For instance, if your spouse is a low income earner or doesn't work, you can earn a tax rebate of up to $540 a year for contributions you've made on their behalf. It doesn't matter how much you earn. Of course, there's the long term benefit of building a valuable retirement nest egg, too.

Are you eligible?

You can make contributions for your spouse as long as you are living together and you are both Australian residents.

A spouse is:

- a person who is legally married to you,
- a person who lives with you on a genuine domestic basis in a relationship as a couple, or
- a person (whether the same sex or different sex) with whom you are in a relationship that is registered under law of a State or Territory.

Government regulations don't allow spouse contributions if you are your spouse's employer or a couple living apart on a permanent basis. If you stop living with your spouse, you're not eligible to continue making spouse contributions.

The receiving spouse must be under 75 years of age. Each time you make a spouse contribution, you must confirm that you and your partner are still living together and you still meet the eligibility criteria.

Adding up your rebate

For every dollar of spouse contributions, you can claim 18% of the contribution as a tax rebate – up to a maximum rebate of $540 a year (based on a $3,000 contribution) if the receiving spouse's total assessable income (plus reportable fringe benefits amounts and reportable employee super contributions, if any) is less than$40,000 for an income year.

Tax offsets will not be available if the receiving spouse has exceeded their non-concessional contributions cap in the relevant financial year or they have a total superannuation balance^ equal to or exceeding the general transfer balance cap as at 30 June before the start of the financial year in which the contribution was made.

To calculate the amount of tax offset you can receive for contributing to an eligible spouse, multiply 18% by the lesser of:

1. $3,000 less the amount by which total spouse income exceeds $37,000; or,
2. the sum of the spouse contributions made in a given financial year.

For example, Mia contributes $3,000 on behalf of her spouse David who earns $38,000 per year.

The tax offset is calculated as 18% of the lesser of:

- $3,000 less every dollar over $37,000 that David earns ($3,000 - $1,000); or,
- The value of the spouse contribution ($3,000).

In this example, $2,000 is the lesser figure and so, Mia is entitled to a $360 tax offset ($2,000* 18%).

^ Your total superannuation balance is the total value of your accumulation and retirement phase interests (including rollover amounts not yet included in those interests) across all of your superannuation accounts, reduced by the sum of any structured settlement contributions.

2.10.6 What contributions can be made and when

For contributions made on or after 1 July 2024 the following rules apply.

	Member age	
	Under 75	75 and over**
Personal Contributions	Any person, irrespective of their work status, may make personal contributions.	Not allowed.
Spouse* Contributions	Can be made at any time, irrespective of the age and employment status of the receiving spouse.	Not allowed.
Downsizer Superannuation Contributions	Eligible Australians aged 55 or older (there is no maximum age) can make a 'downsizer contribution' of up to $300,000 each into their superannuation where the proceeds come from selling their home. For more information see 2.10.9 Downsizer superannuation contributions	
Employer Contributions	An employer can make: ▪ mandated employer contributions (including SG and award contributions), and ▪ additional employer contributions (over and above the mandated contributions such as salary sacrifice).	An employer can only make mandated employer contributions.

* In order to make spouse contributions, the person contributing and the person receiving the contribution must satisfy the definition of a spouse. A spouse includes: a person (whether of same or opposite sex) with whom the person is in a relationship that is registered under the Register of Births and Marriages under State or Territory law, or a person, who although not legally married to the person, lives with the other person on a genuine domestic basis in a relationship as a couple. You and your spouse must not be living separately on a permanent basis at the time you contribute.

** In the 28 days after you turn 75 years old, the fund can accept the following types of contributions: voluntary employer contributions, such as salary sacrifice contributions, personal contributions and spouse contributions.

2.10.7 Super splitting

While super funds aren't required to offer super splitting, Hostplus offers the benefits of super splitting to members to help boost your spouse's super savings. Under Hostplus super splitting rules, eligible funds can be split between spouses and de facto couples after the end of each financial year. Split contributions will be transferred from the member's Hostplus account to their spouse's or de facto's Hostplus accumulation account where they will be fully preserved. Split funds will be allocated in arrears once a year.

Only concessional contributions made to your Accumulation balance (voluntary employer contributions, salary sacrifice, and personal deductible contributions) are eligible for super splitting with a spouse. You can split up to 85% of these concessional contributions.You cannot split:

- personal after-tax contributions,
- amounts rolled over or transferred from another fund, and
- amounts subject to a family law payment split.

Contribution splitting is only available for your Accumulation balance. You cannot split funds to your spouse from your Defined Benefit balance.

Example

On 1 July 2024, Adam's Accumulation balance had $50,000. During the period 1 January – 30 June 2024, Adam received $5,000 in salary sacrifice contributions to his Accumulation balance.

He also made a personal contribution of $2,000 in March 2024, as well as rolling over $10,000 from a previous complying superannuation fund.

The amount that Adam can split with his wife, Sarah, is:

85% of $5,000 = $4,250 (salary sacrifice contributions)

Total = $4,250

The $2,000 personal contribution made in March 2024 and the $10,000 rollover are not eligible for splitting.

A $60 contribution splitting fee will be payable by the splitting member for each transaction which will be deducted from the member's account. The fund needs to receive contribution splitting advices by 31 May of the current year for the previous financial year's contributions.

To find out more about super splitting, call Hostplus **1300 467 875**. The split amount must be more than $1,000. A member's account balance cannot be less than $1,000 after the split. You may also consider seeking advice from a licensed financial adviser.

2.10.8 First Home Super Saver Scheme (FHSSS)

The Australian Government's FHSSS is designed to help more first home buyers get into the property market.

You can make eligible voluntary contributions into your super up to a maximum of $15,000 a year with a $50,000 lifetime limit. This extra money can then be used to calculate any associated earnings by the ATO that you can withdraw together with the eligible voluntary contributions and use towards the purchase of your first home.

Please note that contributions made to your Defined Benefit balance do not count for the purpose of FHSSS.

Participants in the FHSSS must:

- be aged 18 years or older,
- have never owned a property before and,
- have never previously requested a release authority in relation to a First Home Super Saver Scheme determination.

Please note: If you have previously owned a home and suffered a financial hardship, you may still be eligible to participate in the FHSS scheme subject to ATO's approval.

When you are ready to withdraw the money from your super account under the FHSSS, you can apply to the ATO online using your myGov account. The ATO will work with you and Hostplus to help you determine the amount that can be withdrawn from your super account to buy your first home.

FHSSS withdrawals can only be facilitated from your Accumulation balance. Your Defined Benefit balance cannot be used for this purpose.

At the time of your application, the ATO will calculate and apply any earnings that can be released. You can only apply to release the money under this scheme once.

Salary sacrifice contributions and personal contributions claimed as a tax deduction, together with associated earnings are taxed at 15%. When withdrawn as part of the FHSSS the total amount will be taxed at the marginal tax rates less a 30% tax offset.

For more information about the FHSSS please visit First home super saver scheme at the ATO website.

2.10.9 Downsizer superannuation contributions

Eligible Australians aged 55 or older can make a 'downsizer contribution' of up to $300,000 each into their superannuation where the proceeds come from selling their home.

This measure applies to the sale of your home, which must be your main residence.

Existing contribution caps and restrictions do not apply to the downsizer contribution, so it can be a great way to make the most of your super.

Am I eligible?

To qualify for the downsizer contribution, you must meet all of the following criteria:

- You are at least 55 years old when you make the downsizer contribution (there is no maximum age limit);
- You are contributing to super from the sale of your home;
- You or your spouse owned your home (which was not a caravan, houseboat or other mobile home) in Australia for 10 or more years before the sale;
- Your home is in Australia and is not a caravan, houseboat or other mobile home;
- Any gain or loss on the sale of the home has qualified (or would have qualified if the home was a pre-CGT asset) for the main residence CGT exemption in whole or part;
- You chose to treat the contribution as a downsizer by completing and sending a Downsizer Contribution form to Hostplus;
- You make the contribution within 90 days of selling your home (generally date of settlement), or such longer time as allowed by the ATO; and
- You have not previously made a downsizer contribution.

Existing restrictions do not apply

If you are aged 55 or over and qualify you won't be restricted from making a downsizer contribution if you:

- are not working;
- are aged 75 or over;
- have a total super balance of $1.9 million; and,
- have maxed out the non-concessional contribution cap.

Things to note

- Buying and selling a home attracts costs and stamp duties.
- Your Age Pension entitlements may be reduced or lost.
- If your downsizer contribution to Hostplus is ineligible, it may be returned to you or be treated as an excess non-concessional contribution subject to additional tax.
- You cannot claim a tax deduction for a downsizer contribution.
- You can only make one downsizer contribution in your lifetime.

Existing contribution caps and restrictions will not apply to downsizer contributions; however, it will count towards your personal transfer balance cap if you move your super to a retirement phase. The general transfer balance cap is currently set at $1.9 million. Your personal transfer balance cap may vary. For information on your personal transfer balance account, please refer to your myGov account.

Also if your total superannuation balance exceeds the general transfer balance cap ($1.7 million from 2021 -22, $1.9 million from 2023 -24) on 30 June of the previous financial year, you will not be eligible to increase your non-concessional contributions cap by bringing forward caps from the next 1 or 2 years.

For more information about downsizer contributions please visit Downsizing contributions into superannuation at the ATO website.

2.10.10 Contribution Caps for Defined Benefit Members

Non-concessional caps

Any compulsory member contributions that you make to your Defined Benefit or Accumulation balances from your after-tax income counts toward the non-concessional contribution cap.

See 2.10.14 Contribution limits for details of how much you can contribute each year from your after-tax income.

Concessional caps

For Defined Benefit accounts, the concessional contributions reported to the Australian Tax Office are known as Notional Taxed Contributions. These are calculated by a formula (instead of the actual contributions made by you and your employer).

Any concessional contributions made to your Accumulation balance (voluntary salary sacrifice contributions, additional employer contributions, amounts claimed as a tax deduction) are reported to the Australian Tax Office as the total amount of the contribution.

See 2.10.14 Contribution limits for details of how much you can contribute each year from your pre-tax income.

2.10.11 How are NTCs calculated?

Notional Taxed Contributions (NTC) are calculated using a formula as required by legislation rather than employer Defined Benefit contributions being allocated to individual members.

The Annual NTC Value is calculated as follows:

NTC formula explained

New Entrant Rate (NER)	The Fund's Actuary has calculated the New Entrant Rate in accordance with legislative requirements.
Service fraction	The Service Fraction is relevant for part-time employees.
Salary at start of financial year	Your annual salary as at 1 July every year.
Days as a contributing Defined Benefit member	The number of days in the financial year you were a contributing defined benefit member.
Member after-tax (non-concessional) contributions made to your defined benefit	The total after-tax (non-concessional) contributions you made to your defined benefit in the financial year.

New entrant rate

The New Entrant Rate (NER) that applies to your Notional Taxed Contribution (NTC) calculation depends on which Defined Benefit plan you are a member of. The details of the NERs for each Maritime defined benefit category are detailed in the table below:

Superannuation Guarantee (SG) Rate	New Entrant Rate (NER)			
	Permanent Defined Benefit - Contributing members	Permanent Defined Benefit- non contributing members	SVITZER Defined Benefit	Trident Defined Benefit
11%	12%	0%	11%	12%
11.5%	12%	0%	12%	12%
12%	12%	0%	12%	12%

Total after-tax contributions paid by member to their defined benefit

$$1.2 \times \left(\text{New entrant rate} \times \text{Annual salary*} \times \text{Service ratio} \times \frac{\text{Days}}{365} - \text{Member after-tax (non-concessional) contributions} \right)$$

At 1 July

Number of days member was a contributing member

*For Permanent DB members, the member's annualised CBW is used in place of 'annual salary'.

Note: 365 will be replaced with 366 in the calculation above for a leap year.

Examples for Permanent Defined Benefit

Example 1: Compulsory contributions from after-tax income

John is a Permanent Defined Benefit member who works full-time hours, and his Base Salary last 1 July was $100,000, resulting in a CBW of $75,000 per annum ($1,442.31 per week).

His annual NTC for the financial year is therefore:

NTC =	1.2 × ((12% × 75,000 x 1 × 365/365) - (75,000 × 4.8%))
NTC =	1.2 × (9,000 – 3,600)
NTC =	$6,480

Example 2: Compulsory contributions from pre-tax income

If John chose to make his compulsory contributions from his pre-tax income, his annual NTC for the financial year is calculated as:

His annual NTC for the financial year is therefore:

NTC =	1.2 × ((12% × 75,000 × 1 × 365/365) - (75,000 × 0%))
NTC =	1.2 × (9,000 – 0)
NTC =	$10,800

Note that where a member has changed their contribution rate during the financial year, the NTC calculation will need to be adjusted to pro-rata the amount of after tax contributions received for the financial year.

Examples for SVITZER Defined Benefit

Example 1: Compulsory contributions from after-tax income

John is a SVITZER Defined Benefit member who works full-time hours, and his salary last 1 July was $200,000.

His annual NTC for the 2023-24 financial year is therefore:

NTC =	1.2 × ((11% × 200,000 × 1 × 365/365) - (200,000 × 5%))
NTC =	1.2 × (22,000 – 10,000)
NTC =	$14,400

Example 2: Compulsory contributions from pre-tax income

If John chose to make his compulsory contributions from his pre-tax income, his annual NTC for the 2023-24 financial year is calculated as:

NTC =	1.2 × ((11% × 200,000 × 1 × 365/365) - (200,000 × 0%))
NTC =	1.2 × (22,000-0)
NTC =	$26,400

Note that where a member has changed their contribution rate during the financial year, the NTC calculation will need to be adjusted to pro-rata the amount of after tax contributions received for the financial year.

Examples for Trident Defined Benefit

Example 1: Compulsory contributions from after-tax income

John is a Trident Defined Benefit member who works full-time hours, and his annual salary last 1 July was $200,000.

His annual NTC for the financial year is therefore:

NTC =	1.2 × ((12% × 200,000 × 1 × 365/365) - (200,000 × 4%))
NTC =	1.2 × (24,000 – 2,400)
NTC =	$25,920

Note that after tax contributions are capped at $2,400.

Example 2: Compulsory contributions from pre-tax income

If John chose to make his compulsory contributions from his pre-tax income, his annual NTC for the financial year is calculated as:

NTC =	1.2 × ((12% × 200,000 × 1 × 365/365) - (200,000 × 0%))
NTC =	1.2 × (24,000 – 0)
NTC =	$28,800

Note that where a member has changed their contribution rate during the financial year, the NTC calculation will need to be adjusted to pro-rata the amount of after-tax contributions received for the financial year.

2.10.12 Grandfathering rules for NTCs

Some Defined Benefit members may be eligible for grandfathering provisions. Grandfathering may impact the level of concessional contributions reported to the ATO.

For grandfathered Defined Benefit members, if the NTC value is calculated as an amount above the concessional contributions cap, Hostplus will report to the ATO that the NTCs are equal to the cap.

If the NTC value is below the concessional contributions cap, the full value of the NTC is reported to the ATO.

The grandfathering rules only apply to the Defined Benefit contributions.

Any concessional contributions made to your Accumulation balance or to another super fund count towards the overall concessional contribution cap.

2.10.13 Eligibility for grandfathering NTCs

You may be eligible for grandfathered NTCs if you joined your Defined Benefit before 12 May 2009 and your New Entrant Rate has not increased since that date.

If you have ceased your member defined benefit contributions and then later recommenced contributing, that may result in you losing eligibility for grandfathered NTCs.

If the rate of your super salary has increased by more than 50% in 1 year or by more than 75% over 3 years since 12 May 2009, your employer will need to advise Hostplus that the increase was made "on an arm's length basis". This means that the salary increase must be determined by the employer without undue influence by the employee.

2.10.14 Contribution limits

Contribution type	Caps for the 2024-2025 Financial Year
Concessional contributions	$30,000[1] If you don't reach your annual concessional contributions cap, you may carry forward the unused portion of your cap for up to 5 years, provided your total superannuation balance is less than $500,000. After 5 years unused amounts carried forward will expire.
Non-concessional contributions	$120,000[2] You must have a total super balance^ of less than the general transfer balance cap ($1.9 million for the 2024-2025 financial year) on 30 June of the previous financial year to be eligible to make a non-concessional contribution in the relevant financial year. If you are aged under 75, you may be eligible to bring forward your non-concessional contribution of up to three times the annual non-concessional contributions cap in a single year. The amount of non-concessional contributions that can be brought forward in the 2024-2025 financial year will depend on your total super balance at the end of the previous financial year. If your total super balance is less than $1.66 million, your non-concessional contributions cap for the first year is $360,000 with a bring forward period of 3 years; If your total super balance is $1.66 million to less than $1.78 million, your non-concessional contributions cap for the first year is $240,000 with a bring forward period of 2 years; If your total super balance is $1.78 million to less than $1.9 million, your non-concessional contributions cap for the first year is $120,000 with no bring forward period; and, If your total super balance is $1.9 million or more, you cannot make any non-concessional contributions.

^Your total superannuation balance is the total value of your accumulation and retirement phase interests (including rollover amounts not yet included in those interests) across all of your superannuation accounts, reduced by the sum of any structured settlement contributions.

1. This amount is indexed to Average Weekly Ordinary Time Earnings, but only increases in increments of $2,500.

2. The non-concessional cap is indexed as concessional contributions cap in line with Average Weekly Ordinary Earnings (AWOTE).

2.10.15 How your Defined Benefit balance is reported for the Total Super Balance

The calculated balance (known as the 'vested benefit') that applies to your Defined Benefit balance on 30th June of each financial year, as well as the value of your Accumulation balance on the 30th June each financial year, will be reported to the Australian Taxation Office (ATO) for the purpose of calculating your Total Super Balance. The vested benefit is the highest Defined Benefit calculation that you qualify for on 30th June.

2.10.16 Trident Defined Benefit Pension

For Trident Defined Benefit Pension members, the 'Special Value' will be reported to the ATO at the commencement of your lifetime pension. This is calculated as your annual pension entitlement multiplied by 16.

This special value also counts toward your personal transfer balance cap. If your special value exceeds your personal transfer balance cap, you may need to include part of the excess amount in your assessable income. Your entitlement to the tax offset may also be affected.

2.10.17 Contribution payment options

Hostplus offers the following payment methods:

Payment type	How	You need to
BPAY®	Online through your bank account or by phone banking.	Visit Member Online at hostplus.com.au for your reference number. Or call **1300 467 875**
Direct debit	Send a completed Direct Debit authority form available at hostplus.com.au/forms to: Locked Bag 5046, Parramatta NSW 2124	Send a completed Direct Debit authority form available at hostplus.com.au/forms
Payroll deduction	Deducted from your after-tax salary.	Arrange with your employer.

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2.10.18 Types of benefits

There are a number of benefits you may receive, subject to meeting the applicable criteria, including the following. This section describes the arrangements applicable to either or both accumulation balances and defined benefits.

Retirement benefit

Your super balance may be payable to you when you retire permanently from the workforce. Your balance may also be paid to you if you leave your employer after age 60 irrespective of whether you are retiring permanently from the workforce.

Once you attain age 65 you can access your super funds even if you have not yet retired from the workforce, as a lump sum. Or you can stay in the fund as a Hostplus member or otherwise join the Hostplus Pension and continue to enjoy the benefits of being a Hostplus member in retirement. And in the event of your death, the remaining balance of your account can be paid to your dependants, estate or, if neither is available, to other beneficiaries, subject to the law's requirements.

Unrestricted non-preserved benefit when you have not reached a condition of release

You may withdraw the unrestricted unpreserved benefit at any time regardless if you have met a condition of release. You are not obliged to take this benefit as there may be tax implications and if you want you can simply retain your benefit in the fund. Check your latest Hostplus superannuation statement to find out if you have an unrestricted non-preserved benefit component.

Withdrawal of unrestricted non-preserved benefits before retirement or leaving your employer can only be funded from your Accumulation balance.

Death, Total & Permanent Disability (TPD) and Terminal Illness benefit

In the event of your death, your account balances and any insured benefit (if applicable) will be paid to your dependents or legal personal representatives, or, if neither are available, to other beneficiaries, subject to the law's requirements.

See Section 2.6 Death benefit nominations.

If you become totally and permanently disabled or a terminal illness exists (and you provide the trustee with the required documentation) you may be eligible to receive your account balance (including your Defined Benefit and Accumulation balance) and any insured benefits (if applicable) before you meet a condition of release.

Death, TPD and terminal illness benefits can be paid as a lump sum or a pension.

To find out more about insurance cover, go to the online Member Guide information – Section 8. Voluntary Insurance in your super.

Income Protection benefit

If you have income protection and are temporarily totally or partially disabled, you may be eligible to receive income protection benefits. Income Protection benefits are generally paid on a monthly basis.

To find out more about insurance cover, go to the online Member Guide information – Section 8. Voluntary Insurance in your super.

Offset accounts (Permanent Defined Benefit)

If money is owed to the Fund, for instance, when your employer pays a surcharge on behalf of a member, the amount that needs to be repaid is put to an Offset account.

The Offset account is actually a debt to the Fund and interest is charged. At present that rate is 4.56% but the Trustee reserves the right to change the rate at any time.

To clear your offset account you may arrange (in writing) to have it deducted from your Accumulation balance.

The amount of any Offset account will be deducted from any benefit paid when you leave the Fund.

Surcharge Accounts (SVITZER Defined Benefit and Trident Defined Benefit)

Up until 1 July 2005, contributions for higher income earners had a superannuation surcharge applied. The surcharge applied to your Total Adjusted Taxable Income over a minimum threshold, and it increased as your income increased above the minimum threshold until it reached the maximum threshold.

From 1 July 2005 the superannuation surcharge was abolished, however, some members may still have a surcharge liability on their account. Any superannuation surcharge owing was directed to your surcharge account. To clear your surcharge account you may arrange (in writing) to have it deducted from your Accumulation balance. Any unpaid amounts will be deducted from your benefit when you leave the Fund.

2.11 Proof of identity

2.11.1 What are the proof of identity requirements when I rollover or withdraw my benefits

Under the Anti-Money Laundering and Counter Terrorism Financing Act (AML/CTF Act) superannuation funds are required to identify, monitor and mitigate the risk that the fund may be used for the laundering of money or the financing of terrorism. Because of this you may be required to provide certified proof of identity before you withdraw, rollover your benefit from the fund or commence an income stream.^ You will need to provide identity documents when you are rolling to a SMSF. At a minimum, you may be required to provide the fund with evidence that verifies your full name, your date of birth, and your residential address.

In the event of a death claim, we would also require documentation to verify dependants and/or legal personal representatives' identities. These may include, but are not limited to, certified copies of marriage certificates, wills, birth certificates and letters of administration.

The trustee also reserves the right to request additional information. If you do not provide this information your payment may be delayed or refused.

^ Generally, identity documents are not required if you are rolling over between APRA regulated funds.

2.11.2 Providing proof of identity

When submitting forms to Hostplus you may be required to provide documentation so we can prove you are the person to whom the superannuation belongs to. You are required to provide certified copies of proof of identity documents in certain circumstances. (For example: when withdrawing your benefit).

We are required to utilise the SuperTICK service provided by the ATO to validate member information when processing rollover requests. As a result we will only contact you if we have been unable to validate your information or if you have requested a rollover to a Self-Managed Superannuation Fund (SMSF). In these circumstances you may be required to provide evidence that verifies your full name, date of birth and residential address before we process your request. To help you provide the right documentation, please take a moment to carefully read the information provided below:

- **Part A - What supporting documentation is required?**
- **Part B - Who can certify a document?**

Part A – What supporting documentation is required?

For all cash withdrawals or rollovers to Self-Managed Super Funds (SMSFs) please submit documents from the list below:

Primary document

Certified copy of any **ONE** of the following documents:

- Current drivers licence or learners permit issued by a State or Territory of Australia with your photograph (both sides).
- Passport issued by the Commonwealth of Australia that has not exceeded 2 years of the expiry date. (Information and photo page)
- Current Foreign passport containing a photograph and the signature of the person. Documentation not written in English must be accompanied by an English translation prepared by an accredited translator National Accreditation Authority for Translators and Interpreters (NAATI)
- Card issued under a State or Territory for the purpose of containing a photograph of the person AND date of birth of the person, eg. proof of age card or key pass, boat licence

OR

Secondary documents

Certified copies of any one of the documents from List 1 and a certified copy of one of the documents from List 2 :

List 1

- Birth certificate or birth extract issued by a State or Territory of Australia
- Citizenship certificate issued by Commonwealth of Australia
- Medicare Card
- One of the following Centrelink Pension Cards:
  - Health Care Card
  - Commonwealth Seniors Health Card
  - Pensioner Concession Card
- Indigenous community card with your photograph issued by Australian government or local indigenous community organisation.

List 2

- A letter from Centrelink regarding your government assistance payment (less than 3 months old) containing your full name and residential address
- Utility bill (less than 3 months old) containing your full name and residential address
- Rates notice from local council (less than 12 months old) containing your full name and residential address
- Notice of assessment from the Australian Taxation Office (less than 12 months old) containing your full name and residential address.

For members under the age of 18:

- A written notice issued by a school principal containing your full name, residential address that records the period of time the individual attended the school (issued within the last 3 months).

Important Information for Indigenous Australians

If you are a member with Indigenous Australians and/or Torres Strait Islander heritage and unable to meet the above mentioned supporting document requirements please refer to hostplus.com.au/super/about-us/rap for alternative identification requirements.

Change of name

Your name must be the same as shown on your proof of identity. If you have changed your name you will need to provide a certified copy of one of the following 'linking documents' from the Registry of Births, Deaths & Marriages in addition to the certified ID requirements as above:

- Marriage Certificate
- Divorce Certificate
- Deed poll or change of name certificate from the Registry of Births, Deaths and Marriages.

Signing on behalf of a member

If you are signing on behalf of a Hostplus member, you need to provide a certified copy of one of the following in addition to the certified ID requirements as above:

- Power of Attorney
- Guardianship paper.

Signing on behalf of a minor

As part of the identification process you will need to verify the identity of any minor you are signing on behalf of by providing either one document from List 1 or two documents from List 2:

If the member is under the age of 18 the parent or legal guardian will need to sign the application on the member's behalf and provide one of the following certified documents:

- Birth certificate
- Power of Attorney
- Guardianship papers.

Part B – Who can certify a document?

Only certain people are authorised to certify identification documents. For a complete list of people permitted to certify documents go to **hostplus.com.au/id.** A few common examples are:

- Police officer
- Agent of the Australian Postal Corporation who is in charge of, or a permanent employee with two or more years of continuous service with, an office supplying postal services to the public
- Pharmacist
- Legal practitioner
- Medical practitioner
- Justice of the Peace.

Member residing overseas

For members residing overseas, the **only** persons who are authorised to certify identification documents are:

- An Australian Consular Officer or Australian Diplomatic Officer (within the meaning of the Consular Fees Act 1955)
- An employee of the Commonwealth or the Australian Trade Commission who is authorised and exercises his or her function in that place
- A person authorised as a notary public in a foreign country.

For further information relating to the certification of documents, refer to the Identification Requirements document.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance. For a description of the target market, please read the Target Market Determination (TMD), available at hostplus.com.au/ddo

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392 as trustee for the Hostplus Superannuation Fund (the Fund) ABN 68 657 495 890, MySuper No. 68657495890198.

Section 3. Benefits of investing with Hostplus

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Hostplus is highly regarded, having been awarded some of the most prestigious accolades in the industry. All of which means your super is in good hands. Best of all, even if you change jobs or leave the industry, you can still stay with Hostplus and continue to enjoy the benefits of being a member.

3.1 We're run to benefit our members

We're an industry super fund, offer low administration fees and we're run to benefit our members.

3.2 We offer low administration fees

Hostplus Accumulation balance members pay an administration fee of $1.50 per week. For some Maritime members the administration fee may be paid by your employer or from the relevant defined benefit reserve.

An additional $37.26 p.a.* per member is also deducted from the Fund's Administration Reserve during the year and not directly from members' account balances.

Like most super funds, investment costs also apply.

*This is an estimate based on the previous financial year. Because the fees and costs are estimates based on the previous financial year's, fees and costs payable in respect of each future year may be higher or lower.

3.3 Competitive returns

We aim to achieve competitive, long-term investment performance for members.

Our Balanced investment option is ranked number one versus peers over 10 and 20 years. Source: SuperRatings Accumulation Fund Crediting Rate Survey - SR50 Balanced (60 -76) Index, April 2024.

Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a superannuation fund.

3.4 Competitive insurance cover

Right now, your most valuable assets are your health, family and your income earning potential. Protecting these assets is an important part of a smart financial plan.

So Hostplus gives you access to three key types of insurance cover:

- Death and Total & Permanent Disability (TPD) insurance cover,
- Death Only insurance cover, and
- Income Protection insurance cover.

Any death insurance includes Terminal Illness cover.

3.5 Investment choice

Hostplus gives you a choice from a wide range of investment options, offering a variety of investment strategies to suit your investment time frame, long-term goals and risk profile – from growth asset classes, like shares and property, to defensive asset classes, like fixed interest and cash.

Choiceplus allows you to invest in Australian shares (S&P/ASX 300 index), selected Exchange Traded Funds (ETFs) and Listed Investment Companies (LICs) and term deposits. You can register for **Choiceplus** through your **Member Online** account.

To choose how your super is invested, make your investment choice online through your **Member Online** account at **hostplus.com.au**

You can always change your investment choice free of charge.

If you prefer not to choose at all, we'll invest your contributions in the Hostplus Balanced option – the default investment option.

Find out more about investments and investment options at **hostplus.com.au/investments**

3.6 Member Online – your online super account at Hostplus

You can check and manage your account online via Member Online at hostplus.com.au 24 hours a day, seven days a week.

Naturally, your account is protected by its own password and other forms of security such as two factor authorisation which you will set up during registration. You can use Member Online to:

Review your account online

- get an estimate of your account balance.
- see how your account balance has grown and in which investment options you have invested your accumulation balance.
- your Choiceplus investments can be monitored through the dedicated online Choiceplus platform accessed via your Member Online account.

Top-up your super

- make additional contributions to your Hostplus account, quickly and easily, by BPAY® and direct debit.

Update your personal details

- advise us of changes to your personal details, including a change of address or beneficiary, or notification of your Tax File Number.

Submit requests for benefit payments

- subject to eligibility, make a request to withdraw your super through Member Online.

Request to claim a tax deduction

- you can submit your request to claim a tax deduction in relation to non-concessional contributions by logging in to your Member Online account.

3.7 Financial Planning

Financial advice can help you now, and into the future. Take the stress out of the unknown by working with a team of experienced and licensed financial planners who will provide you with the confidence, guidance, and clarity you need to help setup, and meet, your financial goals.

At Hostplus, in addition to having the option to engage an external financial planner of your choice for a fee, we offer a range of options to ensure you get the right level of advice to suit your changing needs:

- over the phone, personalised superannuation advice, and
- you can meet with an expert Financial Planner for specialised advice on planning for retirement.

Superannuation Advisers[1] can help you with limited advice, included in your membership, covering the following areas about your Hostplus account:

- Investment Choice – Select an investment option for your Accumulation balance that best suits your risk appetite
- Contributions – Advise you the most effective way to make additional contributions to your super
- Insurance – Determine how much and what types of Hostplus insurance you need.

Superannuation Advisers can also provide personal advice, for a fee, on:

- Consolidating your super,
- Insurance outside your Hostplus account, or the
- First Home Super Saver Scheme (FHSSS).

If, however you are starting to consider your broader financial needs, our experienced Financial Planners[1] have specialist knowledge to help you (and if relevant, your partner) achieve the retirement you want. This can include:

- providing options to transition from work to the retirement phase,
- creating an income in retirement
- maximising your Centrelink entitlements, including the Home Equity Access Scheme
- aged care options, and
- estate planning, to ensure your money goes where you intend upon your passing.

Our flexible pricing structure gives you more control by helping you to understand if you're on track for retirement. You decide the level of financial advice you need, and pay for it accordingly[2]. Your Hostplus financial planner will ensure you understand and agree with the advice services to be provided before payment is required.

To arrange a meeting with a Hostplus planner, simply call Hostplus **1300 303 188**, or visit hostplus.com.au/members/our-products-and-services/financial-planning-and-advice/speak-to-a-financial-planner and book through our Hostplus Financial Advice Website Enquiry form.

1. Hostplus has engaged Industry Fund Services Limited (IFS) ABN 54 007 016 195, AFSL 232514 to facilitate the provision of personal financial advice to members of Hostplus. Advice is provided by Hostplus financial planners who are Authorised Representatives of IFS. Fees may apply for personal financial advice; for further information about the cost of personal advice, you can speak with your Hostplus financial planner or visit our website hostplus.com.au. Information to help you decide whether you want to use personal financial advice services being offered is set out in the relevant IFS Financial Services Guide, a copy of which is available from your Hostplus financial planner.

2. Depending on your needs, these fees will generally range between $1,500 and $6,000

3.8 Paying for financial advice

As a Hostplus member, if you receive personal financial advice from a Hostplus financial planner or an externally licensed financial planner registered with Hostplus, you may elect to pay advice fees from your Accumulation balance or Term Allocated Pension account. You can elect to deduct all or a portion of the advice fee from your Hostplus Accumulation balance or your Term Allocated Pension account where it relates solely to your interest in Hostplus.

A minimum account balance must be retained in your Hostplus Accumulation balance or Term Allocated Pension account after the deduction of the fee is applied and the fee is subject to annual caps.

Please note that financial advice fees cannot be deducted from your Defined Benefit balance, Lifetime Pension, or Fixed Term Pension.

For further information, please refer to our Advice Fee Fact Sheet hostplus.com.au/advice-fee

3.9 Communicating with you

On joining, you will receive your welcome kit. Any disclosure required to be provided to you by law will be made available on the website or other Hostplus digital facilities.

Hostplus issues Annual Statements for the period 1 July to 30 June (generally available in September) showing all transactions, switches and beneficiary details. You can view your Annual Statements on Member Online.

We will let you know via your nominated contact details when your statement is available and how you can access it. If you would prefer us to mail your full statement to you, you may opt out any time by calling us on **1300 467 875**, or updating your communication preferences on Member Online.

If you opt out within seven days of the date of this notification, any disclosures already delivered digitally will be sent to your nominated contact details.*

Confirmation of investment transactions will also be made available to you via Member Online.

You can access our annual report online at hostplus.com.au which is available between September and December each year. In the event of significant change to products and services relating to your account Hostplus will email you the details relating to the changes. If we do not hold your email address we will write to you.

You may receive occasional marketing communications from Hostplus to keep you up to date on products and services (for which you can opt out).

* We can send notification and disclosures to you at a different electronic or postal address. Please update your contact details by calling us or logging into Member Online.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance. For a description of the target market, please read the Target Market Determination (TMD), available at hostplus.com.au/ddo

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Section 4. Risks of super

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Your super benefits within your Accumulation balance or your Term Allocated Pension account are subject to investment risks and can change in value. Some Defined Benefit accounts are also exposed to investment risks (see Section 1 for further risk information relating to each of the defined benefit products).

Each investment option has different risk characteristics and volatility. Net investment returns can have a positive or negative effect on your account balance depending on investment performance.

Risks can be divided into the following main categories:

4.1 Investment risks

All investments are subject to varying risks and can change in value. There are risks in choosing to invest in superannuation and each investment option has different risk characteristics and volatility.

See Section 5: How we invest your money – 5.8 Risk versus return.

The most significant risks are:

- Concentration risk – during a market downturn, investments that are concentrated in one asset class risk suffering significant losses all at once. Diversifying your portfolio by investing in different types of assets helps reduce this risk.
- Sequencing risk – sequencing risk is the risk that the order and timing of your investment returns causes a less favourable result in your overall super balance. For example, a low or negative return when you're younger (and have a lower balance) may not have a significant overall impact on your retirement balance; but a low or negative return when you're nearing retirement may have a bigger impact on your retirement plans.
- Inflation risk – inflation may exceed the return on your investment – inflation is measured by the Consumer Price Index (CPI). Where the CPI increases, money has less purchasing power. When an investment provides a lower return than the increase in inflation, it actually loses value in terms of purchasing power. Therefore, it is important to invest in assets that are expected to generate returns in excess of inflation over the medium to long term.
- Market risks – economic, technological, political or legal conditions and even market sentiment can change and affect the value of investments.
- Changes in interest rates – interest rate changes can have a positive or negative impact on investment returns across asset classes.
- Foreign exchange – if we invest in other countries there is a risk their currencies could change in value relative to our dollar and so, increase or reduce the value of the investment.
- Investment styles – when choosing individual fund managers, varying investment styles will perform differently depending on the markets and other factors.
- Risks associated with each individual investment – including the risk of financial loss. Individual investments can fall in value for many reasons. For example:
- Australian shares – inflation, interest rates and changes in market conditions will all have an effect on the value of shares, as does the performance of the company itself.
- International shares – the risks relating to international shares are the same as for Australian shares. There are also additional risks relating to exchange rates and currencies, and political risks associated with investing in that country.
- Property – returns on property rely on general economic factors such as inflation, interest rates and employment, as well as factors unique to the property such as its location and quality.
- Australian fixed interest – changes in interest rates in particular will have an impact on fixed interest investments so that, if interest rates change during the term of a loan, there could be capital gains or capital losses. Depending on the nature of the issuer of the investment, there is a varying level of risk that the borrower may default on repayment of the loan.
- International fixed interest – similar to Australian fixed interest but with additional risks associated with exchange rates and currencies, and political developments.

Each asset class and investment option has its own level of risk and return. Typically, the greater an investment risk, the greater its potential return over the long term.

It is wise to seek professional advice when making decisions about selecting and changing your investment options as each option has a different risk/return profile.

Find out more at hostplus.com.au/financial-planning/your-advice

Other risks may also affect the accessibility or value of your investment with any super fund. These include:

- Liquidity risks – this refers to the ability to convert an investment into cash with little or no loss of capital and minimum delay. Some investments, such as direct property, unlisted infrastructure and private equity, are relatively illiquid.

- **Security specific risks** – where an individual company or asset fails, for example through bankruptcy, fraudulent activity or the business environment in which it operates, the value of the investment can fall sharply.
- **Derivatives risks** – derivatives are used by the Pooled Superannuation Trust (PST)* for many purposes, including hedging to protect an asset against market fluctuations, reducing costs of achieving a particular market exposure, and specifically using derivative overlays to manage the PST's exposure to foreign currency movements against the Australian dollar. Hostplus has appointed various external investment managers who can directly invest in derivatives on behalf of the Trustee in order to assist with the effective management and protection of Hostplus assets. To satisfactorily manage this risk we set appropriate terms, levels of usage and constraints. Hostplus also obtains confirmation from these investment managers that they have the appropriate risk management processes in place in relation to the use of derivatives.

  *The Hostplus PST is a pooled superannuation trust as defined under the Superannuation Industry (Supervision) Act 1993 (SIS Act) and is designed to pool assets of eligible complying superannuation entities to invest in high-quality assets managed by Hostplus and selected external investment managers.
- **Market failure** – there is a risk of broad market failure or significant financial collapse that affects investments broadly. Such events are outside the control of the trustee. Consequently, even long term investors like superannuation fund members should be mindful of the risk that if such high impact events occur, their benefits may be less than the total amount of contributions invested.

4.2 Operational risks

Operational risks include the possibility of:

- adequacy of resources (Human, Financial and Technological),
- business continuity / disaster recovery,
- fraud and theft,
- administrative errors,
- inappropriate advice,
- unit pricing errors, or
- failure of outsourced providers.

Most operational risks can be controlled by the trustee through their internal control framework.

The trustee has a compliance and risk management program in place to manage these risks. In addition to the Operational Risks that may arise, there is also the possibility for legal or legislative risks to occur. These risks include:

- superannuation legislation changes that may affect your benefit or ability to access a benefit,
- taxation changes that may affect the value of your investment,
- economic or political climate changes,
- Government policy and law changes,
- particular events being excluded from insurance cover,
- insurance terms changes, or
- a fund's termination, the trustee being replaced or investment managers changing.

4.3 Investment risk measure

The Standard Risk Measure (SRM) has been adopted to assist members in comparing investment options (both within and across superannuation funds) using a simplified risk measure.

The SRM is based on industry guidance (SRM implementation guidance for Trustees issued by the Financial Services Council 'FSC' & the Association of Superannuation Funds of Australia 'ASFA') to allow members to compare investment options that are expected to deliver similar negative net investment returns over a 20 year period.

The SRM is not a complete assessment of all forms of investment risk; for instance, it does not detail what the size of a negative return could be or the possibility of returns not being adequate to meet a member's investment objectives. Further, it does not take into account the impact of administration fees and tax on the likelihood of a negative return.

Members should still ensure they are comfortable with the risks and potential losses associated with their chosen investment option/s.

Risk measures and categories

Relevant risk label	Level of investment risk – estimated number of negative net investment returns over a 20 year period
Very low	Less than 0.5
Low	0.5 to less than 1
Low to medium	1 to less than 2
Medium	2 to less than 3
Medium to high	3 to less than 4
High	4 to less than 6
Very high	6 or greater

This risk measure is applicable to all of our investment options with the exception of **Choiceplus**.

Transfer balance cap

The general transfer balance cap is $1.9 million in the 2024-25 financial year, and it represents the amount of money you can have in the tax-free environment such as when you commence a pension, or you reach a condition of release with a nil cashing restriction while you hold a Transition to Retirement account. If your pension account balance increases as a result of positive investment returns, your pension account balance can exceed the general transfer balance cap by the value of those investment returns. However, if it decreases as a result of pension payments or investment losses, you cannot top up.

Penalties apply if you exceed the general transfer balance cap

You are responsible for ensuring that your commencement value of the pension account is within your personal transfer balance cap. Your personal transfer balance cap includes amounts held in any other superannuation account-based pension. Your personal transfer balance cap will equal the general transfer balance cap in the relevant financial year when you commence a pension and enter the tax-free environment.

Tax on amounts that are transferred in excess of the $1.9 million cap (including earnings on these excess transferred amounts) will apply. Excess amounts can be withdrawn from the pension account and transferred to a superannuation account where you can enjoy concessional tax treatment of investment earnings. If you are over 60 and meet a condition of release, and transfer excess amounts into your super, you can access this money anytime tax free. Alternatively you can withdraw the excess balance from superannuation altogether.

If you exceed your personal transfer balance cap, you may at anytime withdraw the excess amount or the ATO will direct you to commute (reduce) the amount of money you have in the tax-free environment by the amount of the excess (including excess transfer balance earnings) to rectify the breach.

If you do not act with the commutation authority issued to you by the ATO. The ATO will send it to Hostplus directly. Hostplus will contact you requesting instructions for the commutation amount.

Hostplus will send you a letter requesting instructions for the commutation amount. If you do not respond within 15 days of the date of the letter, Hostplus will transfer the amount into your existing Hostplus super account, or create a new Personal Super Plan account.

If a new Personal Super Plan is created on your behalf, the amount commuted will be invested in the Hostplus Balanced option in accordance with the Hostplus Super and Personal Plan Product Disclosure Statement.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance. For a description of the target market, please read the Target Market Determination (TMD), available at hostplus.com.au/ddo

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392 as trustee for the Hostplus Superannuation Fund (the Fund) ABN 68 657 495 890, MySuper No. 68657495890198.

Section 5. How we invest your money

Section 5. How we invest your money

This section relates to the investments of your Accumulation balance only. For investment information in relation to your Defined Benefit or the Term Allocated Pension please refer to the relevant section applicable to you.

5.1 Your investment options

It's now time to think about how your Accumulation balance is invested and how your super can assist you in preparing for the retirement you'd like to achieve.

Choosing the right investment option is important. It's your money, after all. Our wide range of investment options allows you to invest based on your own preferences and risk appetite.

Your Accumulation balance will be automatically invested in the Balanced option – our default investment option – unless you make an investment choice. Read more about our Balanced option at page 68.

Making an investment choice

If you'd like more control over your Accumulation balance, you can choose from our **pre-mixed** options, our **single sector options**, our direct investment option, **Choiceplus**, or our **Hostplus Life option**.

You can also mix and match different options to suit your investment risk profile and financial objectives.

Pre-mixed options

Our pre-mixed options invest in combinations of asset classes. They have varying levels of investment risk and focus on three different investment styles:

Our Core options focus on:	Our Indexed options focus on:	Our Socially Responsible investment (SRI) options focus on:
Delivering the best net return for a given level of risk	Minimising investment fees and costs	Values-based investing

Hostplus Life

Hostplus Life automatically adjusts your level of investment risk as you grow older. We'll invest your super in different Core pre-mixed investment options depending on how close you are to retirement.

Read more about our pre-mixed options in Section 5.2.

Single sector options

Our single sector options predominantly invest in a specific asset class, such as shares, cash or fixed interest. They have varying levels of investment risk. Read more about our sector options in Section 5.3.

Choiceplus

With Choiceplus, you choose your own investments. You can invest directly into companies in the S&P/ASX 300 Index; selected Exchange Traded Funds (ETFs); Listed Investment Companies (LICs); and term deposits. Read more about Choiceplus in Section 5.4.

Before making an investment choice you should consider:

- Your needs and objectives – How much income you'll need for retirement.
- Risk and return – Your attitude to risk and the likely risk and return of each investment option. Consider how prepared you are to see your balance go down in the short term in the interest of potentially getting a better long-term return.
- Investment time frame – Your age and how long you'll be investing for.
- Investment preferences – What's important to you? Getting the best net returns, finding a low-cost option, or investing based on your values?
- Other investments – Other investments you may have (including investments outside of superannuation).

The investment information in this PDS, including strategic asset allocations (SAAs), is current at the date of publication but may change from time to time. Please visit hostplus.com.au/members/our-products-and-services/investment-options for the latest information.

For definitions of the different types of asset classes, defensive and growth assets, and the relationship between risk and return, please refer to Sections 5.5, 5.6 and 5.8.

Understanding our investment options

On the next few pages, you'll find more detail about each investment option. To help you understand what makes up each investment option, we've put together the example below.

Describes the focus of the investment option.

How risky this option is. Ranges from very low to very high risk.This is an industry wide Standard Risk Measure, which is based on the expected number of negative annual returns over a 20-year period.

The recommended minimum period that this option should be invested in for.

How the option is invested between growth assets (higher risk / higher return like shares) and defensive assets (lower risk / lower returns like cash).

The different asset classes that the investment option is invested in. Listed securities are assets that are listed on a securities exchange, like shares, while unlisted assets include assets that are not listed on an exchange, like direct property. Bonds and Cash include cash in the bank, bank bills and government bonds.

	Balanced default option
Summary	The Balanced investment option is focused on **delivering the best net return** from investing in a portfolio that has a **bias to growth** assets and has **high diversification**.
Who is this investment suitable for?	With a **bias to growth** assets, this **Core pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **strong** long-term returns and have a **medium to high tolerance** of negative returns. This option is also designed for members who do not wish to make an investment choice.
Investment objective	CPI plus 3.0% per annum on average over 10 years. CPI plus 4.0% per annum on average over 20 years.
Level of investment risk	**Medium to High**. (Negative returns expected in between 3 to less than 4 out of every 20 years).
Minimum suggested investment time frame	5 years +
Growth/defensive allocation	76% growth / 24% defensive

Investment mix and asset ranges

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	10–40%	21%
	International shares – Developed markets	10–40%	22%
	International shares – Emerging markets	0–15%	7%
Unlisted assets	Property	0–30%	10%
	Infrastructure	0–30%	11%
	Private equity	0–25%	10%
	Credit	0–20%	7%
	Alternatives	0–20%	4%
Bonds and cash	Diversified fixed interest	0–20%	4%
	Cash	0–15%	4%

Additional information	Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

Describes the types of members that this option is suitable for, based on the characteristics of the investment option.

Describes the target investment return over a 10 and/or 20-year period.

The Target provides guidance on how much Hostplus invests in different asset classes. The Range is the minimum and maximum for each asset class. The Hostplus investment team can change actual allocations within these ranges to reflect what's happening in investment markets to maximise returns for members.

Where you can find more information about how the option has performed in the past, the fees and costs for the investment option, and explanations of bolded terms outlined in the 'Summary' and 'Who is this investment suitable for?'.

Read the full details of each investment option on pages 67 to 90.

5.2 Pre-mixed investment options

Our pre-mixed options invest in combinations of asset classes.

They have varying levels of investment risk and focus on three different investment styles. You can choose to invest in more than one pre-mixed option, or combine them with our single sector or Choiceplus options to give you greater flexibility.

Each pre-mixed option has its own mix of growth and defensive assets, investment objective, and level of investment risk (see the following pages for details of each investment option).

Investment option	Investment style	Level of investment risk	Growth assets exposure target	Minimum suggested investment time frame
High Growth	**Core:** Focused on delivering the best net returns for a given level of risk	High	100%	10 years +
Growth		Medium to High	90%	5 years +
Balanced (MySuper)		Medium to High	76%	5 years +
Conservative Balanced		Medium	56%	5 years +
Capital Stable		Low to Medium	37%	5 years +
Defensive		Very Low	19%	2 years +
Indexed High Growth	**Indexed:** Focused on minimising investment fees and costs	High	100%	7 years +
Indexed Growth		High	90%	7 years +
Indexed Balanced		High	75%	5 years +
Indexed Conservative Balanced		High	55%	5 years +
Indexed Capital Stable		Medium	37%	5 years +
Indexed Defensive		Low	19%	5 years +
Socially Responsible Investment (SRI) - High Growth	**Socially Responsible Investment (SRI):** Focused on values-based investing	High	100%	7 years +
Socially Responsible Investment (SRI) - Balanced		Medium to High	72%	5 years +
Socially Responsible Investment (SRI) - Defensive		Low	19%	5 years +
Hostplus Life	Focused on adjusting the level of risk as members approach to retirement.	Ranges from Medium-to-High to Low-to-medium depending on age.	Ranges from 90% to 37% depending on age.	5 years +

i For definitions of the different types of asset classes, defensive and growth assets, and the relationship between risk and return, please refer to Sections 5.5, 5.6 and 5.8.

Core options (pre-mixed)

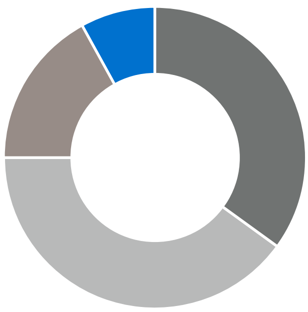
Focused on delivering the best net return for a given level of risk.

The six pre-mixed investment options outlined on the following pages take full advantage of Hostplus' investment expertise and feature our best investment ideas across listed and unlisted assets, bonds and cash.

	High Growth	Growth
Summary	The High Growth investment option is focused on **delivering the best net return** from investing in a portfolio of **all growth** assets and has **medium diversification**.	The Growth investment option is focused on **delivering the best net return** from investing in a portfolio that has a **strong bias to growth** assets and has **high diversification.**
Who is this investment suitable for?	With **all growth** assets, this **Core pre-mixed** investment option is designed for members with a **long-term** investment time frame, who are seeking **very strong** long-term returns and have a **high tolerance** of negative returns.	With a **strong bias to growth** assets, this **Core pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **very strong** long-term returns and have a **medium to high tolerance** of negative returns.
Investment objective	CPI plus 4.5% per annum on average over 20 years.	CPI plus 4.5% per annum on average over 20 years.
Level of investment risk	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)	**Medium to High.** (Negative returns expected in between 3 to less than 4 out of every 20 years)
Minimum suggested investment time frame	10 years +	5 years +
Growth/ defensive allocation	**100% growth / 0% defensive**	**90% growth / 10% defensive**

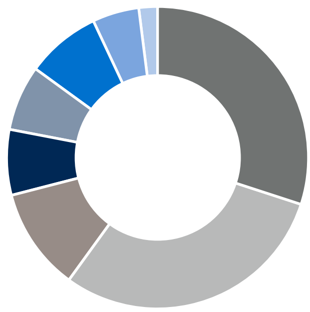
Investment mix and asset ranges

High Growth



	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	10–60%	37%
Listed equities	International shares – Developed markets	10–60%	40%
Listed equities	International shares – Emerging markets	0–30%	11%
Unlisted assets	Property	0–10%	0%
Unlisted assets	Infrastructure	0–10%	0%
Unlisted assets	Private equity	0–30%	12%
Unlisted assets	Credit	0–10%	0%
Unlisted assets	Alternatives	0–10%	0%
Bonds and cash	Diversified fixed interest	0–10%	0%
Bonds and cash	Cash	0–10%	0%

Growth



	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	10–50%	30%
Listed equities	International shares – Developed markets	10–50%	32%
Listed equities	International shares – Emerging markets	0–20%	9%
Unlisted assets	Property	0–20%	6%
Unlisted assets	Infrastructure	0–20%	7%
Unlisted assets	Private equity	0–20%	8%
Unlisted assets	Credit	0–15%	5%
Unlisted assets	Alternatives	0–10%	3%
Bonds and cash	Diversified fixed interest	0–10%	0%
Bonds and cash	Cash	0–10%	0%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

	Balanced default option	Conservative Balanced
Summary	The Balanced investment option is focused on **delivering the best net return** from investing in a portfolio that has a **bias to growth** assets and has **high diversification**.	The Conservative Balanced investment option is focused on **delivering the best net return** from investing in a portfolio that has a **similar proportion of growth and defensive** assets and has **high diversification**.
Who is this investment suitable for?	With a **bias to growth** assets, this **Core pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **strong** long-term returns and have a **medium to high tolerance** of negative returns. This option is also designed for members who do not wish to make an investment choice.	With a **similar proportion of growth and defensive** assets, this **Core pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **moderate** long-term returns and have a **medium tolerance** of negative returns.
Investment objective	CPI plus 3.0% per annum on average over 10 years. CPI plus 4.0% per annum on average over 20 years.	CPI plus 3.0% per annum on average over 20 years.
Level of investment risk	**Medium to High.** (Negative returns expected in between 3 to less than 4 out of every 20 years)	**Medium.** (Negative returns expected in between 2 to less than 3 out of every 20 years)
Minimum suggested investment time frame	5 years +	5 years +
Growth/ defensive allocation	**76% growth / 24% defensive**	**56% growth / 44% defensive**
Investment mix and asset ranges		

Balanced default option

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	10–40%	21%
Listed equities	International shares – Developed markets	10–40%	22%
Listed equities	International shares – Emerging markets	0–15%	7%
Unlisted assets	Property	0–30%	10%
Unlisted assets	Infrastructure	0–30%	11%
Unlisted assets	Private equity	0–25%	10%
Unlisted assets	Credit	0–20%	7%
Unlisted assets	Alternatives	0–20%	4%
Bonds and cash	Diversified fixed interest	0–20%	4%
Bonds and cash	Cash	0–15%	4%

Conservative Balanced

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	10–30%	16%
Listed equities	International shares – Developed markets	10–30%	17%
Listed equities	International shares – Emerging markets	0–15%	5%
Unlisted assets	Property	0–25%	9%
Unlisted assets	Infrastructure	0–25%	9%
Unlisted assets	Private equity	0–10%	3%
Unlisted assets	Credit	0–20%	7%
Unlisted assets	Alternatives	0–20%	6%
Bonds and cash	Diversified fixed interest	10–40%	18%
Bonds and cash	Cash	0–25%	10%

Additional information	Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section section 5.21. Glossary.

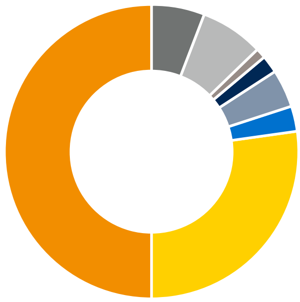
	Capital Stable	Defensive
Summary	The Capital Stable investment option is focused on **delivering the best net return** from investing in a portfolio that has a **bias to defensive** assets and has **high diversification**.	The Defensive investment option is focused on **delivering the best net return** from investing in a portfolio that has a **strong bias to defensive** assets and has **medium diversification**.
Who is this investment suitable for?	With a **bias to defensive** assets, this **Core pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **modest** long-term returns and have a **low to medium tolerance** of negative returns.	With a **strong bias to defensive** assets, this **Core pre-mixed** investment option is designed for members with a **short-term** investment time frame, who are seeking **stable** returns and have a **very low tolerance** of negative returns.
Investment objective	CPI plus 2.0% per annum on average over 20 years.	CPI plus 1.0% per annum on average over 20 years
Level of investment risk	**Low to Medium.** (Negative returns expected in between 1 to less than 2 out of every 20 years)	**Very Low.** (Negative returns expected in less than 0.5 out of every 20 years)
Minimum suggested investment time frame	5 years +	2 years +
Growth/ defensive allocation	**37% growth / 63% defensive**	**19% growth / 81% defensive**

Investment mix and asset ranges

Capital Stable

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	0–30%	8%
Listed equities	International shares – Developed markets	0–30%	9%
Listed equities	International shares – Emerging markets	0–10%	2%
Unlisted assets	Property	0–25%	10%
Unlisted assets	Infrastructure	0–25%	11%
Unlisted assets	Private equity	0–10%	1%
Unlisted assets	Credit	0–20%	7%
Unlisted assets	Alternatives	0–20%	6%
Bonds and cash	Diversified fixed interest	10–50%	28%
Bonds and cash	Cash	0–50%	18%

Defensive



	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	0–30%	6%
Listed equities	International shares – Developed markets	0–30%	7%
Listed equities	International shares – Emerging markets	0–10%	1%
Unlisted assets	Property	0–30%	2%
Unlisted assets	Infrastructure	0–30%	4%
Unlisted assets	Private equity	0–10%	0%
Unlisted assets	Credit	0–30%	0%
Unlisted assets	Alternatives	0–30%	3%
Bonds and cash	Diversified fixed interest	10–70%	34%
Bonds and cash	Cash	10–80%	43%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.

Indexed options (pre-mixed)

Focused on minimising investment fees and costs.

The six pre-mixed investment options outlined on the following pages generally use a passive investment style to invest in listed companies, bonds and cash, and aim to track the returns of the markets in which they invest.

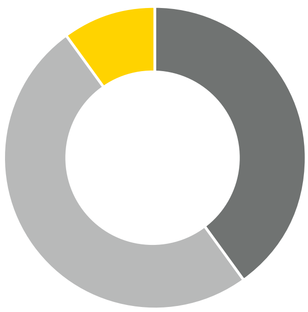
	Indexed High Growth	Indexed Growth
Summary	The Indexed High Growth investment option is focused on **minimising investment fees and costs** from investing in a portfolio of **all growth** assets and has **low diversification**.	The Indexed Growth investment option is focused on **minimising investment fees and costs** from investing in a portfolio that has a **strong bias to growth** assets and has **medium diversification**.
Who is this investment suitable for?	With **all growth** assets, this **Indexed pre-mixed** investment option is designed for members with a **long-term** investment time frame, who are seeking **moderate** long-term returns and have a **high tolerance** of negative returns.	With a **strong bias to growth** assets, this **Indexed pre-mixed** investment option is designed for members with a **long-term** investment time frame, who are seeking **moderate** long-term returns and have a **high tolerance** of negative returns.
Investment objective	CPI plus 3.0% per annum on average over 20 years.	CPI plus 2.5% per annum on average over 20 years
Level of investment risk	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)	**High**. (Negative returns expected in between 4 to less than 6 out of every 20 years)
Minimum suggested investment time frame	7 years +	7 years +
Growth/ defensive allocation	**100% growth / 0% defensive**	**90% growth / 10% defensive**

Investment mix and asset ranges

Indexed High Growth

		ASSET CLASS	RANGE %	TARGET
Listed equities		Australian shares	20–80%	48%
		International shares – Developed markets	20–80%	52%
		International shares – Emerging markets	0–30%	0%
Unlisted assets		Property	0–10%	0%
		Infrastructure	0–10%	0%
		Private equity	0–30%	0%
		Credit	0–10%	0%
		Alternatives	0–10%	0%
Bonds and cash		Diversified fixed interest	0–10%	0%
		Cash	0–10%	0%

Indexed Growth



		ASSET CLASS	RANGE %	TARGET
Listed equities		Australian shares	20–70%	40%
		International shares – Developed markets	20–70%	50%
		International shares – Emerging markets	0–30%	0%
Unlisted assets		Property	0–10%	0%
		Infrastructure	0–10%	0%
		Private equity	0–30%	0%
		Credit	0–10%	0%
		Alternatives	0–10%	0%
Bonds and cash		Diversified fixed interest	0–20%	10%
		Cash	0–20%	0%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

	Indexed Balanced	Indexed Conservative Balanced
Summary	The Indexed Balanced investment option is focused on **minimising investment fees and costs** from investing in a portfolio that has a **bias to growth** assets and has **medium diversification**.	The Indexed Conservative Balanced investment option is focused on **minimising investment fees and costs** from investing in a portfolio that has a **similar proportion of growth and defensive** assets and has **medium diversification**.
Who is this investment suitable for?	With a **bias to growth** assets, this **Indexed pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **moderate** long-term returns and have a **high tolerance** of negative returns.	With a **similar proportion of growth and defensive** assets, this **Indexed pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **modest** long-term returns and have a **high tolerance** of negative returns.
Investment objective	CPI plus 2.5% per annum on average over 20 years.	CPI plus 2.0% per annum on average over 20 years
Level of investment risk	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)
Minimum suggested investment time frame	5 years +	5 years +
Growth/ defensive allocation	**75% growth / 25% defensive**	**55% growth / 45% defensive**
Investment mix and asset ranges		

Indexed Balanced

		ASSET CLASS	RANGE %	TARGET
Listed equities		Australian shares	20–60%	35%
		International shares – Developed markets	20–60%	40%
		International shares – Emerging markets	0–15%	0%
Unlisted assets		Property	0–10%	0%
		Infrastructure	0–10%	0%
		Private equity	0–10%	0%
		Credit	0–10%	0%
		Alternatives	0–10%	0%
Bonds and cash		Diversified fixed interest	10–30%	20%
		Cash	0–20%	5%

Indexed Conservative Balanced

		ASSET CLASS	RANGE %	TARGET
Listed equities		Australian shares	10–50%	25%
		International shares – Developed markets	10–50%	30%
		International shares – Emerging markets	0–20%	0%
Unlisted assets		Property	0–20%	0%
		Infrastructure	0–20%	0%
		Private equity	0–20%	0%
		Credit	0–20%	0%
		Alternatives	0–20%	0%
Bonds and cash		Diversified fixed interest	5–40%	30%
		Cash	0–40%	15%

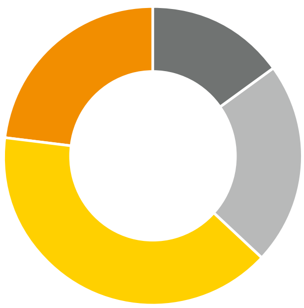
Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

	Indexed Capital Stable	Indexed Defensive
Summary	The Indexed Capital Stable investment option is focused on **minimising investment fees and costs** from investing in a portfolio that has a **bias to defensive** assets and has **medium diversification**.	The Indexed Defensive investment option is focused on **minimising investment fees and costs** from investing in a portfolio that has a **strong bias to defensive** assets and has **medium diversification**.
Who is this investment suitable for?	With a **bias to defensive assets**, this **Indexed pre-mixed** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **modest** long-term returns and have a **medium tolerance** of negative returns.	With a **strong bias to defensive assets**, this **Indexed pre-mixed** investment option is designed for members with a **medium-to-long-term** investment time frame, who are seeking **stable** returns and have a **low tolerance** of negative returns.
Investment objective	CPI plus 1.5% per annum on average over 20 years	CPI plus 1.0% per annum on average over 20 years.
Level of investment risk	**Medium.** (Negative returns expected in between 2 to less than 3 out of every 20 years)	**Low.** (Negative returns expected in between 0.5 to less than 1 out of every 20 years)
Minimum suggested investment time frame	5 years +	5 years +
Growth/ defensive allocation	**37% growth / 63% defensive**	**19% growth / 81% defensive**

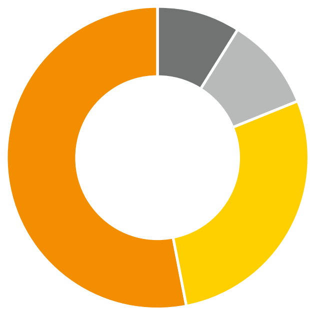
Investment mix and asset ranges

Indexed Capital Stable



	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	0–40%	15%
Listed equities	International shares – Developed markets	0–40%	22%
Listed equities	International shares – Emerging markets	0–10%	0%
Unlisted assets	Property	0–30%	0%
Unlisted assets	Infrastructure	0–30%	0%
Unlisted assets	Private equity	0–10%	0%
Unlisted assets	Credit	0–30%	0%
Unlisted assets	Alternatives	0–30%	0%
Bonds and cash	Diversified fixed interest	10–60%	40%
Bonds and cash	Cash	0–60%	23%

Indexed Defensive



	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	0–30%	9%
Listed equities	International shares – Developed markets	0–30%	10%
Listed equities	International shares – Emerging markets	0–10%	0%
Unlisted assets	Property	0–30%	0%
Unlisted assets	Infrastructure	0–30%	0%
Unlisted assets	Private equity	0–10%	0%
Unlisted assets	Credit	0–30%	0%
Unlisted assets	Alternatives	0–30%	0%
Bonds and cash	Diversified fixed interest	10–70%	36%
Bonds and cash	Cash	10–80%	45%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

Socially Responsible Investment (SRI) options (pre-mixed)

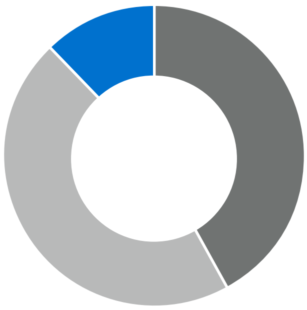
Focused on values-based investing.

The three pre-mixed investment options outlined on the following pages seek to reduce exposure to industry segments within fossil fuels and tobacco production, as well as other factors.

	Socially Responsible Investment (SRI) – High Growth	Socially Responsible Investment (SRI) – Balanced
Summary	The Socially Responsible Investment (SRI) – High Growth investment option is focused on **values-based investing** from investing in a portfolio of **all growth** assets and has **medium diversification**.	The Socially Responsible Investment (SRI) – Balanced investment option is focused on **values-based investing** from investing in a portfolio with a **bias to growth** assets and has **high diversification**.
Who is this investment suitable for?	With **all growth** assets, this **Socially Responsible Investment pre-mixed** option is designed for members with a **long-term** investment time frame, who are seeking **strong** long-term returns and have a **high tolerance** of negative returns.	With a **bias to growth** assets, this **Socially Responsible Investment pre-mixed** option is designed for members with a **medium to long-term** investment time frame, who are seeking **moderate** long-term returns and have a **medium to high tolerance** of negative returns.
Investment objective	CPI plus 3.5% per annum on average over 20 years	CPI plus 3.0% per annum on average over 20 years.
Level of investment risk	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)	**Medium to high.** (Negative returns expected in between 3 to less than 4 out of every 20 years)
Minimum suggested investment time frame	7 years +	5 years +
Growth/ defensive allocation	**100% growth / 0% defensive**	**72% growth / 28% defensive**

Investment mix and asset ranges

Socially Responsible Investment (SRI) – High Growth



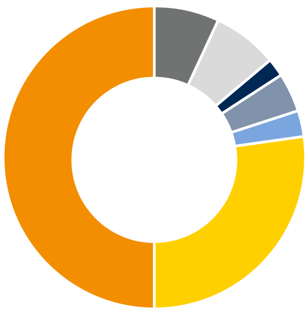
	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	20–80%	42%
Listed equities	International shares – Developed markets	20–80%	46%
Listed equities	International shares – Emerging markets	0–30%	0%
Unlisted assets	Property	0–10%	0%
Unlisted assets	Infrastructure	0–10%	0%
Unlisted assets	Private equity	0–30%	12%
Unlisted assets	Credit	0–10%	0%
Unlisted assets	Alternatives	0–10%	0%
Bonds and cash	Diversified fixed interest	0–10%	0%
Bonds and cash	Cash	0–10%	0%

Socially Responsible Investment (SRI) – Balanced

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	10–50%	24%
Listed equities	International shares – Developed markets	10–50%	26%
Listed equities	International shares – Emerging markets	0–20%	0%
Unlisted assets	Property	0–30%	8%
Unlisted assets	Infrastructure	0–30%	10%
Unlisted assets	Private equity	0–30%	9%
Unlisted assets	Credit	0–20%	0%
Unlisted assets	Alternatives	0–30%	10%
Bonds and cash	Diversified fixed interest	0–30%	8%
Bonds and cash	Cash	0–20%	5%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

	Socially Responsible Investment (SRI) – Defensive
Summary	The Socially Responsible Investment (SRI) – Defensive investment option is focused on **values-based investing** from investing in a portfolio with a **strong bias to defensive** assets and has **medium diversification**.
Who is this investment suitable for?	With a **strong bias to defensive** assets, this **Socially Responsible Investment pre-mixed** option is designed for members with a **medium to long-term** investment time frame, who are seeking **stable** returns and have a **low tolerance** of negative returns.
Investment objective	CPI plus 1.0% per annum on average over 20 years
Level of investment risk	**Low.** (Negative returns expected in between 0.5 to less than 1 out of every 20 years)
Minimum suggested investment time frame	5 years +
Growth/ defensive allocation	**19% growth / 81% defensive**
Investment mix and asset ranges	

	ASSET CLASS	**RANGE %**	**TARGET**
Listed equities	Australian shares	0–30%	7%
	International shares – Developed markets	0–30%	7%
	International shares – Emerging markets	0–10%	0%
Unlisted assets	Property	0–30%	2%
	Infrastructure	0–30%	4%
	Private equity	0–10%	0%
	Credit	0–30%	0%
	Alternatives	0–30%	3%
Bonds and cash	Diversified fixed interest	10–70%	35%
	Cash	10–80%	42%

Additional information	Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section 5.21. Glossary.

These Socially Responsible Investment (SRI) options allow members to align their superannuation with their personal values. We select these investments based on additional responsible investment criteria compared to Hostplus' other investment options.

Specifically, our Socially Responsible Investment (SRI) options seek to:

Reduce exposure in investments in the following industries:
Fossil fuels[1]
Companies that breach Human Rights or Labour Rights standards[2]
Companies with very poor ESG policies and systems[3]
Controversial weapons[4]
Uncertified palm oil[5]
Predatory lending[6]
For-profit detention[7]
Gambling[8]
Tobacco production[9]
Live animal export[10]

1. Companies that own reserves, explore, mine, extract, produce, refine or generate energy from fossil fuels as well as those companies that receive revenue from servicing these sectors through equipment services, pipeline transport or distribution. Seeks to apply a zero-materiality threshold, but dedicated renewable energy generators with backup fossil fuel sources (<5%) may remain investible. Data is supplied by Morgan Stanley Capital International (MSCI) and Institutional Shareholders Services (ISS) Inc.

2. Companies that breach the United Nations (UN) Global Compact or International Labour Organisation's (ILO) Core Conventions. Data is supplied by Morgan Stanley Capital International (MSCI).

3. Companies with a MSCI ESG rating B or CCC.

4. Companies involved in the development, production, maintenance or sale of controversial weapons (including cluster munitions, anti-personnel mines, depleted uranium, biological weapons, chemical weapons, blinding laser weapons, non-detectable fragment weapons, incendiary weapons and nuclear weapons). Involvement includes companies directly involved as well as prime-contractors, key subcontractors, and suppliers of key components. Data is supplied by ISS.

5. Companies involved in growing, processing or using palm oil, that derive >10% of their revenue from these activities and where <50% of the palm oil is Roundtable on Sustainable Palm Oil (RSPO) Certified. Data is supplied by ISS.

6. Companies involved in predatory lending, including unfair or deceptive products, excessive interest rates, misleading marketing, inclusion of unnecessary costs and hidden fees and those targeting minority, low income or elderly consumers. Data is supplied by ISS.

7. Companies deriving >5% of their revenue from for-profit detention e.g. prisons and immigration detention. Data is supplied by ISS.

8. Companies deriving >5% of their revenue from gambling. Data is supplied by MSCI.

9. Companies that manufacture tobacco products, such as cigars, blunts, cigarettes, e-cigarettes, inhalers, beedis, kreteks, smokeless tobacco, snuff, snus, dissolvable and chewing tobacco.
This also includes companies that grow or process raw tobacco leaves. Data is supplied by MSCI.

10. Companies involved in the export of live animals for the purpose of slaughter, husbandry and breeding, including specialised transportation. Data is supplied by ISS.

Like our other investment options, our SRI options invest in unlisted assets such as private equity/venture capital as well as listed investments.

How the Socially Responsible Investment (SRI) options are designed

To develop our Socially Responsible Investment (SRI) options, we partnered with specialist external investment managers.

Hostplus or its investment managers also source sustainable investment data from external service providers (Institutional Shareholder Services (ISS) Inc and Morgan Stanley Capital International (MSCI)).

Decisions about the selection, retention or realisation of investments, particularly for listed assets, apply a rules-based approach and may therefore be affected by the accessibility and accuracy of data or an error by an external service provider. This may result in inadvertent holdings, typically over the short-term, in companies or assets the investment options seek to avoid.

While the options invest with managers through mandates or fund-of-one structures wherever possible in order to adhere fully to the above rules, there will be circumstances where the options invest in pooled funds. In such circumstances, we cannot set the specific filter criteria, but will aim for the closest fit to the criteria in selecting a pooled fund.

More information on our Socially Responsible Investment (SRI) options can be found on our website at hostplus.com.au/about-us/company-overview/investment-governance.

Hostplus Life

Focused on adjusting the level of investment risk as you approach retirement.

The Hostplus Life option outlined on the following page automatically moves from higher-risk core pre-mixed investment options to lower-risk core pre-mixed investment options as you approach retirement.

Hostplus Life

If you choose our **Hostplus Life option**, we'll invest your super in different Core pre-mixed investment options depending on how close you are to retirement.

<table>
<tr><th></th><th colspan="4">Hostplus Life</th></tr>
<tr><td>Summary</td><td colspan="4">The Hostplus Life investment option focuses on adjusting your level of investment risk depending on your age and has high diversification.</td></tr>
<tr><td>Who is this investment suitable for?</td><td colspan="4">This investment option is designed for members who would like to automatically move from higher-risk Core investment options to lower-risk Core investment options as they approach retirement.
Throughout your younger years, Hostplus Life is focused on long-term capital growth, with a higher investment in assets such as listed equities and property. As you move closer to retirement, your superannuation will be focused more on providing a steady income and preserving capital.</td></tr>
<tr><td rowspan="5">Investment objective</td><td>Age bracket</td><td>Investment option</td><td colspan="2">Investment objective</td></tr>
<tr><td>Under 40</td><td>Growth</td><td colspan="2">CPI plus 4.5% per annum on average over 20 years.</td></tr>
<tr><td>40-49</td><td>Balanced</td><td colspan="2">CPI plus 4.0% per annum on average over 20 years.</td></tr>
<tr><td>50-59</td><td>Conservative Balanced</td><td colspan="2">CPI plus 3.0% per annum on average over 20 years.</td></tr>
<tr><td>60 and over</td><td>Capital Stable</td><td colspan="2">CPI plus 2.0% per annum on average over 20 years.</td></tr>
<tr><td rowspan="5">Level of investment risk</td><td>Age bracket</td><td>Investment option</td><td>Level of investment risk</td><td>Negative returns expected out of every 20 years</td></tr>
<tr><td>Under 40</td><td>Growth</td><td>Medium to High</td><td>Negative returns expected in between 3 to less than 4 out of every 20 years.</td></tr>
<tr><td>40-49</td><td>Balanced</td><td>Medium to High</td><td>Negative returns expected in between 3 to less than 4 out of every 20 years.</td></tr>
<tr><td>50-59</td><td>Conservative Balanced</td><td>Medium</td><td>Negative returns expected in between 2 to less than 3 out of every 20 years.</td></tr>
<tr><td>60 and over</td><td>Capital Stable</td><td>Low to Medium</td><td>Negative returns expected in between 1 to less than 2 out of every 20 years.</td></tr>
<tr><td rowspan="5">Minimum suggested investment time frame</td><td>Age bracket</td><td>Investment option</td><td colspan="2">Minimum suggested investment time frame</td></tr>
<tr><td>Under 40</td><td>Growth</td><td colspan="2">5 years +</td></tr>
<tr><td>40-49</td><td>Balanced</td><td colspan="2">5 years +</td></tr>
<tr><td>50-59</td><td>Conservative Balanced</td><td colspan="2">5 years +</td></tr>
<tr><td>60 and over</td><td>Capital Stable</td><td colspan="2">5 years +</td></tr>
<tr><td>Asset mix</td><td colspan="4">Please refer to section 5.2 for the growth/defensive allocation and investment mix and asset ranges for the Growth, Balanced, Conservative Balanced and Capital Stable pre-mixed options.</td></tr>
<tr><td>Additional information</td><td colspan="4">Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.</td></tr>
</table>

We will automatically switch your balance into the next Hostplus Life investment option on your 40th, 50th and 60th birthdays. Please note if selecting Hostplus Life you cannot also select other investment options – you may only choose 100% or 0% into Hostplus Life.

Single sector investment options

Focused on investing in a single investment sector.

The single sector investment options outlined on the following pages predominantly invest in a specific asset class, such as Cash or Australian Shares, and have varying investment styles.

5.3 Single sector investment options

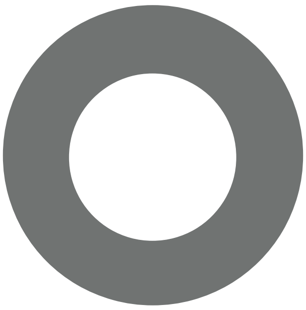
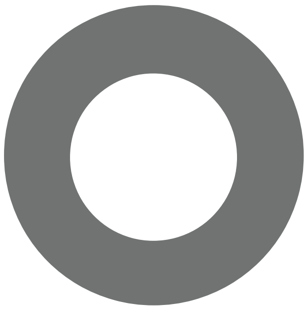
The single sector investment options predominantly invest in a specific asset class, such as Cash or Australian Shares.

You can choose to invest in more than one single sector option, or combine them with our pre-mixed or Choiceplus options to give you greater flexibility.

If you choose one or more of the single sector investment options without adequately diversifying your investment, you could expose your super savings to a greater risk of loss.

Investment option	Level of investment risk	% Exposure to growth assets	Minimum suggested investment time frame
Australian Shares	High	100%	7 years +
Australian Shares – Indexed	Very High	100%	5 years +
International Shares	High	100%	5 years +
International Shares – Indexed	Very High	100%	5 years +
International Shares (Hedged) – Indexed	Very High	100%	5 years +
International Shares – Emerging Markets	High	100%	5 years +
Diversified Fixed Interest	Low to Medium	0%	2 years +
Diversified Fixed Interest – Indexed	Low to Medium	0%	2 years +
Cash	Very Low	0%	2 years +

For definitions of the different types of asset classes, defensive and growth assets, and the relationship between risk and return, please refer to sections 5.5, 5.6 and 5.8.

	Australian Shares	Australian Shares – Indexed
Summary	The Australian Shares investment option is focused on **delivering the best net return in a single sector** from investing in a portfolio of **all growth** assets (typically companies listed predominantly on the Australian Securities Exchange) and has **low diversification**.	The Australian Shares – Indexed investment option is focused on **minimising investment fees and costs in a single sector** from investing in a portfolio of **all growth** assets (typically companies listed predominantly on the Australian Securities Exchange) and has **low diversification**.
Who is this investment suitable for?	With **all growth** assets, this **single sector** investment option is designed for members with a **long-term** investment time frame, who are seeking **strong** long-term returns and have a **high tolerance** of negative returns.	With **all growth** assets, this **single sector** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **moderate** long-term returns and have a **very high tolerance** of negative returns.
Investment objective	CPI plus 4.0% per annum on average over 20 years.	CPI plus 3.0% per annum on average over 20 years.
Level of investment risk	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)	**Very High.** (Negative returns expected in 6 or greater years out of every 20 years)
Minimum suggested investment time frame	7 years +	5 years +
Growth/ defensive allocation	**100% growth / 0% defensive**	**100% growth / 0% defensive**
Investment mix and asset ranges		

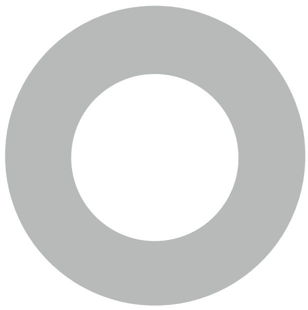
Australian Shares

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	90–100%	100%
Bonds and cash	Cash	0–10%	0%

Australian Shares – Indexed

	ASSET CLASS	RANGE %	TARGET
Listed equities	Australian shares	90–100%	100%
Bonds and cash	Cash	0–10%	0%

Additional information	Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.

	International Shares	International Shares – Indexed
Summary	The International Shares investment option is focused on **delivering the best net return in a single sector** from investing in a portfolio of **all growth** assets (typically companies listed on international securities exchanges, including developed and emerging markets, and may include some unlisted assets) and has **medium diversification**.	The International Shares – Indexed investment option is focused on **minimising investment fees and costs in a single sector** from investing in a portfolio of **all growth** assets (typically companies listed on international securities exchanges in developed markets only) and has **low diversification**.
Who is this investment suitable for?	With **all growth** assets, this **single sector** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **strong** long-term returns, have a **high tolerance** of negative returns and **can accept the impacts of foreign currency movements**.	With **all growth** assets, this **single sector** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **modest** long-term returns, have a **very high tolerance** of negative returns and **can accept the impacts of foreign currency movements**.
Investment objective	CPI plus 4.0% per annum on average over 20 years.	CPI plus 2.0% per annum on average over 20 years.
Level of investment risk	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)	**Very High.** (Negative returns expected in 6 or greater out of every 20 years)
Minimum suggested investment time frame	5 years +	5 years +
Growth/ defensive allocation	**100% growth / 0% defensive**	**100% growth / 0% defensive**
Investment mix and asset ranges		

International Shares

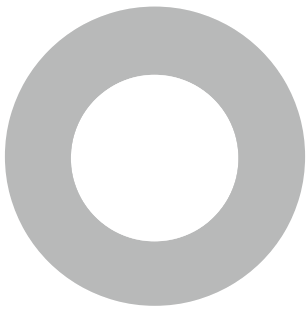
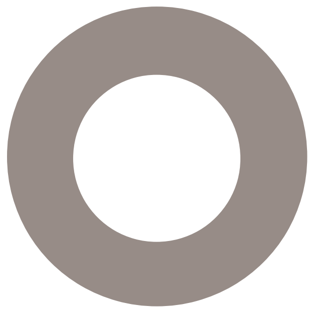
	ASSET CLASS	RANGE %	TARGET
Listed equities	International shares – Developed markets	50–100%	73%
	International shares – Emerging markets	0–40%	27%
Bonds and cash	Cash	0–10%	0%

International Shares – Indexed

	ASSET CLASS	RANGE %	TARGET
Listed equities	International shares – Developed markets	90–100%	100%
Bonds and cash	Cash	0–10%	0%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.

	International Shares (Hedged) – Indexed	International Shares – Emerging Markets
Summary	The International Shares (Hedged) – Indexed investment option is focused on **minimising investment fees and costs in a single sector** from investing in a portfolio of **all growth** assets (typically companies listed on international securities exchanges in developed markets only) and has **low diversification**.	The International Shares – Emerging Markets investment option is focused on **delivering the best net return in a single sector** from investing in a portfolio of **all growth** assets (typically companies listed on international securities exchanges in emerging markets only) and has **medium diversification**.
Who is this investment suitable for?	With **all growth** assets, this **single sector** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **modest** long-term returns, have a **very high tolerance** of negative returns and **want to limit impact of foreign currency movements**.	With **all growth** assets, this **single sector** investment option is designed for members with a **medium to long-term** investment time frame, who are seeking **strong** long-term returns, have a **high tolerance** of negative returns and **can accept the impacts of foreign currency movements**.
Investment objective	CPI plus 1.5% per annum on average over 20 years.	CPI plus 4.0% per annum on average over 20 years.
Level of investment risk	**Very High.** (Negative returns expected in 6 or greater out of every 20 years)	**High.** (Negative returns expected in between 4 to less than 6 out of every 20 years)
Minimum suggested investment time frame	5 years +	5 years +
Growth/ defensive allocation	**100% growth / 0% defensive**	**100% growth / 0% defensive**
Investment mix and asset ranges		

International Shares (Hedged) – Indexed

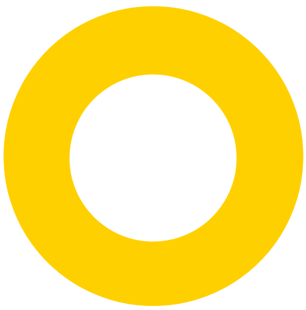
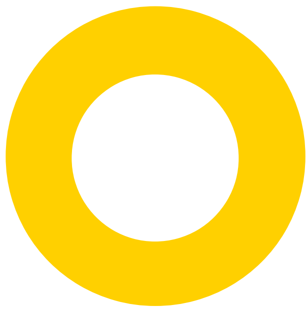
	ASSET CLASS	RANGE %	TARGET
Listed equities	International shares – Developed markets	90–100%	100%
Bonds and cash	Cash	0–10%	0%

International Shares – Emerging Markets

	ASSET CLASS	RANGE %	TARGET
Listed equities	International shares – Emerging markets	90–100%	100%
Bonds and cash	Cash	0–10%	0%

Additional information

Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.

	Diversified Fixed Interest	**Diversified Fixed Interest – Indexed**
Summary	The Diversified Fixed Interest investment option is focused on **delivering the best net return in a single sector** from investing in a portfolio of **all defensive** assets (Australian and international government bonds and other investment grade debt) and has **medium diversification**.	The Diversified Fixed Interest – Indexed investment option is focused on **minimising investment fees and costs in a single sector** from investing in a portfolio of **all defensive** assets (Australian and international government bonds and other investment grade debt) and has **low diversification**.
Who is this investment suitable for?	With **all defensive** assets, this **single sector** investment option is designed for members with a **short-term** investment time frame, who are seeking **stable** returns and have a **low to medium tolerance** of negative returns.	With **all defensive** assets, this **single sector** investment option is designed for members with a **short-term** investment time frame, who are seeking **stable** returns and have a **low to medium tolerance** of negative returns.
Investment objective	CPI per annum on average over 20 years.	CPI minus 0.5% per annum on average over 20 years.
Level of investment risk	**Low to Medium.** (Negative returns expected in between 1 to less than 2 out of every 20 years)	**Low to Medium.** (Negative returns expected in between 1 to less than 2 out of every 20 years)
Minimum suggested investment time frame	2 years +	2 years +
Growth/ defensive allocation	**0% growth / 100% defensive**	**0% growth / 100% defensive**
Investment mix and asset ranges	 **ASSET CLASS** / **RANGE %** / **TARGET** Bonds and cash: Diversified fixed interest / 90–100% / 100% Cash / 0–10% / 0%	 **ASSET CLASS** / **RANGE %** / **TARGET** Bonds and cash: Diversified fixed interest / 90–100% / 100% Cash / 0–10% / 0%
Additional information	Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.	

<table>
<tr><th></th><th>Cash[1]</th></tr>
<tr><td>Summary</td><td>The Cash investment option is focused on capital preservation from investing in a portfolio of all defensive assets with high liquidity characteristics (e.g., bank deposits, short-term money market investments and other similar investments) and has low diversification.</td></tr>
<tr><td>Who is this investment suitable for?</td><td>With all defensive assets, this single sector investment option is designed for members with a short-term investment time frame, who are seeking stable returns and have a very low tolerance of negative returns.</td></tr>
<tr><td>Investment objective</td><td>CPI per annum on average over 20 years.</td></tr>
<tr><td>Level of investment risk</td><td>Very Low. (Negative returns expected in less than 0.5 out of every 20 years)</td></tr>
<tr><td>Minimum suggested investment time frame</td><td>2 years +</td></tr>
<tr><td>Growth/ defensive allocation</td><td>0% growth / 100% defensive</td></tr>
<tr><td>Investment mix and asset ranges</td><td>
<table>
<tr><th></th><th>ASSET CLASS</th><th>RANGE %</th><th>TARGET</th></tr>
<tr><td>Bonds and cash</td><td>Cash</td><td>100%</td><td>100%</td></tr>
</table></td></tr>
<tr><td>Additional information</td><td>Information about the past performance of this option is at hostplus.com.au/returns. Information about the fees and costs for investing in this option is in Section 6. Fees and Costs. Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section 5.21. Glossary.</td></tr>
</table>

1. The Cash option will be invested approximately 60% in deposits with Commonwealth Bank of Australia Limited and 40% in deposits with Members Equity Bank Limited. Any remaining amounts of the Cash option will be invested in separate bank deposits, short-term money market investments or other similar investments. Please note that maintaining a specific allocation requires regular rebalancing and the actual allocation may vary between rebalancing dates.

Choiceplus

Choiceplus is designed for members who want a more active role in investing their super or pension.

Choiceplus allows direct investment into companies in the S&P/ASX 300 Index, and a selection of Exchange Traded Funds (ETFs), Listed Investment Companies (LICs) and Term Deposits.

5.4 Choiceplus

Please note, Choiceplus is not available for Transition to Retirement (TTR) pensions.

Key features of Choiceplus

The Choiceplus investment option offers many of the features available to a self-managed super fund (SMSF) at a low cost – while you continue to be invested in an APRA-regulated super fund:

- Central transaction account.
- Real time online share trading.
- Live share quotes and 20-minute delayed market data.
- Ability to participate in share dividend reinvestment plans.
- Access to personalised share trading information and history.
- Consolidated portfolio and tax reporting for your Choiceplus investments.
- Comprehensive market information, news and research.
- Investment tools, including watch lists and charting.
- Transfer your Choiceplus shares, exchange traded funds (ETFs) and listed investment companies (LICs) when commencing a new Hostplus Pension (excluding TTR accounts).

For definitions of the different types of asset classes, defensive and growth assets, and the relationship between risk and return, please refer to sections 5.5, 5.6 and 5.8.

The following tables provide further details about the investments available within Choiceplus*

	Australian Shares (within S&P/ASX 300 Index)	Exchange Traded Funds (ETFs)
Summary	The S&P/ASX 300 Index incorporates up to 300 of the largest companies on the Australian Securities Exchange (by market capitalisation).	ETFs are traded like shares, but are a collection of securities and generally represent a particular market index, (e.g. ASX Small Caps). ETFs provide a low-cost way to access a wide range of securities in Australian and international markets and different industry sectors without having to select shares yourself.
Who is this investment suitable for?	Members with a **long-term** investment time frame who are seeking **strong** long-term returns and have a **high** tolerance of negative returns. Choiceplus members should be comfortable with implementing their own investment strategy and taking an active role in managing their super investment.	Members with a **short-term to long-term** investment time frame (depending on the ETF chosen) who are seeking **stable to very-strong** long-term returns (depending on the ETF chosen) and have **very low to very high tolerance** of negative returns (depending on the ETF chosen). Members choosing this investment should be comfortable with implementing their own investment strategy and taking an active role in managing their super investment.
Level of investment risk*	**High** (Based on a diversified share portfolio, expected frequency of negative annual returns would be in between 4 and 6 out of every 20 years)	Varies depending on the ETF chosen
Minimum suggested investment time frame	7 years +	Varies depending on the ETF chosen
% Exposure to growth assets	100%	Varies depending on the ETF chosen
Additional information	Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at Section section 5.21. Glossary. For the current list of ETFs available through Choiceplus, go to hostplus.com.au/choiceplus	
	Listed Investment Companies (LICs)	**Term deposits****
Summary	LICs are publicly traded investment companies that invest in a diversified portfolio of assets, such as shares and bonds. LICs are traded like shares, and are closed-ended. This means they do not regularly issue new shares or cancel existing shares as investors join or leave. LICs are actively managed and can provide investors with exposure to a diversified portfolio of underlying shares and other assets.	Term Deposits have a locked-in term and interest rate, which accrues interest daily and is credited to your account at the end of the selected term along with the original invested capital. The interest rate is generally higher than a normal bank deposit interest rate. Term deposits are deemed to be 'illiquid' investments, because once you have agreed on a term and locked your investment in, you cannot redeem your cash earlier without incurring a penalty on your interest rate.
Who is this investment suitable for?	Members with a **medium to long-term** investment time frame who are seeking **strong** long-term returns and have a **high tolerance** of negative returns. Members should be comfortable with implementing their own investment strategy and taking an active role in managing their super investment.	With **all defensive** assets, Term Deposits are designed for members with a **short-term** investment time frame, who are seeking **stable** returns and have a **low tolerance** of negative returns.
Level of investment risk*	Varies depending on the LIC chosen	**Low.** (Negative returns expected in between 0.5 to less than 1 out of every 20 years)
Minimum suggested investment time frame	Varies depending on the LIC chosen	Maturity term – Choiceplus provides you with agreed maturity terms of 90 days, 180 days and 365 days on your term deposits.
% Exposure to growth assets	Varies depending on the LIC chosen	0%
Additional information	Explanations of the bolded terms used in the 'summary' and 'who is this investment suitable for' are in the glossary at section section 5.21. Glossary. For the current list of LICs available through Choiceplus, go to hostplus.com.au/choiceplus The Choiceplus option allows you to invest your superannuation in term deposits provided by ME Bank – a division of Bank of Queensland Limited ABN 32 009 656 740 AFSL and Australian Credit Licence Number 244616.	

* Hostplus reserves the right to change or add to the selection of investments available through the Choiceplus investment option as required.
** Term Deposits cannot be transferred into your Pension account from your super account.

Choiceplus at a glance

For detailed information about Choiceplus (including transfers to Pension) download the Choiceplus Guide.

Who can invest?

To be eligible to invest in the Choiceplus investment option, you must:

- Be a Hostplus member with more than $10,000 in your account.
- Have access to the internet and a current email address, and registered for Member Online.
- Read and accept the terms and conditions during the registration process.
- Maintain a balance of at least $2,000 in one or more of your Hostplus pre-mixed or single sector investment options.
- Transfer and maintain at least $200 into your Choiceplus transaction account from your other Hostplus investment options.

Fees

Additional fees and costs apply to Choiceplus and vary depending on the option selected.

Find out more at Section 6 of this Guide, and the Choiceplus Guide.

Before you decide

It is important to bear in mind that investment decisions made in the Choiceplus investment option are made by you – not Hostplus.

Like any investment, Choiceplus carries its own level of investment and market risk. You should be aware of the risks involved and be comfortable with the strategy you are putting in place.

You should read the Terms and conditions for investing in the Choiceplus investment option in the Choiceplus Guide.

Seek advice from a financial planner

While many people feel they have the ability to take a more active role in managing their super, the reality is often quite different.

You may wish to obtain advice from a licensed financial planner before investing in the Choiceplus investment option.

Asset classes

5.5 Understanding asset classes

An asset is an investment used to gain a return.

Assets are divided into different **asset classes**, which is a grouping of investments with similar characteristics. For example, 'Cash' and 'Fixed interest' are types of asset classes.

With the exception of Choiceplus, each Hostplus investment option is designed with different investment objectives, strategies and levels of investment risk, which help to determine the mix of asset classes it invests in. Our pre-mixed options invest in a combination of asset classes, while our single-sector options invest in a single asset class.

The table below explains the main asset classes Hostplus invests in.

Asset class		What is it?	How does it work?	What is the risk/return?
Listed equities	**Australian equities (shares)**	Australian equities are typically investments in companies listed on the Australian Securities Exchange (ASX). Equities are sometimes called shares, securities, or stocks.	Shares allow you to participate alongside other owners in a company's future success. Returns come from dividends (income) and movements in the share prices, known as capital gains (or losses).	Australian equity returns can be more volatile in the short term, making them a higher risk investment, but over the long term are expected to generate strong returns.
Listed equities	**International equities (shares) – developed markets**	International equities (shares) are investments in companies listed on a range of stock exchanges around the world. These companies operate across a broad range of largely developed countries.	Returns from international shares come from a combination of dividend income and capital gains (or losses) plus any impact of currency movements relative to the Australian dollar.	International equity returns can be more volatile in the short term, making them a higher risk investment, but over the long term are expected to generate strong returns.
Listed equities	**International equities (shares) – emerging markets**	Emerging markets represent the up-and-coming economies of Asia, Africa, the Middle East, South America and Eastern Europe, and investments in companies listed on their securities exchanges.	Returns from international shares come from a combination of dividend income and capital gains (or losses) plus any impact of currency movements relative to the Australian dollar.	While emerging markets tend to be more volatile than developed markets, favourable returns are expected over the long term, partly driven by the improving standard of living in these developing economies.
Unlisted assets	**Property**	Represents an investment in property assets across many sectors including industrial, retail, residential, healthcare and commercial.	There are two ways that property can provide returns – income in the form of rent, and capital growth from an increase in the value of the asset. Value is typically determined by an assessment of the present value of all future cashflows generated by the asset.	Property is considered a moderate to high-risk investment. Returns are driven by several macro factors including economic (e.g. inflation, interest rates and employment), secular (e.g. ageing demographic, technological advancement and urbanisation) and asset-specific considerations (e.g. location and quality). Returns are generally higher than cash or fixed interest over the long term.
Unlisted assets	**Infrastructure**	Assets that provide essential public facilities and services in a number of sectors including transport, energy generation and transition, utilities and telecommunications in Australia and overseas.	Investments in infrastructure can be through direct investments in single assets or pooled funds and investment through a fund of funds vehicle.	A key characteristic of infrastructure is the predictability of cash flows generated due to the essential nature of the service they provide. In addition, they often have strong links to inflation embedded in their contracts, which are typically long-term or via regulatory pricing regimes. As a result of the predictability of cash flows, infrastructure assets are often seen as a substitute for bonds, providing both cash yield and capital growth.

Asset class		What is it?	How does it work?	What is the risk/return?
Unlisted assets	Private equity	Private equity involves investments in entities or vehicles that are not listed on securities exchanges. They can be based in Australia and overseas.	Private equity investments are usually made to finance one or more stages of a company's growth cycle, ranging from those businesses in the early stages of development (venture capital) to more mature businesses seeking capital. Returns are generally derived from the movements in the value of the underlying assets.	The private equity market is less efficient than the listed market, and the companies are less mature. This inefficiency creates opportunities for skilled managers to add value and to achieve strong returns but can also result in very significant volatility.
Unlisted assets	Credit	Represents a broad spectrum of debt across a range of sectors, security types and both public and private markets. The corporate bond market is the largest sector within credit markets and consists of debt issued by companies. Other credit sectors include mortgage-backed and asset-backed securities.	Like fixed interest, credit investments involve a loan to a borrower in exchange for regular interest payments, plus repayment of the original investment amount (principal) at maturity. Loans may be based on a fixed or floating interest rate, with the latter providing protection in a rising interest rate environment.	Credit investments are mostly sub-investment grade and therefore tend to be higher yielding (and higher risk) than investment-grade debt. These investments are likely to be more volatile than fixed interest but less than listed equities, with potential for negative returns and illiquidity (particularly in the case of private debt.)
Unlisted assets	Alternatives	Almost any non-traditional investment strategy could be classified as an alternative investment (e.g. hedge funds).	Alternative investments generally aim to achieve a fixed return objective, rather than to outperform a specific sector benchmark.	Alternatives aim to produce unique return streams that are less correlated to traditional markets. Return targets are usually in excess of cash over the long term. However, its volatility over the long term is generally higher than that of fixed interest.
Bonds and cash	Diversified fixed interest	A fixed interest investment (or bond) is a loan to a government, semi-government authority or large corporation in exchange for regular interest payments, plus repayment of the original investment amount (principal) when the loan period ends.	Bond values are driven by prevailing interest rates and expected interest rate movements. In general, when interest rates rise, the market value of bonds falls, and when interest rates fall, bond values rise. This can have a significant impact on performance.	While the fixed nature of interest payments provides certainty of cash flows, changes to interest rates during the term of the loan will result in capital gains (interest rate decline) or losses (interest rate increase). The securities in the fixed interest asset class are generally investment-grade quality reflecting reduced default risk relative to high yielding sub-investment grade debt (i.e. Credit).
Bonds and cash	Cash	Short-term highly liquid securities such as deposits, bank bills and short-term bonds that are issued by governments and companies.	A cash investment is a short-term obligation, usually less than 90 days, that provides a return in the form of interest payments (such as your own bank account).	Cash is considered to be the lowest-risk investment because of its limited potential to rise and fall in value over the short term. However, this perceived safety comes at a price – dedicated cash investments typically may not earn enough to meet long-term goals such as retirement.

5.6 Growth vs defensive asset classes

Asset classes are classified as **'growth'** or **'defensive'**, or a mixture of the two. The classification of a particular asset class can indicate what level of risk applies to investing in that asset class.

	Description
Growth assets	Growth assets generally provide relatively higher returns over the longer term with a corresponding higher level of risk (increased chance of a negative return and greater volatility). A high proportion of their returns are derived from capital growth. Examples include shares and private equity investments.
Defensive assets	Defensive assets are generally lower risk (less chance of a negative return), with a corresponding expectation of lower returns over the longer term. A high proportion of their returns are derived from income (cash) flows. Examples include cash, term deposits and some fixed interest investments.
Mix of growth and defensive assets	**Some asset classes, such as infrastructure, property and alternatives may have growth and defensive characteristics.** How these asset classes derive a large proportion of their returns can also determine their classification as mostly growth or defensive. For example, where assets such as infrastructure, property and alternatives derive a high proportion of their returns from strong income (cash) flows rather than capital growth, in the same manner that bonds do, these assets may be classified as mostly defensive. Where they derive a high proportion of their returns from capital growth rather than income (cash) flows, in the same manner that equities do, these assets may be classified as mostly growth.

5.7 How the asset classes have performed

Investment markets are unpredictable. Past performance shows that over shorter periods, it's almost impossible to predict which asset class will earn the highest rate of return. However, over the long-term, growth assets, like equity, have consistently earned a higher rate of return than defensive assets such as cash and fixed interest.

While past performance is not a reliable indicator of future performance, it does give an insight into how each asset class has performed. Generally, the performance of growth assets is more unpredictable than the returns for defensive assets. Australian and international shares have usually provided the highest returns over the long- term. Someone who invested in these asset classes generally would have done better than someone who put all their money in cash or fixed interest over the same period.

So, while it remains true that investment markets are hard to predict, different asset classes tend not to all move in the same direction, at the same time, or at the same speed. This is because the main asset classes react differently to influences such as growth, inflation, interest rates and exchange rates. A change that is good for one asset class can be bad for another. **That's why diversification is so important to investors.** Using diversification you may capture the returns you want, and manage the volatility, or risk, you want to avoid.

It makes sense to diversify your investment mix – and with Hostplus it's easy. We have provided a broad range of pre-mixed, well-diversified investment options, or alternatively, you can combine these with the single sector and or Choiceplus investment options which give you the opportunity to create your own investment mix based on your financial needs and personal circumstances.

5.8 Understanding risk versus return

Risk and return are interrelated.

Generally, the **lower** the risk for an investment, the **lower** the expected return (or the lower the likelihood of a negative return). For a **higher** possible return on an investment, you **increase** the risk and the possibility of a negative return from year to year.

For super, the level of risk will largely depend on the asset classes you're invested in through your chosen investment option/s.

For example

Hostplus Life and pre-mixed investment options

- These investment options contain a mix of asset classes designed by Hostplus to align to different risk and return objectives.
- For instance, our High Growth pre-mixed option invests in all growth assets. It carries higher risk because this asset class structure is designed to generate a higher potential return.

5.9 Is time on your side?

Just because investment values fall, this doesn't necessarily mean that your investment will lose money.

You don't actually lose money until you sell an investment for less than you paid for it. So, if you do have a year or two when your investment value falls, remember that if the strategy you have selected is for the long-term, then history has shown that investment markets usually go on to recover.

For example

You wouldn't consider selling your house if market values fell for a year or two.

In the same way, your super is a long-term investment and short-term fluctuations should not be overly concerning.

Switching

5.10 Switching between investment options is easy and free

With Hostplus, you're not locked into an investment option once you've made a choice. After all, your circumstances may change, your investment outlook may change or you may simply want to opt for a different approach.

Switches are processed on every national business day.*

* A national business day is a weekday that is not a national public holiday or the NSW King's Birthday public holiday

Switch requests between investment options received before 4.00pm (NSW time) are transacted at the unit prices applicable on the day your request is received, otherwise they are not considered to have been received until the following national business day.

However, the calculation of unit prices takes two national business days, and therefore these unit prices will only be available to you two national business days after receipt of your requested investment switch.

For example, if you make a switch on a Monday, and each of Monday, Tuesday and Wednesday are national business days, then the unit prices used for your switch will be those relating to Monday, and you will receive them on Wednesday.

	Day	Member action	Unit price
Day 0	Monday	Member raises investment switch before 4pm (NSW time)	Switch request 'T' (day zero) date
Day 1	Tuesday		
Day 2	Wednesday	Effective date for member investment switch	T + 2 date – transaction/ switches are processed based on the declared unit price for day zero

For all transactions, the number of units allocated or redeemed is the dollar value of the transaction divided by the unit price of the relevant investment option. Your account balance is equal to the number of units you hold in each investment option multiplied by the relevant unit price for the option.

You can indicate your switch online through your Member Online account at hostplus.com.au.

5.11 Multiple switch requests

In the case of multiple investment switch requests received in the same day, including cash transfers to or from Choiceplus, your latest request received will apply. Where you have made an investment switch or cash transfer request as well as a benefit payment request in the same week, the benefit payment instruction will override the investment switch or cash transfer and therefore your existing investment choice will apply. In the case of a partial benefit request, it will also override the latest investment switch or cash transfer for that partial amount.

5.12 Suspension of applications, switches, redemptions, and withdrawals

Hostplus may suspend or restrict applications, switches, redemptions and withdrawal requests, for all or a particular investment option at our absolute discretion. In such circumstances, transactions may not be processed or may be processed with significant delay.

Hostplus may also decide to process a transaction request for a particular type of benefit from a suspended, restricted or closed option on a case-by-case basis. Any decision about whether to process transactions from such an option will be made in the best financial interests of members as a whole.

We'll process all impacted transaction requests using the effective unit price applicable on the date the suspension is lifted, or the date special approval is granted if earlier.

Unreasonable switching or transaction activity

Hostplus carries out monitoring of switching and other transactions to identify activity that may be detrimental to the Fund and other members. For example, this may include frequent switching into and out of an investment option.

If unreasonable activity by a member is identified, Hostplus may choose to suspend or remove a member from certain investment options or restrict transactions at its discretion. We will write to affected members if this occurs. We may also suspend access to the Choiceplus investment platform at any time for unreasonable use as permitted under the Choiceplus terms and conditions of use.

5.13 Investment switch restrictions

To avoid conflicts of interest – where some Hostplus Employees and Directors ("Access Persons") have access to information not generally available – Hostplus imposes a Switching Window limitation. A Hostplus Access Person who is aware of information that may impact decision-making, operation, performance, investment strategies or returns of the Fund, would generally be considered to hold inside information.

The limitation means such persons can only make one investment switch, on an annual basis, during the Switching Window – generally 1 August – 31 August, unless the window is amended by the CEO. The CEO reserves the right to declare a Switching Window closed at any time at their sole discretion and without prior notice.

Some additional information

5.14 Options for investing your account balance

1. Change your existing investment option only – this means that only your current balance will be invested in the investment option of your choice. All future contributions and/or rollovers will be applied to the future investment option*.
2. Change your future investment option only – this means that only your future contributions and/or rollovers will be invested in the investment option of your choice. The investment strategy applying to any current balance will not be altered. All future contributions and/or rollovers will be applied to your future investment option*.
3. Change your future investment option and existing investment option – this means that all your current balance and future contributions and/or rollovers will be invested in the investment option of your choice. All future contributions and/or rollovers will be applied to your future investment option*.
4. Make a one-off contribution or rollover investment choice only – this means that your one-off contribution or rollover will be invested in the investment option of your choice. The investment strategy applying to any current balance or your selected future contributions and/or rollovers

Please note that if you request a switch of your existing balance at any time after a one-off contribution or rollover, these monies will be considered part of your existing balance and will subsequently be moved in accordance with your switch request.

* Taxes, fees and costs, insurance premiums, withdrawals and partial rollovers or withdrawals from your account are deducted from your nominated future investment option. If you do not have sufficient funds in your future investment option, these will be taken proportionally from your other investment options as applicable.

5.15 Our investments and investment managers

Asset classes are constructed either by direct investments in assets or by appointing managers to invest in assets. You can find a current list of managers by asset class by navigating to the 'Investment Manager Allocations' section of **hostplus.com.au/about-us/company-overview/investment-governance.**

5.16 The value of your investment

When a member invests in any of Hostplus' investment options, the money is placed in a pool of funds along with every other member who has chosen the same investment option.

Each investment option is then broken up into units. Every unit the member holds in the investment pool represents their share of that investment option.

The initial units allocated to members will be determined by the member's account balance divided by the unit price for the investment option/s that members are invested in at the time of change.

The unit price for each investment option is calculated by dividing the value of the assets in the option (after allowing for fees, costs (including fees paid to investment managers) and taxes) by the number of units on issue. As the value of these assets and liabilities can go up or down, the unit prices for the different investment options can go up or down.

Members can see how much their investment holdings are worth on any day by looking up the unit price for the chosen investment option and multiplying it by the number of units held in a particular option/s.

5.17 How Hostplus manages the Strategic Asset Allocation

Hostplus seeks to ensure that each investment option is managed within its strategic parameters, as represented by the asset class ranges around its strategic asset allocation benchmarks.

Market valuation movements and member-related cashflows can impact upon these asset allocation settings. Accordingly, and based upon its current and prospective views of markets, Hostplus can choose to alter these settings as required, albeit while remaining within the required asset class ranges.

Hostplus can do so by engaging in transactions with the underlying managers, but also by rebalancing, whereby the underlying assets can be redistributed across different investment options.

5.18 End of financial year unit price

Hostplus has a formal calculation of unit prices on 30 June each year. The reason we have a formal calculation is to ensure we value your account at the end of each financial year using the most recent market valuations.

Balanced option and CPIplus option

5.19 The investment relationship between the Balanced option and the CPIplus option

CPIplus is a Pension-only investment option. The CPIplus option is designed to offer returns that are more certain and less volatile than those available by investing in growth assets, such as shares, while offering higher returns than those available by investing in conservative assets, such as cash.

This objective is sought to be achieved by an internal investment mechanism whereby the rate of return of the CPIplus option is set at a predetermined rate ('n') above the Consumer Price Index (CPI) for specified Return Periods (Return Period is the period that particular predetermined returns apply to. This is usually 12 months from 1 July). This means that returns for the return period are unaffected by the returns on the underlying investments of the option.

The assets of the CPIplus option are invested in the same pool and alongside the Hostplus Balanced option (in the Pension phase), which is the same pool of assets which the Fund's Balanced option assets (in the Accumulation and Transition to Retirement phases) are also invested in. Through the internal investment mechanism that sets and regulates the predetermined return for the CPIplus option, the Balanced option (in the Accumulation phase) provides investors in the CPIplus option, the predetermined return irrespective of market and performance outcomes.

While the return to the CPIplus option is predetermined, the Balanced option (in the Accumulation phase) receives the benefit of any excess market returns generated on the underlying assets of the CPIplus option. If, however, the investment return generated on the underlying assets of the CPIplus option falls short of the predetermined return, the Balanced option (in the Accumulation phase) makes up the shortfall. This mechanism could therefore result in the Balanced option returns (in the Accumulation phase) being either increased or decreased, depending on how the market returns compare to the predetermined returns.

A key assumption of this internal return arrangement is that the CPIplus option's assets produce a return sufficiently above that of CPI over the long term (10- and 20-year periods) to adequately and appropriately compensate the Balanced option (in the Accumulation phase) for the corresponding investment risk undertaken by that option.

Hostplus, and independent modelling commissioned by Hostplus, estimates that over the long term, i.e., 10- and 20-year periods, the probability of the Balanced option (in the Accumulation Phase) achieving a return sufficient to both meet the CPIplus option return and adequately compensate the Balanced option (in the Accumulation phase) for the assumed investment risk in doing so, is very high.

The process and internal investment mechanism for setting the predetermined CPIplus option's return requires and involves balancing the relative interests of members in the CPIplus option with those of members in the Balanced option (in the Accumulation phase), and while this arrangement produces additional volatility and risk for the Balanced option (in the Accumulation phase), these are within the Trustee's current investment risk appetite and policy. Hostplus has appropriate fiduciary polices, processes and mechanisms to meet these requirements, which are formally reviewed and substantiated by the Trustee, with the assistance of its independent investment consultant and other subject matter experts as deemed appropriate, at least annually as part of its annual investment strategy review.

For more information about the CPIplus investment option, please refer to **hostplus.com.au/members/retirement/retirement-investment-options/cpiplus**

Responsible investing

5.20 Responsible investment – general

As a profit-for-member superannuation fund, Hostplus is run only to benefit members. Our primary duty is to deliver the best retirement outcomes for our members. These responsibilities guide every decision we make, and great care is taken to ensure each action fulfils these duties.

Responsible investment is an important part of our investment approach that helps us better manage risk and optimise retirement outcomes for our members. Our approach to responsible investment is informed by our responsible investment beliefs and implemented through our Responsible Investment Policy.

Here's an overview of our investment beliefs:

- We believe that risks are better managed, and investment outcomes optimised, when a holistic investment approach is adopted. That includes identifying and integrating ESG risks and opportunities, and active ownership of investee companies and assets.
- We recognise that climate change may influence the performance of the Fund's investments over time and that the impact will be dependent on the extent of physical, social and regulatory changes. We recognise that we must, in the best financial interests of members, manage the financial risk due to climate change in our portfolio by incorporating climate change into the investment process.
- ESG factors have the potential to be material to investment risk and return and may not be efficiently priced by markets. Considering ESG factors may lead to more complete analysis and better-informed investment decisions.
- Active ownership (through engagement and proxy voting) is critical to the governance of investments over the long-term. It is also an effective strategy for positively influencing company behaviour and performance and can therefore contribute positively to long-term returns.
- Conversely, divestment from a company or sector means losing influence and, if done for non-financial reasons, may impede the Fund's ability to deliver the highest possible return to members while assessing and effectively managing all foreseeable risks.

As part of our commitment to responsible investing, we also give due regard to the Australian Council of Superannuation Investors (ACSI) Governance Guidelines, ACSI Australian Asset Owners Stewardship Code, and the United Nations' Principles for Responsible Investment.

Read more in our Responsible Investment Policy at **hostplus.com.au/about-us/company-overview/investment-governance.**

ESG integration

Hostplus' approach to responsible investment is influenced by our investment strategy, including direct investment or outsourcing to investment managers to invest on our behalf. The way and extent to which responsible investment is incorporated into investment decisions will differ across the portfolio and is dependent on the relevance of ESG factors to a particular asset class and the style of the investment strategy.

Here are some examples of ESG factors we may consider:

Environmental	Social	Governance
• Climate change* • Pollution and waste • Resource depletion • Biodiversity • Land use changes	• Human rights • Labour rights** • Health & safety • Employee relations • Human capital management • Indigenous and First Nations People • Local communities' relations • Consumer protection • Animal welfare	• Board structure, size, diversity, skills and independence • Executive remuneration • Shareholder rights • Corporate culture and ethics • Bribery and corruption • Risk management • Lobbying • Tax strategy

* More information on Hostplus' approach to climate change go to hostplus.com.au/investment/investment-governance/climate-change.

** The labour standards Hostplus' investment managers take into account in selecting, retaining, and realising Hostplus' investments will vary between region, asset class, and investment option.

ESG considerations will be one factor that informs how Hostplus' investment managers invest on behalf of Hostplus, including decisions about the selection, retention or realisation of Hostplus' investments across the portfolio.

ESG factors will generally be considered in making investment decisions, to the extent that Hostplus' investment managers form the view that consideration of ESG factors will be in the best financial interests of members.

ESG factors are considered as part of our annual strategic asset allocation process and are taken into account in setting investment objectives.

One example is that Hostplus, together with its investment adviser, JANA Investment Advisers Pty Ltd (JANA), also reviews investment managers' abilities to integrate ESG risks and opportunities into their investment decision making process as part of the investment manager selection and review process. While the approach to ESG integration may vary by manager, each manager's ability to consider and evaluate ESG factors must be in line with that of their asset class peer group at a minimum for inclusion in the portfolio.

While consideration of ESG factors (labour standards, environmental, social and ethical considerations) is part of Hostplus' Responsible Investment Policy, Hostplus has determined that a policy of explicitly banning controversial weapons from our investment portfolios will apply to all of the Fund's investments where Hostplus has a high degree of control over investment exposures. Please note, it may not be practicable to exclude controversial weapons in respect of investments where we do not have a high degree of control such as investments held via pooled fund vehicles, securitised financial instruments such as collateralised loan obligations, and fund-of-fund structures. Notwithstanding this, Hostplus will work with the investment managers which control those investments to seek to exclude exposure to controversial weapons.

Our Socially Responsible Investments (SRI) apply a range of additional filters. See page 77 for further information.

Active ownership

Our preference is to retain exposure to a broad range of sectors and seek to create change within companies or sectors that we invest in through engagement rather than divest from a company or sector and lose influence.

Therefore, Hostplus pursues an active ownership program (which includes engagement and proxy voting) seeking to positively influence company behaviour and performance and therefore contribute positively to long-term returns.

Key principles which direct our engagement and proxy voting focus on board oversight and accountability, shareholder rights, major transactions, remuneration and ESG risk management and disclosure. Hostplus engages with companies primarily through its membership of the Australian Council of Superannuation Investors (ACSI) and EOS at Federated Hermes, as well as directly and through investment managers.

We also take our proxy voting rights seriously, aiming to vote in all matters where it is practical for us to do so. We make our voting decisions taking into account voting guidance from specialist service providers, recommendations from our investment managers and based on Hostplus' key engagement and voting principles.

More information about our approach to proxy voting can be found in our Responsible Investment Policy and we publicly disclose a full record of our voting decisions on the investment governance section of our website: **hostplus.com.au/super/about-us/investment-governance.**

5.21 Glossary – Investment terms

Term	Meaning
Assets	An asset is a resource with economic value that individuals, corporations, or countries can own or control, with the expectation that a future benefit will be provided. They are also grouped into asset classes such as cash, fixed interest, property, infrastructure, and equity (see Understanding asset classes).
Asset allocation	This means the spread of investments within an investment portfolio across various asset classes.
Benchmark	A standard against which the performance of a security, asset class or investment manager can be measured. For example, a share market index (which represents a broad mix of shares listed on a stock exchange) can be used as a benchmark for listed equity investments.
CPI	The Consumer Price Index, known as CPI, is a measure of the average change over time in the prices paid by households for a fixed basket of goods and services.
Diversification level	Diversification can arise from having broad exposures to investments across differing asset classes, companies, industries, geographies, company capital structures, active asset management styles, currencies and counterparties. These, and other diversifiers, are considered when determining the diversification level applicable within an investment option. To assist members in making an informed choice, Hostplus has used the following descriptions of the level of diversification applicable to each investment option: **High diversification** means that the investment option has wide levels of exposures across these diversifiers, including over multiple asset classes. For example, the **Balanced** option is invested across multiple asset classes including unlisted assets, as well as multiple investment managers, geographies, company capital structures, active asset management styles, currencies and counterparties. **Medium diversification** means that the investment option has intermediate levels of exposures across these diversifiers, sometimes over multiple asset classes. For example, the **Indexed Balanced** option is invested across a number of investment managers, assets, and geographies, but is limited to investing in listed companies, bonds and cash. **Low diversification** means that the investment option has more limited levels of exposures across these diversifiers and rarely over multiple asset classes. For example, the **Australian Shares** option is diversified across multiple companies and investment managers, predominately investing in the Australian shares asset class. *These terms appear in the 'summary' and 'who is this investment suitable for?' of our investment options in sections 5.2 to 5.4.*
Growth assets label	To assist members in making an informed choice, Hostplus has used the following criteria to categorise the bias to growth assets of our investment options: **All growth** means 100% growth assets **Strong bias to growth** means > 80% to < 100% growth assets **Bias to growth** means > 60% to = 80% growth assets **Similar proportion of growth and defensive** means > 40% to = 60% growth assets **Bias to defensive** means > 20% to = 40% growth assets **Strong bias to defensive** means > 0% to = 20% growth assets **All defensive** means 0% growth assets *These terms appear in the 'summary' and 'who is this investment suitable for?' of our investment options in sections 5.2 to 5.4.*
Hedge fund	A fund that invests in complex strategies in shares and other securities. It aims to achieve positive returns in both rising and falling markets, while using strategies to reduce the chance of loss.
Impact of foreign currency movements	The impact of foreign currency movement is the possibility of losing money due to unfavourable moves in exchange rates. Investments in overseas markets are exposed to the impact of foreign currency movement unless hedged.
Inflation	Inflation is the increase in the general price level of goods and services in the economy. It is usually measured using the movements of the consumer price index (CPI).

Term	Meaning
Investment grade	Refers to a company's credit rating. To be considered investment grade, the company must be rated 'BBB' or higher by a credit ratings agency, like Standard and Poor's or Moody's. Anything below a 'BBB' rating is considered non-investment grade.
Investment objective	The 'investment objective' means the return that an investment option aims to achieve. This return is inclusive of taxes and investment fees and costs (before deducting administration fees).
Investment style	Hostplus investments invest in three distinct investment styles. These are: **Core:** These investment options focus on delivering the best net return for a given level of risk. They take full advantage of Hostplus' investment expertise, and feature our best investment ideas across listed and unlisted assets, bonds and cash. **Indexed:** These investment options focus on minimising investment fees and costs They generally use a passive investment style to invest in listed companies, bonds and cash, and aim to track the returns of the markets in which they invest. **Socially Responsible Investment (SRI):** These investment options focus on values-based investing. They seek to reduce exposure to industry segments within fossil fuels and tobacco production, as well as other factors.
Minimum suggested investment timeframe	To assist members in making an informed choice, Hostplus has used the following criteria to categorise the expected investment time frame applicable to the target market for our investment options. The labels outlined below are based on the minimum suggested investment time frames for each Hostplus investment option. **Long term** means 7 years or more **Medium to long term** means 5 years to < 7 years **Short term** means < 5 years *These terms appear in the 'summary' and 'who is this investment suitable for?' of our investment options in sections 5.2 to 5.4.*
Level of investment risk	The level of investment risk is based on an industry-wide Standard Risk Measure (see 4.3 Investment risk measure) that shows the number of expected negative annual returns over a 20-year period. To assist members in making an informed choice, Hostplus has used the following criteria to indicate the level of tolerance to negative returns that a member would require for each of its investment options: **Very high tolerance** means 6 or greater years out of 20 years. **High tolerance** means equal to 4 to less than 6 years out of 20 years. **Medium to high tolerance** means equal to 3 to less than 4 years out of 20 years. **Medium tolerance** means equal to 2 to less than 3 years out of 20 years. **Low to medium tolerance** means equal to 1 to less than 2 years out of 20 years. **Low tolerance** means equal to 0.5 to less than 1 year out of 20 years. **Very low** tolerance means less than 0.5 years out of 20 years. *These terms appear in the 'summary' and 'who is this investment suitable for?' of our investment options in sections 5.2 to 5.4.*
Liquidity	Liquidity refers to the ability to convert an investment into cash with little or no loss of capital and minimum delay.
Long-term returns label	To assist members in making an informed choice, Hostplus has used the following criteria to categorise the expected returns of our investment options. The labels outlined below are based on the long-term return objectives (20 years) for each of Hostplus' investment options: **Very strong** means > CPI + 4% **Strong** means > CPI + 3% to = CPI + 4% **Moderate** means > CPI + 2% to = CPI + 3% **Modest** means > CPI + 1% to = CPI + 2% **Stable** means CPI + 1% or less *These terms appear in the 'summary' and 'who is this investment suitable for?' of our investment options in sections 5.2 to 5.4.*

Term	Meaning
Portfolio	A portfolio is a range of investments held by a person or organisation.
Pre-mixed	These investment options invest in combinations of asset classes. Each pre-mixed option has its own mix of growth and defensive assets, investment objective, and level of investment risk.
Returns	Returns may include both the income received from the investment and/or an increase or decrease in the capital value of the investment.
SAA (Strategic Asset Allocation) Benchmark	SAA is a target mix of asset classes (such as shares, property, and cash) which is used to implement an investment strategy for a fund's investment option. It takes into account the option's investment return objective, risk tolerance and investment time horizon.
Single sector	The single sector investment options predominantly invest in a specific asset class, such as Cash or Australian Shares.
Volatility	The short-term fluctuations in share prices, exchange rates and interest rates that affect an investment. The higher the volatility, the less certain an investor is of the return within a set time frame and hence volatility is one measure of risk.

Section 6.
Fees and costs

Section 6. Fees and costs

This section describes the fees and costs as charged to your Accumulation balance. If you have a Defined Benefit (DB) account, the relevant DB section of this guide explains how the fees and costs apply to your Defined Benefits. In some cases certain fees and costs may be paid by your employer or from the relevant DB reserve.

Hostplus administration fees for Accumulation balances are a competitive $1.50 per week. An additional $37.26 p.a. per member is also deducted from the Fund's Administration Reserve during the year and not directly from members' account balances. Like other super funds, investment fees and costs do apply. But we do strive to ensure our investment fees and costs are competitive. Other fees and costs apply.

6.1 Consumer Advisory Warning

DID YOU KNOW?

Small differences in both investment performance and fees and costs can have a substantial impact on your long-term returns.

For example, total annual fees and costs of 2% of your account balance rather than 1% could reduce your final return by up to 20% over a 30-year period (for example, reduce it from $100,000 to $80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs.

You or your employer, as applicable, may be able to negotiate to pay lower fees. Ask the fund or your financial adviser.

TO FIND OUT MORE:

If you would like to find out more, or see the impact of the fees based on your own circumstances, the **Australian Securities and Investments Commission (ASIC)** Moneysmart website (www.moneysmart.gov.au) has a superannuation calculator to help you check out different fee options.

Please note: This Consumer Advisory Warning is prescribed by law. However, the statement concerning the possibility of negotiating fees is not applicable to Hostplus.

6.2 Fees and other costs

This section shows fees and other costs that you may be charged for your Accumulation balance. These fees and other costs may be deducted from your account, from the returns on your investment or from the assets of the superannuation entity as a whole.

Other fees, such as activity fees, advice fees for personal advice and insurance fees may also be charged, but these will depend on the nature of the activity, advice or insurance chosen by you. Entry fees and exit fees cannot be charged.

Taxes, insurance fees and other costs relating to insurance are set out in another part of this document.

You should read all the information about fees and other costs because it is important to understand their impact on your investment.

The fees and other costs for each investment option offered by Hostplus, are set out on the following pages.

Fees and costs summary

Accumulation balance		
Type of fee	**Amount**	**How and when paid**
Ongoing annual fees and costs[1]		
Administration fees and costs[2]	$78.00 p.a. ($1.50 per week) plus $37.26 p.a.	Deducted monthly from your account on the last Friday of each month, based on the number of Fridays in the month.[3] Deducted from the Fund's Administration Reserve throughout the year (and not from your account).
Investment fees and costs[4]	0.96% for the Balanced option and varies between 0.02% and 0.85% for other investment option(s).[5] See Section 6.4 for further information.	Deducted daily from gross investment earnings before net investment returns are applied to your account.
Transaction costs	0.06% for the Balanced option and varies between 0.00% and 0.09% for other investment option(s).[5] See Section 6.4 for further information	Deducted from gross investment earnings as and when incurred before net investment returns are applied to your account.
Member activity related fees and costs		
Buy–sell spread	Nil	Not applicable
Switching fee	Nil	Not applicable
Other fees and costs	See 'Additional explanation of fees and costs' for a description of other fees and costs; such as activity fees, advice fees for personal advice, insurance fees and Choiceplus investment option fees	

1. If your account balance for a product offered by the superannuation entity is less than $6,000 at the end of the entity's income year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of the account balance. Any amount charged in excess of that cap must be refunded. 2. Administration fees and costs (with the exception of the deduction from the Fund's Administration Reserve) are proportionally deducted from your chosen investment option/s. 3. The $1.50 weekly administration fee is a flat fee. It is not calculated on a pro-rata basis. It begins accruing on the later of: (a) the first Friday following the date you join the Fund; and (b) the first Friday of the calendar month the first contribution is received. 4. Investment fees and costs includes an amount up to 0.35% for performance fees. The calculation basis for this amount is set out under "Additional explanation of fees and costs" in the Member Guide. 5. These fees and costs are based on actual figures and estimates from the previous financial year, except in the case of performance fees which are generally averaged over 5 financial years. The fees and costs payable in respect of each future year may be higher or lower. Where estimates were used, they have been informed by management, historical and industry experience, as well as information from third party service providers.

For members of Permanent Defined Benefit, Trident Defined Benefit and SVITZER Defined Benefit, the $1.50 per week fixed dollar administration fee is reimbursed to your account monthly from the relevant Defined Benefit reserve.

6.3 Example of annual fees and costs for a superannuation product

This table gives an example of how the ongoing annual fees and costs for the default Balanced investment option for this superannuation product can affect your superannuation investment over a 1-year period. You should use this table to compare this superannuation product with other superannuation products.

Example – Hostplus Balanced option		Balance of $50,000
Administration fees and costs	$78.00 p.a. (deducted from your Accumulation balance) plus $37.26 p.a. (deducted from the Fund's Administration Reserve)	For every $50,000 you have in the superannuation product you will be charged **$115.26** regardless of your balance.
PLUS Investment fees and costs	0.96%	**And**, you will be charged or have deducted from your investment **$480** in investment fees and costs
PLUS Transaction costs	0.06%	**And**, you will be charged or have deducted from your investment **$30** in transaction costs
EQUALS Cost of product		If your Accumulation balance was $50,000, at the beginning of the year, then for that year you will be charged fees and costs of **$625.26** for this portion of your product.

Note: Additional fees may apply. The administration fee of $1.50 per week is deducted from your account monthly, on the last Friday of the month. The amount charged per annum depends on the number of Fridays in a year. For members of Permanent Defined Benefit, Trident Defined Benefit and SVITZER Defined Benefit, the $1.50 per week fixed dollar administration fee is reimbursed to your account monthly from the relevant Defined Benefit reserve.

The fees and costs charged if you invest via the Choiceplus platform relate to Choiceplus and access to Choiceplus investments only, and do not include the fees and costs that relate to investing in those investments. Additional fees and costs will be charged by the issuers of the Choiceplus investments that you decide to invest in.

Cost of product for 1 year

The cost of product gives a summary calculation about how ongoing annual fees and costs can affect your Accumulation balance over a 1-year period for all investment options. It is calculated in the manner shown in the Example of annual fees and costs.

The cost of product information assumes an Accumulation balance of $50,000 at the beginning of the year. (Additional fees such as a buy-sell spread may apply: refer to the Fees and costs summary for the relevant superannuation product or investment option.)

You should use this figure to help compare superannuation products and investment options.

Investment option	Cost of product
High Growth	$505.26
Growth	$570.26
Balanced	$625.26
Conservative Balanced	$510.26
Capital Stable	$460.26
Defensive	$250.26
Indexed High Growth	$140.26
Indexed Growth	$140.26
Indexed Balanced	$135.26
Indexed Conservative Balanced	$145.26
Indexed Capital Stable	$150.26
Indexed Defensive	$150.26
Socially Responsible Investment (SRI) – High Growth	$410.26
Socially Responsible Investment (SRI) – Balanced	$455.26
Socially Responsible Investment (SRI) – Defensive	$190.26
Australian Shares	$350.26
Australian Shares – Indexed	$135.26
International Shares	$385.26
International Shares – Indexed	$155.26
International Shares (Hedged) – Indexed	$140.26
International Shares – Emerging Markets	$410.26
Diversified Fixed Interest	$265.26
Diversified Fixed Interest – Indexed	$170.26
Cash	$125.26

6.4 Additional explanation of fees and costs

Accumulation balance				
Investment option	**Investment fees and costs (excl Performance Fees)**	**Performance Fee**	**Transaction costs**	**Total investment fees and costs**
High Growth	0.50%	0.22%	0.06%	0.78%
Growth	0.57%	0.28%	0.06%	0.91%
Balanced	0.61%	0.35%	0.06%	1.02%
Conservative Balanced	0.49%	0.24%	0.06%	0.79%
Capital Stable	0.43%	0.21%	0.05%	0.69%
Defensive	0.19%	0.04%	0.04%	0.27%
Indexed High Growth	0.05%	0.00%	0.00%	0.05%
Indexed Growth	0.04%	0.00%	0.01%	0.05%
Indexed Balanced	0.03%	0.00%	0.01%	0.04%
Indexed Conservative Balanced	0.04%	0.00%	0.02%	0.06%
Indexed Capital Stable	0.04%	0.00%	0.03%	0.07%
Indexed Defensive	0.05%	0.00%	0.02%	0.07%
Socially Responsible Investment (SRI) – High Growth	0.27%	0.31%	0.01%	0.59%
Socially Responsible Investment (SRI) – Balanced	0.35%	0.26%	0.07%	0.68%
Socially Responsible Investment (SRI) – Defensive	0.11%	0.00%	0.04%	0.15%
Australian Shares	0.31%	0.08%	0.08%	0.47%
Australian Shares – Indexed	0.04%	0.00%	0.00%	0.04%
International Shares	0.45%	0.03%	0.06%	0.54%
International Shares – Indexed	0.08%	0.00%	0.00%	0.08%
International Shares (Hedged) – Indexed	0.05%	0.00%	0.00%	0.05%
International Shares – Emerging Markets	0.50%	0.00%	0.09%	0.59%
Diversified Fixed Interest	0.23%	0.00%	0.07%	0.30%
Diversified Fixed Interest – Indexed	0.04%	0.00%	0.07%	0.11%
Cash	0.02%	0.00%	0.00%	0.02%

These costs are based on actual figures and estimates. The costs payable in respect of each future year may be higher or lower.

The figures in the above table may change in subsequent years depending on (for example) the performance of each option. Investment fees and costs are deducted before the net investment return for each investment option are declared and applied to members' accounts.

See Section 7 for information on tax.

Please note: all fees and costs are inclusive of income tax, stamp duty (if applicable) and GST less any input tax credits. Any tax deduction on investment costs are returned to the fund.

Defined fees

1. Activity fees

A fee is an ***activity fee*** if:

a. the fee relates to costs incurred by the trustee of the superannuation entity that are directly related to an activity of the trustee:

   i. that is engaged in at the request, or with the consent, of a member; or
   ii. that relates to a member and is required by law; and

b. those costs are not otherwise charged as administration fees and costs, investment fees and costs, transaction costs, a buy sell spread, a switching fee, an advice fee or an insurance fee.

2. Administration fees and costs

Administration fees and costs are fees and costs that relate to the administration or operation of the superannuation entity and includes costs that:

a. relate to that administration or operation; and
b. are not otherwise charged as investment fees and costs, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

3. Advice Fees

A fee is an ***advice fee*** if:

a. the fee relates directly to costs incurred by the trustee of the superannuation entity because of the provision of financial product advice to a member by:

   i. a trustee of the entity; or
   ii. another person acting as an employee of, or under an arrangement with, the trustee of the entity; and

b. those costs are not otherwise charged as administration fees and costs, investment fees and costs, a switching fee, an activity fee or an insurance fee.

4. Buy-sell spreads

A ***buy-sell spread*** is a fee to recover costs incurred by the trustee of the superannuation entity in relation to the sale and purchase of assets of the entity.

5. Exit fees

An ***exit fee*** is a fee, other than a buy-sell spread, that relates to the disposal of all or part of a member's interests in a superannuation entity.

6. Investment fees and costs

Investment fees and costs are fees and costs that relate to the investment of the assets of a superannuation entity and includes:

a. fees in payment for the exercise of care and expertise in the investment of those assets (including performance fees); and
b. costs incurred by the trustee of the entity that:
   i. relate to the investment of assets of the entity; and
   ii. are not otherwise charged as administration fees and costs, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

7. Switching fees

A ***switching fee*** for a MySuper product is a fee to recover the costs of switching all or part of a member's interest in a superannuation entity from one class of beneficial interest in the entity to another.

A ***switching fee*** for a superannuation product other than a MySuper product, is a fee to recover the costs of switching all or part of a member's interest in the superannuation entity from one investment option or product in the entity to another.

8. Transaction costs

Transaction costs are costs associated with the sale and purchase of assets of the superannuation entity other than costs that are recovered by the superannuation entity charging buy-sell spreads.

Additional explanation of fees and costs

1. Activity fees

The following are types of activity fees.

Family Law fee

Under family law, your spouse, a person considering entering into a superannuation agreement with you, or their authorised representative, can request information about your account. Hostplus charges no fee for supplying this requested information. Hostplus also charges no fee for splitting the interest in your account upon receipt of a splitting agreement or court order.

Dishonoured payment fees

If you make a contribution by cheque or direct debit that is dishonoured, a handling fee of $15 will be deducted from your account.

Contribution splitting fees

A $60 contribution splitting fee will be payable by the splitting member for each transaction which will be deducted from the member's Accumulation balance.

2. Administration fees and costs

$78 in Administration fees and costs are deducted from your Accumulation balance over the year and paid into the Fund's Administration Reserve.

A further $37.26 per member is also deducted from the Administration Reserve. This amount does not impact or reduce your Accumulation balance. It is based on information from the previous financial year. The administration fees and costs payable in respect of each future year may be higher or lower.

The Fund's Administration Reserve is separately maintained by the Trustee to manage the receipt of administration fees and costs and the payment of Fund expenditure. Any tax benefit associated with Fund expenditure is paid into the Fund's Administration Reserve.

3. Advice Fees

Financial advice fees are subject to annual fee caps and a minimum account balance being retained after the deduction of your fee(s). Please refer to the Advice Fee Fact Sheet for more information.

Hostplus members may choose to engage a financial planner employed by Hostplus[1] or an externally licensed financial planner. An advice fee may only be deducted from your Accumulation balance for advice that relates solely to your interests in Hostplus and your adviser is registered with Hostplus. For further information, refer to our Advice Fee Fact Sheet **hostplus.com.au/advice-fee.**

Intrafund advice refers to limited or scaled personal advice which is available to members at no additional cost .

For further information, refer to our Advice Fee Fact Sheet **hostplus.com.au/advice-fee.**

1. Hostplus has engaged Industry Fund Services Limited (IFS) ABN 54 007 016 195, AFSL 232514 to facilitate the provision of personal financial advice to members of Hostplus. Advice is provided by Hostplus financial planners who are Authorised Representatives of IFS. Fees may apply for personal financial advice; for further information about the cost of personal advice, you can speak with your Hostplus financial planner or visit our website hostplus.com.au. Information to help you decide whether you want to use personal financial advice services being offered is set out in the relevant IFS Financial Services Guide, a copy of which is available from your Hostplus financial planner.

4. Buy-sell spreads

Hostplus does not charge members any buy-sell spread fees.

5. Exit fees

The Law prohibits superannuation fund trustees from charging exit fees.

6. Investment fees and costs

Performance fee

In certain circumstances, Hostplus agrees, as part of the fees payable to an investment manager, to pay a performance fee. Performance fees are payable to investment managers if they outperform required performance targets. The performance fees payable varies between the underlying investment managers and may change from year to year.

These performance fees are included within the investment fees and costs and are borne by members invested in an investment option before investment earnings are declared and applied to their account. Investment fees and costs can change as a result of changes to the performance fees.

Hostplus calculates performance fees for an option by reference to the performance fees that were accrued in relation to the underlying investments of that option, averaged over the previous 5 financial years, noting that:

a. where an underlying investment was not in existence for the previous 5 financial years, Hostplus calculates the average performance fee by reference to the number of financial years in which the investment was in existence;
b. where an underlying investment did not have a performance fee charging mechanism in place in each of the previous 5 financial years, Hostplus calculates the average performance fee by reference to the number of financial years in which the underlying investment had a performance fee charging mechanism in place; and
c. where an underlying investment was created in the current financial year, Hostplus calculates the average performance fee by reference to its reasonable estimate of the performance fee for the current financial year.

How we estimate our investment fees and costs

Investment fees and costs are based on actual figures and estimates. The estimated information was informed by information obtained from investment managers.

7. Switching fees

Hostplus does not charge members switching fees.

8. Transaction costs

Transaction costs are associated with acquiring or disposing investments and can include costs such as brokerage, settlement costs, stamp duty and clearing costs. Transaction costs are deducted from the valuation of investments before unit prices are calculated. They may be paid directly by Hostplus or from an interposed vehicle.

Transaction costs are not directly charged to members but are an additional cost to the member if not recovered in the form of a buy-sell spread fee. The transaction costs shown in the fees and costs summary is shown net of any amount recovered by a buy-sell spread charged by Hostplus. Hostplus does not charge a buy-sell spread to its members.

9. Insurance fees

A fee is an insurance fee for a superannuation product if:

a. the fee relates directly to either or both of the following:
   i. insurance premiums paid by the trustee of a superannuation entity in relation to a member or members of the entity;
   ii. costs incurred by the trustee of a superannuation entity in relation to the provision of insurance for a member or members of the entity; and
b. the fee does not relate to any part of a premium paid or cost incurred in relation to a life policy or a contract of insurance that relates to a benefit to the member that is based on the performance of an investment rather than the realisation of a risk; and
c. the premiums and costs to which the fee relates are not otherwise charged as administration fees and costs, investment fees and costs, transaction costs, a switching fee, an activity fee or an advice fee.

Insurance premiums are deducted on a monthly basis from your account. If you transfer Default cover from another membership category which was previously paid for by an employer sponsor, a pro rata amount will be charged to your account that month. See Section 8 for information on the premiums associated with your insurance cover.

10. Fees and costs for the Choiceplus investment option

The fees and costs set out opposite are current at the date of this publication but may vary from time to time in the future. For more information about Choiceplus download the Choiceplus Guide.

Portfolio administration fee

In addition to the fees and costs, as disclosed in our various product disclosure statements and guides, the Choiceplus investment option includes an additional portfolio administration fee of $168.00 a year (approximately $14.00 a month). The portfolio administration fee will be accrued daily and deducted directly from your Choiceplus transaction account at the end of each month. A portfolio administration fee will be payable for each Choiceplus account held by you. There are no portfolio administration fees included with the free access level to Choiceplus however members with free access are restricted from transacting on the Choiceplus platform.

Transaction account fees and costs

Your transaction account within Choiceplus is subject to a fee of 0.10% of your transaction account balance. This fee is not separately deducted from your account balance. It is deducted daily from gross interest earnings before net interest returns are applied to your transaction account.

Brokerage fees for shares and ETFs and LICs

Whenever you buy and sell shares, ETFs and/or LICs there is a brokerage fee that will be applied.

Brokerage fee per trade

Transaction value	Brokerage fee
$0.00 to $13,000.00	$13.00
$13,000.01 to $250,000.00	0.10% of trade value

The brokerage fee payable depends on the transaction amount and where it falls within the above ranges (only one range is applicable per trade). For example, a $9,000 trade would incur a brokerage fee of $13.00. If you placed a $45,000 trade, your total brokerage would be calculated as:

$45,000 X 0.10% = $45.00.

For all limit and market orders which are not fully executed on the same trading day, normal brokerage will be charged for the total portion executed per day.

Management fees for ETFs and LICs

The price quoted on the ASX for each ETF or LIC reflects all fees and expenses incurred in the management of that ETF or LIC. Management fees, custody costs and other expenses are included in the ETF & LIC fees and deducted from the returns of the underlying securities in the ETF or LIC. These fees may cause the total return of the ETF or LIC to be different to the return of the underlying index which the ETF or LIC aims to track.

The fees and costs charged if you invest via the Choiceplus platform relate to Choiceplus and access to Choiceplus investments only, and do not include the fees and costs that relate to investing in those investments. Additional fees and costs will be charged by the issuers of the Choiceplus investments that you decide to invest in.

11. Superannuation tax

See Section 7 for information on tax. Please note; all fees and costs are inclusive of GST (unless otherwise stated) less any input tax credits and stamp duty (if applicable). The fund passes on any tax deduction on investment costs in the form of higher returns to beneficiaries. For more information on tax and your Choiceplus investment options please refer to the Choiceplus Guide available at hostplus.com.au

12. Fee changes

We are required to let you know 30 days before an increase in fees takes effect where required by law.

In addition, we may introduce or change the amount of fees or costs at our discretion and without members' consent, including where increased charges are incurred due to government changes to legislation; increased costs; significant changes to economic conditions and/or the imposition or increase of processing charges by third parties.

Section 7. How super is taxed

Section 7. How super is taxed

Here's a brief summary of how your super is taxed. It's quite different to the income tax you're used to and can be complex. So we recommend that you seek independent, professional taxation advice or contact the ATO for more help with any super tax questions you may have.

Tax is paid on contributions, investment earnings and on withdrawal of benefits.

7.1 Tax File Numbers

Under the Superannuation Industry (Supervision) Act 1993, Hostplus is authorised to collect, use and disclose your tax file number.

Hostplus may disclose your tax file number to another superannuation provider, when your benefits are being transferred, unless you request Hostplus in writing that your tax file number not be disclosed to any other superannuation provider.

Declining to quote your tax file number to Hostplus is not an offence. However giving your tax file number to your superannuation fund will have the following advantages:

- Hostplus will be able to accept all permitted types of contributions to your account/s;
- other than the tax that may ordinarily apply, you will not pay more tax than you need to - this affects both contributions to your superannuation and benefit payments when you start drawing down your superannuation benefits; and
- it will make it much easier to find different superannuation accounts in your name so that you receive all your superannuation benefits when you retire.

Generally there are significant consequences if your TFN is not quoted or incorrectly quoted when contributions are made for you, such as:

- an additional tax of 30% (plus Medicare) is imposed on 'No TFN' contributions paid into the fund on your behalf, in addition to 15% tax on concessional contributions,
- we cannot accept your personal contributions, and
- Government co-contributions are not payable.

The additional tax will be deducted:

- for contributions – each year as at 30 June or upon the member exiting Hostplus.
- for benefits – upon payment of a benefit.

If you do not have a TFN contact the ATO ato.gov.au on 13 28 61.

SuperMatch

If you have provided consent to the fund, and your ID has been verified, we may periodically access the ATO system (SuperMatch) on your behalf to inform you about your superannuation interests, assist you to manage your superannuation interests as reported to the ATO and reunite you with lost super or monies held on your behalf by the ATO.

The ATO will use your TFN as the primary identifier in matching your lost super or multiple accounts.

You can provide your TFN, identification and SuperMatch consent to Hostplus at **hostplus.com.au.**

7.2 Claiming your No TFN contributions tax

You may claim the additional tax paid on No TFN contributions (the additional 30% plus Medicare) if you quote your TFN to Hostplus within three years from the end of the financial year that the additional tax for the No TFN contributions were payable.

If you quote your TFN to Hostplus:

- before 30 June, the additional tax will be credited to your Accumulation balance as at 30 June that year
- after 30 June, the additional tax will be credited as at 30 June the following year.

Example

Sam did not provide his TFN to the trustee before 30 June 2024. The trustee deducted the additional No TFN tax (30% plus Medicare levy instead of 15%) out of Sam's account at 30 June 2024. On 20 July 2024, Sam quotes his TFN to the trustee. The trustee will credit the additional tax deducted on 30 June 2024 to Sam's Accumulation balance on 30 June 2025.

7.3 Taxation of contributions

7.3.1 Concessional contributions

Concessional contributions are taxed at 15%.

7.3.2 Excess concessional contributions

If you exceed your concessional contributions cap in the relevant financial year, this excess amount will be included in your assessable income and taxed at the marginal tax rate.

You are entitled to a tax offset of 15% paid on the excess concessional contributions for that income year. If you receive an Excess Concessional Contributions determination for a financial year, you may elect to release from your Accumulation balance up to 85% of your excess concessional contributions. Once you've made your election, Hostplus will receive instruction from the ATO to pay an amount to them. If you choose not to release the excess concessional contributions, the amount will count towards your non-concessional contributions cap and you may have to pay the additional tax from your personal savings.

7.3.3 Division 293 tax

If your total income and concessional contributions are more than $250,000, you will pay an additional tax of 15% (i.e. 30% tax) on those concessional contributions exceeding the $250,000 threshold. If the ATO determines you must pay the additional tax, Hostplus will receive instruction from the ATO to make the payment to them.

The definition of 'income' for the purpose of paying Division 293 tax includes taxable income, reportable fringe benefits, total net investment losses, target foreign income, tax free government pensions and benefits and concessional contributions up to the cap. This does not apply to excess contributions that have been subject to excess contributions tax.

7.3.4 Non-concessional contributions

Non-concessional contributions are not taxed within superannuation when you contribute up to the non-concessional cap, and provided that your total superannuation balance does not exceed $1.9 million. Hostplus will need to have your TFN to accept non-concessional contributions from you.

7.3.5 Excess non-concessional contributions

If you exceed your non-concessional contributions cap you may be liable for additional tax at the top marginal tax rate (plus Medicare levy) on the excess contributions. The ATO will let you know if you have exceeded the non-concessional cap.

If you don't withdraw your excess contributions, any associated earnings will be taxed at the top marginal tax rate.

You can choose how your excess non-concessional contributions are taxed by completing the **ATO Excess non-concessional contributions election** form available from the ATO website. Please note once you make your choice you can't change it. Hostplus will receive instruction from the ATO to make a payment. The amount released will be used by the ATO to pay any income tax liability you have and offset any outstanding tax before the remainder is paid to you.

For more information about paying excess non-concessional contributions tax, please visit the ATO website and search excess non-concessional contribution tax or excess non-concessional contributions release authority.

7.4 Taxation of investment returns

Investment returns are taxed up to a maximum rate of 15%. Where the assets are invested in Australian and international shares, the tax payable can be partly offset by imputation credits for franked dividends and foreign tax credits. Any capital gains are limited to two thirds of the gain or the whole of the gain with an indexed cost base, depending on the date that the assets were acquired.

7.5 Taxation of benefits on withdrawal

Tax may be payable when you withdraw a lump sum or income stream benefits from Hostplus before you receive the payment. The amount of tax will depend on the age when you receive the payment, the amount of your benefit, the benefit components and the nature of the benefit payment.

Lump sum benefits comprise two components.

1. The tax free component which includes:

- the contributions segment.
- the crystallised segment.

The contributions segment generally includes all contributions made from 1 July 2007 that have not been included in the assessable income of the fund. Typically these would be a member's personal contributions that are not claimed as an income tax deduction.

The crystallised segment includes the following existing components of a super interest that were consolidated into the tax-free component on 1 July 2007:

- the concessional component.
- the post-June 1994 invalidity component.
- undeducted contributions.
- the capital gains tax (CGT) exempt component.
- the pre-July 1983 component.

The crystallised segment was calculated by assuming that an eligible termination payment representing the full value of the superannuation interest is paid just before 1 July 2007.

2. The taxable component which includes:

- an element taxed in the fund, and/or
- an element untaxed in the fund.

The tax that Hostplus deducts will only apply to the element taxed in the fund (for example the 15% tax paid on contributions and investment returns). Any other tax payable will be assessed in your tax return following the payment of the benefit.

7.6 The taxable components of lump sum benefits

Tax on lump sum benefits

No tax is payable on the tax free component. Tax on taxable components are as per table below:

	Age	Tax treatment of lump sum benefits (excluding 1 July 2024 - 30 June 2025
Member benefit taxable component – taxed element (where 15 % contributions tax has been paid)	Below age 60	20% on whole amount
	60+	Tax free
Member benefit taxable component – untaxed element (where 15 % contributions tax has not been paid)	Below age 60	30% for amounts up to the untaxed plan cap amount of $1.780[1] million 45% for amounts over the untaxed plan cap amount of $1.780[1] million
	60+	15% for amounts up to the untaxed plan cap amount of $1.780[1] million 45% for amounts over the untaxed plan cap amount $1.780[1] million
Rolled over super benefit with a taxable component and taxed element	Any age	Nil
Rolled over super benefit with a taxable component and untaxed element	Any age	Nil for amount up to the untaxed plan cap amount of $1.780[1] million 45% for amounts over the untaxed plan cap amount of $1.780[1] million
Super lump sum benefits of less than $200	Any age	Nil

1. This is the untaxed plan cap amount applicable to the 2024-25 income year. The untaxed plan cap is indexed annually in line with AWOTE but only increases in increments of $5,000 (rounded down).

7.7 Part payment of benefits

When a part payment of super is made, you won't be able to indicate whether you want the benefit taken from your tax free component or your taxable component. Instead, the benefit will generally include both components in the same proportion as they exist in the total benefit.

The table below provides an illustration where a member's benefit consists of a taxable component as to 60%and a tax free component as to 40%.

	Component		
	Taxable	Tax free	Total
Total benefit proportion	\$60,000 60%	\$40,000 40%	\$100,000 100%
Part payment of \$20,000 proportion	\$12,000 60%	\$8,000 40%	\$20,000 100%
Balance after payment proportion	\$48,000 60%	\$32,000 40%	\$80,000 100%

7.8 Death benefits

Death benefits are tax free when paid to tax dependants. A dependant for these purposes is a spouse, a child less than 18, a person with whom the deceased had an interdependency relationship on the date of death, or any other person who was a financial dependant of the deceased on the date of death.

The definition of spouse includes same sex couples and the definition of child includes eligible children of same sex couples. This means that same sex couples and their children are able to access the same tax concessions on lump sum death benefits available to married and de facto opposite sex couples. In addition a spouse is recognised when the relationship is registered on the Register of Births and Marriages under State or Territory law.

If the lump sum death benefit is paid to a non-tax dependant, the taxable component with a taxed element will be taxed at 15% (plus Medicare levy) but part of the benefit may be taxed at up to 30% (plus Medicare levy) if it has a taxable component with an untaxed element. The tax free component will be tax free if paid to a non-dependant.

7.9 Total and Permanent Disability benefits

Total and Permanent Disability benefits are taxed as a lump sum benefit, with the taxable and tax-free components. Generally, the tax free component will include the proportion of the benefit that relates to the period from the date of total and permanent disablement to age 65.

If you choose to reinvest any of your Total and Permanent Disability benefit payment into Hostplus and after 2 years request a subsequent withdrawal, you may be required to provide us further medical certificates from two legally qualified medical practitioners. This is to certify that due to ill health you continue to be unlikely to ever be gainfully employed in a capacity for which you are reasonably qualified, to remain eligible for an additional tax-free threshold .

7.10 Income Protection (Salary Continuance) benefits

Income Protection benefits are generally taxed at your marginal tax rate.

7.11 Terminal Illness benefits

If a member suffers from a terminal illness certified by two medical practitioners (one being a specialist) and stipulating death within 24 months of the certification, any benefits that have accrued up to that point become unrestricted non-preserved benefits. Any additional benefits you accrue during the 24 month certification period also become unrestricted non-preserved benefits. These can be accessed as a tax-free lump sum payment if you withdraw it within 24 months of certification.

For any terminal illness insurance claims the certification period needs to stipulate death within 24 months of certification.

In the event that you survive the certification period, you may be able to access any remaining balances, subsequent to that period. However such amounts may not be tax-free.

Any benefits that accrue after the certification period are not covered by the original 'terminal medical condition' condition of release. You should call us about what new certification may be required.

7.12 Temporary resident tax on benefits

Any super benefits paid to eligible former residents is subject to the Departing Australia Superannuation Payment (DASP) withholding tax upon leaving Australia permanently. The DASP withholding tax will apply at the date of payment.

Any super benefits paid to working holiday makers in Australia under the 417 (working holiday) or 462 (work and holiday) sub-class visa, upon leaving Australia permanently, is subject to:

- 0% for the tax-free component,
- 65% for a taxed element of a taxable component, and
- 65% for an untaxed element of a taxable component.

Former temporary residents who have never held a working holiday or work and holiday visa will be taxed at:

- 0% for the tax-free component,
- 35% for a taxed element of a taxable component, and
- 45% for an untaxed element of a taxable component.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance. For a description of the target market, please read the Target Market Determination (TMD), available at hostplus.com.au/ddo

Section 8. Voluntary Insurance in your super

Section 8. Voluntary Insurance in your super

For members of Permanent Defined Benefit, SVITZER Defined Benefit or Trident Defined Benefit (but not Trident Defined Benefit Pension), this section describes voluntary insurance that you may have or wish to acquire. You may already have some automatic insurance and you should refer to the relevant section in this guide for more information.

Your voluntary insurance options at a glance

Insurance is an important benefit and a key part of a sound financial plan, providing you and your family with financial support if you suffer from injury or illness.

Maritime insurance cover caters specifically for the maritime industry, taking into account the key roles and risks within the industry and offering generally lower premium rates than individual insurance policies with similar benefits.

Two or three types of voluntary insurance cover are available depending on which product membership you have:

- **Voluntary Death cover** (all products) – provides a lump sum benefit to your beneficiaries in the event of death before age 70. An advance payment of your Death cover may be made if you are Terminally Ill (see 'Glossary').
- **Voluntary Total and Permanent Disablement (TPD) cover** (all products) – provides a lump sum benefit in the event of you becoming Totally and Permanently Disabled (see 'Glossary') before age 70.
- **Voluntary Income Protection cover** (Permanent Defined Benefit only) – provides a monthly income payment for a maximum of two years, up to age 65, should you be unable to work due to Sickness or Injury (see 'Glossary').

Please see 'Eligibility for Death & TPD cover' opposite to see if you qualify. You can apply for additional cover at any time which will be subject to acceptance by the Fund's Insurer and may require the completion of medical questionnaires and the provision of health evidence. For Permanent Defined Benefit members, if you would like to have Income Protection cover, you will need to apply for this cover through the Insurer.

Voluntary insurance key features:

- You can apply for up to $5 million of Death cover in total.
- You can apply for up to $2 million of TPD cover in total.
- Permanent Defined Benefit members can apply for Income Protection cover subject to a 30 or 90 day waiting period, subject to approval by the Insurer.
- When transferring to another membership category, your insurance cover stays with you.

Your insurance cover is provided under an insurance Policy (see 'Glossary') provided to the Trustee by MLC Limited ('the Insurer') ABN 90 000 000 402, AFSL 230694.

8.1 Voluntary Death & TPD cover

Voluntary Death Only and Voluntary Death & TPD cover is provided in units with each unit providing a specific amount of cover for your age and occupation.

There are three occupation categories for insurance purposes: Heavy Blue Collar, Light Blue Collar and White Collar (see the 'Glossary' for these definitions).

Eligibility for Voluntary Death Only and Voluntary Death & TPD cover

To be eligible for Voluntary Death Only and Voluntary Death & TPD cover, you must be:

- at least age 15 but less than 70; and
- an Australian citizen, permanent resident, temporary work visa (see 'Glossary') holder or a New Zealand national who is working for an Australian employer (and eligible to work under Australian law).
- Gainfully Employed (see 'Glossary').

If you wish to be provided with cover, you advise us in writing (call us on **1300 467 875** for a copy of the form).

If you've been paid, or are eligible to be paid, a TPD or Terminal Illness benefit from another Fund, you will only be eligible for Limited cover.

Voluntary Death & TPD cover

You may increase your Default Death & TPD cover by applying for units of Voluntary Death only and/or Voluntary Death & TPD cover. You can also apply to take up Voluntary cover if you don't qualify for Default cover.

Applying for Voluntary cover

The total cover you can apply for within the Fund can be up to $5 million for Death cover and up to $2 million for TPD cover. The form you need to complete if you want to apply for Voluntary cover is as follows:

- if you are under 55 years of age and require total Death only or Death & TPD cover of up to $1 million – complete the Maritime – Variation of cover form available at **hostplus.com.au/maritime** or by calling us.
- if you require total Death only or Death & TPD cover of more than $1 million complete the MLC Limited Full Personal Statement, available at **hostplus.com.au/maritime** or by calling us.
- if you are over 55 years of age and require total Death only or Death & TPD cover of any amount – complete the MLC Limited Full Personal Statement, available at **hostplus.com.au/maritime** or by calling us.

Acceptance for Voluntary cover is subject to assessment and approval by the Insurer. The Insurer may also request further medical evidence or statements to assess your application.

The benefit payable

Voluntary Death Only and Voluntary Death & TPD amounts for each unit of cover are based on age at last 30 June (and applying for the following 12 months) and occupation as shown in the table on page 119.

Example

Michael was aged 32 last 30 June when he applies for voluntary Death and TPD cover. He works in a Light Blue Collar occupation.

Michael determines that he needs $530,000 of Death & TPD cover, so applies for 10 units of Voluntary Death & TPD cover:

= $530,000 / $53,000

= 10 units

Cost of Death & TPD cover

The cost of Voluntary Death Only and Voluntary Death & TPD cover is $1.00 per unit per week deducted from your account on a monthly basis.

Example

From the previous example, Michael has 10 units of Voluntary Death & TPD cover.

The annual insurance premium is:

= $1.00 x 52 weeks x 10 units

= $520.00 p.a.

Your level of cover will vary year to year based on your age, while the cost of your cover will stay the same. Premium rates and cover levels may change in the future under the Policy and the rules of the Fund. The Trustee will give you at least 30 days notice before any increase in premium rates takes effect.

Benefit value for 1 unit of Voluntary Death & TPD cover

	Heavy Blue Collar		Light Blue Collar		White Collar	
Age at last 30 June	**Death only**	**Death & TPD**	**Death only**	**Death & TPD**	**Death only**	**Death & TPD**
15	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
16	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
17	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
18	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
19	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
20	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
21	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
22	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
23	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
24	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
25	$87,000	$64,000	$90,000	$66,000	$142,000	$100,000
26	$85,000	$62,000	$90,000	$65,000	$142,000	$99,000
27	$83,000	$61,000	$90,000	$63,000	$142,000	$98,000
28	$81,000	$58,000	$90,000	$61,000	$142,000	$98,000
29	$79,000	$56,000	$90,000	$59,000	$142,000	$96,000
30	$77,000	$52,000	$90,000	$57,000	$142,000	$95,000
31	$75,000	$49,000	$90,000	$55,000	$142,000	$94,000
32	$73,000	$47,000	$90,000	$53,000	$142,000	$92,000
33	$71,000	$44,000	$90,000	$50,000	$142,000	$90,000
34	$69,000	$41,000	$90,000	$47,000	$142,000	$84,000
35	$67,000	$38,000	$90,000	$46,000	$142,000	$81,000
36	$63,000	$35,000	$88,000	$44,000	$140,000	$76,000
37	$59,000	$32,000	$84,000	$41,000	$133,000	$72,000
38	$55,000	$29,000	$80,000	$39,000	$129,000	$67,000
39	$51,000	$26,000	$76,000	$37,000	$120,000	$63,000
40	$47,000	$24,000	$71,000	$34,000	$116,000	$59,000
41	$43,000	$22,000	$67,000	$31,000	$108,000	$54,000
42	$41,000	$20,000	$63,000	$28,000	$102,000	$50,000
43	$39,000	$18,000	$59,000	$26,000	$94,000	$46,000
44	$38,000	$16,000	$54,000	$24,000	$88,000	$41,000
45	$34,000	$14,000	$50,000	$21,000	$80,000	$37,000
46	$31,000	$13,000	$46,000	$19,000	$74,000	$34,000
47	$28,000	$11,000	$41,000	$17,000	$67,000	$30,000
48	$25,000	$10,000	$38,000	$15,000	$61,000	$27,000
49	$23,000	$9,000	$34,000	$14,000	$55,000	$24,000
50	$20,000	$8,000	$30,000	$12,000	$49,000	$21,000
51	$18,000	$7,000	$27,000	$11,000	$44,000	$19,000
52	$16,000	$6,000	$24,000	$10,000	$40,000	$17,000
53	$15,000	$5,000	$22,000	$8,000	$35,000	$15,000
54	$13,000	$5,000	$19,000	$7,000	$31,000	$13,000
55	$12,000	$4,000	$17,000	$6,000	$28,000	$11,000
56	$11,000	$4,000	$15,000	$6,000	$25,000	$10,000
57	$10,000	$3,000	$14,000	$5,000	$22,000	$9,000
58	$9,100	$3,000	$12,000	$4,000	$20,000	$8,000
59	$8,200	$3,000	$11,000	$4,000	$18,000	$7,000
60	$7,400	$2,000	$10,000	$3,000	$16,000	$6,000
61	$6,700	$2,000	$8,000	$3,000	$14,000	$5,000
62	$6,100	$2,000	$7,000	$3,000	$12,000	$4,000
63	$5,600	$2,000	$7,000	$2,000	$11,000	$4,000
64 - 69	$5,100	$2,000	$6,000	$2,000	$9,000	$3,000

8.2 Voluntary Income Protection (Permanent Defined Benefit only)

SVITZER Defined Benefit and Trident Defined Benefit members already have Income Protection cover within their Defined Benefit memberships; therefore, voluntary Income Protection cover only applies to Permanent Defined Benefit members.

Income Protection cover provides a replacement income when Sickness or Injury prevents you from working. To receive this replacement income, you must satisfy the definition of Total Disablement or Partial Disablement (see 'Glossary) under the terms of the Policy and have your claim accepted by the Insurer.

Voluntary Income Protection cover can provide you with a monthly income payment of up to either 50% or 75% of your Ordinary Time Earnings to a maximum of $30,000 per month payable for up to two years, up to age 65. The Automatic Acceptance Level (AAL) is $8,000 per month. Cover in excess of the AAL, will need to be accepted by the insurer. A waiting period of 90 days applies before you can claim a benefit, however you can apply to reduce your waiting period to 30 days.

Applying for Income Protection cover

To be eligible for Income Protection cover, you must be:

- at least age 15 but less than 65, and
- an Australian citizen, permanent resident, temporary work visa holder or a New Zealand national who is working for an Australian employer (and eligible to work under Australian law).

If you have been paid, or are eligible to be paid, a TPD benefit or a Terminal Illness benefit from another fund, you will only be eligible for Limited cover.

To apply for cover, you must also be Gainfully Employed and not hold any other Income Protection cover through the Fund.

Income Protection cover will be provided to you in whole units of $100 per month.

If you wish to apply for Voluntary Income Protection cover, complete the Maritime – Variation of cover form available from hostplus.com.au/maritime or by calling **1300 467 875**.

Acceptance of your application is subject to assessment and approval by the Insurer. The Insurer may also request further medical evidence or statements to assess your application.

Example – high salary earners

If you earn $200,000 per year, your Voluntary Income Protection cover will exceed the AAL of $8,000 per month; that is:

= $200,000 x 50%

= $100,000 / 12

= $8,333 (ie $333 more than the AAL)

In this case, you can apply for cover above the AAL which is subject to acceptance by the Insurer. To apply, complete the MLC Limited Full Personal Statement which is available from hostplus.com.au/maritime or by calling us on **1300 467 875**.

Your cover options

A number of options are available in regard to Income Protection cover:

- the level of cover is either 50% or 75% of Ordinary Time Earnings;
- the waiting period is either 30 days or 90 days.

Choosing your level of cover

Important – your salary information

Your Income Protection cover will be based on how much of your pre-disability salary you have been insured for. You can elect to cover either 50% or 75% of your pre-disability income. You will need to ensure that the amount of cover you have does not exceed either 50% or 75%, depending on which option you have chosen.

Please note that the benefit payable should you make a claim is based on the lesser of your actual Income (see 'Glossary') and the amount insured.

Choosing your waiting period

The waiting period starts from the day you are first examined and certified by a Medical Practitioner as Totally Disabled in relation to the injury or sickness giving rise to the claim that has caused you to stop working. You are allowed to return to work for up to 10 days during the waiting period without having to restart the waiting period for Total Disablement.

Your Voluntary Income Protection benefit is payable after a waiting period of 30 or 90 consecutive days, whichever you have chosen. You must be in Active Employment (see 'Glossary') on the day you sign the form. Please complete the MLC Limited Full Personal Statement available on our website at **hostplus.com.au/maritime.**

If your waiting period is 30 days, the cost of your Income Protection cover will be higher than it would be if your waiting period is 90 days (see 'Cost of Income Protection cover').

If you later wish to increase your waiting period to 90 days, complete the Maritime – Variation of cover form available from **hostplus.com.au/maritime** or by calling us on **1300 467 875**.

Cost of Income Protection cover

Premiums are based on age at last 30 June (and applying for the next 12 months), occupation category, waiting period, and amount of cover of 50% or 75% as shown in the tables on pages 122 and 123. Voluntary Income Protection insurance premiums are deducted from your account on a monthly basis.

Calculating the cost of 50% of cover

The annual cost of Voluntary Income Protection cover for a monthly income payment of up to 50% of salary can be calculated in five simple steps:

Step 1

Calculate 50% of your salary

Step 2

Determine your monthly benefit

Step 3

Round up to the nearest $100

Step 4

Determine your annual equivalent

Step 5

Divide this amount by 1,000

Step 6

Identify the annual premium rate for your age, occupation and waiting period from the table on page 122

Step 7

Multiply the annual premium rate by the amount in Step 5

Example

Member aged 40 (at last 30 June) in a Heavy Blue Collar occupation with an annual salary of $69,600.

Following the steps outlined above, calculate cover as follows:

	90-day waiting period	30-day waiting period
Step 1	50% of $69,600 = $34,950	50% of $69,600 = $34,950
Step 2	Monthly $34,950/12 $2,912.50	Monthly $34,950/12 $2,912.50
Step 3	Round up nearest $100 $3,000	Round up nearest $100 $3,000
Step 4	Annualised $3,000x12 $36,000	Annualised $3,000x12 $36,000
Step 5	$36,000 / 1,000 = $36.00	$36,000 / 1,000 = $36.00
Step 6	Annual premium rate for 90-day wait = $5.29	Annual premium rate for 30-day wait = $11.61
Step 7	Annual cost of cover = $5.29 x $36.00 = $190.44	Annual cost of cover = $11.61 x $36.00 = $417.96

Regularly check that your cover is right for you

As your life changes, so may your insurance needs. It's important to regularly review your insurance cover to make sure your cover is right for you. If you need help, contact us on 1300 467 875.

Annual cost of cover per $1,000 for Voluntary Income Protection cover of 50% of salary

	90-day waiting period			30-day waiting period		
Age at last 30 June	Heavy Blue Collar	Light Blue Collar	White Collar	Heavy Blue Collar	Light Blue Collar	White Collar
15	$3.31	$1.61	$0.94	$6.49	$3.13	$1.84
16	$3.35	$1.61	$0.95	$6.57	$3.17	$1.87
17	$3.39	$1.63	$0.96	$6.64	$3.21	$1.88
18	$3.42	$1.65	$0.96	$6.73	$3.24	$1.91
19	$3.44	$1.67	$0.98	$6.81	$3.29	$1.93
20	$3.47	$1.68	$1.00	$6.94	$3.35	$1.98
21	$3.52	$1.68	$1.00	$7.05	$3.39	$2.01
22	$3.53	$1.68	$1.00	$7.13	$3.43	$2.02
23	$3.53	$1.69	$1.00	$7.18	$3.45	$2.05
24	$3.52	$1.68	$1.00	$7.23	$3.47	$2.05
25	$3.34	$1.60	$0.95	$7.07	$3.40	$2.01
26	$3.21	$1.55	$0.92	$6.94	$3.33	$1.98
27	$3.09	$1.48	$0.88	$6.85	$3.29	$1.95
28	$3.03	$1.45	$0.85	$6.88	$3.29	$1.95
29	$2.99	$1.43	$0.85	$6.96	$3.34	$1.98
30	$3.03	$1.45	$0.85	$7.14	$3.42	$2.04
31	$3.05	$1.48	$0.87	$7.36	$3.53	$2.09
32	$3.14	$1.51	$0.89	$7.66	$3.67	$2.18
33	$3.28	$1.58	$0.94	$7.96	$3.82	$2.26
34	$3.41	$1.63	$0.96	$8.32	$3.98	$2.37
35	$3.59	$1.72	$1.02	$8.75	$4.19	$2.49
36	$3.83	$1.81	$1.08	$9.21	$4.43	$2.63
37	$4.12	$1.98	$1.17	$9.73	$4.67	$2.78
38	$4.47	$2.15	$1.27	$10.32	$4.95	$2.95
39	$4.88	$2.34	$1.40	$10.96	$5.25	$3.13
40	$5.29	$2.54	$1.51	$11.61	$5.57	$3.32
41	$5.78	$2.77	$1.64	$12.29	$5.91	$3.51
42	$6.32	$3.03	$1.80	$13.05	$6.25	$3.71
43	$7.00	$3.35	$2.01	$13.82	$6.62	$3.94
44	$7.78	$3.73	$2.21	$14.63	$7.02	$4.16
45	$8.64	$4.14	$2.47	$15.58	$7.47	$4.43
46	$9.69	$4.64	$2.77	$16.68	$8.01	$4.76
47	$10.84	$5.21	$3.09	$17.96	$8.62	$5.11
48	$12.11	$5.80	$3.44	$19.25	$9.25	$5.48
49	$13.53	$6.48	$3.84	$20.81	$10.00	$5.92
50	$15.09	$7.23	$4.28	$22.49	$10.80	$6.39
51	$16.91	$8.11	$4.80	$24.41	$11.72	$6.96
52	$18.92	$9.07	$5.38	$26.44	$12.71	$7.52
53	$21.15	$10.16	$6.02	$28.72	$13.79	$8.16
54	$23.68	$11.38	$6.74	$31.11	$14.95	$8.84
55	$26.49	$12.74	$7.53	$33.68	$16.21	$9.58
56	$29.60	$14.23	$8.41	$36.46	$17.54	$10.36
57	$33.11	$15.94	$9.40	$39.64	$19.05	$11.26
58	$37.05	$17.85	$10.52	$43.29	$20.83	$12.31
59	$41.38	$19.93	$11.74	$47.38	$22.81	$13.44
60	$46.19	$22.26	$13.11	$51.92	$24.97	$14.74
61	$51.31	$24.73	$14.53	$56.79	$27.35	$16.12
62	$42.44	$20.46	$12.02	$51.05	$24.58	$14.48
63	$31.99	$15.42	$9.07	$42.54	$20.48	$12.07
64	$12.94	$6.24	$3.66	$25.63	$12.35	$7.27

Annual cost of cover per $1,000 for Voluntary Income Protection cover of 75% of salary

	90-day waiting period			30-day waiting period		
Age at last 30 June	Heavy Blue Collar	Light Blue Collar	White Collar	Heavy Blue Collar	Light Blue Collar	White Collar
15	$3.88	$1.88	$1.11	$7.63	$3.68	$2.18
16	$3.94	$1.89	$1.12	$7.73	$3.72	$2.20
17	$3.99	$1.92	$1.13	$7.82	$3.77	$2.22
18	$4.02	$1.95	$1.13	$7.92	$3.80	$2.25
19	$4.04	$1.97	$1.15	$8.02	$3.87	$2.27
20	$4.08	$1.98	$1.17	$8.16	$3.94	$2.33
21	$4.13	$1.98	$1.17	$8.31	$3.98	$2.36
22	$4.15	$1.98	$1.17	$8.38	$4.04	$2.38
23	$4.15	$1.99	$1.17	$8.45	$4.06	$2.40
24	$4.13	$1.98	$1.17	$8.51	$4.08	$2.42
25	$3.93	$1.88	$1.12	$8.33	$4.00	$2.37
26	$3.78	$1.82	$1.08	$8.16	$3.91	$2.33
27	$3.63	$1.74	$1.03	$8.07	$3.87	$2.29
28	$3.56	$1.71	$1.01	$8.08	$3.87	$2.29
29	$3.53	$1.69	$1.01	$8.18	$3.93	$2.33
30	$3.56	$1.71	$1.01	$8.39	$4.02	$2.40
31	$3.60	$1.74	$1.02	$8.66	$4.15	$2.47
32	$3.68	$1.78	$1.05	$9.02	$4.33	$2.57
33	$3.86	$1.85	$1.11	$9.36	$4.49	$2.66
34	$4.01	$1.92	$1.13	$9.79	$4.68	$2.79
35	$4.22	$2.02	$1.20	$10.29	$4.93	$2.94
36	$4.51	$2.14	$1.27	$10.84	$5.20	$3.09
37	$4.85	$2.33	$1.38	$11.44	$5.49	$3.26
38	$5.26	$2.53	$1.51	$12.15	$5.82	$3.46
39	$5.75	$2.75	$1.64	$12.89	$6.19	$3.67
40	$6.23	$2.98	$1.78	$13.65	$6.56	$3.89
41	$6.80	$3.25	$1.93	$14.46	$6.94	$4.13
42	$7.42	$3.56	$2.13	$15.35	$7.35	$4.36
43	$8.23	$3.94	$2.37	$16.25	$7.79	$4.63
44	$9.15	$4.39	$2.60	$17.22	$8.25	$4.89
45	$10.17	$4.87	$2.91	$18.32	$8.79	$5.21
46	$11.40	$5.46	$3.25	$19.63	$9.41	$5.60
47	$12.76	$6.14	$3.63	$21.12	$10.15	$6.01
48	$14.24	$6.83	$4.05	$22.65	$10.88	$6.44
49	$15.92	$7.63	$4.53	$24.47	$11.76	$6.96
50	$17.76	$8.51	$5.04	$26.47	$12.71	$7.52
51	$19.88	$9.55	$5.65	$28.72	$13.79	$8.18
52	$22.24	$10.68	$6.34	$31.11	$14.95	$8.85
53	$24.87	$11.96	$7.08	$33.78	$16.22	$9.60
54	$27.86	$13.38	$7.93	$36.60	$17.59	$10.40
55	$31.18	$14.98	$8.86	$39.62	$19.06	$11.26
56	$34.83	$16.74	$9.89	$42.89	$20.63	$12.18
57	$38.95	$18.75	$11.06	$46.64	$22.42	$13.24
58	$43.58	$21.00	$12.37	$50.93	$24.51	$14.47
59	$48.68	$23.44	$13.81	$55.74	$26.83	$15.82
60	$54.34	$26.20	$15.42	$61.07	$29.38	$17.33
61	$60.35	$29.09	$17.09	$66.80	$32.17	$18.96
62	$49.94	$24.07	$14.14	$60.06	$28.92	$17.04
63	$37.64	$18.15	$10.68	$50.04	$24.09	$14.20
64	$15.23	$7.34	$4.32	$30.15	$14.53	$8.56

Calculating the cost of 75% of cover

The annual cost of Voluntary Income Protection cover for a monthly income payment of up to 75% of salary can be calculated in five simple steps:

Step 1

Calculate 75% of your salary

Step 2

Determine your monthly benefit

Step 3

Round up to the nearest $100

Step 4

Determine your annual equivalent

Step 5

Divide this amount by 1,000

Step 6

Identify the annual premium rate for your age, occupation and waiting period from the table on page 123

Step 7

Multiply the annual premium rate by the amount in Step 5

Example

Member aged 40 (at last 30 June) in a Light Blue Collar occupation with an annual salary of $69,900.

Following the steps outlined above, calculate cover as follows:

	90-day waiting period	30-day waiting period
Step 1	75% of $69,900 = $52,425	75% of $69,900 = $52,425
Step 2	Monthly $52,425/12 $4,368.75	Monthly $52,425/12 $4,368.75
Step 3	Round up nearest $100 $4,400	Round up nearest $100 $4,400
Step 4	Annualised $4,400x12 $52,800	Annualised $4,400x12 $52,800
Step 5	$52,800 / 1,000 = $52.80	$52,800 / 1,000 = $52.80
Step 6	Annual premium rate for 90-day wait = $2.98	Annual premium rate for 30-day wait = $6.56
Step 7	Annual cost of cover = $2.98 x $52.80 = $157.34	Annual cost of cover = $6.56 x $52.80 = $346.37

Benefit payments

Benefits are payable once the waiting period has been served and they are paid monthly in arrears. No payments are made in respect of the waiting period.

Total Disablement

The monthly benefit payable on Total Disablement will be the lesser of:

- the amount insured, and
- 90% of your Ordinary Time Earnings based on your level of cover (75% paid to you, 15% paid into your Hostplus account)(or the maximum approved by the Insurer if you have applied for increased cover) to a maximum of $30,000 per month.

Where your Income Protection benefit is up to 75% of your pre-disability salary, we will pay that benefit to you. Where your Income Protection benefit is from 75% to 90% of your pre-disability salary, we will pay a maximum of 75% of your pre-disability salary to you and the remainder is paid into your Hostplus account. Your Income Protection benefit will also be reduced by any payments made under workers compensation or similar state or federal legislation, motor accident compensation, social security, other insured and super payments being paid as a result of injury or sickness, any other insurance benefits in relation to the injury or sickness (whether claimed or not) as well as sick leave, or redundancy payments. Any other salary received from your employer will also reduce your Income Protection benefit.

Partial Disablement

The monthly benefit payable on Partial Disablement is calculated as:

$$\frac{\text{Pre-disability monthly salary - actual monthly salary earned}}{\text{Pre-disability monthly salary}} \times \textbf{Total Disablement benefit}$$

8.3 Other important insurance information

When your cover starts/Limited cover

Any Voluntary cover (including Income Protection) will start from the date your application is approved and accepted by the Insurer.

Limited Cover for Voluntary Death only or Death & TPD cover will apply for the first 24 months and until you return to Active Employment for 30 consecutive days immediately prior to or after the expiration of this 24 month period thereafter.

Cover subject to special conditions or exclusions

If your cover is subject to special conditions or exclusions, the Insurer will need to receive and accept your agreement to the terms offered before your cover will start.

Exclusions (Death/TPD):

No benefit will be payable for a claim as a result of:

- active service in the armed forces of any country or international organisation; or any act of invasion or war, whether declared or undeclared, in which the Commonwealth of Australia's armed forces are involved, or the country of residence (including temporary residence) of the Insured Member is involved.

No benefit will be payable to a member for a claim which is caused wholly or partly, directly or indirectly as a result of a Pre-Existing Medical Condition, where the member, at any time prior to cover commencing or re-commencing, has received or was eligible to receive a total and permanent disability benefit or a terminal illness benefit from the Fund, another superannuation fund or an insurer.

Exclusions (Income Protection):

No benefit will be payable for a claim as a result of:

- any intentional self-inflicted Injury or attempted suicide or self-destruction while sane or insane;
- an uncomplicated pregnancy, childbirth or miscarriage; or
- active service in the armed forces of any country or international organisation or any act of invasion or war, whether declared or undeclared, in which the Commonwealth of Australia's armed forces are involved, or the country of residence (including temporary residence) of the Insured Member is involved.

No benefit will be payable or a claim which is caused wholly or partly, directly or indirectly as a result of a Pre-Existing Medical Condition, where the Insured Member, at any time prior to their cover commencing or re-commencing, has received or was eligible to receive a total and permanent disability benefit or a terminal illness benefit from the Fund, another superannuation fund or an insurer.

Interim accidental cover

If you apply for cover that requires assessment by the Insurer, you will receive interim accidental cover at no cost from the date your application is received by the Insurer until the earlier of:

- the date your cover for application is either accepted or rejected by the Insurer
- the date you withdraw your application for cover; or
- 180 days in the case of Death only or Death & TPD cover and 90 days in the case of Income Protection cover from the date your application for cover is received by the Insurer.

The amount of interim accidental cover for Death only or Death & TPD cover is limited to the lesser of cover you applied for and $1.5 million.

The amount of interim accidental cover for Income Protection cover is limited to the lesser of cover you applied for and $10,000 per month and is subject to the waiting period you've applied for (or 90 days by default).

Interim accidental cover does not cover death or a disability arising directly or indirectly as result of any of the following:

- you engaging in any sport or pastime that the Insurer would not normally cover at standard rates or terms
- any Sickness or Injury that occurred (or that a reasonable person would have been aware of) prior to your application for cover;
- any other exclusion described in the Policy.

When cover stops

Your insurance cover will stop on the earliest of the following events:

- you exit the Maritime Division of Hostplus or use your total account balance to commence an income stream
- you die
- in respect of cover you pay for, there is not enough money in your account to pay the premium in full when it falls due
- in respect of cover you pay for, we receive notice in writing that you would like to cancel your cover
- 30 days after you should have returned to work in Australia after being seconded overseas (for a period of not more than four years, unless the Insurer agrees to a longer period of leave)
- if you are a temporary work visa holder or a New Zealand national, you leave Australia (other than on a temporary basis as a seafarer) or are no longer eligible to work under Australian law
- For Death & TPD cover:
  - you turn 70 (a restricted definition of TPD applies from age 65 – see 'Glossary')
  - an insured benefit is paid or becomes payable. However, if a TPD benefit is paid and your Death cover is greater than your TPD cover, the remaining Death cover will continue
  - a Terminal Illness benefit is paid or becomes payable.
- For TPD cover:
  - you permanently retire from the workforce
  - a TPD benefit is paid or becomes payable
  - 30 days after you should have returned to work after the end of an agreed period of approved leave of up to 24 months or the first anniversary of approved leave that extends beyond 24 months (unless approved by the Insurer)
- For Income Protection cover:
  - you turn 65
  - you permanently retire from the workforce
  - 30 days after you should have returned to work after the end of an agreed period of approved leave of up to 24 months or the first anniversary of approved leave that extends beyond 24 months (unless approved by the Insurer)
  - six months after the end of the month in respect of which the last employer contribution is received for your account but ignoring late payments (or if you are self-employed, 12 months after the last contribution or deposit is received for your account), provided you were not on approved leave for 24 months (see 'Parental leave or approved leave' below, unless you are in receipt of Income Protection benefits.

Maximum Voluntary Cover Insurance Age

Death cover – until age 70

TPD cover – until age 70

Income Protection cover – until age 65

Parental leave or approved leave

You will continue to be covered when on approved parental or approved leave without pay. In the case of TPD and Income Protection cover, cover will continue for a period not exceeding 24 months from the start of the leave, provided you have agreed to a 'return to work' date and the premium for your cover continues to be paid. Where you do not return to work on the agreed date, your TPD and Income Protection cover will automatically stop 30 days after the agreed date.

You also have the option to apply to the Insurer to have your TPD cover extended for periods of leave in excess of 24 months. Contact us on **1300 467 875** for more information.

Continued cover

If you transfer to another membership category of Hostplus, your Default cover will convert to Voluntary units of cover, where your original Default cover amount is greater than the new category Default cover amount. This provision will be applied once only across any movement between membership categories. Please note that on transferring to another membership category, you may become responsible for paying the premiums.

Transferring cover

If you have insurance with another super fund you can, subject to eligibility, transfer the cover to your account. If you are under age 55, you may apply to transfer your cover in from another super fund. The insurer will assess your application to transfer and subject to underwriting will approve or decline transfer of cover. Call us on **1300 467 875** for more information.

Cancelling or reducing cover

You can cancel or reduce Voluntary Death & TPD cover or Income Protection cover (Permanent Defined Benefit members only) at any time.

Simply complete the Maritime – Variation of cover form, available from hostplus.com.au/maritime or by calling us on **1300 467 875**.

Recommencing cover

If you cancel your cover, you can apply to have it reinstated. However, your application will be subject to assessment and acceptance by the Insurer.

Where cover has stopped involuntarily (for example, where there is not enough money in your account to pay your premium) your cover will be reinstated in certain circumstances and subject to Limited Cover conditions as described in the Policy.

Worldwide cover

Your insurance cover will normally continue for a period of time when overseas, unless you are a temporary work visa holder or New Zealand national.

When you are travelling or holidaying overseas (other than to a war zone), cover will generally be provided for a period of up to three months.

If you are seconded and working overseas (other than to a war zone), insurance cover will continue for a period of up to four years (or longer with approval from the Insurer).

However, if any of the overseas countries where you live, are seconded and working, or are travelling or holidaying have been issued with a Department of Foreign Affairs and Trade 'Do not travel' advisory at the time you leave Australia, you will not be covered while you are in that country.

Also, if the Insurer is not satisfied with the assessment of a claim made overseas, they have the right to request your return to Australia (at your own expense) for claims assessment before payment of any insured benefits.

Temporary work visa holders and New Zealand nationals will not be covered outside Australia unless you travel outside Australia on a temporary basis in a seagoing occupation, or you are employed by, and are receiving an income from, an Australian employer.

Privacy and your insurance

For information about your privacy as it relates to insurance arrangements with the Insurer, refer to a copy of the MLC Limited privacy policy, available on their website at www.mlc.com.au.

Making a claim

Death

If you die while you are covered under the Policy, the Trustee will make a claim for payment of your Death cover from the Insurer. Once admitted, the amount insured will be added to your benefit in the Fund and will form part of your death benefit.

Terminal Illness

If you are diagnosed with a Terminal Illness, you may apply for a prepayment of your Death cover. You must have become Terminally Ill while covered under the Policy and remain Terminally Ill to lodge a claim. The cover amount for your claim will be based on the later of the two dates on which the Medical Practitioners gave their certification that you are suffering from a Terminal Illness.

If you wish to make a claim for a Terminal Illness insured benefit, you will need to complete a claim form and provide a report from a Medical Practitioner who is a specialist in the area of your injury or sickness which states that it is likely that your condition will result in your death within 24 months. You will also need to supply a report from another Medical Practitioner certifying that you are Terminally Ill. After you have lodged your claim, you may be required to undergo one or more medical examinations before the Insurer can determine whether you satisfy the Policy definition of Terminal Illness. Any sum insured admitted by the Insurer will be added to your benefit and will become payable in accordance with the rules of the Fund and super law.

Total & Permanent Disablement

If you wish to make a claim for a TPD benefit, you should contact the Fund as soon as possible as it is in your interest to lodge your claim immediately. You will need to complete a claim form and provide at least one Medical Practitioner's report in support of your claim.

In the event of a claim, the cover amount will be determined at the date you were last actively at work as a result of your injury or sickness or, if you are not employed when you are injured or first display the symptoms of your sickness, the date the Insurer determines that you first become Totally and Permanently Disabled.

After you have lodged your claim, you may be required to undergo one or more medical examinations to determine whether you satisfy the Policy definition of Total and Permanent Disablement.

The Insurer may also take into account any retraining and/or rehabilitation you could acquire in the future, to determine whether you satisfy the Policy definition.

It can often take some time to obtain all the information required for the Trustee and the Insurer to make an informed decision and for your claim to be finalised. We will try to process your claim as quickly as possible and to keep you informed of the progress of your claim.

Any sum insured admitted by the Insurer will be added to your benefit in accordance with the rules of the Fund and super law. You should note that before you can be paid a TPD benefit you must also satisfy a 'condition of release' under super law. Call us on **1300 467 875**. to find out more.

Income Protection

If you wish to make an Income Protection claim, you will need to complete a claim form and provide at least one Medical Practitioner's report in support of your claim. If your claim is not lodged with the Trustee within a reasonable time, it may not be accepted.

Whether you receive an Income Protection benefit, and the amount of your benefit, will be based on whether you satisfy the definition of Total Disablement or Partial Disablement (see 'Glossary').

The benefits will be increased by the lesser of the Consumer Price Index (CPI) and 5% after you have continued to receive Income Protection benefits for 12 consecutive months.

The Income Protection monthly benefit will continue until the earliest of the following events:

- you recover and no longer satisfy the Total Disability and Partial Disability definitions
- you die
- you've received your 24th monthly payment (i.e. expiry of the two-year benefit period)
- you held a temporary work visa or are a New Zealand national and leave Australia permanently or are no longer eligible to work under Australian law; or
- you turn age 65.

To receive payments you may be required to provide medical evidence each month to the Insurer to demonstrate that your Sickness or Injury is ongoing.

Recurrent disability

If your disability recurs within six months of Income Protection payments ceasing, a claim arising from the same or related cause is treated as a continuation of the previous claim and the Waiting period is waived.

A total maximum benefit period of 2 years will apply to all Income Protection claims due to the same condition or a related condition. You may claim multiple times and receive benefits for longer than 2 years if you suffer multiple unrelated illnesses or injuries.

The maximum period in respect of which the benefits for disability under this policy resulting from any one or related cause is the Maximum Benefit Period.

The maximum benefit period for recurrent disability includes any period in which a benefit is paid or payable for Partial Disability or Total Disability or was payable but is calculated to be zero.

Rehabilitation expenses

Where the Insurer determines that you meet the Income Protection Policy definition of Total Disablement, the Insurer will determine if rehabilitation services will assist your ability to return to work.

In determining rehabilitation services, the Insurer will take into account:

- your current or potential capabilities
- available medical evidence; and
- the nature, scope, objective and costs of any rehabilitation or retraining program.

The Insurer may require an examination(s) to assist in designing and implementing a rehabilitation program that is appropriate for you to participate in, based on appropriate medical evidence. Participation in any rehabilitation or retraining program is compulsory for you where deemed appropriate by the Insurer.

Rehabilitation expenses approved by the Insurer will be reimbursed up to an amount equivalent to six monthly payments, provided the expenses relate to a rehabilitation program designed to return you to work.

Once an approved rehabilitation program has commenced you must complete it. Where you cease to participate in the approved program, the Insurer will require written documentation outlining the reasons for your inability to continue with the rehabilitation program. Where you are not available or choose not to co-operate or participate in the duration of the program, your claim will cease. The Insurer will only exercise this right where it reasonably believes that the rehabilitation program remains appropriate for you.

When benefits are not payable

In addition to the exclusions outlined in this document, insured benefits may not be payable if:

- your claim relates to any other circumstances or restriction advised to you in writing before you make a claim; or
- in the event of omissions or false or misleading information you've provided to the Insurer or us in any application for cover.

The duty to take reasonable care not to make a misrepresentation

Hostplus has a contract of insurance with MLC Limited ABN -90 000 000 402 AFSL 230694 ('MLC' or the 'Insurer') to provide the insurance benefits for members of the Maritime Division of Hostplus. On becoming a member of the Maritime Division, you are bound by the terms and conditions of this contract of insurance.

Care must be taken to answer all questions the insurer asks as part of your insurance application honestly and accurately. Otherwise, you may not be able to rely on your insurance when it's needed the most.

When you apply for life insurance, the insurer will ask you a number of questions. MLC's questions will be clear and specific. They will be about things such as your health and medical history, occupation, income, lifestyle, pastimes, and other insurance. The answers given in response to their questions are very important as they use them to decide if they can provide cover to you and, if they can, the terms of the cover and the premium they will charge.

The duty to take reasonable care

When applying for insurance, there is a duty to take reasonable care not to make a misrepresentation. A misrepresentation could be made if an answer is given that is false, only partially true, or that does not fairly reflect the truth. This means when answering the Insurer's questions, you should respond fully, honestly and accurately. The duty to take reasonable care not to make a misrepresentation applies any time you answer the Insurer's questions as part of an initial application for insurance, an application to extend or make changes to existing insurance, or an application to reinstate insurance. You are responsible for all answers given, even if someone assists you with your application. MLC may later investigate the answers given in your application, including at the time of a claim.

Consequences of not complying with the duty

If there is a failure to comply with the duty to take reasonable care not to make a misrepresentation, it can have serious consequences for your insurance, such as those explained below:

Potential consequences	Additional explanation	Impact on claims
Your cover being avoided	This means your cover will be treated as if it never existed	Any claim that has been made will not be payable
The amount of your cover being changed	Your cover level could be reduced	If a claim has been made, a lower benefit may be payable
The terms of your cover being changed	We could, for example, add an exclusion to your cover meaning claims for certain events will not be payable	If a claim has been made for an event that is now excluded, it will not be payable

If the Insurer believes there has been a breach of the duty to take reasonable care not to make a misrepresentation, it will let you know it's reasons and the information it relied on and it will give you an opportunity to provide an explanation. In determining if there has been a breach of the duty, the Insurer will consider all relevant circumstances. The rights the Insurer has if there has been a failure to comply with the duty will depend on factors such as what it would have done had a misrepresentation not been made during your application process and whether or not the misrepresentation was fraudulently made. If the Insurer decides to take action on your cover, it will advise you of its decision and the process to have this reviewed or make a complaint if you disagree with its decision.

Guidance for answering our questions

When answering MLC's questions, please:

- Think carefully about each question before you answer. If you are unsure of the meaning of any question, please ask MLC before you respond.
- Answer every question that MLC asks you.
- Do not assume that MLC will contact your doctor for any medical information.
- Answer truthfully, accurately and completely. If you are unsure about whether you should include information, please include it or check with us.
- Review your application carefully. If someone else helped prepare your application (for example, your adviser), please check every answer (and make corrections if needed) before the application is submitted.

Other important information

Your application for cover will be treated as if you are applying for an individual 'consumer insurance contract'. For this reason, the duty to take reasonable care not to make a misrepresentation applies.

Before your cover starts, the Insurer may ask about any changes that mean you would now answer their questions differently. As any changes might require further assessment or investigation, it could save time if you let the Insurer know about any changes when they happen.

If after the cover starts, you think you may not have met your duty, please contact us immediately and we'll let you know whether it has any impact on your cover.

It's important that you understand this information and the questions we ask, so if you have any queries please contact us on 1300 467 875.

Section 9.1 Term Allocated Pension Member Guide

Section 9.1 Term Allocated Pension Member Guide

What is a Term Allocated Pension?

The Term Allocated Pension (TAP) is a market linked complying superannuation pension with a fixed term. It is a closed product, meaning you cannot start a new Term Allocated Pension.

You are allowed to choose how the account is invested and can select from Hostplus' pension investment options. Investment earnings are allocated to your account balance according to the performance of the investment option(s) that you select.

It's important to remember that your account balance will rise and fall according to the ups and downs of the performance of your chosen investment option(s). Returns on any investment option are not guaranteed and may be negative or positive. The amount of investment earnings allocated to your account will be shown in your annual Member Statement.

For more information about your investment options, please refer to the Hostplus Pension Guide at **hostplus.com.au.**

Key features of the Term Allocated Pension

- you will receive regular pension payments which are payable for a fixed term.
- your pension payments are calculated at 1 July each year and will vary based on your account balance at the start of each financial year and the remaining term of your pension.
- you can choose to vary the annual income by plus or minus 10% of the annual pension calculated.
- you can choose the frequency of your pension payments.
- you have the opportunity to invest your account balance in a variety of investment option(s).
- your TAP is a complying pension and will continue to be 100% exempt from the asset test for Centrelink purposes (if purchased before 20 September 2004), or 50% exempt (if purchased between 20 September 2004 and 20 September 2007).
- your pension payments less a 'deduction amount' are counted as assessable income for Centrelink purposes. Centrelink calculated the 'deduction amount' at the commencement of the pension.
- tax free investment earnings.
- tax free payments if you are 60 or over (refer to 'Taxation' section for more information).
- there is no residual capital at the end of the pension term.
- lump sum withdrawals are not permitted (except in limited circumstances).
- if selected on establishing a TAP, your pension can revert to your spouse on your death.
- closed to new members.

Term of your pension

You selected the term of your TAP at commencement, within the following minimum and maximum ranges:

	Single pension	Term based on your spouse's life expectancy
Minimum Term	Your life expectancy (Rounded up to the nearest whole number)	Your spouse's life expectancy (rounded up to the nearest whole number)
Maximum Term	The greater of: Your life expectancy as if you were 5 years younger, Or 100 minus your age at purchase*	The greater of: Your spouse's life expectancy as if they were 5 years younger, Or 100 minus your spouse's age at purchase*

*Only available to members who purchased their TAP on or after 1 January 2006.

You cannot change the term of your TAP once it has commenced.

Calculating your pension payments

Each year, your pension income will vary based on your account balance at 1 July and the remaining term of your pension.

Your annual pension income is calculated at the start of each financial year by dividing your account balance at 1 July by the Payment Valuation Factor (PVF) corresponding to the remaining term of your pension:

Balance as at 1 July of the financial year ÷ **Payment Valuation Factor (PVF)** = **Annual pension income***

* Rounded to the nearest $10.

A new annual payment amount set each July

Each year you can choose to receive an annual pension income that is between plus or minus 10% of the annual pension income calculated (i.e. between 90% and 110% of the calculated annual pension income).

Hostplus will send you a letter each year to advise you of your annual pension amount and the range of pension payments you can receive (i.e. between 90% and 110% of annual pension amount), so that you can nominate your pension income for the financial year.

Example:

John is age 62 on 1 July and the remaining term of his TAP is 20 years. His account balance on 1 July 2023 is $213,150. His PVF for a 20-year term is 14.21.

John's annual pension income

= $213,150 /14.21

= $15,000

John can choose to receive between 90% and 110% of the annual pension income of $15,000 (i.e. between $13,500 and $16,500).

John chooses to receive an annual pension income of $13,500 for the financial year.

Payment Valuation Factor (PVF)

The table below provides the Payment Valuation Factor used to calculate your annual pension income based on the number of years remaining in the term of your pension.

Term of pension	PVF	Term of pension	PVF
40	21.36	20	14.21
39	21.10	19	13.71
38	20.84	18	13.19
37	20.57	17	12.65
36	20.29	16	12.09
35	20.00	15	11.52
34	19.70	14	10.92
33	19.39	13	10.30
32	19.07	12	9.66
31	18.74	11	9.00
30	18.39	10	8.32
29	18.04	9	7.61
28	17.67	8	6.87
27	17.29	7	6.11
26	16.89	6	5.33
25	16.48	5	4.52
24	16.06	4	3.67
23	15.62	3	2.80
22	15.17	2	1.90
21	14.70	1 or less	1.00

Flexible pension payment options

You can choose to receive your pension payments fortnightly, monthly, quarterly, half-yearly, or annually. Payments are made on or around the 15th of the month. If the 15th of the month falls on a weekend or public holiday, your pension will be paid on the preceding business day.

Lump sum withdrawals

Lump sum withdrawals from your Term Allocated Pension are not permitted, except in limited circumstances. These are as follows:

1. to pay surcharge tax
2. to give effect to a payment split under Family Law

You should note that you will lose any assets test exemption applying to you for Centrelink purposes if you purchase another complying income stream with the lump sum proceeds from your TAP. The same assets test exemption is not available to complying income streams (includes lifetime income streams, fixed term income streams and TAPs) purchased on or after 20 September 2007.

Additional contributions and rollovers

Once your Term Allocated Pension has commenced, you cannot make additional contributions or super rollovers to your account.

Rolling your pension over

You can rollover your Term Allocated Pension to another similar product at any time.

When does your account close?

Your account will close when the term has expired. A Term Allocated Pension is designed to decrease the balance of your account to zero over the term of the pension.

Final payment

The final year's payment may be adjusted to allow for any variation in your account balance due to investment earnings of your chosen investment option(s). This means the final payment may be more or less than that calculated at 1 July in the final year.

Protecting your spouse

If you had a spouse on commencement of your pension, you had the option to make them a 'reversionary beneficiary' of your Term Allocated Pension. This means that if you die, your Term Allocated Pension payments continue to be made to them for the remainder of the term or until your spouse's death.

Your spouse will receive pension payments of the same value as those made to you.

Once a reversionary beneficiary is nominated by the primary pensioner it cannot be changed.

If your pension cannot be paid to your spouse as they are no longer your spouse at the date of your death, it will normally be treated in the same way as a lump sum death benefit (refer to 'If you die and there is no reversionary beneficiary' directly below). However, the Trustee may decide to pay it as a pension in certain circumstances.

If you die and there is no reversionary beneficiary

If you haven't chosen a reversionary beneficiary and you die before the pension end of term, the balance of the account will be paid as a lump sum to your estate or a surviving spouse.

Taxation

Generally, all pension payments and lump sum withdrawals (if applicable) are tax-free from age 60.

Defined Benefit Income Cap

Your Term Allocated Pension is considered to be a 'capped income stream'. Capped income streams are subject to a Defined Benefit Income Cap.

The Defined Benefit Income cap is $118,750 for the 2024/25 financial year and is subject to indexation.

If your Term Allocated Pension commenced prior to 1 July 2017, and your annual Term Allocated Pension income exceeds the defined benefit income cap, you may be subject to further taxation and/or the loss of tax offsets.

We suggest you seek advice from your accountant about the tax consequences of your Term Allocated Pension.

Fees

The Term Allocated Pension fees are the same as those charged to the standard Hostplus Pension product. Please refer to the Hostplus Pension guide at hostplus.com.au for more information.

Centrelink conditions

Depending on the date of purchase, your entire Term Allocated Pension balance, or a portion of it, may be exempt from the Centrelink asset test.

Transfer balance cap

The transfer balance cap limits the total amount of superannuation that you can transfer into retirement phase accounts throughout your lifetime. This includes your Term Allocated Pension and any other retirement phase accounts you possess. These amounts are recorded in your personal transfer balance account, which keeps track of events that affect your personal transfer balance cap.

The Australian Tax Office (ATO) oversees the management of the transfer balance cap and your personal transfer balance account. To learn more about the transfer balance cap, your transfer balance account, and the potential consequences of exceeding these limits, we recommend visiting the ATO's website at www.ato.gov.au or consulting with a licensed financial or tax adviser.

Section 9.2
SRF Life Pension Member Guide

Section 9.2 SRF Life Pension Member Guide

The SRF Life Pension is financially supported by the Permanent Defined Benefit sub-fund. Please refer to Section 1:1 Permanent Defined Benefit Member Guide for details on the financial management of the sub-fund.

What is a SRF Life pension?

As the name implies, the Lifetime pension product provides you with an income for the rest of your life.

It is a closed product, meaning you cannot start a new Lifetime pension. When establishing your Lifetime pension, you had the choice of either a reversionary pension (to provide an income for your surviving partner) or a non-reversionary pension.

Key features of the SRF Life Pension

- monthly pension payments payable for your lifetime
- if selected at purchase, payments are indexed to increase each year, in line with inflation
- option for a minimum 10-year guaranteed term
- tax-free payments if you are 60 or over (refer to 'Taxation' section for more information)
- depending on the date of purchase, your SRF Life Pension will continue to be fully or partially exempt from the asset test for Centrelink purposes
- your pension payments less a 'deduction amount' are counted as assessable income for Centrelink purposes. Centrelink calculated the 'deduction amount' at the commencement of the pension.
- if you chose a Joint Life Pension, on your death, 85% of your pension payments can continue to your spouse
- lump sum withdrawals are not permitted (except in limited circumstances)
- payments are directly credited to the account of your choice
- closed product.

Single Life Pension or a Joint Life Pension

At commencement, you could elect to take the SRF Life Pension as either a Single or Joint Life Pension.

A Single Life Pension is where your pension is payable for your lifetime.

A Joint Life Pension is where your pension is payable for your lifetime and, in the event of your death, 85% of your pension is payable for the lifetime of your spouse.

Your monthly pension

Your pension payment amount at commencement was worked out by the Fund's Actuary, taking into account the following factors:

- your age when you invested in the SRF Life Pension
- the amount you invested
- whether you chose a fixed monthly pension or indexed every year to inflation
- whether you chose a minimum 10-year guaranteed term; and
- whether you chose a Single or Joint Life Pension.

Keeping pace with inflation

If you elected for your pension payments to be indexed in line with increases in inflation, your SRF Life Pension payments will be automatically adjusted in line with the leading inflation indicator the Consumer Price Index (CPI). Note that your pension payments will increase with positive changes in the CPI, but they will not be reduced if inflation is negative.

Option of a minimum 10-year guaranteed term

Upon commencing your SRF Life Pension, you had the option to have your SRF Life Pension paid for a guaranteed minimum term of 10 years.

For example, if you died six years after investing in the SRF Life Pension, your nominated dependants (or your estate) would receive your pension payments for the remaining four years.

Lump sum withdrawals

Lump sum withdrawals and payment splits from your SRF Life Pension are not permitted, except in limited circumstances. These are as follows:

1. to pay surcharge tax
2. to give effect to a payment split under Family Law.

Additional contributions are not permitted

As the purchase price of your SRF Life Pension determines your monthly payment amount, you cannot make additional contributions or super rollovers to your Pension once it has commenced.

Splitting superannuation on relationship breakdown

Your benefit may be affected by the Family Law Act in the event of a divorce or a de facto relationship breakdown. Legislation allows divorcing marital couples to split their superannuation benefits as part of their property settlement agreed under a splitting agreement or as specified by the Courts.

Certain opposite or same-sex de facto partners where the de facto relationship has broken down in a State where property division for de facto couples is governed by the Family Law Act, are able to split their superannuation benefits.

Any preserved and restricted non-preserved benefit that is split must remain in the superannuation system and is subject to superannuation laws and the preservation rules.

For more details on how this law may affect you please call us on **1300 467 875**. In respect of family law matters, you may require professional legal advice.

When does your account close?

A SRF Life Pension account remains active for your life (if it is a Single Life Pension) or for your life or the life of your spouse (whichever is the longer) if it is a Joint Life Pension.

The risks of investing in a Life Pension

As with any investment, investing in a SRF Life Pension does carry a degree of risk, including:

- once your pension has commenced, you cannot change the level of your pension payments, or decide to introduce indexation.
- you cannot transfer your pension to an account-based income stream (e.g. Hostplus Pension)
- you do not have access to your investment, and lump sum withdrawals are generally not permitted.
- the real value of your pension payments may reduce over time as a result of inflation (where your pension is not indexed to inflation)

Changes to superannuation and taxation laws may also have an effect on matters including how your pension payments are taxed.

Taxation

Generally, all pension payments and lump sum withdrawals (if applicable) are tax-free from age 60.

Defined Benefit Income Cap

Your SRF Life Pension is considered to be a 'capped income stream'. Capped income streams are subject to a Defined Benefit Income Cap.

The Defined Benefit Income cap is $118,750 for the 2024/25 financial year and is subject to indexation.

If your SRF Life Pension income exceeds the defined benefit income cap, you may be subject to further taxation and/or the loss of tax offsets.

We suggest you seek advice from your accountant about the tax consequences of your SRF Life Pension

Fees

There are no fees attached to your SRF Life Pension.

At purchase, your benefit was calculated based on actuarial advice in accordance with a number of determining factors, including your life expectancy, any minimum guarantee period, and whether or not you have elected to have a joint pension or to have your pension indexed, as well as taking into account investment assumptions and associated costs estimated to occur during the term of the pension.

What happens in the event of your death?

If you have a Single Life Pension, the pension will cease on your death.

If you have a Joint Life Pension, in the event of your death, your spouse will continue to receive 85% of your pension payments for their lifetime. If the pension cannot be paid to your nominated spouse and you selected and are still within the minimum 10-year guarantee term, it will be treated in the same way as a lump sum death benefit.

Life pensioner – guarantee period has expired

If you opted for a guaranteed minimum 10-year period on commencement of your SRF Life Pension and this period has expired, any death benefit nomination that you made no longer applies. You are unable to make any further death benefit nomination.

Reversionary nomination

If you are a Joint-Life pensioner, you had the opportunity on commencement of your pension, to nominate your spouse as a reversionary beneficiary to continue to receive a portion of your pension payments in the event of your death. Your pension payments will revert automatically to your spouse, provided they are your spouse at the time of your death. This is called a reversionary pension.

If the pension cannot be paid to your nominated spouse and you selected and are still within the minimum 10-year guaranteed term, it will be treated in the same way as a lump sum death benefit. The remaining balance in your pension account will be paid as a lump sum to your dependant(s) or your legal personal representative through your estate. If the Trustee, after making reasonable efforts, is unable to locate any of your dependant(s) or a legal personal representative, then we will pay your benefit to some other suitable individual(s) as determined by the Trustee.

Centrelink conditions

Depending on the date of purchase, your SRF Life Pension, or a portion of it, may be exempt from the Centrelink asset test.

Other issues

There is no residual value after the expiration of the 10-year guarantee period. Please note the capital value of the income stream cannot be used as security for borrowing. The assumptions on which the pension is based were determined by the Fund's Actuary at the time. The assumptions remain fixed for members once they have commenced the pension with the exception of any fees which may be altered as required.

Transfer balance cap

The transfer balance cap limits the total amount of superannuation that you can transfer into retirement phase accounts throughout your lifetime. This includes your SRF Life Pension and any other retirement phase accounts you possess. These amounts are recorded in your personal transfer balance account, which keeps track of events that affect your personal transfer balance cap.

The Australian Tax Office (ATO) oversees the management of the transfer balance cap and your personal transfer balance account. To learn more about the transfer balance cap, your transfer balance account, and the potential consequences of exceeding these limits, we recommend visiting the ATO's website at ato.gov.au or consulting with a licensed financial or tax adviser.

Section 9.3 SRF Fixed Term Pension Member Guide

Section 9.3 SRF Fixed Term Pension Member Guide

The SRF Fixed Term Pension is financially supported by the Permanent Defined Benefit sub-fund. Please refer to Section 1:1 Permanent Defined Benefit Member Guide for details on the financial management of the sub-fund.

What is a Fixed Term pension?

The SRF Fixed Term Pension, which is a non-account-based pension, provides you with an income for a fixed period of time. It is a closed product, meaning you cannot establish a new SRF Fixed Term Pension.

You cannot add monies to the SRF Fixed Term Pension after commencement.

Lump sum withdrawals are not permitted, and investment choice does not apply.

Key features of the SRF Fixed Term Pension

- monthly pension payments payable for a fixed term
- fixed payments or indexed every year to inflation
- tax free payments if you are 60 or over (refer to 'Taxation' section for more information)
- your SRF Fixed-Term Pension will continue to be 100% exempt from the asset test for Centrelink purposes if commenced before 20 September 2004 (or 50% exempt if commenced on or after this date but before 20 September 2007)
- your pension payments less a 'deduction amount' are counted as assessable income for Centrelink purposes. Centrelink calculated the 'deduction amount' at the commencement of your pension.
- if you die during the term of your pension, it is then payable to your spouse or estate
- lump sum withdrawals are not permitted (except in limited circumstances)
- payments are directly credited to the account of your choice.

Single or Joint Fixed-Term Pension

You had the option to choose from either a Single or Joint SRF Fixed-Term Pension.

A Single SRF Fixed-Term Pension is where your pension is payable to you for a term based on your age and life expectancy.

A Joint SRF Fixed-Term Pension is where your pension is payable to you for a term based on your or your spouse's age and life expectancy and reverts to your spouse on your death for the remainder of the term.

Your monthly pension

The amount of your pension payment was calculated at commencement based on the points outlined below, and you will receive the calculated payment amount each month for the duration of the fixed term.

Your monthly pension payment amount will depend on:

- the amount you invested
- whether you chose a fixed payment or indexed payments
- whether you chose a Single or Joint Fixed-Term Pension; and
- the term of the pension.

Keeping pace with inflation

As your pension payments are indexed in line with increases in inflation, Hostplus will automatically adjust your payments each year in line with the leading inflation indicator the Consumer Price Index (CPI). Note that your pension payments will increase with positive changes in the CPI, but they will not be reduced if inflation is negative.

Additional contributions are not permitted

As the purchase price of your SRF Fixed Term Pension determines your monthly payment amount, you cannot make additional contributions or super rollovers to your Pension once it has commenced.

Lump sum withdrawals

Lump sum withdrawals or payment splits from your SRF Fixed Term Pension are not permitted, except in limited circumstances. These are as follows:

1. to pay surcharge tax
2. to give effect to a payment split under Family Law.

Splitting superannuation on relationship breakdown

Your benefit may be affected by the Family Law Act in the event of a divorce or a de facto relationship breakdown. Legislation allows divorcing marital couples to split their superannuation benefits as part of their property settlement agreed under a splitting agreement or as specified by the Courts.

Certain opposite or same-sex de facto partners where the de facto relationship has broken down in a State where property division for de facto couples is governed by the Family Law Act, are able to split their superannuation benefits.

Any preserved and restricted non-preserved benefit that is split must remain in the superannuation system and is subject to superannuation laws and the preservation rules.

For more details on how this law may affect you please call us on **1300 467 875**. In respect of family law matters, you may require professional legal advice.

When does your account close?

Your SRF Fixed Term Pension account will close when the fixed term has expired.

The risks of investing in a Fixed Term Pension

As with any investment, investing in a SRF Fixed Term Pension does carry a degree of risk, including:

- once your pension has commenced, you cannot change the level of your pension payments, decide to introduce indexation or change the term of your pension.
- you cannot transfer your pension to an account-based income stream (e.g. Hostplus Pension)
- you do not have access to your investment, and lump sum withdrawals are generally not permitted.
- the real value of your pension payments may reduce over time as a result of inflation (where your pension is not indexed to inflation)
- there is a risk that you may live longer than the term of your pension and therefore may need to arrange for further income.

Changes to superannuation and taxation laws may also have an effect on matters including how your pension payments are taxed.

Taxation

Generally, all pension payments and lump sum withdrawals (if applicable) are tax-free from age 60.

Defined Benefit Income Cap

Your SRF Fixed Term Pension is considered to be a 'capped income stream'. Capped income streams are subject to a Defined Benefit Income Cap.

The Defined Benefit Income cap is $118,750 for the 2024/25 financial year and is subject to indexation.

If your SRF Fixed Term Pension income exceeds the defined benefit income cap, you may be subject to further taxation and/or the loss of tax offsets.

We suggest you seek advice from your accountant about the tax consequences of your SRF Fixed Term Pension.

Fees

There are no fees attached to your SRF Fixed Term Pension.

At purchase, your benefit was calculated based on actuarial advice in accordance with a number of determining factors, including your life expectancy or term of the pension and whether or not you have elected to have a joint pension or to have your pension indexed, as well as taking into account investment assumptions and associated costs estimated to occur during the term of the pension.

What happens in the event of your death?

In the event of your death before the end of the fixed term, your dependants (or your estate if you have not nominated dependants) can continue to receive the pension until the fixed term has expired. Your dependants can choose to have the balance of your SRF Fixed-Term Pension paid as a lump-sum.

If you have a joint pension, the pension will revert to your spouse until the expiry of the fixed term. If your spouse dies before the end of the term, the balance is paid as a lump sum to your dependants or estate.

For the definition of 'dependant', refer to the Glossary section on page 151.

Reversionary nomination

If you are a Joint-Life pensioner, you had the opportunity on commencement of your pension, to nominate your spouse as a reversionary beneficiary to continue to receive your pension payments in the event of your death.

If the pension cannot be paid to your nominated spouse, it will be treated in the same way as a lump sum death benefit. The remaining balance in your pension account will be paid as a lump sum to your dependant(s) or your legal personal representative through your estate. If the Trustee, after making reasonable efforts, is unable to locate any of your dependant(s) or a legal personal representative, then we will pay your benefit to some other suitable individual(s) as determined by the Trustee.

Centrelink conditions

Depending on the date of purchase, your entire SRF Fixed Term Pension, or a portion of it, may be exempt from the Centrelink asset test.

Other issues

There is no residual value after the expiration of the term. Please note the capital value of the income stream cannot be used as security for borrowing. The assumptions on which the pension is based were determined by the Fund's Actuary at the time. The assumptions remain fixed for members once they have commenced the pension with the exception of any fees which may be altered as required.

Transfer balance cap

The transfer balance cap limits the total amount of superannuation that you can transfer into retirement phase accounts throughout your lifetime. This includes your SRF Fixed Term Pension and any other retirement phase accounts you possess. These amounts are recorded in your personal transfer balance account, which keeps track of events that affect your personal transfer balance cap.

The Australian Tax Office (ATO) oversees the management of the transfer balance cap and your personal transfer balance account. To learn more about the transfer balance cap, your transfer balance account, and the potential consequences of exceeding these limits, we recommend visiting the ATO's website at www.ato.gov.au or consulting with a licensed financial or tax adviser.

Pension term

Pension commenced prior to 20 September 2004

If you commenced your SRF Fixed Term Pension prior to 20 September 2004, the term of your pension will be equal to your life expectancy or 15 years (where your life expectancy was more than 15 years).

Pension commenced on or after 20 September 2004

If you commenced your pension between 20 September 2004 and 31 December 2005, the term of your pension will be within the following minimum and maximum ranges:

	Term based on your life expectancy	Term based on your spouse's life expectancy*
Minimum Term	Your life expectancy (Rounded up to the nearest whole number)	Your spouse's life expectancy (rounded up to the nearest whole number)
Maximum Term	Your life expectancy as if you were 5 years younger	Your spouse's life expectancy as if they were 5 years younger

*This term could only be chosen where you purchased a Joint SRF Fixed Term Pension.

If you commenced your pension on or after 1 January 2006, the term of your pension will be within the following minimum and maximum ranges:

	Single pension	Term based on your spouse's life expectancy*
Minimum Term	Your life expectancy (Rounded up to the nearest whole number)	Your spouse's life expectancy (rounded up to the nearest whole number)
Maximum Term	The greater of: Your life expectancy as if you were 5 years younger, Or 100 minus your age at purchase.	The greater of: Your spouse's life expectancy as if they were 5 years younger, Or 100 minus your spouse's age at purchase.

*This term could only be chosen where you purchased a Joint SRF Fixed Term Pension.

Section 9.4 SERF Fixed Term Income Member Guide

Section 9.4 SERF Fixed Term Income Member Guide

The SERF Fixed Term Pension is financially supported by the Permanent Defined Benefit sub-fund. Please refer to Section 1:1 Permanent Defined Benefit Member Guide for details on the financial management of the sub-fund.

What is a Fixed Term Income?

SERF Fixed Term Income, which is a non-account based pension, provides you with an income for a fixed period of time. It is a closed product, meaning you cannot establish a new SERF Fixed Term Income.

You cannot add monies to SERF Fixed Term Income after commencement.

Lump sum withdrawals are not permitted, and investment choice does not apply.

Key features of SERF Fixed Term Income

- monthly pension payments payable for a fixed term
- fixed payments or indexed every year at 5%
- tax free payments if you are 60 or over (refer to 'Taxation' section for more information)
- your SERF Fixed-Term Income will continue to be 100% exempt from the asset test for Centrelink purposes if commenced before 20 September 2004 (or 50% exempt if commenced on or after this date but before 20 September 2007)
- your pension payments less a 'deduction amount' are counted as assessable income for Centrelink purposes. Centrelink calculated the 'deduction amount' at the commencement of the pension.
- if you die during the term of your pension, it is then payable to your spouse or estate
- lump sum withdrawals are not permitted (except in limited circumstances)
- payments are directly credited to the account of your choice.

Your monthly pension

The amount of your pension payment was calculated at commencement based on the points outlined below, and you will receive the calculated payment amount each month for the duration of the fixed term.

Your monthly pension payment amount will depend on:

- the amount you invested
- whether you chose a fixed payment or indexed payments; and
- the term you chose.

Your pension payments were calculated once at the commencement of your pension using the formula:

Opening balance / Payment factor

(Note the different pension factors for indexed pensions)

In the first year, the amount of your pension was pro-rated based on the number of days from the date your pension started to 30 June.

At each 1 July, your remaining term is rounded up to the nearest whole year if you started your pension between 1 January and 30 June, and rounded down to the nearest whole year if you started your pension between 1 July and 31 December.

Indexation of payments

At the commencement of your pension, you had the option to choose for your payments to be indexed.

If you chose an Indexed pension, your pension income will increase by 5% each year.

If you commenced your pension before 1 July 2005, your 5% increase takes place each July.

If you commenced your pension on or after 1 July 2005, your 5% increase will take place each year on the anniversary of your pension.

Additional contributions are not permitted

As the purchase price of your SERF Fixed-Term Income determines your monthly payment amount, you cannot make additional contributions or super rollovers to your Pension once it has commenced.

Lump sum withdrawals

Lump sum withdrawals from your SERF Fixed-Term Income are not permitted, except in limited circumstances. These are as follows:

- to pay surcharge tax
- to give effect to a payment split under Family Law.

Splitting superannuation on relationship breakdown

Your benefit may be affected by the Family Law Act in the event of a divorce or a de facto relationship breakdown. Legislation allows divorcing marital couples to split their superannuation benefits as part of their property settlement agreed under a splitting agreement or as specified by the Courts.

Certain opposite or same-sex de facto partners where the de facto relationship has broken down in a State where property division for de facto couples is governed by the Family Law Act, are able to split their superannuation benefits.

Any preserved and restricted non-preserved benefit that is split must remain in the superannuation system and is subject to superannuation laws and the preservation rules.

For more details on how this law may affect you please call us on **1300 467 875**. In respect of family law matters, you may require professional legal advice.

When does your account close?

Your SERF Fixed Term Income account will close when the fixed term has expired.

The risks of investing in SERF Fixed Term Income

As with any investment, investing in a SERF Fixed Term Income pension does carry a degree of risk, including:

- once your pension has commenced, you cannot change the level of your pension payments, decide to introduce indexation or change the term of your pension.
- you cannot transfer your pension to an account-based income stream (e.g. Hostplus Pension)
- you do not have access to your investment, and lump sum withdrawals are generally not permitted.
- the real value of your pension payments may reduce over time as a result of inflation
- there is a risk that you may live longer than the term of your pension and therefore may need to arrange for further income.

Changes to superannuation and taxation laws may also have an effect on matters including how your pension payments are taxed.

Taxation

Generally, all pension payments and lump sum withdrawals (if applicable) are tax-free from age 60.

Defined Benefit Income Cap

Your SERF Fixed Term Income pension is considered to be a 'capped income stream'. Capped income streams are subject to a Defined Benefit Income Cap.

The Defined Benefit Income cap $118,750 for the 2024/25 financial year and is subject to indexation.If your annual SERF Fixed Term Income pension income exceeds the defined benefit income cap, you may be subject to further taxation and/or the loss of tax offsets.

We suggest you seek advice from your accountant about the tax consequences of your SERF Fixed Term Income pension.

Fees

There are no fees attached to your SERF Fixed Term Income.

At purchase, your benefit was calculated based on actuarial advice in accordance with a number of determining factors, including your life expectancy or term of the pension, and whether or not you have elected to have your pension indexed, as well as taking into account investment assumptions and associated costs estimated to occur during the term of the pension.

What happens in the event of your death?

In the event of your death before the end of the fixed term, your dependants (or your estate if you have not nominated dependants) can continue to receive the pension until the fixed term has expired. Your dependants can choose to have the balance of your SERF Fixed Term Income paid as a lump-sum.

If you have nominated a reversionary beneficiary, the pension will revert to your reversionary beneficiary until the expiry of the fixed term. If your reversionary beneficiary dies before the end of the term, the balance is paid as a lump sum to your dependants or estate.

Reversionary nomination

Upon commencement of your pension, you had the opportunity to nominate a reversionary beneficiary to continue to receive your pension payments in the event of your death. Your pension payments will then revert automatically to your reversionary beneficiary, provided they are a valid beneficiary at the time of your death. This is called a reversionary pension.

Centrelink conditions

Depending on the date of purchase, your entire SERF Fixed Income pension, or a portion of it, may be exempt from the Centrelink asset test.

Other issues

There is no residual value after the expiration of the term. Please note the capital value of the income stream cannot be used as security for borrowing. The assumptions on which the pension is based were determined by the Fund's Actuary at the time. The assumptions remain fixed for members once they have commenced the pension with the exception of any fees which may be altered as required.

Transfer balance cap

The transfer balance cap limits the total amount of superannuation that you can transfer into retirement phase accounts throughout your lifetime. This includes your SERF Fixed Term Income pension and any other retirement phase accounts you possess. These amounts are recorded in your personal transfer balance account, which keeps track of events that affect your personal transfer balance cap.

The Australian Tax Office (ATO) oversees the management of the transfer balance cap and your personal transfer balance account. To learn more about the transfer balance cap, your transfer balance account, and the potential consequences of exceeding these limits, we recommend visiting the ATO's website at www.ato.gov.au or consulting with a licensed financial or tax adviser.

Pension term

At the commencement of your pension, you would have elected your preferred term. You had the option to select a term between your official life expectancy, that of a person of the same sex who was five years younger, and, if it was longer, the period until you reached 100.

Alternatively, if you nominated a reversionary beneficiary, and if their life expectancy was longer than yours, you could have chosen a term between the life expectancy of your beneficiary, that of a person of the same sex who was five years younger than your beneficiary, and the remaining period until your beneficiary reached 100.

This term was fixed at the commencement of your pension.

Table 1: Terms available for pensions commencing on or after 1 January 2005

The table below outlines the terms that you could have chosen at the commencement of your SERF Fixed Term Income (between your official life expectancy, that of a person of the same sex who was five years younger, and, if it is longer, the period until you would reach 100, or the same for your nominated reversionary beneficiary provided their life expectancy is longer than yours).

Age	Term		Age	Term	
	Male	Female		Male	Female
45	35	40	68	16	19
46	35	39	69	15	18
47	34	38	70	15	18
48	33	37	71	14	17
49	32	36	72	13	16
50	31	35	73	13	15
51	30	34	74	12	15
52	29	33	75	11	14
53	28	32	76	11	13
54	27	31	77	10	12
55	26	30	78	10	12
56	26	29	79	9	11
57	25	29	80	9	10
58	24	28	81	8	10
59	23	27	82	8	9
60	22	26	83	7	9
61	21	25	84	7	8
62	21	24	85	7	8
63	20	23	86	6	7
64	19	22	87	6	7
65	18	22	88	6	7
66	17	21	89	5	6
67	17	20	90	5	6

Table 2: Payment factors for SERF's Fixed Term Income pension

Your initial purchase amount was divided by your Factor from the following table (fixed or indexed), based on your selected term. This calculation determined your annual pension payment amount.

The factors for an indexed pension had the effect of giving you a reduced starting amount, but an extra 5% each year until the end of the term.

Term of payment	Factor for non-indexed pensions	Factor for indexed pensions
50	15.2380	35.0461
49	15.1936	34.5611
48	15.1463	34.0693
47	15.0959	33.5704
46	15.0423	33.0644
45	14.9851	32.5511
44	14.9243	32.0306
43	14.8595	31.5025
42	14.7905	30.9670
41	14.7170	30.4238
40	14.6388	29.8728
39	14.5554	29.3140
38	14.4667	28.7472
37	14.3721	28.1723
36	14.2714	27.5891
35	14.1642	26.9977
34	14.0500	26.3978
33	13.9284	25.7893
32	13.7989	25.1721
31	13.6609	24.5461
30	13.5140	23.9112

Section 10. Privacy and complaints

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9.1 Enquiries and complaints

If you have an enquiry or complaint, please call **1300 467 875**. We'll do everything in our power to attend to your matter promptly and courteously. If you are not happy with the way your matter is handled, we want to know. Please write to:

Hostplus Resolutions Officer
Locked Bag 5046
Parramatta NSW 2124

or email resolutions@hostplus.com.au

Hostplus will acknowledge complaints within 24 hours (or 1 business day) of receiving it, or as soon as practicable and a resolution will be provided to complainants within 45 days for superannuation matters and 90 days for complaints relating to the distribution of a superannuation death benefit, or reasons will be provided for the delay of a resolution for either type of complaint within each respective timeframe.

However, if you are not satisfied with either the way Hostplus handles your complaint or its resolution, you may contact the Australian Financial Complaints Authority (AFCA). AFCA provides free, fair and independent financial services complaints resolutions to Hostplus members and their beneficiaries.

Although you are able to refer the matter to AFCA at any time, they will not usually deal with your complaint until it has been through Hostplus' complaints handling process.

You can contact AFCA via:

Website: afca.org.au
Email: **info@afca.org.au**
Telephone: **1800 931 678**

In writing to:

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

9.2 Your privacy

Protecting your privacy is important to Hostplus. Under the Privacy Act, we are required to handle your personal information in accordance with a set of principles known as the Australian Privacy Principles (APPs).

We collect your information to enable us to identify you, set up your superannuation account, to keep it running smoothly and respond to any queries or request you may have regarding your account. The kind of information we collect from you includes your name, date of birth, address, tax file number and phone numbers via membership application forms, over the phone via our contact centre, through our online portals when you update your details and from financial planners employed by Hostplus and authorised by Industry Fund Services Ltd (IFS),ABN 54 007 016 195, AFSL 232514. We will also collect health information for the purposes of administering insurance on your account. At times we may need to disclose relevant personal information to personal representative(s) which have been approved by you, in addition to external organisations that help us provide product and services to you such as our fund administrator, insurer, mail houses, lawyers, other superannuation funds and regulatory bodies, to the extent required by law. We and our fund administrator may also need to disclose your personal information to overseas recipients.

You should read our privacy policy for more detailed information. Our privacy policy also provides information about how you can access and correct your information, as well as how you can make a complaint about a breach of the APPs or the Privacy Act.

For more information on privacy or to obtain a copy of the Hostplus privacy policy, visit: hostplus.com.au/privacy or call **1300 467 875**.

You can also email us at:
privacy@hostplus.com.au

or write to us at:
Locked Bag 5046, Parramatta NSW 2124.

Service providers

There are a number of service providers who assist the trustee to deliver this product. For a full list of our service providers, please visit hostplus.com.au/super/about-us/governance-and-disclosures

Visit hostplus.com.au/about-us/company-overview/investment-governance for a full listing of our investment managers.

Throughout this guide you may see references to statements about our service providers. The service providers have consented to these statements being included in this guide, and that consent has not been withdrawn.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance. For a description of the target market, please read the Target Market Determination (TMD), available at hostplus.com.au/ddo

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392 as trustee for the Hostplus Superannuation Fund (the Fund) ABN 68 657 495 890, MySuper No. 68657495890198.

Section 11. Glossary

Section 11. Glossary

The information provided in this Legacy Product Guide is a summary only. The full insurance terms and conditions, including payment of benefits, are contained in the Policy document. The Trustee reserves the right to alter the terms and conditions of the Policy, including cover amounts and premiums.

Active Employment - means:

- if Gainfully Employed that you are engaged in your normal duties without limitation or restriction due to sickness or injury and are working normal hours on the relevant date
- that you are not restricted by sickness or injury from being capable of performing your full and normal duties on a full-time basis (for at least 30 hours per week) even though actual employment can be on a fulltime, part-time, casual or contractual basis or you may not currently be Gainfully Employed; and
- that you are not receiving and/or entitled to claim income support benefits from any source including workers' compensation benefits, statutory transport accident benefits and disability income benefits.

If you are on leave, paid or unpaid, other than leave in connection with sickness or injury, you will be considered to be in Active Employment.

Where you can provide proof to the Insurer's satisfaction:

a. that you have been incapable of performing your full and normal duties on a full-time basis due to a temporary and minor sickness or injury; and
b. that sickness or injury has not caused or contributed to your death, Terminal Illness or TPD,

you will be considered as being in Active Employment for those days.

Australian Financial Services Licence (AFSL) – is a licence issued by the Australian Securities and Investments Commission to provide financial services.

Automatic Acceptance Limit (AAL) – is the limit below which Default insurance will be provided without the need for underwriting.

Child – includes a child of a marital relationship or an opposite or same-sex de facto relationship, a step-child, an adopted child, a child of an opposite or same-sex de facto partner, an ex-nuptial child, an IVF child and a child born under a surrogacy arrangement who is a child of either partner in a marital or de facto relationship because of a court order made under a state or territory law that gives effect to a surrogacy agreement.

Complying pensions – include term allocated, lifetime and certain fixed term pensions. A complying pension meets certain minimum standards set by the Government. A complying pension may be exempt from the assets test for Centrelink purposes such as eligibility for the Age Pension. For complying pensions purchased between 20 September 2004 and 19 September 2007, 50% of the pension will be assessable under the assets test. If purchased on or after 20 September 2007, there is no exemption from the assets test.

Crystallise – means when a final Defined Benefit amount is calculated and transferred to another account. At this point the Defined Benefit portion is closed and the member no longer has a Defined Benefit interest in the Fund.

De facto partner – is a person of the opposite or same-sex:

- who, although not legally married to you, lives with you on a genuine domestic basis in a relationship as a couple (generally excluding a person who is related by family); or
- with whom you are in a relationship that is registered on a relationship register (which exists in Victoria, Tasmania and the ACT).

For some taxation purposes, the definition does not include same-sex partners until 1 July 2009.

Dependant – means your spouse (including an opposite or same-sex de facto partner), your children, and anyone with whom you share an interdependency relationship. A person must generally be a dependant (or your legal personal representative) at the date of your death to be a beneficiary of your death benefit.

Family Law Act – means the Family Law Act 1975, which is the legislation which governs the division of assets on divorce or separation and includes provisions which allow a member and his/her non-member spouse to request information about a superannuation interest and split or flag a superannuation interest by court order or agreement.

Forward Underwriting Limit (FUL) – means the level and type of insurance determined by the Insurer after the assessment of a member's application for insurance, below which future increases in cover will be automatically provided without underwriting.

Full Participating Employer (Permanent Defined Benefit only) – is an employer who has applied for and been accepted by the Trustee as a Full Participating Employer in the Stevedores division of the Fund and has agreed to participate in the Fund and be bound by the rules of the Fund. These employers are generally limited to employers operating in the stevedoring (or related) industries.

Fund – means the superannuation fund, Hostplus (ABN 77 455 663 441, RSE Registration No. R1001747).

Gainful Employment or Gainfully Employed – means employed for gain or reward in a business, trade, profession, vocation, calling, occupation or employment.

Guide – refers to this Member Guide.

Heavy Blue Collar – as an occupation category means:

- skilled workers (i.e. in trade-qualified occupations) and unskilled blue collar workers performing Manual Duties (refer below), including, but not limited to, stevedores; or
- workers in any occupation or employment where employment is spent on a ship, tug, offshore vessel or on the water, including, but is not limited to, occupations of seaman, integrated rating and steward.

The Heavy Blue Collar category also includes people without an occupation or who are not Gainfully Employed.

Income – for the purpose of Income Protection cover means:

- for a permanent employee - the salary package paid to you by your Employer including salary, fees, regular bonuses, regular commissions, regular overtime, shift allowances and items in lieu of cash (e.g. salary sacrificed items) but excluding mandatory superannuation contributions and unearned income (e.g. investment or interest income). Bonuses, overtime earnings and commissions will be calculated based on the average of the last three years received by you from your Employer. In the event of a claim, where you have been working in a normal capacity and you subsequently reduce your hours over the sixty (60) days immediately prior to the date of disability as a result of the same illness or injury giving rise to the claim, your income will be calculated as the income immediately prior to your hours being reduced, otherwise at the date of disability.
- for a non-permanent employee or a casual or those between jobs – the salary package paid to you by your Employer including salary, fees, regular bonuses, regular commissions, regular overtime, shift allowances and items in lieu of cash (e.g. salary sacrificed items) but excluding mandatory superannuation contributions and unearned income (e.g. investment or interest income). In the event of a claim, income will be based on the income received by you over the 12 months immediately prior to the date of disability.
- for a self-employed person – where you directly or indirectly own all or part of the business from which you earn your usual income, the total amount earned by the business over the financial year as a direct result of your personal exertion or activities through your usual occupation, less your share of business expenses, but before the deduction of income tax, for that business (or the relevant proportion for part of a financial year). In the event of a claim, income will be based on the income generated by the business due to your personal exertion or activities less your share of business expenses over the last 12 months immediately prior to becoming disabled.

Income stream – means a product which pays a series of regular payments (and includes a pension or annuity).

Indexed pension – is where your pension is indexed to inflation (adjusted according to the Consumer Price Index) at the start of each financial year.

Injury – for the purpose of Income Protection cover, means bodily injury to you, resulting solely and directly from violent, accidental, external and visible means and independently of any other cause.

Interdependency relationship – is generally a close personal relationship between two people who live together and one or both of them provides the other with financial support, domestic support and personal care (or were prevented from meeting these criteria, other than the close personal relationship criterion, because one or both of them suffer from a physical, intellectual or psychiatric disability).

Joint life pension – is where your pension is payable for your lifetime and 85% of your pension is payable for the lifetime of your spouse.

Legal personal representative – means the executor of your will or the administrator of your estate (where you have left no will).

Light Blue Collar – as an occupation category, means occupations that involve light Manual Duties (refer below) and are land-based or involve one of masters, engineers and officers. It also includes supervisors of Heavy Blue Collar workers (refer above).

Limited Cover – means that you are only covered for claims arising from a sickness that first became apparent or an injury that first occurred on or after the date your cover started, restarted or increased.

Lump sum – is a single payment, rather than a series of regular payments such as a pension or annuity.

Manual Duties – means duties involving or using human effort, power or physical energy.

Medical and Other Relevant Evidence – includes but is not limited to medical, vocational or other expert evidence regarding:

a. any treatment, detoxification or drug or alcohol program, rehabilitation, retraining, re-skilling or voluntary work you have undertaken, or could reasonably undertake, taking into account the medical condition, and skills and knowledge you have acquired by education, training and experience, and
b. the likelihood you would be able to engage in work on a full-time or parttime basis if you undertook reasonable treatment, detoxification or drug or alcohol program rehabilitation, retraining, reskilling or voluntary work.

Medical Practitioner – means, in relation to a psychological condition, a legally qualified psychiatrist registered in Australia as a practicing psychiatrist, or otherwise, a legally qualified Medical Practitioner registered to practice in Australia with specialisation in the relevant medical condition but does not include chiropractors, physiotherapists, psychologists or alternative health providers, your employers, yourself, your spouse or a member of your immediate family or a business partner or associate or a fellow shareholder or unit holder in a company or trust that is not a publicly listed company or trust.

Ordinary Time Earnings (OTE) – defined in Superannuation Guarantee (SG) legislation and generally includes earnings in respect of ordinary hours of work (other than certain lump sum payments made on termination of employment); and earnings consisting of over award payments, shift loading and commission. Subject to the maximum contribution base under the SG legislation.

Partial Disablement and Partial Disability – for the purposes of Income Protection cover, means that immediately following a period of Total Disability of at least 14 consecutive days during the Waiting period, and solely because of the Injury or Sickness that directly caused the Total Disability, you:

- are unable to perform Regular Duties of your own occupation, at full capacity.
- are capable of working (whether or not for reward)
- are earning a monthly Income that is less than your pre-disability salary; and
- remain under the regular care and attendance of a Medical Practitioner and follow their advice in relation to that Injury or Sickness.

PDS – Product Disclosure Statement.

Pension – provides a series of regular payments and can be provided by a superannuation fund (eg lifetime time, fixed-term, allocated pension or working income support pension).

Policy – refers to the Group Policy (number G3608) for Death and Total & Permanent Disablement insurance and Income Protection insurance held by the Trustee with MLC Limited for members of the Fund.

Permanently retired – generally means you have ceased working and the Trustee is reasonably satisfied that you never intend to work again for 10 or more hours a week.

Registrable Superannuation Entity (RSE) Registration – a superannuation fund regulated by the Australian Prudential Regulation Authority (APRA) must be registered with APRA to operate as a superannuation fund and accept contributions. Hostplus is RSE registered with APRA.

Reversionary pension – is a pension which is paid to a nominated reversionary beneficiary (usually a spouse or other dependant) on the death of a member who receives a superannuation pension (e.g. Joint-Life or Fixed-term Pension). Maritime Super allows a dependant to be nominated as a reversionary beneficiary.

Regular duties – means the duties that are normally required to perform an Insured Member's occupation.

Required Medical Clearance – means a certificate of medical fitness mandated by law or under a workplace policy, without which an Insured Member is unable to perform their own occupation. Where relevant to an Insured Member's occupation, it may include Australian Maritime Safety Authority (AMSA) certificate of medical fitness.

Rollover – is the transfer of benefits within the superannuation system, for example, from one superannuation fund to another superannuation fund.

Savings Clause (Permanent Defined Benefit only) – is the minimum employer contribution of 12.6% of your Classification Base Wage which applied on the day you made an election to transfer from the Maritime Permanent Defined Benefit to Maritime Stevedores Accumulation (Maritime Accumulation Plus category).

Seafarers Retirement Fund – is the industry superannuation fund for seafarers which merged with the Stevedoring Employees Retirement Fund from 1 March 2009 to form Maritime Super, which then merged with Hostplus on 2 September 2023.

SERF – refers to the Stevedoring Employees Retirement Fund which became Maritime Super on merging with the Seafarers Retirement Fund on 1 March 2009.

Sickness – for the purpose of Income Protection cover, means sickness or disease suffered by you while covered under the insurance Policy.

Single life pension – is where your pension is payable for your lifetime.

Spouse – for most superannuation and taxation purposes, includes both a spouse by marriage and an opposite or same-sex de facto partner (refer to the definition of 'de facto partner' on page 152). For some taxation purposes, the definition does not extend to include a same-sex partner until 1 July 2009.

Superannuation Industry (Supervision) Act (SIS) – the Government legislation that governs the operation of superannuation funds in Australia.

Successor Fund Transfer (SFT) – the transfer of members' benefits from one superannuation fund ('transferring fund') to another fund ('successor fund'), as a result of a merger of the two funds.

Temporary work visa – refers to the temporary visa issued by the Australian Federal Government to an overseas worker who is sponsored by an employer to work in Australia on a temporary basis.

Terminal Illness and Terminally Ill – for the purposes of the Policy, means that:

- in the opinion of two Medical Practitioners approved by the Insurer, at least one of which is a specialist in the relevant area approved by the Insurer, despite all reasonable medical treatment, your medical condition will result in your death within 24 months of the date of the medical certificate; and
- the Insurer is satisfied that you are not expected to live for 24 more months regardless of treatment undertaken.

TFN – tax file number.

Total Disablement and Total Disability

If you are:

- a permanent employee
- a casual employee or contractor working on average 10 hours or more per week for a period of at least three months immediately prior to disablement
- unemployed for less than three months immediately prior to disablement and either a permanent employee or a casual or contractor working average of 10 or more hours per week for a period of at least three months immediately prior to becoming unemployed; oron leave without pay for less than 24 months immediately prior to disablement,
- on leave without pay for less than 24 months immediately prior to disablement,

the following Total Disability definition will apply to you for the purposes of Income Protection cover:

Disablement resulting solely from Injury or Sickness that occurs while the Policy is in force and as a result you:

- are unable to perform Regular Duties of your own occupation, or solely due to the Injury or Sickness which is the subject of the claim, you are unable to obtain a Required Medical Clearance
- remain under the regular care and attendance of a Medical Practitioner and follow their advice in relation to that Sickness or Injury; and
- are not engaged in any occupation, whether or not for reward.

If you are:

- a casual employee or contractor (working on average less than 10 hours per week for a period of at least three months immediately prior to disablement), or
- unemployed (for more than three months prior to disablement), or
- unemployed for less than three months immediately prior to disablement and who worked on average less than 10 hours per week for a period of at least three months immediately prior to becoming unemployed; or
- on leave without pay for more than 24 months immediately prior to disablement,

the following Total Disability definition will apply to you for the purposes of Income Protection cover:

Disablement resulting solely from Injury or Sickness that occurs while the Policy is in force and as a result you:

- remain under the regular care and attendance of a Medical Practitioner and follow their advice in relation to that Injury or Sickness; and are not engaged in any occupation, whether paid or unpaid; and
- are, in the opinion of the Insurer, continuously unable to perform at least two (2) Everyday Working Activities (even if using appropriate aids).

Basic Work Activities (even if using appropriate aids).

Basic Work Activities mean:

1. Mobility (walking or bending):

- Walk, with or without a walking aid*, more than 200m on a level surface without stopping; or
- Bend, kneel or squat to pick something up from the floor from standing position and straighten up again.

*Such as a walking stick, crutches or walking frames

2. Vision (reading):

Read, with visual aids, to the extent that an Ophthalmologist can certify that:

- visual acuity is equal to, or better than, 6/48 in both eyes; or
- constriction is within, or greater than, 20 degrees of fixation in the eye with the better vision.

3. Lifting:

Using one or both hands to hold an object weighing at least 5kg above their own waist height continuously for 60 seconds.

4. Manual dexterity:

With at least one hand, without the use of aids:

- type words using a computer keyboard; or
- pick up a small object such as a coin or pen.

5. Hearing:

Clearly hear with or without an aid, where the inability to hear clearly must be due to permanent hearing loss of at least 90 dB in both ears, averaged over frequencies of 500Hz, 1000Hz and 2000Hz, as certified by an appropriate medical specialist.

6. Communicating (verbal or written):

Comprehend and express oneself through verbal or written language with clarity, where the inability to speak verbally or write with clarity must be due to dysfunction of the nervous system that is present on clinical examination, as certified by an appropriate medical specialist. Examples of dysfunction include dysarthria, aphasia and dysphasia.

Total & Permanent Disablement (TPD), Total and Permanent Disability and Totally and Permanently Disabled means **TPD** for claims where the Date of Disablement is on or after 1 July 2024 means Part 1, Part 2, Part 3, Part 4 or Part 5, as applicable:

Part 1. Unlikely to work in a suited occupation ever again

If the Covered Person:

- is aged less than 67 years as at the Date of Disablement; and
- is Employed or engaged in a gainful occupation, business, profession or Employment or within 16 months of the date a Covered Person ceases to be so Employed or engaged; and
- has suffered an Injury or Illness and, solely as a result of that Injury or Illness, the Covered Person is:
  - 1.1. totally unable to be employed or engaged in that occupation, business, profession or employment for a period of six consecutive months; and
  - 1.2. determined by us that at the end of that six month period described in 1.1 of this Part 1, and up to the Date of Assessment, to be permanently incapacitated to such an extent as to render the Covered Person unlikely ever to be employed or engaged in any gainful occupation, business, profession or employment for which the Covered Person is reasonably suited by education, training or experience.

In forming a view under 1.2 of Part 1, we will consider the following factors:

- i. any re-skilling or retraining undertaken up to the Date of Assessment; and
- ii. all relevant information up to the Date of Assessment.

NOTE: For the avoidance of doubt, the six month period referred to in this Part 1 above does not apply to Parts 2 to 5 below.

Or

Part 2. Significant impairment to whole body

The Covered Person suffers an Injury or Illness and, as a result of that Injury or Illness, the Covered Person:

suffers a permanent impairment of at least 25% of whole person function as defined in the latest edition of the American Medical Association publication 'Guides to the Evaluation of Permanent Impairment', or an equivalent guide to impairment approved by us; and

is disabled to such an extent, as a result of this impairment, that the Covered Person is unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which the Covered Person is reasonably suited by education, training or experience.

Or

Part 3. Loss of limbs and/or sight

As a result of Illness or Injury, the Covered Person suffers the total and permanent loss of the use of:

- two limbs (where 'limb' is defined as the whole hand or the whole foot); or
- the sight in both eyes; or
- one limb and the sight in one eye; and
- is disabled to such an extent, as a result of this impairment, that the Covered Person is unlikely ever again to be employed or engaged in any gainful occupation, business, profession or employment for which the Covered Person is reasonably suited by education, training or experience.

Or

Part 4. Unable to do basic activities associated with work ever again

If the Covered Person:

- solely as a result of Illness or Injury, has been unable to perform at least two Basic Work Activities for at least 12 consecutive months, and
- in our opinion, is unlikely to perform two Basic Work Activities for the rest of their life without the help of another person, and
- as at the assessment date* is unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which the Covered Person is reasonably suited by education, training or experience.

*Assessment date means the date we determine to accept, reject or defer the Covered Person's application for a TPD Benefit.

Or

Part 5. Permanent loss of intellectual capacity

As a result of Illness or Injury, the Covered Person suffers cognitive loss and is disabled to such an extent, as a result of this impairment, that the Covered Person is unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which the Covered Person is reasonably suited by education, training or experience.

'Cognitive loss' means we have determined that a total and permanent deterioration or loss of intellectual capacity has required the Covered Person to be under continuous care and supervision by another adult person for at least six consecutive months and, at the end of those six consecutive months, the Covered Person is likely to require permanent ongoing continuous care and supervision by another adult person.

Trustee – a separate company called Hostplus Pty Limited (ABN 43 058 013 773, RSE Licence No. L0000932) which has overall responsibility for the management and operation of the Fund.

Trust Deed – the legal and binding document that sets out the rules governing the Fund. It sets out the responsibilities of the Trustee in running the Fund and the entitlements of members.

Waiting period – refers to the number of continuous days that must elapse before an Income Protection benefit becomes payable. Your waiting period starts from the date you are first examined and certified by a Medical Practitioner as Totally Disabled and stopped working (if employed).

White Collar – means an occupation category that includes:

- predominantly office-based, sedentary roles performing clerical, administrative and managerial duties with no more than 10% of your time performing Manual Duties, for example stocking shelves or reloading photocopy paper
- persons who work in an office environment for at least 80% of the time (excluding travel time from one office environment to another), including sales representatives that are not involved with deliveries.

Mail Locked Bag 5046, Parramatta, NSW 2124
Phone 1300 467 875

An Industry SuperFund

hostplus.com.au