AN IMPORTANT UPDATE TO YOUR TAILORED INSURANCE ARRANGEMENTS

HOSTPLUS

For employees of Accor who hold insurance cover within the Hostplus Executive Plan

29 January 2026

We're making changes to the insurance arrangements within your Hostplus Executive Plan from 1 March 2026.

The details of your insurance options are set out in this document. We encourage you to review it carefully, and if you need any support or have questions about your cover, we're here to help.

Summary

Changes to your insurance

Hostplus, together with your employer Accor, have reviewed the insurance arrangements in the Hostplus Executive Plan to help ensure your cover remains affordable and does not unnecessarily erode your retirement savings over time. As a result of this, your current insurance cover will change.

If you wish to maintain your existing level of cover, you can continue to do so through **fixed cover** which will be based on the cover you hold on 28 February 2026 (**Option A**).

A new automatic insurance design (**Option B**) will apply for all **new** Accor employees joining the Hostplus Executive Plan from 1 March 2026. The new design is intended to reduce the cost of insurance but equally it will provide you with less cover compared to your existing design under Option A.

If you do not make a choice, you will automatically be moved to Option A from 1 March 2026.

There is no change to any additional voluntary cover you have taken out within your Hostplus account.

What is changing?

Changes relating to Option A: Keeping your existing level of cover

- From **1 March 2026**, your Death (including terminal illness), Total and Permanent Disablement (TPD) and Income Protection cover will move to a **fixed dollar amount**, based on the level of cover you hold on **28 February 2026**.
- **Premiums for Death and/or TPD will reduce**, making your cover more affordable.
- If you have **Income Protection cover**, the **cost will stay the same**, but your benefit amount will become fixed from 1 March 2026.

Changes relating to Option B: Opt-In to new Accor automatic insurance design

- You can choose to move to the new insurance design, which has a lower cost but will reduce your total level of existing cover.
- If you have **Income Protection cover**, the **cost will stay the same**, but your benefit amount will become fixed from 1 March 2026.

What are my options?

Once you've read and understood the changes to your insurance, you can choose one of the following options:

1. **Option A:** This fixed cover option will be applied automatically. **You don't need to do anything to select this option**.
2. **Option B:** To opt in to the new Accor insurance design, complete this form here.

Helping you understand your insurance cover options in detail

Automatic Death and/or TPD cover

What's changing?	Your cover arrangements prior to 1 March 2026	OPTION A Fixed Cover Option	OPTION B New Automatic Design
How is your cover calculated?	Today your automatic cover is based on the following calculation: **5 times your salary** Your cover changes whenever your employer updates your salary details for insurance purposes. Salaries used to calculate the amount of cover are updated each year.	Your automatic cover will be fixed at the existing amount you hold on 28 February 2026. It will no longer go up or down if your salary changes because it is fixed cover.	Your automatic cover will be based on the following calculation: **15% of your annual salary multiplied by the number of years from now until you turn age 65.** The new calculation will decrease your current level of cover. You won't be asked any health and lifestyle questions. Your cover will change whenever your employer updates your salary details for insurance purposes. Salaries used to calculate the amount of cover will be updated each year.
The cost of your cover *A "Plan Rating Factor" is used to determine your insurance cost, in line with the premium rates outlined in the Hostplus Executive Insurance in Your Super Guide.*	A **Plan Rating Factor of 1.0** applies to the premium rates.	The premium rates will reduce because a new **Plan Rating Factor of 0.886** will apply. This Plan Rating Factor will also apply to any additional voluntary cover you hold.	The premium rates will reduce because a new **Plan Rating Factor of 0.843** will apply. This Plan Rating Factor will also apply to any additional voluntary cover you hold.
Automatic Acceptance Limit *This is the maximum amount of automatic cover you can have without providing additional information related to your health and lifestyle.*	**$1,500,000**	**Not applicable. Your level of cover is now fixed under this arrangement at the level you had on 28 February 2026.** If you require an increase above your fixed cover level, you will be asked additional questions relating to your health, lifestyle and other relevant information.	**$750,000** If your calculated insured amount using the new formula exceeds **$750,000** at any time, you will be asked additional questions relating to your health, lifestyle and other relevant information before the additional amount above $750,000 is approved by the Insurer.
When does your cover expire?	Death cover: **70** TPD cover: **65**	Death cover: **70** TPD cover: **70**	Death cover: **65** TPD cover: **65**
Does your level of cover reduce over time?	There is no reduction to the amount of Death cover (unless your salary decreases). TPD cover is automatically reduced by the following percentages from age 61 to the maximum expiry age (65).	There is no reduction to the amount of your Death cover. TPD cover is automatically reduced by the following percentages from age 61 to the maximum expiry age (70).	Generally, your cover will reduce each year because the calculation will be based on your remaining years of employment through to age 65.

Current Age	Percentage of your cover	Current Age	Percentage of your cover
60	100%	60	100%
61	80%	61	80%
62	60%	62	60%
63	40%	63	40%
64	20%	64 to 69	20%

Example:

Taylor is a 45-year-old professional earning $150,000 annually.

Cover arrangements prior to 1 March 2026:

Taylor's Death and TPD insurance is calculated by multiplying her salary by five. With a salary of $150,000, Taylor is insured for $750,000 (5 x $150,000 = $750,000). The cost for this cover is $13.31 per week.

From 1 March 2026:

If Taylor chooses Option A, she will automatically get fixed cover to her existing level:

Taylor's Death & TPD cover will be fixed at $750,000. Taylor's weekly premium will drop to $11.80.

This means that Taylor will be paying less for the same amount of Death and TPD cover.

If Taylor chooses to opt-in to Option B, the new Accor insurance design:

Taylor's Death and TPD cover would be calculated based on 15% of her annual salary multiplied by the number of years until she turns age 65. This means Taylor would be insured for a lower amount of $450,000 (15% x $150,000 x 20 years = $450,000). Taylor's weekly premium will be $6.73.

Changes to automatic Income Protection insurance cover applying to both Options A and B, if applicable to you

What's changing?	Your cover arrangements prior to 1 March 2026	Your cover from 1 March 2026 under both options
How is your cover calculated?	Today your automatic cover is based on the following calculation: **90% of your salary.** Your cover changes whenever your employer updates your salary details for insurance purposes. Salaries used to calculate the amount of cover are updated each year.	Your cover will be fixed at the amount of cover you have on 28 February 2026. Your cover will no longer go up or down automatically if your salary changes.
Automatic Acceptance Limit *This is the maximum amount of automatic cover you can have without providing additional information related to your health and lifestyle.*	**$15,000 per month**	The Automatic Acceptance Limit will no longer be applicable. If you want further increases above your current level of cover, you can apply and you will be asked additional questions relating to your health, lifestyle and other relevant information.

Example: On 1 March 2026, Taylor's level of Income Protection cover will be fixed. Her weekly premium will not change.

Taylor is a 45-year-old professional earning $150,000 annually.

Cover arrangements prior to 1 March 2026:

Taylor's Income Protection cover is calculated by multiplying her salary by 0.9 (i.e. 90%). With a salary of $150,000, Taylor is insured for $135,000 annually ($150,000 x 0.9 = $135,000). The cost of this cover is $12.24 per week, based on a two year benefit period and 30 day waiting period.

Under this arrangement Taylor's cover changes whenever her employer updates her salary details for insurance purposes.

From 1 March 2026:

Taylor's current Income Protection cover of $135,000 will be converted to fixed cover from 1 March 2026. Taylor will continue to pay the same premium for Income Protection.

Under the new arrangement, Taylor's cover will no longer go up or down automatically if her salary changes. All other terms and conditions relating to Taylor's cover continue to apply.

At any time you can:

- apply for additional cover, subject to assessment by our Insurer
- reduce your cover
- cancel your cover.

Where can I get advice about my insurance cover?

It's important to think about your own needs and financial situation when making decisions about your insurance. If you're not sure where to begin, financial advice can help.

At Hostplus, we offer a range of advice options to help you assess your insurance needs. More details can be found on the Hostplus website at hostplus.com.au/advice.

For personalised advice, you can also call our Superannuation Advice team on **1300 303 188**, Monday to Friday, to make an appointment.

WE'RE HERE TO HELP

If you have any questions, we're happy to help. Just call **1300 467 875**, 8am – 8pm AEST /AEDT, Monday to Friday or visit hostplus.com.au

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