UniSuper

Defined Benefit Division and Accumulation 2

28 September 2024

Product Disclosure Statement

Issued 28 September 2024 by UniSuper Limited ABN 54 006 027 121

Important product changes

From time to time it's necessary to make changes to our products, and it's important you understand these changes and how they affect you.

For your convenience we've included a summary of the changes below, however further detail on these changes can be found on the following pages.

WHAT'S CHANGED?

Balanced (MySuper) Performance Objective

The return target stated within the Performance Objective of our Balanced (MySuper) investment option:

- changed from CPI + 3.8% p.a. over 10 years (after investment fees and taxes but gross of account-based fees) to CPI + 3.9% p.a. over 10 years (after investment fees and taxes but gross of account-based fees), effective 28 September 2024; and
- will be changing to CPI + 4.0% p.a. over 10 years (after investment fees and taxes but gross of account-based fees), effective 28 March 2025.

Effective on and after 28 March 2025

Applicable to our super and pension products, we're updating:

- the Strategic Asset Allocation, Suggested Investment Timeframe and Investment Strategy for some of our investment options; and
- our investment approach for our Global Environmental Opportunities investment option.

WE'RE HERE TO HELP

If you have any questions, feel free to contact us on **1800 331 685** from 8:30am to 6:00pm (Melbourne time), Monday to Friday.

Yours sincerely,

UniSuper

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ABN 91 385 943 850

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Balanced (MySuper) Performance Objective

Applicable to Accumulation 1, Accumulation 2 and Personal Account, the return target stated within the Performance Objective of our Balanced (MySuper) investment option is changing as described below.

EFFECTIVE DATE	PERFORMANCE OBJECTIVE[1]
28 September 2024	CPI + 3.9% p.a. over 10 years (after investment fees and taxes but gross of account-based fees) for a member who has a constant balance of $50,000 and who does not incur any activity-based fees.
28 March 2025	CPI + 4.0% p.a. over 10 years (after investment fees and taxes but gross of account-based fees) for a member who has a constant balance of $50,000 and who does not incur any activity-based fees.

[1] Return targets are not promises or predictions of any particular rate of return.

More information on our Balanced (MySuper) investment option is available at **unisuper.com.au/mysuper.**

Effective on and after 28 March 2025

Applicable to Accumulation 1, Accumulation 2, Personal Account, the accumulation component of the Defined Benefit Division, Flexi Pension (Retirement Phase, Transition to Retirement and Beneficiary Income Stream) and Term Allocated Pension, we're updating:

- the Strategic Asset Allocation, Suggested Investment Timeframe and Investment Strategy for some of our investment options; and
- our investment strategy for our Global Environmental Opportunities investment option.

These changes are explained below however, more information about all our investment options can be found in the *How we invest your money* document available at **unisuper.com.au/pds**.

STRATEGIC ASSET ALLOCATIONS

Strategic Asset Allocation is the process of determining and monitoring, the mix of various asset classes within each of our investment options. Strategic Asset Allocations are long-term targets. Actual allocations to an asset class may vary from their strategic asset allocations, but they're monitored so that they're kept within the tolerance range set by us. We may alter the strategic asset allocations and/or tolerance ranges of each individual asset class from time to time, to suit prevailing market circumstances.

Our Strategic Asset Allocations will be updated for the investment option(s) shown in the following table, effective from 28 March 2025.

INVESTMENT OPTION	ASSET CLASSES					
		Australian Shares (including Australian Listed Property Trusts)	International Shares (including Global Listed Property Trusts)	Infrastructure (unlisted) and Private Equity	Property (unlisted)	Cash and Fixed Interest
Balanced Balanced (MySuper)	Current (%)	28.0	31.0	11.0	4.0	26.0
	New (%)	28.0	33.0	11.0	4.0	24.0
Sustainable Balanced	Current (%)	25.0	39.0	10.0	0.0	26.0
	New (%)	27.0	39.0	10.0	0.0	24.0
Conservative Balanced	Current (%)	20.0	22.0	7.0	7.0	44.0
	New (%)	20.0	23.0	7.0	7.0	43.0
Conservative	Current (%)	10.0	12.0	7.0	7.0	64.0
	New (%)	10.0	13.0	7.0	7.0	63.0

The tolerance ranges for the Global Environmental Opportunities option will be updated as shown in the following table, effective from 28 March 2025.

INVESTMENT OPTION	ASSET CLASSES		
		International Shares	Infrastructure & Private Equity
Global Environmental Opportunities	Current (%)	95.0 (90 – 100)	5.0 (0 – 10)
	New (%)	95.0 (75 – 100)	5.0 (0 – 25)

SUGGESTED INVESTMENT TIMEFRAME

The Suggested Investment Timeframe will be updated on the investment option(s) shown in the following table. This table shows the current Suggested Investment Timeframe, and the new Suggested Investment Timeframe effective from 28 March 2025.

INVESTMENT OPTION	SUGGESTED INVESTMENT TIMEFRAME	
Global Environmental Opportunities	Current	Minimum of seven years
	New	Minimum of ten years

INVESTMENT STRATEGY

The Investment Strategy will be updated for the investment option(s) shown in the following table. This table shows the current Investment Strategy, and the new Investment Strategy effective from 28 March 2025.

INVESTMENT OPTION	INVESTMENT STRATEGY	
Global Environmental Opportunities	Current	To invest in a diversified portfolio of assets, including but not limited to, international and some Australian securities, and infrastructure and private equity assets (which may include development assets), whose business activities seek to address current and emerging environmental issues and opportunities. Refer to the 'How we manage your investments' section of the *How we invest your money* document for more information.
	New	To invest in a diversified portfolio of assets, including but not limited to, international and some Australian securities, and infrastructure and private equity assets (which may include development assets), selected on the basis of environmental considerations and the application of some negative screens. Refer to the 'How we manage your investments' section of the *How we invest your money* document for more information.

From 28 March 2025, the Global Environmental Opportunities option will aim to ensure that, in aggregate, at least 50% of the weighted average reported revenue from the listed equities component of its investments is derived from environmental themes and the threshold for the inclusion of a listed company based on its environmental revenue will be reduced from 40% to 20%. Infrastructure and private equity assets are selected for inclusion on the basis of environmental considerations.

More information about Global Environmental Opportunities and the new investment strategy is available at **unisuper.com.au/update**.

WE'RE ONE OF AUSTRALIA'S MOST AWARDED SUPER FUNDS

We've won a string of awards and high ratings for our record of long-term investment performance, value and services from the country's top ratings and research agencies and well-known publications. Importantly, past performance isn't an indicator of future performance. Consider your personal circumstances, read the product disclosure statement and target market determination and seek independent financial advice before investing. The rating is not a recommendation to purchase, sell or hold any product. For more information about our awards and ratings go to **unisuper.com.au/awards**.

About this Product Disclosure Statement

This PDS has been prepared and issued by UniSuper Limited. It's for people eligible to join the Defined Benefit Division (DBD) and Accumulation 2 **on or after 28 September 2024 and before any later PDS is issued**. It summarises the key features of the product (including significant benefits and characteristics, fees and taxes) as well as key risks. If you joined prior to this date and have not exited the product, your account may operate differently to the way described in this PDS. If this is the case, please refer to any previous information we have supplied to you, or contact us if you have queries about the operation of your account.

Information in this PDS may change from time to time. If the changes are not materially adverse, you will find the updates, along with this PDS, at unisuper.com.au/pds. You can also request a paper or electronic copy of updates without charge by calling us on 1800 331 685.

UniSuper, ABN 91 385 943 850, is referred to as 'UniSuper' or 'the Fund'. UniSuper Limited, ABN 54 006 027 121, AFSL No. 492806, is referred to as 'USL' or the 'Trustee', and holds MySuper Authorisation Number 91385943850448. UniSuper Management Pty Ltd, ABN 91 006 961 799, AFSL No. 235907, is referred to as 'UniSuper Management' or 'USM'. USL has delegated administration of UniSuper to USM, which is wholly owned by USL in its capacity as UniSuper's trustee. UniSuper Advice is operated by USM, which is licensed to deal in financial products and provide financial advice. UniSuper Advice financial advisers are employees of USM. They are remunerated by way of a base salary and potential bonuses. Insurance cover is provided to UniSuper members through group insurance policies the Trustee has taken out with MetLife Insurance Limited, ABN 75 004 274 882, AFSL No. 238096 (referred to as 'the Insurer' throughout this PDS).

This PDS assumes you're an Australian resident for income tax purposes. Any untaxed super benefits transferred into UniSuper will attract the 15% contributions tax.

The information in this PDS is of a general nature only and does not take into account your individual objectives, financial situation or needs. You should consider the appropriateness of the information having regard to your personal circumstances and consider consulting a qualified financial adviser before making an investment decision based on information contained in this PDS. The value of your investments can go up or down and investment returns can be positive or negative. The Trustee does not guarantee the performance of the Fund's investment options. To the extent that this PDS contains any information which is inconsistent with the UniSuper Trust Deed and Regulations (together, 'the Trust Deed') or the group insurance policies the Trustee has taken out with the Insurer (together, 'the Policies'), the Trust Deed and the Policies will prevail.

USM, Canstar and Rainmaker Information Pty Ltd have consented to their logo and/or statements being included in this document, in the form and context in which they appear.

Important information booklets

You should read the following documents together with this PDS:

- *How we invest your money*
- *Insurance in your super*
- *How super works*

They're incorporated by reference into this PDS and italicised when we refer to them. They're available free of charge at **unisuper.com.au/pds** or by calling **1800 331 685**.

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Forms - *Opt into the Defined Benefit Division*
- *Transferring from the Defined Benefit Division to Accumulation 2*

Overview of your options

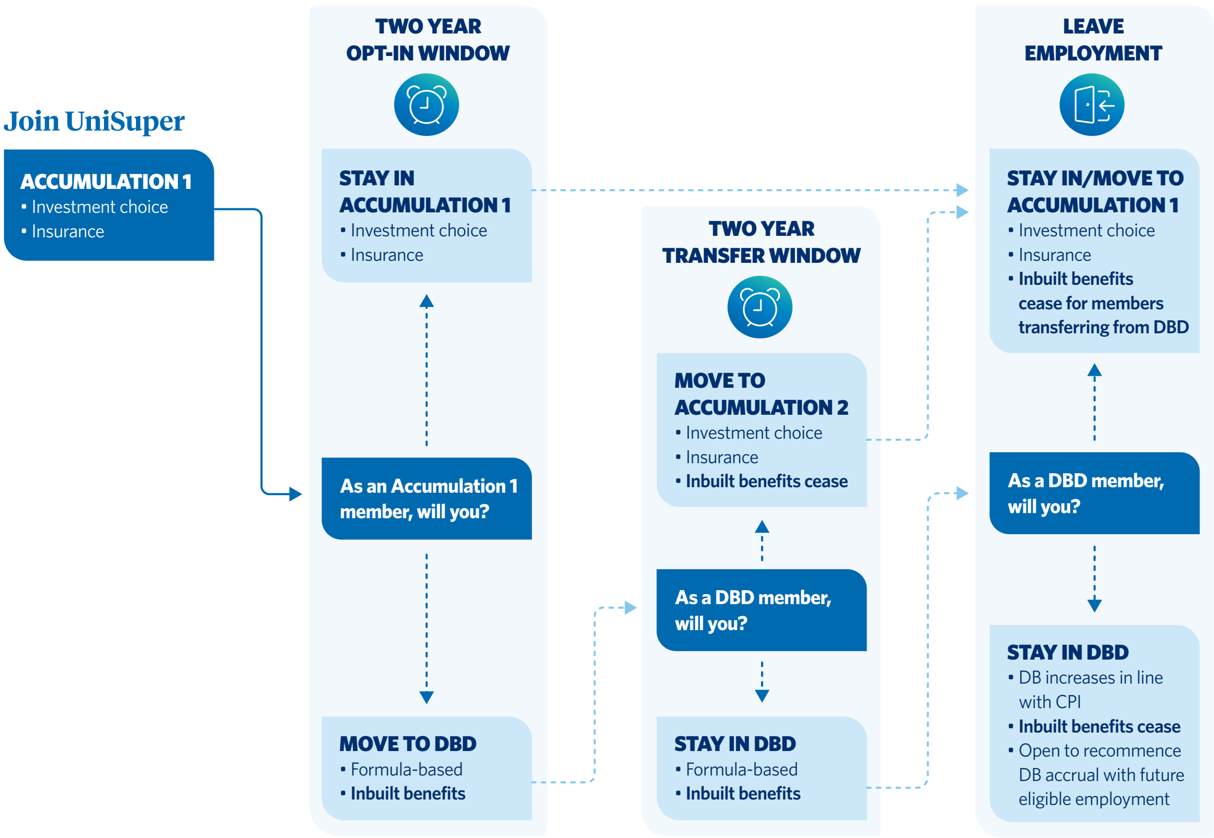
There are two styles of super in Australia, defined benefit and accumulation. UniSuper offers both. This PDS is for people that are eligible to join UniSuper's Defined Benefit Division (DBD).

Styles of super

Defined benefit super is designed to provide reliable growth over your life and give you a better idea of how much money you'll have in retirement. It's based on a formula so isn't directly affected by the performance of investment markets. The formula usually incorporates your age, salary and length of membership (amongst other things).

Accumulation super is more common and the balance reflects the money added to and taken from your account, as well as the returns on the investment options you select (which can be positive or negative).

UniSuper offers both styles of super through our DBD, Accumulation 1 and Accumulation 2 products. DBD members will generally also have an accumulation component. Here's an overview of your options if you're eligible to join UniSuper's DBD. Visit our website for further information.



Key product features

	DEFINED BENEFIT DIVISION		ACCUMULATION 2	ACCUMULATION 1
	Defined Benefit component	*Accumulation component*		
Investment choice	✗	✓	✓	✓
Balance based on investment returns	✗	✓	✓	✓
Balance based on a formula	✓	✗	✗	✗
Inbuilt benefits	✓	✗	✗	✗
Insurance cover	✗	✓	✓	✓

How your account can protect you and your family

We provide inbuilt benefits and insurance cover through the Insurer (also referred to as external insurance), so you or your family can continue to meet financial obligations if you're unable to work due to death, injury or illness.

Inbuilt benefits are one of the biggest differences between the DBD and Accumulation 1/Accumulation 2. Inbuilt benefits is provided to eligible DBD members by UniSuper.

Default member contributions

In this document when we reference member contributions paid into the DBD they are referred to as 'default' even if you have reduced the % you are contributing.

These are important decisions

The information contained within this section is only intended to provide a high-level summary of the options that may be available to you.

Read the full PDS, and all the important information documents we refer to throughout. It's important to understand if you're eligible to opt-in to the DBD and whether it is suitable for your circumstances. If you decide to join, there are default options - relating to insurance cover, member contributions and investment options—which will require consideration.

UniSuper's Defined Benefit Division

UniSuper offers the Defined Benefit Division (DBD) to eligible members. The DBD provides super benefits that are based on a formula and generally is not affected by the performance of investment markets.

Why do we offer defined benefit super?

We have provided defined benefit super to employees in the higher education sector since 1983. It's part of our DNA. Our DBD is designed to achieve an adequate level of retirement savings - without individual members being exposed to the volatility of investment markets.

This is achieved by the pooling of risks—similar to the principle applying to insurance policies. We're proud of the fact that, since inception, no member has lost a single cent in accrued benefits due to market downturns. Of course, past performance is no indicator of future performance. At 30 June 2024, the funding level of the DBD was in a healthy position.

Given that the funds managed within the DBD represent a relatively stable source of capital, our investment managers can source attractive investment opportunities with a long-term time horizon. Together with the smooth returns generated by risk-pooling, each member's final payout is linked to their salary, enabling them to plan for their retirement with greater certainty.

Definitions

The 'Definitions' section at the end of this document explains the meaning of certain italicised terms which appear throughout this PDS.

Definitions relating to insurance cover provided by the Insurer can be found in the *Insurance in your super* document, available at **unisuper.com.au/pds.**

DBD eligibility

From 1 November 2021, members who join UniSuper through a participating employer will generally join Accumulation 1. Some members may also be eligible to transfer into the DBD. This PDS provides an overview of who can join the DBD, how it works, and other important information to consider.

To be eligible to join the DBD, you must be under age 65 when you commence in the DBD and must have:

- not previously elected to transfer to Accumulation 2;
- provided your valid Tax File Number;
- not previously joined the DBD on or after 1 November 2021 during your current period of UniSuper membership;
- not previously been paid a *terminal medical condition* benefit from the DBD;
- not been in *DBD Eligible Employment* for more than 24 months; and
- not previously used your DBD component to begin a Transition to Retirement (TTR) pension.

See our website for more information, and if you're eligible, access the *Opt into the Defined Benefit Division* form, available at the back of this PDS.

We're available on a campus near you to help with information and general advice about your membership and our range of products. You might find it beneficial to speak to one of our consultants - either on campus at one of our member centres or through video conferencing. Visit **unisuper.com.au/oncampus** to book an appointment.

How is the defined benefit component calculated?

The value of the defined benefit component when you resign or retire is calculated using the DBD formula.*

BENEFIT SALARY	×	BENEFIT SERVICE	×	LUMP SUM FACTOR
This is generally your average salary over the last five years when contributing to the DBD.		This is the length of time you've been a DBD member.		This is based on your age when we calculate your defined benefit.

SCENARIO 1
As Leo worked full time with the same employer, his *Average Service Fraction* is 100%. Having always made default member contributions of 7% after-tax, Leo's *Average Contribution Factor* is 100%.

$80,000	×	**11**	×	**18.0%**

SCENARIO 2
If Leo worked part time, or took parental and/or unpaid leave, his *Average Service Fraction* would be less than 100%. For the purpose of this example, let's assume it's 75%. His *Average Contribution Factor* is still 100% as he's always made default member contributions of 7% after-tax.

$80,000	×	**11**	×	**18.0%**

SCENARIO 3
If after 8 years, on 1 January 2026, Leo reduced his 7% default member contributions to 3%, his *Average Contribution Factor* will be less than 100%. In this case, his *Average Contribution Factor* = (8 x 100% + 3 x 91.7%) ÷ 11 = 97.74%
Leo is still working full-time, so his *Average Service Fraction* is 100%.

$80,000	×	**11**	×	**18.0%**

* Different formulas apply for benefits payable on death, temporary incapacity, disablement, terminal medical condition and claiming for pre-existing conditions within 3 years of joining the DBD.
The full terms of this formula are defined in the 'Definitions' section.

Example – Leo's leaving service benefit on 1 January 2029

Leo is aged 40, joined the DBD on 1 January 2018 and ceased *DBD eligible employment* on 1 January 2029. He's been a UniSuper member for 11 years and is receiving 17% employer contributions, with 14% paid into the *defined benefit component* and 3% to the accumulation component. His five-year *Benefit Salary* is $80,000. Leo's leaving service benefit will be made up of the sum of his *defined benefit component* and his accumulation component. As Leo is 40, his benefit is preserved so he must retain it in the super system.

	AVERAGE SERVICE FRACTION		**AVERAGE CONTRIBUTION FACTOR**		**DEFINED BENEFIT BALANCE**
×	This reflects your level of full-time, part-time employment and can include allowances.	×	This reflects your level of member contributions to the DBD.	=	
×	**100%**	×	**100%**	=	**$158,400**
×	**75%**	×	**100%**	=	**$118,800**
×	**100%**	×	**97.74%**	=	**$154,820**

What to consider when choosing between the DBD and accumulation super

How do I work out what's best for me?

While UniSuper believes the DBD is a good option to smooth and share risk in a volatile investment environment, anyone considering membership of the DBD should consider whether it is the right option for them.

While UniSuper believes the DBD is a good option to smooth and share risk in a volatile investment environment, anyone considering membership of the DBD should consider whether it is the right option for them.

We provide materials on our website to help you understand the DBD and consider your circumstances when deciding whether to be a DBD member. Visit unisuper.com.au/choose. We also provide face-to-face and video consultations with specially trained UniSuper staff at no additional cost—often at your workplace or in our offices to help you understand the difference between defined benefit and accumulation style super and what they can do for you. You can book one of these consultations on our website.

Here are some things to consider.

Do you know when you plan to retire?

DBD members can generally estimate their benefit at retirement with greater certainty than accumulation members can.

Your DBD benefit at retirement is determined by a number of factors, including the age you joined the DBD, your age at retirement, as well as your salary and service to name a few.

Do you want control over the way your super is invested?

In the DBD, you can only choose how your accumulation component is invested. With accumulation super, you can choose how your super is invested from our range of investment options.

Protecting you and your family from the unexpected

Everyone's situation is different so it's important that you understand what you need to continue meeting your financial obligations if you're not able to work due to death, injury or illness.

UniSuper offers insurance cover under all products, provided by the Insurer. Cover is based on units or fixed amounts and the cost of cover is payable from your accumulation component/account. Insurance cover is flexible and can be tailored to meet your needs.

Inbuilt benefits is the term used to describe benefits payable to DBD members. Inbuilt benefits is one of the biggest differences between the DBD and Accumulation 1/Accumulation 2. Inbuilt benefits are calculated based on formulas (using salary and other factors), provided by UniSuper at no additional cost and are part of the DBD so you can't change, opt-out or cancel them.

Do you like the idea that a formula will determine part of your benefit?

A formula determines your super in the DBD (excluding any accumulation component). It's based on your age, the length of time you've been a DBD member, your salary and your level of default member contributions over time. Generally it provides greater protection from market downturns.

The 'defined' part of your super (defined benefit component) generally isn't directly affected by market volatility, as investment returns don't change the formulas used to calculate your benefit. While this can be a great benefit during market downturns, it also means you may not reap the rewards when investment markets are producing good returns – if you were to choose investments that are exposed to the markets.

Although we have a team of experts investing the pooled funds of the DBD, the payment of defined benefits is still subject to the risk that the DBD will not have sufficient assets to meet all obligations for its members. These risks are explained in the 'Risks of super' section.

Salary-linked benefits

The formula used to calculate your defined benefit component is linked to your salary. You'll therefore have an increased ability to more accurately estimate your benefit at retirement.

What about age-based 'lump sum factors'?

Lump sum factors are used to calculate your defined benefit and they increase with your age.

Lump sum factors are based on your age when we calculate your defined benefit (your age when you leave the DBD, not when you joined). More information on lump sum factors is available in the 'Definitions' section.

Is the DBD right for you?

Broadly speaking, the DBD may suit members intending to pursue a reasonably long career in higher education and/or members who are expecting some salary growth arising from promotion or reclassification to higher roles during their career.

By extension, the DBD may not suit members anticipating only a short period of employment in higher education and/or members who are expecting little or no salary growth arising from promotion or reclassification to higher roles.

These are generalisations about the suitability of the DBD. They may not apply to your individual circumstances. They can be affected by many variables including your age and employment patterns. That's why it's important you spend some time considering the resources we provide to help you make your decision. Remember, you can always make an appointment with a member of our team to ask any questions you might have.

Within UniSuper's accumulation super (sometimes called 'defined contribution super'), the MySuper or 'Balanced' option is the standard or default investment option.

The main attraction of accumulation super is that it provides much more flexibility for members who want to change their investment preferences. A cost of this flexibility, however, is exposure to the fluctuations of investment markets.

Another potential positive of accumulation super over defined benefit super (like our DBD) is the consistent treatment of people of different ages. In other words, regardless of your age or how long you've been employed, your return will always be linked to the return of the market.

On the other hand, as with all products based on risk-pooling, the final outcome for any individual in the DBD will vary depending on different factors (as outlined in the formula). While DBD members are able to enjoy a smooth return outcome, the absolute return for some members will be higher or lower than for others.

General advice only

These are just a few things you might want to consider when making your decision. We haven't taken into account your objectives, financial situation or needs.

Making contributions

Here we outline extra information about contributions, your UniSuper account and some important things to consider.

Contribution types

EMPLOYER CONTRIBUTIONS

- Employer contributions (equal to 17% or 14% of your salary)

YOUR CONTRIBUTIONS

- Default member contributions
- Other personal contributions (optional and subject to eligibility and caps)

GOVERNMENT CONTRIBUTIONS

- Co-contributions (subject to eligibility)

Employer contributions

As a DBD or Accumulation 2 member your employer will be making contributions to your super - either 17% or 14% of your salary (depending on the terms of your employment).

For DBD members who receive 17% contributions and make default member contributions of 7% after-tax or 8.25% before-tax, they are split by:

- 14% to your defined benefit component, and
- 3% to your accumulation component.

If you receive 14% employer contributions, this entire contribution will go to your defined benefit component.

Default member contributions

DBD (and Accumulation 2) members may make 'default member contributions'. These are over and above the contributions your employer makes. When you join UniSuper, 7% (after tax) of your salary will go into your defined benefit component but you can contribute less.

If you receive 17% employer contributions and you lower your default member contributions, the 3% that would have gone to your accumulation component will go to your defined benefit component instead.*

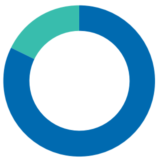
If you reduce your default member contributions, there is a range of pre-determined rates to choose from. You can't increase them again later and your defined benefit may be scaled back to reflect the reduced contributions.

* For further information on reducing your default member contributions, refer to the 'The DBD and your choices' section. For information on how much you can contribute to super, refer to the 'How super is taxed' section.

DBD members can have an 'accumulation component' too

If you join the DBD, your account has two parts: a *defined benefit component* and an accumulation component. Your *defined benefit component* and your accumulation component are added together to work out your account balance.
Your accumulation component will include any existing funds you may have in your *Accumulation 1 account*.

Super for DBD members



Defined benefit component

14% employer contributions
+ default member contributions (if any)

Accumulation component

3% employer contributions (if receiving 17% employer contributions and you have not reduced your default member contributions)
+ any voluntary contributions, rollovers, and investment returns (positive or negative)
– any fees, costs, charges, insurance premiums and taxes

Inbuilt benefits as a DBD member

Inbuilt benefits can help cover you for life's unplanned events. Eligible DBD members receive inbuilt benefits automatically.

Inbuilt benefits

Inbuilt benefits can provide financial protection against injury, illness or death.

Inbuilt benefits are generally 'built in' to your DBD membership and they work differently to the insurance cover provided by the Insurer. Inbuilt benefits may be payable if you're temporarily or permanently unable to work, or in the event of a terminal medical condition or death. A three-year pre-existing condition (PEC) exclusion applies from the date inbuilt benefits commence.

Features of inbuilt benefits:

- Unlike insurance cover provided by the Insurer, there's no charge deducted directly from your account so you won't have to worry about the cost changing over time.
- They're determined by a formula and use some of the same formula components used to calculate your defined benefit component.
- As they're part of your DBD membership, you're unable to change or opt out of them.
- They usually only apply while you remain employed in *DBD eligible employment*. However, you may be able to claim an inbuilt benefit after you're no longer eligible to contribute to the DBD, provided the relevant event (e.g. disablement) occurred while you were eligible to contribute to the DBD and you satisfy other eligibility criteria, such as the waiting period.

IF YOU'RE TEMPORARILY UNABLE TO WORK

If you become injured or ill and take any time off work, you may be eligible for an inbuilt *temporary incapacity* benefit. The *temporary incapacity* benefit is a regular monthly payment, payable for up to two years, regardless of your age.

To claim, you'll need to have been absent from work, because of injury or illness, for the waiting period which is 60 working days, prorated when not working full-time, within a period of 12 consecutive months immediately prior to lodging your claim. You must also have used all your paid sick leave.

Temporary incapacity benefit formula (for monthly payment):

Five-year *Benefit Salary* x *Average Service Fraction* x 60% ÷ 12

For the purposes of calculating your other DBD entitlements, the period while you're receiving a *temporary incapacity* benefit is counted towards your *Benefit Service* with a *Contribution Factor* of 100%, and a *Service Fraction* equal to your *Service Fraction* immediately before your temporary incapacity. This means your super continues to grow while you're receiving a *temporary incapacity* benefit.

Your *temporary incapacity* benefit may be reduced if you return to work, if you are earning an income or receive any income related entitlement, or if UniSuper considers you are fit to return to work.

If you qualify for and receive both a *temporary incapacity* benefit through your DBD membership and an income protection insurance benefit outside of UniSuper (for example, with another super fund or insurance provider), the income protection benefit outside of UniSuper may be reduced in order to offset your inbuilt benefit.
Note: Income Protection cover through the Insurer isn't available to DBD members.

For more information, visit **unisuper.com.au/factsheet** and refer to the *Inbuilt temporary incapacity benefits for Defined Benefit Division members* fact sheet.

Example – Alison's inbuilt temporary incapacity benefit

Alison joined the DBD on 1 January 2018. She's working full-time and making default member contributions of 7% after-tax when she has an accident on 1 January 2027 and is deemed eligible for a *temporary incapacity* benefit.

Her five-year *Benefit Salary* is $75,000.
Her *Average Service Fraction* is 100%.

Her monthly benefit is calculated as: ($75,000 x 60% x 100%) ÷ 12 = $3,750

Alison can continue to receive a monthly temporary incapacity benefit for up to two years, provided she satisfies the requirements set out in the Trust Deed.

IF YOU'RE PERMANENTLY UNABLE TO WORK

If you become permanently disabled, you may be able to claim an inbuilt *disablement* benefit.

To claim, you'll need to have been absent from work because of injury or illness for the waiting period (which is generally 60 working days, prorated when not working full-time, within a period of 12 consecutive months). You must satisfy the waiting period by the later of:

- 60 working days, or
- three months

from the date you ceased *DBD eligible employment*. You must also have used all your paid sick leave.

The inbuilt *disablement* benefit before age 65 is:

- a regular monthly income benefit until you're age 65, provided you continue to satisfy the relevant requirements under UniSuper's Trust Deed; or
- provided you are eligible, you can request a lump sum payment and a regular monthly income benefit until you're age 65. If you request the lump sum payment, your monthly income benefit to age 65, benefit at age 65 and any other benefits you receive from the DBD will be reduced.

If you qualify for an inbuilt *disablement* benefit after age 65, your entitlement will only be your leaving service benefit (also known as a retirement benefit).

Inbuilt *disablement* benefit formula (for monthly payment):

Five-year *Benefit Salary* x *Average Service Fraction* x 60% ÷ 12

For the purposes of calculating your other DBD entitlements, the period you're receiving a *disablement* benefit is counted towards your *Benefit Service* with a *Contribution Factor* of 100%, and a *Service Fraction* equal to your *Average Service Fraction* immediately before your disablement. This means your super continues to grow while you're receiving an inbuilt *disablement* benefit.

Inbuilt *disablement* benefit formula (for lump sum payment):

Five-year *Benefit Salary* x *Average Service Fraction* at date of disablement

If you request this lump sum payment, your monthly income benefit, benefit at age 65, and any other benefits you receive from the DBD would be reduced. More information on 'partial DBD withdrawals' is available in the 'Accessing super' section.

If you're assessed as being disabled and have TPD insurance cover, you may be entitled to a TPD benefit (if you meet the specific requirements in the Insurer's policy) as well as your inbuilt *disablement* benefit. You may also be able to access your accumulation component if you can show that you're permanently incapacitated and meet a relevant condition of release. If you want to make a claim under your TPD insurance cover, you'll need to lodge a separate claim with the Insurer. Read the *Insurance in your super* document at **unisuper.com.au/pds** for information on how to make a claim.

For more information, visit **unisuper.com.au/factsheet** and refer to the *Inbuilt disablement benefit for Defined Benefit Division members* fact sheet.

Example – Carl's inbuilt disablement benefit

Carl joined the DBD on 1 January 2018.
He has periods of working part-time during his employment. He has an accident on 1 January 2029 and is deemed eligible for an inbuilt *disablement* benefit.

His five-year *Benefit Salary* is $150,000.
His *Average Service Fraction* is 80%.

His monthly benefit is calculated as: ($150,000 x 60% x 80%) ÷ 12 = $6,000

Carl will continue to receive a monthly *disablement* benefit until age 65, provided he continues to satisfy the conditions in the Trust Deed.

IF YOU DIE OR SUFFER A TERMINAL MEDICAL CONDITION AS A DBD MEMBER

If you die or suffer a *terminal medical condition* and you're a DBD member, and under 60 years of age, your inbuilt death benefit provides for an additional amount **on top of the value** of your resignation/retirement benefit.

Inbuilt death benefit formula

The greater of the following amounts is paid:

a) A lump sum amount calculated as:
Five-year *Benefit Salary* x *Benefit Service*[1] x 21% x *Average Service Fraction*

b) A lump sum amount calculated as:
- The value of your *defined benefit component*[2], plus
- Five-year *Benefit Salary* x *Potential Service*[3] x 21% x GF[4].

Note -If you've reduced your default member contributions below 4.45% after tax (5.25% before tax) at the time of your death, your benefit will be calculated under b) only.

If you die or suffer a *terminal medical condition* and you're a DBD member after you turn 60, your inbuilt death benefit will be **equal to the value** of your *defined benefit component*.

An additional amount may also be payable if you have Death insurance cover. A separate claim would be required—read the *Insurance in your super* document at **unisuper.com.au/pds** for information on how to make a claim.

The total benefit payable on your death will include the balance (if any) of your accumulation component plus—if you have insurance cover with the Insurer—any insurance proceeds that may be payable under the insurance policy.

Example – Anne's inbuilt death benefit

Anne was aged 48 when she died on 1 January 2027. Her five-year *Benefit Salary* was $77,500 and she was a DBD member for 8 years.
She hadn't reduced her default member contributions at the time of death, and her *Average Service Fraction* and *Service Fraction* were both 100%.
Her death benefit is calculated as the greater of the following amounts:

A. $77,500 x 20* x 21% x 100% = $325,500
B. $77,500 x 8 x 19.6% x 100% x 100% = $121,520
+ $77,500 x 12 x 21% x 100% = $195,300

Total death benefit under B = $316,820
Total death benefit under A = $325,500

In this example, Anne's death benefit would be calculated using the formula set out in A. Her benefit would be increased by the amount of any accumulation component and insurance cover she had.

* Includes 12 years of *Potential Service* to age 60.

Terminal medical condition

If you're diagnosed with a *terminal medical condition* before age 60, you may be able to receive your inbuilt death benefit as an inbuilt *terminal medical condition* benefit.

Your election to receive an inbuilt *terminal medical condition* benefit will be irreversible and you'll no longer be entitled to any further inbuilt benefits. You will also cease to be a DBD member.

If you also have death insurance cover with the Insurer, then a terminal illness benefit may also be payable. You will need to lodge a separate claim with the Insurer.

If you claim an inbuilt *terminal medical condition* benefit and subsequently decide to continue or recommence working at any time in the future, you won't be eligible to return to the DBD. All future contributions would then be made into an *Accumulation 1 account*, and you'd be ineligible to apply to the Insurer for any insurance cover in the future.

1 Your *Benefit Service* will also include the period from the date of your death to what would have been your 60th birthday.
2 Based on service at the time of your death.
3 *Potential service* means the number of years from the date of death to your 60th birthday.
4 'GF' means the greater of your *Service Fraction* at the date of death and your *Average Service Fraction* at the date of death.

CONTINUED INBUILT BENEFITS

If you suffer a *terminal medical condition*, *disablement*, *temporary incapacity*, or die within 90 days of the date you ceased *DBD eligible employment*, you or your beneficiaries may be eligible to claim under the Fund's continued inbuilt benefit provisions.

This benefit for death, *disablement* or *terminal medical condition* is a lump sum equivalent to the inbuilt death benefit that you would have received from the DBD if you died immediately prior to the date you ceased *DBD eligible employment*, less the withdrawal benefit you were entitled to at the time. The *temporary incapacity* benefit is a monthly income calculated as at the date you ceased *DBD eligible employment*, payable for up to two years, provided you continue to meet the payment criteria.

To be eligible to claim a *terminal medical condition*, *disablement* or *temporary incapacity* benefit, you must satisfy the relevant definition in the UniSuper Trust Deed. For more information, visit **unisuper.com.au/factsheet** and read the *Inbuilt disablement benefits for Defined Benefit Division members* and *Inbuilt temporary incapacity benefits for Defined Benefit Division members* fact sheets.

You generally won't be eligible to receive a continued inbuilt benefit:

- after you cease to be a DBD member within the 90-day period after ceasing *DBD eligible employment*, or
- after you again become a contributing member of the DBD within the 90-day period and inbuilt benefits resume, or
- if you were entitled to receive a *terminal medical condition*, *disablement* or *temporary incapacity* benefit prior to the date you ceased *DBD eligible employment*.

The payment of a benefit under the Fund's continued inbuilt benefit provisions is subject to the terms of UniSuper's Trust Deed.

GENERAL INFORMATION ABOUT INBUILT BENEFITS

Restrictions on your inbuilt benefits

Inbuilt *disablement* and *temporary incapacity* benefits may be reduced if:

- you're earning an income
- you're capable of earning an income
- you're receiving, or have received, workers' compensation or similar payments
- you receive a payment under an award or an agreement with your employer.

Inbuilt benefits may not be payable or may be reduced if:

- you've completed less than three years of contributing service after joining UniSuper or transferring into the DBD, and
- the Trustee considers your death, *disablement*, *temporary incapacity* or *terminal medical condition* arose directly or indirectly from a condition which existed at the time you joined, transferred or resumed DBD membership.

Inbuilt benefits may also not be payable if:

- you fail to provide the Trustee with requested medical or other information
- you refuse to undergo or attend any scheduled medical examinations arranged on your behalf
- the information you provide is unsatisfactory, false or misleading
- you fail to disclose relevant information to the Trustee
- you lodge your claim more than two years from the date of disablement.

To be eligible to receive an inbuilt *disablement* or *temporary incapacity* benefit, you need to meet the relevant conditions in the Trust Deed. Refer to the 'Definitions' section for more information.

Once eligible for this inbuilt benefit, you'll need to satisfy the following additional conditions before you can receive your first payment:

- *Disablement* benefits – exhausted any sick leave entitlements
- *Temporary incapacity* benefits – exhausted any sick leave.

Find out more

For more information about inbuilt benefits (including special conditions and limitations), refer to the following fact sheets available at **unisuper.com.au/factsheet**:

- *Inbuilt temporary incapacity benefits for Defined Benefit Division members*
- *Inbuilt disablement benefits for Defined Benefit Division members*.

A copy of UniSuper's Trust Deed, including the UniSuper Regulations - which sets out the eligibility requirements to receive inbuilt benefits - can be obtained from **unisuper.com.au/disclosures**

You can request a paper or electronic copy of these documents without charge, as well as UniSuper's group insurance policies (which set out the full terms and conditions under which insurance cover is provided), by calling **1800 331 685**.

Insurance as a DBD member

The insurance information set out in this section is separate and distinct from the inbuilt benefits provided as part of the DBD and is only available to members with an accumulation component to their DBD.

Types of insurance cover available

We offer two types of insurance cover to DBD members, with the premiums paid from your accumulation component:

- **Death cover** (including terminal illness)—this can provide a lump sum benefit to your dependants and/or your legal personal representative if you die, or can provide you with a lump sum benefit if you're diagnosed with a terminal illness. Death cover ceases at age 75.
- **Total & Permanent Disablement (TPD) cover**—this can provide you with a lump sum benefit if you're totally and permanently unable to work due to an illness or injury. TPD cover ceases at age 70.

Income Protection cover is not available to DBD members.

Insurance cover is provided to UniSuper members through group insurance policies the Trustee has taken out with MetLife Insurance Limited, ABN 75 004 274 882, AFSL No. 238096 (referred to as 'the Insurer' throughout this PDS).

Death and TPD insurance cover you may get without providing health evidence

ACCUMULATION 1 MEMBERS TRANSFERRING TO THE DBD

If you're an Accumulation 1 member transferring to the DBD, any Income Protection cover you have as an Accumulation 1 member will cease on the date you become a DBD member.

Any Death and TPD insurance cover already in place will continue with any existing restrictions, loadings or exclusions.

If you haven't already elected, received, or opted out of default cover, you'll generally receive 10 units of default Death and TPD cover if you meet the eligibility criteria. You'll need to opt-out of this cover if you don't want it, otherwise premiums will be deducted from your account when your default cover automatically starts.

JOINING UNISUPER AS A DBD MEMBER

You can receive Death and/or TPD default cover if you meet the eligibility criteria and you:

- Do not reduce your default member contributions on joining—10 units of default Death and TPD cover will start automatically. If you don't want this cover, you'll need to opt-out, otherwise premiums will be deducted from your account when your default cover automatically starts.
- Reduce your default member contributions on joining—you can apply for up to 10 units of default Death and/or TPD cover by making a *Defined Benefit Division/Accumulation 2 - changing your default options* request available at **unisuper.com.au/forms** (we must receive the request via your employer within 60 days of you joining).

Important!

If you joined UniSuper as a DBD member and reduced your default member contributions when you first joined, different default cover and top-up cover terms and conditions will apply. Refer to the *Insurance in your super* document available at **unisuper.com.au/pds**.

Top-up death and/or TPD cover

If eligible you can apply for up to 10 additional units of Death and/or TPD cover without needing to provide health evidence to the Insurer. This cover is referred to as top-up cover and you can apply:

- when your default cover starts automatically—you have 180 days from when your default cover starts to apply for top-up cover. Simply make a *Defined Benefit Division/Accumulation 2 - changing your default options* request available at **unisuper.com.au/forms.**
- when applying for default cover—by making a *Defined Benefit Division/Accumulation 2 - changing your default options* request available at **unisuper.com.au/forms**.

You'll need to ensure your accumulation component has a sufficient balance from which insurance premiums can be deducted, otherwise your cover will be cancelled.

The amount of cover you receive from each unit depends on your age and ranges from $27,500 for death and TPD (at age 38) to $400 for death (at age 74) and $1,100 for TPD (at age 69). Below is a sample of the cover amounts at selected ages based on 10 units of cover:

AGE	AMOUNT OF DEATH COVER BASED ON 10 UNITS	AMOUNT OF TPD COVER BASED ON 10 UNITS
Up to 27 years	$100,000	$100,000
35 years	$266,000	$266,000
45 years	$203,000	$203,000
55 years	$86,000	$86,000
65 years	$18,000	$18,000
74 years	$4,000	$0

For more information about the amount of cover provided per unit at each age, refer to the *Insurance in your super* document available at **unisuper.com.au/pds**.

PRE-EXISTING CONDITION EXCLUSION

If you're not in 'active employment' on the day your default cover or top-up cover commences, a minimum 12-month *pre-existing condition exclusion* will apply to your TPD cover.

A *pre-existing condition* means an illness or injury which you, or a reasonable person in your position:

- was aware of or was aware of symptoms related to the illness or injury; and
- has sought, or should have sought advice or treatment in relation to the symptoms related to the illness or injury from a medical practitioner.

Other exclusions may also apply to your cover. See the *Insurance in your super* document at **unisuper.com.au/pds** for further information.

WHEN COVER YOU CAN GET WITHOUT PROVIDING HEALTH EVIDENCE STARTS

If you meet the eligibility criteria, your default cover will generally start in the DBD on the date you commence employment with an eligible UniSuper employer, provided we receive an *employer contribution* within 180 days. However, if you reduce your default member contributions on joining UniSuper as a DBD member and apply for default Death and/or TPD cover, your default cover will only start if a contribution is received into your accumulation component within 120 days of you joining the DBD.

If your default cover commenced automatically, top-up cover will start when we next receive an *employer contribution* into your account after your application for top-up cover, provided it's received within 180 days of your application.

If you reduced your default member contributions on joining UniSuper as a DBD member, top-up cover will start when we next receive a contribution into your accumulation component, provided it's received within 120 days of your application for top-up cover.

If we don't receive a contribution within the required time frame, cover will not start. You'll need to re-apply and provide health evidence that satisfies the Insurer. Your application for insurance cover may not be accepted.

COST OF COVER

The cost of cover depends on your cover type, amount of cover, age, and sex at birth. Below is a sample of the annual cost of cover at selected ages for a member with 10 units of Death cover and 10 units of TPD cover.

AGE	DEATH	TPD
Male		
25 years	$30.00	$16.00
35 years	$140.98	$138.32
45 years	$172.55	$233.45
55 years	$149.64	$178.88
65 years	$64.80	$72.36
Female		
25 years	$19.00	$15.00
35 years	$87.78	$127.68
45 years	$107.59	$213.15
55 years	$92.88	$162.54
65 years	$40.50	$65.88

The cost of insurance includes stamp duty and an administration fee of 4% of the insurance premium charged to cover the costs associated with administering the insurance arrangements. The administration fee is inclusive of GST and any tax credits that are applicable to the Fund. Premiums are deducted from your super account on a monthly basis.

Example – Kate's default cover

Kate is aged 35 and elects 10 units of Death and TPD cover. Based on Kate's age, she will receive $266,000 of Death and TPD cover (10 units x $26,600 per unit).

The level of cover will change according to her age.

The sex at birth that we have recorded for Kate is 'Female' so Kate's annual insurance premium will be $215.46 ($87.78 for 10 units of Death cover, plus $127.68 for 10 units of TPD cover).

For more information about the cost of cover, refer to the *Insurance in your super* document available at **unisuper.com.au/pds**.

DON'T WANT TO RECEIVE INSURANCE AUTOMATICALLY?

You can opt out of automatically receiving default cover by making a *Defined Benefit Division/Accumulation 2 - changing your default options* request available at **unisuper.com.au/forms**. However, if you want cover later, you'll have to apply and provide health evidence that satisfies the Insurer and your application may not be accepted.

CHANGING OR CANCELLING YOUR COVER

You can apply to reduce or change your insurance cover, or choose to cancel your cover at any time through your online account, or by making a *Changing your insurance cover* request available at **unisuper.com.au/forms**.

You may also:

- Apply to transfer your existing insurance cover to UniSuper. If you are less than age 65 and have Death and/or TPD cover with another super fund or other provider, you may be eligible to transfer this cover to UniSuper. You can apply to transfer your existing cover through your online account or by making a *Transfer of insurance cover* request available at **unisuper.com.au/forms**.
- Apply for Life Events cover. If you are under age 55, you may be eligible to apply to increase your existing Death and/or TPD cover without providing health evidence to the Insurer when your life changes. If you meet the eligibility criteria, you can apply to increase your Death and/or TPD cover when you experience one of the listed life events or apply to increase your Income Protection cover if you receive an increase in salary by making a *Life Events and Salary increase cover* request available at **unisuper.com.au/forms**.
- Apply for additional cover (requires health evidence). If you didn't apply for insurance cover when you first joined UniSuper, or if you want to increase your existing level of cover, you can apply through your online account or by making an *Application for insurance* request available at **unisuper.com.au/forms**. Alternatively, if you'd like to complete your application over the phone, we can arrange for a consultant to call you
- Apply to convert unitised cover to fixed cover. If you have unitised Death and/or TPD cover, you can apply to convert that cover to a fixed amount of cover so that your Death and/or TPD cover will not change as you age. To convert your unitised cover to fixed cover, you can make a *Defined Benefit Division/ Accumulation 2 - changing your default options* request available at **unisuper.com.au/forms**.

The Insurer may decline your application, accept your application without conditions, or accept your application with conditions such as additional restrictions, exclusions or with an increased insurance premium.

Important information

You should read the important information about insurance in your super before making a decision. Go to **unisuper.com.au/pds** and download the *Insurance in your super* document. It contains important information about:

- your eligibility for insurance cover
- how to change your insurance cover, including cancellation
- other conditions and exclusions, including exclusions for pre-existing conditions
- the levels and types of insurance available, as well as the cost; and
- other significant information.

The material relating to the *Insurance in your super* document may change between the time when you read this PDS and the day when you acquire the product. You may like to speak to a qualified financial adviser if you'd like help.

The DBD and your choices

As a DBD member, you should consider the default options that apply to your account. If you want to update your default options, you can do this by making a *Changing your default options* request available at unisuper.com.au/forms.

Lowering your default member contributions

If you're a DBD member and lower your default member contributions, then:

- you'll receive more take-home pay, but you'll reduce the size of your super savings over the long term as your *Average Contribution Factor* will reduce, which will impact your defined benefit
- your inbuilt death and *terminal medical condition* benefits may be lower
- you may not have enough funds in your accumulation component to pay insurance premiums (if you have any insurance cover)
- you may need to satisfy extra criteria to receive cover through the Insurer
- you can't increase them later. If you want to make additional member contributions in the future, they'll be made as voluntary contributions and go into your accumulation component. This generally applies even if you move to another employer.

If you switch to Accumulation 2, you'll continue to make default member contributions. You can lower them if you want, it just means you'll contribute less and will probably have less super at retirement.

AVAILABLE LEVELS OF DEFAULT MEMBER CONTRIBUTIONS

The following are the available levels of default member contribution rates, from the initial rate right through to the minimum available.

If you reduce your default member contributions to the minimum level (0%) while you're receiving 17% employer contributions and then start receiving 14% employer contributions, you'll need to make the minimum level of 2.55% (after-tax) default member contributions.

DEFAULT MEMBER CONTRIBUTION LEVELS

For those receiving 17% employer contributions	*For those receiving 14% employer contributions*
7.00% after tax (8.25% before tax)	7.00% after tax (8.25% before tax)
4.45% after tax (5.25% before tax)	6.55% after tax (7.70% before tax)
4.00% after tax (4.70% before tax)	5.55% after tax (6.55% before tax)
3.00% after tax (3.55% before tax)	4.55% after tax (5.35% before tax)
2.00% after tax (2.35% before tax)	3.55% after tax (4.20% before tax)
1.00% after tax (1.20% before tax)	2.55% after tax (3.00% before tax)
Minimum level: 0.00% (zero)	Minimum level: 2.55% after tax (3.00% before tax)

To make before-tax default member contributions, you'll need a salary sacrifice arrangement with your employer. Default member contributions from your before-tax salary will be treated as employer contributions and be subject to 15% contributions tax—they'll also count towards your concessional contributions cap. You can only make default member contributions from your before-tax or after-tax salary - not a combination of both.

If you'd like to make default member contributions from your before-tax salary, you can make a *Changing my default member contributions* request available at **unisuper.com.au/forms** and return it to your employer's payroll department.*

More information on ways to contribute to super is available in the 'Other super contributions' section.

* If you choose to lower your default member contributions, your employer will process your request and the reduction will generally take effect at the start of your next pay period.

EFFECTS ON YOUR BENEFIT

If your employer contributes 17% to your super

You must make default member contributions of at least 4.45% (after-tax) to maintain your full defined benefit entitlement. Otherwise, while your defined benefit won't be affected, your death or *terminal medical condition* benefit will be lower, but the amount your beneficiaries receive on your death may be lower. More information about the effect of reducing default member contributions is outlined in the below table and under Contribution Factors in the 'Definitions' section.

DEFAULT MEMBER CONTRIBUTION LEVELS (EMPLOYER CONTRIBUTES 17%)	WHERE YOUR 17% EMPLOYER CONTRIBUTION IS DIRECTED	EFFECT ON YOUR DEFINED BENEFIT
7% after tax (8.25% before tax)	Your 14% employer contribution is made into your *defined benefit component*. Your additional 3% employer contribution is made into your accumulation component.	Your full defined benefit entitlement is maintained.
4.45% after tax (5.25% before tax)	Your entire 17% employer contribution is made into your *defined benefit component*. If you have insurance, you need to ensure your accumulation component has enough money to pay for insurance premiums.	Your full defined benefit entitlement is maintained.
4% after tax (4.70% before tax) 3% after tax (3.55% before tax) 2% after tax (2.35% before tax) 1% after tax (1.20% before tax) Minimum level: 0%	Your entire 17% employer contribution is made into your *defined benefit component*. If you have insurance, you need to ensure your accumulation component has enough money to pay for insurance premiums.	Your defined benefit entitlement is scaled back to reflect your reduced default member contributions.

If your employer contributes 14% to your super

To maintain your full defined benefit entitlements, you must make default member contributions (7% after-tax or 8.25% before-tax). You can reduce your default member contributions to 2.55% after-tax, but your benefit will be reduced. In addition, your death or *terminal medical condition* benefit will also be reduced. More information about the effect of reducing default member contributions is outlined in the table below and under Contribution Factors in the 'Definitions' section.

You will generally not be provided with default Death and TPD insurance cover when you join the DBD. However, if you're a contributing member you may be able to apply for insurance cover if you're eligible and have sufficient funds in your accumulation component to cover your insurance premiums. Your application will also be subject to evidence of your health and approval by the Insurer.

DEFAULT MEMBER CONTRIBUTION LEVELS (EMPLOYER CONTRIBUTES 14%)	WHERE YOUR 14% EMPLOYER CONTRIBUTION IS DIRECTED	EFFECT ON YOUR DEFINED BENEFIT
7% after tax (8.25% before tax)	Your 14% employer contribution is made into your *defined benefit component*. If you have insurance, you will need to ensure your accumulation component has enough money to pay for insurance premiums.	Your full defined benefit entitlement is maintained.
6.55% after tax (7.70% before tax) 5.55% after tax (6.55% before tax) 4.55% after tax (5.35% before tax) 3.55% after tax (4.20% before tax) 2.55% after tax (3.00% before tax) Minimum level: 2.55% after tax	Your 14% employer contribution is made into your *defined benefit component*. If you have insurance, you need to ensure your accumulation component has enough money to pay for insurance premiums.	Your defined benefit entitlement is scaled back to reflect your reduced default member contributions.

EFFECTS OF LOWERING YOUR DEFAULT MEMBER CONTRIBUTIONS ON INBUILT BENEFITS

If you're a DBD member, your inbuilt benefits could be affected by lowering your default member contributions. The following table explains how.

IMPACTS TO YOUR INBUILT BENEFITS

Type of inbuilt benefit	*What will happen if you lower your default member contributions?*
Temporary incapacity	Nothing—the calculation of your inbuilt *temporary incapacity* benefit is not impacted.
Disablement	Nothing—the calculation of your inbuilt *disablement* benefit is not impacted.
Terminal medical condition	The amount of your inbuilt *terminal medical condition* benefit may be reduced.*
Death	The amount of your inbuilt death benefit may be reduced.*

* Refer to the Inbuilt Death Benefit formula described on page 14. Note that (a) will not apply if you've reduced your default member contributions below 4.45% after tax (5.25% before tax).

We're here to help

We're available to help with information and general advice about your membership and our range of products. You might find it beneficial to speak to one of our consultants—either on campus, via video conference or at one of our member centres.

Visit **unisuper.com.au/oncampus** to book an appointment.

Investment options

Members with an accumulation balance can choose their investment options for contributions and rollovers. More information on investment options is available in the 'How we invest your money' section and the *How we invest your money* document.

Insurance

If you join the DBD and haven't previously had or opted out of default cover, you're generally also provided with 10 units of Death and Total and Permanent Disablement (TPD) insurance cover without providing health evidence—default cover—through the Insurer if eligible. If you receive default cover, you'll be able to elect up to an additional 10 units of Death and TPD cover—top-up cover—without providing health evidence to the Insurer, within 180 days of default cover commencing automatically. You can apply to increase (subject to underwriting), decrease or cancel this cover at any time.

If you choose to reduce your default member contributions, you will not receive default cover automatically. However, you can elect to receive default and top-up cover if you satisfy the following:

- you need to elect by making a *Defined Benefit Division/Accumulation 2 – changing your default options* request available at **unisuper.com.au/forms** to receive default and top-up cover (we must receive the form via your employer within 60 days of you joining), and
- we must receive a contribution into your accumulation component within 120 days of you joining.

You'll need to ensure your accumulation component has a sufficient balance from which insurance premiums can be deducted, otherwise your cover will be cancelled.

Nominating beneficiaries

It's worth considering who you'd like to leave your super to if you die. The people you nominate are called 'beneficiaries'.

There are two types of nominations to choose from: binding and non-binding.

For binding nominations, you can also specify whether your nomination is 'lapsing' (it expires after three years) or 'non-lapsing' (it doesn't expire).

There are many rules around death benefit nominations, including who you can and can't nominate, what constitutes a valid nomination and updating or cancelling a nomination.

Read the information about death benefit nominations in the *How super works* document, available at **unisuper.com.au/pds**, before making a decision.

Other considerations for DBD members

SALARY REDUCTIONS

Salary reductions can happen for a number of reasons—maybe you've switched roles or had a change in your work. For DBD members, having a lower salary can reduce your retirement benefit and inbuilt benefits. That's because your defined benefit component and inbuilt benefits are, in part, based on your five-year *Benefit Salary*.

If your salary reduces you may be able to continue to make default member contributions based on your previous full-time salary in certain circumstances (provided that salary is within the relevant five-year period used to calculate five-year *Benefit Salary*). In this way, DBD members can ensure that, for benefit calculation purposes, their previous higher salary is used in preference to their lower current salary. You can only do this if our Trustee and your employer agree to the arrangement, and your employer continues to make contributions based on your salary immediately before the reduction, or you agree to make up the difference between the contributions your employer made before the salary reduction and the contributions made after the salary reduction.

For more details, visit **unisuper.com.au/factsheet** and read the *Salary reduction and working less* fact sheet.

TEMPORARY ALLOWANCES

If you're a DBD member and you're paid a temporary allowance (e.g. for taking on additional tasks or higher duties for a limited time), it's important you're aware of how this allowance will be treated.

Temporary allowances are treated differently to other types of remuneration salary used to calculate DBD members' benefits. Under the Trust Deed, temporary allowances are excluded from members' five-year *Benefit Salary* but increase their *Service Fraction* - whereas permanent allowances will form part of the five-year *Benefit Salary*. This ensures members get a fair but not disproportionate benefit from allowances paid over relatively short periods within their membership.

The Trust Deed allows the Trustee to determine whether allowances are temporary in nature, but they're generally classified as permanent or temporary by your employer when the allowance commences.

Leaving your job

Generally speaking, if you cease *DBD eligible employment* - for reasons other than disablement (including *temporary incapacity*), death or suffering a *terminal medical condition*:

- you're entitled to a benefit calculated using the formula described in section 'UniSuper's Defined Benefit Division', and
- your inbuilt benefits cease.

This could be because you've retired or left your job.

Your *total super balance* when you cease *DBD eligible employment* also includes the balance (if any) of your accumulation component including investment returns (which may be positive or negative) less any fees, costs, charges and taxes.

If you've also met a condition of release (for instance, you've retired), you may be able to access your benefit.

YOUR OPTIONS WHEN YOU CEASE DBD ELIGIBLE EMPLOYMENT

If you cease *DBD eligible employment* (other than due to death or *disablement*), you'll need to decide what to do with your *defined benefit component*.

Inbuilt benefits cease when you cease *DBD eligible employment*. You may be entitled to an inbuilt benefit if you became ill or injured before you ceased eligible service with a participating employer, even if you've since transferred out of the DBD. A continued inbuilt benefit may be payable if you become ill or injured within 90 days after you ceased *DBD eligible employment*. See section 'Inbuilt benefits as a DBD member' for more information.

If you cease *DBD eligible employment* and haven't already re-commenced contributing to the DBD, you can defer your *defined benefit component* and remain a DBD member, or choose to transfer to an *Accumulation 1 account*.
We'll write to you outlining your options.

The time you are given to decide what to do is known as your 'option period'. This is the later of:

- 90 days after ceasing DBD eligible employment, or
- 30 days after we write to you about your options.

DEFERRING YOUR DEFINED BENEFIT COMPONENT

If you elect to defer your *defined benefit component*:

- you'll maintain your membership in the DBD, which may be useful if you're planning to work again in the higher education and research sector.
- it will generally increase with inflation, as measured by the Consumer Price Index (CPI), and age-related factors.
- it will generally be protected from investment market volatility, subject to risks associated with defined benefits and Clause 34 of UniSuper's Trust Deed (see the 'Risks of super' section of this document).
- your accumulation component can accept contributions from other employers, personal contributions from you and transfers from other super funds, and
- your inbuilt benefits cease.

If we don't hear from you within the option period, or you choose not to defer your *defined benefit component*, we'll automatically transfer the value of your defined benefit and any accumulation component to Accumulation 1.
If you elect to join the DBD and subsequently transfer to Accumulation 1, you will not be able to re-join the DBD in the future.

ENDING DEFERRAL OF YOUR DEFINED BENEFIT COMPONENT

If you choose to defer, you can later request to transfer to Accumulation 1 at any time.

Alternatively you can remain a DBD member until you have reached your preservation age and met a condition of release. In addition to the preservation rules, if you're a DBD member, the Trust Deed imposes further restrictions under the Fund's governing rules that limit when you can access your defined benefit component.

Generally, if you're a contributing member of the DBD, you may only withdraw or transfer all or part of your defined benefit component if it's entirely made up of unrestricted non-preserved benefits.

TRANSFERRING TO ACCUMULATION 1

If you transfer to Accumulation 1, we'll invest your *defined benefit component* using the instructions for future contributions that you'd given us for your accumulation component. We'll also carry over the following from your DBD account to your *Accumulation 1 account*:

- the future contribution and rollover strategies which applied to your accumulation component. This will be our Balanced (MySuper) option if you have never nominated a strategy;
- the existing amount you have in each investment option in your accumulation component;
- any existing insurance you may have with the Insurer immediately prior to ceasing *DBD Eligible Employment*, subject to you being at least age 25 and having an account balance of $6,000, or making an election to keep your existing insurance cover prior to transferring to Accumulation 1;
- your inbuilt benefits may automatically be transferred to Death, TPD and Income Protection cover, as long as you are aged 25 or over and have an account balance of at least $6,000 (if you have not previously elected to keep cover). If you are under age 25 and/or have a balance less than $6,000 you can make an election for your cover to be transferred. This is known as 'transitioned cover' and is provided in addition to any existing Death and TPD cover you may already have with us.

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What if I change my mind?

The DBD may not suit everyone. An Accumulation 2 account gives you greater control of your investments, contributions and insurance, letting you shape your super to suit you.

DBD or Accumulation 2?

Everyone has different needs when it comes to their super. That's why we give you the opportunity to choose a style of super that suits you.

Even though you've joined the DBD, you might decide it's not right for you. Within your first two years as a DBD member, you can switch back to accumulation super and go into our Accumulation 2 product.

You've generally got two years from when you join the DBD to decide whether to transfer your super to Accumulation 2. Any periods of leave (e.g. unpaid or parental leave) are included in these two years. If you transfer to Accumulation 2, you won't be eligible to return to the DBD.

If you don't do anything within this period, you'll remain a DBD member.

Your options if you join the DBD

When you become a DBD member, you generally have two years to decide if the DBD suits you. If it doesn't, you can choose our Accumulation 2 product.

DBD and Accumulation 2 outcomes

Your defined benefit grows according to a formula and is not intended to grow in line with investment returns on your contributions. This means your benefit does not decrease every time investment markets experience negative returns.

Depending on your situation, there may be times when your defined benefit is less than the sum of your contributions plus the investment returns which our investment options could have earned (or were targeting) if you were an Accumulation 2 member.

Generally speaking, the younger you are and the shorter the period of time you spend in the DBD, the greater the chance your defined benefit will grow at a rate which is less than the investment return objective of our default Balanced investment option. However, this could also be the case regardless of your age and the time you spend in the DBD.

The rate at which your defined benefit grows, and how this compares to the investment returns available through Accumulation 2 membership, depends on complex interactions between the variables in our defined benefit formula, your personal circumstances, which investment options you would have chosen if you were an Accumulation 2 member and how they perform. These are hard to predict in advance.

Accumulation 2

Switching to Accumulation 2

If you join the DBD, you can switch to Accumulation 2 by completing the *Transferring from the Defined Benefit Division to Accumulation 2* form included in this PDS. Your request must be returned to us within your first two years as a DBD member.

We'll calculate your defined benefit at the date of transfer and combine it with your existing accumulation component.

The 'Insurance as an Accumulation 2 member' section explains how your inbuilt benefits can be transitioned to insurance if you choose to transfer to an Accumulation 2 account. Once you transfer to Accumulation 2, you won't be eligible to return to the DBD.

Members cannot re-join Accumulation 2

Accumulation 2 members will be automatically transferred to Accumulation 1 if they're no longer employed by an eligible employer.

Accumulation 2 members who exit the fund and later re-join UniSuper with an eligible employer will join Accumulation 1.

Once a member has exited Accumulation 2 they cannot re-join this product.

Target Market Determination

You can read about whether the Accumulation 2 product has been designed for someone like you in the Target Market Determination for the product. It's available at **unisuper.com.au/pds** or call us and we'll send you a copy at no charge.

What is my Accumulation 2 benefit?

Your Accumulation 2 benefit is based on your account balance at any point in time.

YOUR ACCOUNT BALANCE IS MADE UP OF

The amount transferred from your DBD account

+ up to 17% employer contributions

+ default member contributions, voluntary contributions, rollovers, investment returns (positive or negative)

– any fees, costs, charges, insurance premiums and taxes

If you transfer to Accumulation 2, we'll invest the proceeds of your *defined benefit component* using the instructions for future contributions that you'd given us for your accumulation component.

You'll continue to make default member contributions. You can lower them if you want, it just means you'll contribute less and will probably have less super at retirement.

What about fees and costs?

As an Accumulation 2 member, fees, costs, taxes and premiums for insurance cover (if applicable) are deducted from your account, or from the returns on your investment.

Read the 'Fees and other costs' section for more information.

We're here to help

We're available on a campus near you to help with information and general advice about your membership and our range of products. You might find it beneficial to speak to one of our consultants - either on campus, via video conference, or at one of our member centres. Visit **unisuper.com.au/oncampus** to book an appointment.

Insurance as an Accumulation 2 member

One of the biggest differences between the DBD and Accumulation 2 is how benefits are provided in the event of death, terminal medical condition/terminal illness, disablement, and temporary incapacity.

This section outlines your options if you're a contributing DBD member and

- considering a transfer to an Accumulation 2 account (in your first 24 months of DBD membership); or
- using your *defined benefit component* to start a Flexi Pension under a Transition to Retirement (TTR) strategy.

The inbuilt benefits you had as a DBD member will cease when you transfer to Accumulation 2. Depending on your circumstances, you may apply for transitioned cover.

WHAT HAPPENS TO EXISTING INSURANCE COVER WHEN TRANSFERRING TO ACCUMULATION 2?

When you transfer to Accumulation 2, we will transfer any existing insurance cover you have, unless you:

- are under age 25, or
- have an account balance under $6,000.

If you're under age 25 or have an account balance under $6,000, we will only transfer cover you have elected to receive, unless you tell us otherwise.

TRANSITIONED COVER FOR DBD MEMBERS TRANSFERRING TO ACCUMULATION 2

If you meet the eligibility criteria, you can apply to replace your existing inbuilt benefits with Death and TPD cover and to receive Income Protection cover when you transfer to an Accumulation 2 account, without providing health evidence to the Insurer. This is known as 'transitioned cover' and is provided in addition to any existing Death or TPD cover you may already have with the Insurer. You can apply for transitioned cover by completing the *Insurance election* section of the *Transferring from the Defined Benefit Division to Accumulation 2* form when electing to transfer to an Accumulation 2 account.

Your transitioned cover will be based on the amount of your inbuilt benefit entitlements on the date you ceased to be a DBD member, subject to certain cover limits. If you have existing insurance cover when you transfer to an Accumulation 2 account, the transitioned cover you apply for may be reduced to ensure that your total insurance cover does not exceed those cover limits.

If you are not entitled to inbuilt benefits just before you transfer to an Accumulation 2 account because you are above a certain age, you will not receive transitioned cover.

For more information about the amount of transitioned cover you may be eligible to apply for and cover limitations, refer to the *Insurance in your super* document available at **unisuper.com.au/pds** .

Pre-existing condition exclusion

When you transfer to an Accumulation 2 account, a pre-existing condition exclusion will apply to your transitioned cover when it starts.

Other exclusions may also apply to your cover. Read the *Insurance in your super* document available at **unisuper.com.au/pds** to obtain further information regarding terms and conditions including exclusions and before deciding whether the insurance is appropriate.

Below is a table comparing the inbuilt benefits you have as a DBD member and the transitioned cover you may be eligible to apply for upon transferring to an Accumulation 2 account:

INBUILT BENEFITS IN THE DBD	TRANSITIONED COVER IN ACCUMULATION 2
Benefit type	
Death benefit ▪ Cover to age 60 ▪ Paid as a lump sum ▪ The benefit is calculated based on a formula	Death cover (including terminal illness): ▪ Death cover ceases at age 75. ▪ Can provide a lump sum benefit to your dependants and/or your legal personal representative if you die, or can provide you with a lump sum benefit if you're diagnosed with a terminal illness. ▪ Unitised cover, or fixed cover if you already have existing fixed insurance cover prior to transferring to an Accumulation 2 account. ▪ Cover is based on the amount of your inbuilt entitlements for death before transferring to an Accumulation 2 account (if you are not entitled to any inbuilt death benefits because you are aged 60 or over when you transfer to an Accumulation 2 account, your transitioned Death cover is nil).
Disablement benefit ▪ Cover to age 65 ▪ Paid as an income stream ▪ The benefit is calculated based on a formula ▪ While you're receiving a *disablement* income stream, your defined benefit will continue to accrue as if employer contributions and member contributions are being made.	Total and Permanent Disablement (TPD) cover: ▪ TPD cover ceases at age 70. ▪ Can provide you with a lump sum benefit if you're totally and permanently unable to work due to an illness or injury. ▪ Unitised cover, or fixed cover if you already have existing fixed insurance cover prior to transferring to an Accumulation 2 account. ▪ Cover is based on the amount of your inbuilt benefits entitlements for *death* before transferring to an Accumulation 2 account (if you are not entitled to any inbuilt death benefits because you are aged 60 or over when you transfer to an Accumulation 2 account, your transitioned TPD cover is nil).
Temporary incapacity ▪ Paid as an income stream for a maximum of two years subject to a waiting period (which is generally sixty working days within a period of 12 consecutive months for a full-time employee) ▪ While you're receiving a *temporary incapacity* income stream, your defined benefit will continue to accrue as if employer contributions and member contributions are being made.	Income Protection cover: ▪ Income Protection cover ceases at age 67. ▪ Can provide regular monthly payments if you're temporarily unable to work due to an illness or injury, after a 90 day waiting period, for a maximum benefit period of two years. ▪ You can apply for up to 34 units of Income Protection cover, subject to a maximum of 85% of your pre-disability income. Each unit is worth $100 per week (equivalent to a maximum pre-tax benefit of $9,967 per month). ▪ If you have reached age 66 and 9 months when you transfer to an Accumulation 2 account, you will not receive Income Protection cover. ▪ Not all occupations are eligible to apply for Income Protection cover. Refer to the *Insurance in your super* document available at **unisuper.com.au/pds** for further information.

When transitioned cover starts

If you apply and are eligible, your transitioned Death and/or TPD cover, and Income Protection cover will start on the date you transfer to an Accumulation 2 account.

If you don't apply for transitioned cover when transferring to Accumulation 2, you will not receive transitioned cover.

CHANGING OR CANCELLING YOUR COVER

You can apply to cancel, reduce, or change your insurance cover at any time through your online account, or by making a *Changing your insurance cover* request available at **unisuper.com.au/forms**.

You may also:

- **Apply to transfer your existing insurance cover to UniSuper.** If you are less than age 65 and have Death, TPD, or Income Protection cover with another super fund or other provider, you may be eligible to transfer this cover to UniSuper. You can apply to transfer your existing cover through your online account or by making a *Transfer of insurance cover* request available at **unisuper.com.au/forms**.
- **Apply for Life Events cover and/or Salary Increase cover.**
  If you are less than age 55, you may be eligible to apply to increase your existing Death, TPD or Income Protection cover without providing health evidence to the Insurer when your life changes. If you meet the eligibility criteria, you can apply to increase your Death and/or TPD cover when you experience one of the listed life events or apply to increase your Income Protection cover if you receive an increase in salary by making a *Life Events and Salary increase cover* request available at **unisuper.com.au/forms**.
- **Apply for additional cover (requires health evidence).** If you didn't apply for insurance cover when you first joined UniSuper, or you want to increase your existing level of cover (including applying for a shorter waiting period or a longer benefit period), you can apply through your online account or by making an *Application for insurance* request available at **unisuper.com.au/forms**. Alternatively, if you'd like to complete your application over the phone, we can arrange for a consultant to call you.
- **Apply to convert unitised cover to fixed cover.** If you have unitised Death and/or TPD cover, you can apply to convert that cover to a fixed amount of cover so that your Death and/or TPD cover will not change as you age. To convert your unitised cover to fixed cover, make a *Defined Benefit Division/ Accumulation 2 - changing your default options* request available at **unisuper.com.au/forms**.

The Insurer may decline your application, accept your application without conditions, or accept your application with conditions such as additional restrictions, exclusions or with an increased insurance premium.

Important information

You should read the important information about insurance in your super before making a decision. Go to **unisuper.com.au/pds** and download the *Insurance in your super* document. It contains important information about:

- your eligibility for insurance cover,
- cost of cover
- how to change or cancel your insurance cover
- other conditions and exclusions, including exclusions for pre-existing conditions
- the levels and types of insurance available, as well as the cost
- other significant information.

The material relating to the *Insurance in your super* document may change between the time when you read this PDS and the day when you acquire the product. You may like to speak to a qualified financial adviser if you'd like help.

Risks of super

Your super is designed to provide you with an income for retirement. It aims to build your retirement savings in a cost-effective, tax-efficient way. But there are certain risks you should be aware of.

All investments, including super, have some level of risk.

Investment risk is the potential for your accumulation super to rise or fall due to how it's invested.

Different strategies may carry different levels of risk, depending on the assets that make up the strategy. Those assets with the highest potential return over the longer term (such as equities) may also have the highest risk of losing money in the shorter term. Investment risks associated with your account include the risk of negative returns from a specific investment, risk of underperformance by an investment manager, market risks, risks associated with poor performance by investments in particular markets or countries, currency risk, credit risk, climate risk, liquidity risk and risks associated with the use of derivatives.

Other risks include potential changes to legislation and taxes that may apply in the future, the risk that events beyond our control may impact our administration, including the ability to process transactions, cyber risk, inflation risk and the risk that our Trust Deed or fees and costs may change.

There's also a risk we may discontinue a particular investment option in the future or make changes to the investment strategy or objective of an option. We'd give you notification if any investment options were to be discontinued.

When considering your investment in super, it's important to understand that:

- the value of investments will go up and down
- inflation may fluctuate and affect investment returns and the real value of your retirement savings
- the level of investment returns will vary and future returns may differ from past returns
- investment returns are not guaranteed and you may lose some of your money
- the appropriate level of risk for you will depend on a range of factors including your age, your investment time frame, your other investments and your personal risk tolerance
- you may not contribute enough, or work enough (e.g. full-time or part-time), to produce an adequate retirement benefit.

The accumulation component for DBD members is subject to the risks described above, as is your account balance in Accumulation 1 or Accumulation 2.

Specific DBD risks

Defined benefits are based on a formula that takes into account your age, *Benefit Salary*, *Benefit Service*, *Average Service Fraction* and *Average Contribution Factor*.

Defined benefits are supported by a pool of assets into which you and your employer contribute, and which we invest in a diversified portfolio of investments. We've designed the DBD so that in the longer term, investment returns are expected to be sufficient to provide for UniSuper's defined benefits, although this is not guaranteed. Over short periods, the funding position may vary with investment volatility.

From 1 November 2021, UniSuper's DBD is no longer offered as a default superannuation arrangement and is instead offered on an 'opt-in' basis to eligible members. This has the potential to change the membership profile of the DBD in a material way and exposes the DBD to an increased risk of adverse selection on the basis of age, health or salary. Adverse selection, if it did occur, has the potential to put pressure on the funding viability of the DBD over the longer term. UniSuper is actively monitoring the experience of the DBD and considering appropriate actions (including the closure of the DBD to new members) that can be taken if adverse selection emerges.

There's a risk the defined benefit pool could be insufficient to meet all obligations to DBD members, meaning your defined benefit may be reduced.

The accumulation component for DBD members is not subject to this defined benefit risk, but is subject to investment risk.

For more information about the general risks of super read the *How super works* document, available at **unisuper.com.au/pds**.

How we invest your money

Here's an overview of how we invest your money.

The DBD is backed by a $34 billion[1] asset pool invested across a range of asset classes including shares, property, infrastructure, bonds and cash. As a DBD member, most of your contributions are invested in this asset pool. Most DBD members will also have an accumulation component which can be invested in our range of 16 investment options, with the default option being our Balanced option. For more information about our investment options, read the *How we invest your money* document at **unisuper.com.au/pds** .

While your individual defined benefit isn't directly affected by the market performance of the pool of assets, the overall health of the DBD will heavily depend on the performance of the portfolio, so an effective investment strategy is crucial.

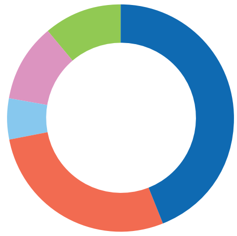
UniSuper's Trustee is ultimately responsible for approving the investment strategy of all investment options, including the DBD. The Trustee in turn delegates the responsibility to execute the strategy to UniSuper's Investment Committee and team of investment professionals.

Currently, the DBD's asset portfolio is heavily skewed towards quality assets that generate sustainable income streams, with the potential for capital growth that we expect can at least keep pace with inflation.

The following pie chart shows the general asset allocation of the DBD portfolio as at 30 June 2024. The Australian and international shares component is largely comprised of 'blue-chip' companies with a history of paying dividends. The Property component is largely concentrated in high quality retail and commercial assets. The Infrastructure component is largely comprised of 'fortress' assets such as airports.

DBD Asset Allocation

as at 30 June 2024



Australian Shares	44%
Cash and Fixed Interest	28%
International Shares	6%
Property	11%
Infrastructure and Private Equity	11%

The DBD's central investment objective is to maximise the probability of generating sufficient returns to meet its future benefit payments. As at 30 June 2024, it was in a very healthy position, as reflected by a vested benefit index (VBI) and an accrued benefit index (ABI) that sit comfortably above 100%. For more information about the VBI and ABI visit **unisuper.com.au/monitoring-the-dbd**.

We've been able to increase the DBD's holdings of high quality bonds to satisfy our central objective. Looking ahead, we're likely to continue our current strategy of holding high quality assets to meet future benefit payments, although actual asset allocations may deviate within forward allocation ranges depending on prevailing market conditions.

[1] Approximately as at 30 June 2024.

Our investment options

Accumulation 2 members—and DBD members with an accumulation component—can choose their investment options for contributions and rollovers.

When deciding how to invest your super, it's important to choose investments you feel comfortable with and are best suited to your needs. To do this, you'll need to understand UniSuper's investment option offerings.

Our *How we invest your money* document at **unisuper.com.au/pds** provides important information about our Pre-Mixed and Sector investment options—including how they're invested, the different asset mixes and the different levels of risk associated with them.

Our website contains any product, investment or disclosure updates. We recommend you speak with a qualified financial adviser before making a decision.

Pre-Mixed menu: a range of diversified investment options, each with its own mix of asset classes and weightings, performance objectives and risk profile.

- Conservative
- Conservative Balanced
- Balanced (MySuper)
- Sustainable Balanced
- Growth
- High Growth
- Sustainable High Growth

Sector menu: investment options which mainly invest in a particular asset class. Create your own asset mix by choosing how much you want invested in each option. Sector investment options are less diversified and not intended to be used in isolation.

- Cash
- Australian Bond
- Australian Income
- Listed Property
- Australian Shares
- International Shares
- Global Environmental Opportunities
- Australian Dividend Income
- Global Companies in Asia

DEFAULT INVESTMENT OPTION

If you don't choose an investment strategy, or if we receive contributions before you make a choice, we'll automatically invest your contributions and transfers to your accumulation account in our default investment option—'Balanced (MySuper)'.

Note that our Balanced investment option is also our MySuper offering for Accumulation 2 members.

In some cases, we'll hold contributions made on your behalf that we're unable to immediately allocate to your account. If this occurs, investment returns (positive or negative) for the investment option(s) you've chosen will be applied from the date on which the contribution was received. If, while holding these contributions, the return on your investment option(s) were lower than any interest we received, we'll retain the difference.

If we receive your *Changing your default options* request with your future contributions strategy after contributions have been processed, we'll switch those contributions from the default investment option to the investments you've chosen on the date we receive your request. If you don't want those contributions switched, you can indicate this on the *Changing your default options* request.

CHANGING YOUR INVESTMENT OPTIONS

If you log into your online account, you can switch investment options at any time for:

- your existing account balance
- your future contributions strategy, and
- your rollover strategy.

Alternatively, you can make an *Investment choice* request available at **unisuper.com.au/forms** or by calling **1800 331 685**.

Our *How we invest your money* document at **unisuper.com.au/pds** explains when your switch will become effective. Switches submitted online are generally processed more quickly.

You should consider the likely investment return, risk and your investment time frame when choosing an investment option.

From time to time, we may change the investment objectives and strategic asset allocations of our investment options.* We'll notify you of any materially adverse changes and publish any changes on our website.

*Investment objectives are not predictions or promises of any particular return.

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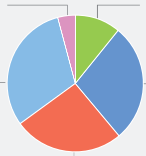
INVESTMENT DETAILS FOR OUR DEFAULT INVESTMENT OPTION – THE BALANCED (MYSUPER) OPTION	
Description of option	Invests in a diversified portfolio of mainly higher risk assets, comprising of assets such as Australian and international shares, property, infrastructure and private equity, with some fixed interest and cash investments.
Return target	CPI + 3.9% per year over 10 years (after fees, costs and taxes) for a member who has a constant balance of $50,000 and who does not incur any activity-based fees.
Member suitability	Members who want exposure to a range of higher risk asset classes and are comfortable with the value of their investments fluctuating.
Strategic asset allocations and ranges*	
Minimum suggested time frame for investment	10 years
Expected frequency of negative annual return	Three to less than four in 20 years
Summary risk level	Medium to high

* UniSuper has discretion to determine the extent to which foreign currency risk is hedged. Different currencies may be hedged to different extents (or possibly not at all).

We recommend you read the *How we invest your money* document at **unisuper.com.au/pds** before making a decision about your investment options.

It has detailed information on:

- switching investment options
- how we manage and change our investment options
- our key considerations in determining investment options, and
- the extent to which we take material environmental, social and governance (ESG) factors into account when selecting and retaining our investments.

If you'd like more help, consider speaking with a licensed financial adviser.

Fees and other costs

This section shows you the fees and other costs you may be charged.

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.

* This text is required by law to be included in all PDSs. Please note, however, UniSuper's fees are set at a competitive level that is consistent with effective management and are not negotiable by members.

These fees and other costs may be deducted from your money, from the returns on your investment or from the assets of UniSuper 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 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.

Changes to fees and costs

If changes (that aren't materially adverse) are made to fees and costs, we'll update our website. You can call us to request this information without charge.

Fees and costs summary

BALANCED (MYSUPER) INVESTMENT OPTION		
Type of fee or cost	***Amount***	***How and when paid***
Ongoing annual fees and costs[1]		
Administration fees and costs	**Accumulation 2** The lesser of $96 or 2% of your account balance per year.[1]	**Accumulation 2** No more than $8 per month is deducted directly from your account. This fee is assessed and applied at the end of each month or, if you close your account, on that date.[3] If at the end of the month your account balance is less than $4,800 (including investment returns, where applied) you'll be charged one month's worth of the 2% annual fee.
Investment fees and costs[2,4]	Balanced investment option 0.43%[1] per year.	The investment fee accrues daily (for DBD members, this is only for the investment option(s) your accumulation component is invested in) and is deducted from the Balanced investment option and any other option(s) you're invested in (as relevant).[1,3]
Transaction costs[2,4]	0.19% per year.	Transaction costs are incurred over the course of the year and disclosed as a percentage of the average assets of the relevant investment option.
Member activity related fees and costs		
Buy-sell spread	Nil.	Not applicable.
Switching fee	Nil.	Not applicable.
Other fees and costs[3]	Refer to the 'Additional explanation of fees and costs' section.	Where these fees and costs are applied to your account, they are deducted as described in the 'Additional explanation of fees and costs' section.

1 For Accumulation 2 members, if your account balance is less than $6,000 at the end of UniSuper'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 The investment fees and costs and transaction costs shown above are indicative only and are based on the investment fees and costs and transaction costs for the year ended 30 June 2024, including several components which are estimates. The actual amount you'll be charged in subsequent financial years will depend on the actual fees and costs incurred by the Trustee in managing the investment option. Investment fees and costs includes an amount of 0.03% for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs'. Refer to 'Additional explanation of fees and costs' for more information about how performance fees are calculated, including how performance fees are calculated where there is negative performance in a particular year.

3 See 'Additional explanation of fees and costs' in section 'Fees and other costs' of this PDS.

4 The investment fees and costs and transaction costs for other investment options are set out in section 'Fees and other costs', and are calculated on the same basis, and paid at the same frequency and in the same manner as the Balanced investment option.

Example of annual fees and costs for the Balanced (MySuper) investment option

This table gives an example of how the ongoing annual fees and costs for the Balanced (MySuper) investment option can affect your superannuation investment over a one-year period. You should use this table to compare this superannuation product with other superannuation products.

To have an investment in MySuper, you must be an Accumulation 2 member with some or all of your account invested in the Balanced option.[1]

EXAMPLE - BALANCED (MYSUPER) INVESTMENT OPTION		BALANCE OF $50,000[2]
Administration fees and costs	The lesser of $96 or 2% of your account balance per year.	For every $50,000 you have in the superannuation product, you will be charged or have deducted from your investment **$0** in administration fees and costs, plus **$96** regardless of your balance
PLUS Investment fees and costs	0.43%[3,4]	**And**, you will be charged or have deducted from your investment **$215** in investment fees and costs
PLUS Transaction costs	0.19%[3,4]	**And**, you will be charged or have deducted from your investment **$95** in transaction costs
EQUALS Cost of product		If your balance was $50,000, at the beginning of the year, then for that year you will be charged fees and costs of **$406** for the superannuation product.

1 Additional fees may apply. If your accumulation account is invested in investment options other than the Balanced investment option, the investment fees and costs and transaction costs will be different to those displayed. Refer to 'Additional explanation of fees and costs' in the 'Fees and other costs' section.

2 The calculated amounts do not include contributions that may be made during the year.

3 The costs component of investment fees and costs and the transaction costs are based on the costs for the year ended 30 June 2024, including several components which are estimates. Costs are subject to change and amounts for prior years are not necessarily reliable indicator for future years. The costs component of investment fees and costs and the transaction costs you'll be charged in subsequent financial years will vary and depends on the actual fees and costs incurred by the Trustee in managing the investment option. Investment fees and costs includes an amount of 0.03% for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs'.

4 The investment fees and costs and transaction costs for other investment options are shown in the 'Additional explanation of fees and costs' section. These are calculated on the same basis, and paid at the same frequency and in the same manner as for the Balanced investment option.

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Cost of product information

Cost of product for 1 year

The cost of product gives a summary calculation about how ongoing annual fees and costs can affect your superannuation investment over a one-year period for all superannuation products and investment options. It is calculated in the manner shown in the 'Example of annual fees and costs'.

The cost of product information assumes a 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.

This cost of product information is only suitable for use by Accumulation 2 members. No administration fee is deducted directly from the account of DBD members, so these figures are not representative of the total cost of holding these investment options through the accumulation component of the DBD.

INVESTMENT OPTION	COST OF PRODUCT[1]
Conservative	$366
Conservative Balanced	$356
Balanced	$406
Sustainable Balanced	$316
Growth	$426
High Growth	$451
Sustainable High Growth	$326
Cash	$131
Australian Bond	$171
Australian Income	$201
Listed Property[2]	$206
Australian Shares	$411
International Shares	$386
Global Environmental Opportunities	$276
Australian Dividend Income	$306
Global Companies in Asia	$311

[1] The costs component of investment fees and costs and the transaction costs are based on the costs for the year ended 30 June 2024, including several components which are estimates. Costs are subject to change and amounts for prior years are not necessarily reliable indicators of amounts for future years. The costs component of investment fees and costs and the transaction costs you'll be charged in subsequent financial years will vary and depends on the actual costs incurred by the Trustee in managing the investment option. Investment fees and costs includes an amount for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs'.

[2] This option is not intended for people who are seeking returns from investing in real property. Investing in a listed real estate investment trust (REIT) is very different from investing in real estate or real property. Refer to the *How We Invest Your Money* document for more information.

Additional explanation of fees and costs

INVESTMENT FEES AND COSTS

The investment fees and costs for the year ending 30 June 2024 (including transaction costs) can be viewed in this section or at **unisuper.com.au/investment-costs**. These costs show the total investment fees and costs attributed to each of our investment options (excluding the fees charged directly to your account) as a percentage of the total average net assets of the relevant investment option.

PERFORMANCE FEES

We don't directly deduct any performance fees from member accounts. However, some external investment managers may be entitled to receive performance fees if they generate strong investment returns. Performance fees may be paid directly out of the Fund or may be incurred indirectly out of an interposed vehicle. These are included in the investment fees and costs and are indirectly borne by members invested in an option.

To receive performance fees, a manager must generate returns which exceed an agreed benchmark (in some cases by a margin or hurdle), in which case the manager is entitled to receive a percentage of the excess returns. The amount that can be recouped by any particular manager in one year is generally capped and fees in excess of the cap are carried forward into future years and can potentially be paid in future years, subject to generating adequate returns. If managers fail to generate excess returns in a year, this typically results in a negative amount being carried forward for future years to offset any performance fees which may otherwise become payable in future.

Note that managers generally manage portfolios comprising assets which relate to multiple investment options. It's not possible to accurately predict the amount of performance fees that may be payable in respect of a particular investment option in any given year. This will depend on:

- the investment returns generated during the year ahead
- which managers generate excess returns within their portfolios
- whether there were negative amounts (or positive amounts) being carried forward for those managers
- the individual fee arrangements (if any) which had been negotiated with the relevant investment managers
- the size of the portfolios being managed by those managers, and
- the proportion of those portfolios which relate to the relevant investment option.

The table below includes the average performance fee for each option (including performance fees in any interposed vehicles) over the five financial years ended 30 June 2024.

INVESTMENT OPTION	PERFORMANCE FEE
Conservative	0.02%
Conservative Balanced	0.02%
Balanced	0.03%
Sustainable Balanced	0.00%
Growth	0.07%
High Growth	0.07%
Sustainable High Growth	0.00%
Cash	0.00%
Australian Bond	0.00%
Australian Income	0.00%
Listed Property[1]	0.00%
Australian Shares	0.06%
International Shares	0.08%
Global Environmental Opportunities	0.00%
Australian Dividend Income	0.00%
Global Companies in Asia	0.00%

[1]This option is not intended for people who are seeking returns from investing in real property. Investing in a listed REIT is very different from investing in real estate or real property. Refer to the *How We Invest Your Money* document for more information.

The table below provides the performance fees incurred by the Balanced (MySuper) Option for the last five years.

BALANCED (MYSUPER) PERFORMANCE FEES OVER FIVE YEARS ENDED 30 JUNE 2024	
Year ended 30 June	**Performance fee**
2020	0.01%
2021	0.04%
2022	0.05%
2023	0.02%
2024	0.02%
Average	0.03%[2]

[2] Average performance fee is calculated prior to rounding for individual years.

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INVESTMENT OPTION FEES AND COSTS TABLE

INVESTMENT OPTION FEES AND COSTS FOR THE YEAR ENDED 30 JUNE 2024			
Option	**Investment fees and costs (%)[1]**	**Transaction costs (%)[1]**	**Total investment fees and costs and transaction costs (%)[2]**
Conservative	0.43	0.11	0.54
Conservative Balanced	0.42	0.10	0.52
Balanced	0.43	0.19	0.63
Sustainable Balanced	0.34	0.10	0.44
Growth	0.50	0.16	0.65
High Growth	0.49	0.22	0.71
Sustainable High Growth	0.38	0.08	0.46
Cash	0.06	0.01	0.06
Australian Bond	0.13	0.02	0.14
Australian Income	0.18	0.03	0.21
Listed Property[3]	0.21	0.01	0.22
Australian Shares	0.42	0.21	0.64
International Shares	0.50	0.08	0.58
Global Environmental Opportunities	0.32	0.04	0.36
Australian Dividend Income	0.35	0.07	0.42
Global Companies in Asia	0.40	0.03	0.43

[1] The costs component of investment fees and costs and the transaction costs are based on the costs for the year ended 30 June 2024, including several components which are estimates. Costs are subject to change and amounts for prior years are not necessarily reliable indicators of amounts for future years. The costs component of investment fees and costs and the transaction costs you'll be charged in subsequent financial years will vary and depends on the actual costs incurred by the Trustee in managing the investment option. Investment fees and costs includes an amount for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs'.

[2] Components may not add to 'Total' due to rounding.

[3] These amounts reflect the fees and costs which we have incurred in managing the Listed Property option, for example, fees and costs we incurred in the course of investing in listed property securities i.e. REITs for that option. These figures do not include any amounts incurred by the REITs which the Listed Property option has invested in – such as costs relating to any real property and the other business activities of those REITs.

WHAT'S AN INTERPOSED VEHICLE?

An interposed vehicle is a complicated concept to define completely and accurately. The following illustrates, on a simplistic level, how an investor might invest in an interposed vehicle.

An investor buys shares in a particular company listed on the Australian Securities Exchange (ASX). In this case, the shares in that company are an investment in their own right.

On the other hand, an investor could invest in another entity (Fund A) which, in turn, invests in that particular company listed on the ASX. In this case, Fund A will often be regarded as an interposed vehicle. When super funds disclose their fees and costs, they include fees and costs incurred by interposed vehicles. However, Fund A won't necessarily be an interposed vehicle if this was an investment in its own right and not a means of gaining exposure to the listed company.

Determining whether an entity is an interposed vehicle involves three separate tests. For a detailed explanation, we recommend you refer to the ASIC Regulatory Guide 97 Disclosing fees and costs in PDSs and periodic statements as well as any guidance (including frequently asked questions) issued by ASIC in conjunction with Regulatory Guide 97. The guide is available at www.asic.gov.au/regulatory-resources/find-a-document/regulatory-guides/.

TRANSACTION COSTS

Each investment option incurs transaction costs which differ for each option. These may be incurred directly by the Fund or through an interposed vehicle. They may be paid directly out of the Fund or out of an interposed vehicle which may indirectly reduce the return on an investment. These typically include:

- brokerage
- stamp duty
- settlement costs (including custody costs)
- clearing costs, and
- buy-sell spreads.

INSURANCE PREMIUMS

The *Insurance in your super* document at **unisuper.com.au/pds** has information on the premiums associated with your insurance cover. Applicable insurance premiums are deducted from your account each month. A fee for administrating the insurance agreement is included in the premium cost. This administration fee is paid to the Trustee.

OPERATIONAL RISK FINANCIAL REQUIREMENT

Australian super funds are required to have an Operational Risk Financial Requirement (ORFR) target and strategy. This is required by the Australian Prudential Regulation Authority (APRA) and is intended to ensure super funds have access to financial resources for losses, costs and expenses that may be incurred in the event of an operational risk.

The financial resources are held in the Operational Risk Reserve (ORR). This is funded out of investment related charges which are included in the investment fees and costs for each option. This component of the ORR is currently 0.01% p.a. for each investment option. In accordance with APRA requirements, the ORR has also been funded with respect to the DBD.

FEES FOR UNISUPER ADVICE

Factual information and general advice is provided at no additional charge to UniSuper members. The cost of that service is included in the administration fees and costs you pay. You can find out more about this service **unisuper.com.au/advice**.

UniSuper Advice is a financial planning service generally available to UniSuper members, former members and their families through UniSuper Management Pty Ltd (USM) ABN 91 006 961 799 Australian Financial Services Licence No. 235907, which is licensed to provide financial advice services and deal in financial products. UniSuper advisers are employees of USM. They are remunerated by way of a base salary and potential bonuses.

UniSuper Advice offers scaled personal advice on several topics, or comprehensive personal advice. Scaled personal advice covers topics like super contributions, investment options and insurance as they relate to your UniSuper account. Comprehensive advice includes retirement planning, insurance, non-super investments and wealth accumulation.

You'll receive an advice fee quote before UniSuper Advice proceeds with personal advice services. You'll be charged on a fee-for-service basis at either a fixed or hourly rate. The cost of the service provided varies depending on a number of factors, including the complexity of the advice sought, and the cost for some scaled personal advice may be partially included in the administration fees and costs you pay.

These fees are additional to the fees stated in this PDS.

You can learn more about UniSuper Advice by referring to the *Financial Services Guide - Personal Advice and Financial Services Guide - General Advice*, available at **unisuper.com.au/financial-advice/types-of-advice** or by calling us.

If you're a DBD member, we can only deduct advice fees from your accumulation component.

FEES FOR OTHER FINANCIAL ADVICE

Where you receive personal financial advice in relation to your UniSuper account(s) from a financial adviser outside of UniSuper, you can ask us to pay for this advice from your account balance. Your adviser must be registered with UniSuper for this to occur and we must be satisfied that the fee requested is appropriate. You can ask your financial adviser about whether this option is available to you.

EXCLUDED TRANSACTIONAL AND OPERATIONAL COSTS

The following transactional and operational costs are excluded from the investment fees and costs:

- borrowing costs
- property operating costs
- implicit transaction costs and market impact costs other than in relation to certain derivative financial products.

TAX

See the PDS and the *How super works* document for information on the tax applicable to your account. We'll provide you with a 15% rebate for administration fees and insurance premiums paid where a tax deduction is available to the Fund. This means for every $100 in fees and premiums deducted from your account, we provide you with a $15 rebate to reduce these costs. The rebates for administration fees and external insurance premiums are credited to your account on a monthly basis.

GST AND STAMP DUTY

Fees and costs may include GST and stamp duty where applicable. The amount of GST payable may be reduced in certain circumstances as a result of tax credits available to the Fund.

BANK FEES

The Trustee reserves the right to recover any bank fees incurred on a cost recovery basis.

ALTERATIONS TO FEES

Fees and costs are generally reviewed annually and may change without your consent. We reserve the right to introduce a new fee or cost and/or change any fees or costs. We'll give you 30 days' written notice before a new or increased fee that we charge directly takes effect. This prior notice is not required where there is an increase attributable to the Trustee's costs in managing your investments. We'll notify you about changes to costs as required by law.

Defined fees

This section defines the different fees and costs that are able to be legally charged to your UniSuper account. Not all charges apply to your UniSuper account.

ACTIVITY FEES

A fee is an activity fee if:

a) the fee relates to costs incurred by UniSuper's Trustee that are directly related to a Trustee activity:
   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 an administration fee, an investment fee, a buy-sell spread, a switching fee, an exit fee, an advice fee or an insurance fee.

The only activity fees charged by UniSuper are the bank fees incurred as a result of activities directed by you (such as making benefit payments to a different country).

ADMINISTRATION FEES

An administration fee is a fee that relates to the administration or operation of UniSuper and includes costs incurred by UniSuper's Trustee that:

- relate to the administration or operation of UniSuper; and
- are not otherwise charged as an investment fee, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

UniSuper's administration fee for DBD members is deducted from the assets of UniSuper's defined benefit pool. For Accumulation 2 members it is the lesser of $96 or 2% of your account balance each year.

ADVICE FEES

A fee is an advice fee if:

- the fee relates directly to costs incurred by UniSuper's Trustee because of the provision of financial product advice to a member by:
  - UniSuper's Trustee; or
  - another person acting as an employee of, or under an arrangement with, UniSuper's Trustee; and
- those costs are not otherwise charged as an administration fee, an investment fee, a switching fee, an exit fee, an activity fee or an insurance fee.

You'll only be charged an advice fee if you agree to receive personal financial advice from UniSuper Advice or a financial adviser registered with UniSuper. These fees will be discussed and agreed with you.

BUY-SELL SPREADS

A buy-sell spread is a fee to recover transaction costs incurred by UniSuper's Trustee in relation to the sale and purchase of UniSuper assets.

Buy-sell spreads do not currently apply to your UniSuper account.

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 UniSuper.

UniSuper does not charge exit fees.

INDIRECT COSTS RATIO

The indirect cost ratio (ICR), for a MySuper product or an investment option offered by UniSuper, is the ratio of the total of the indirect costs for the MySuper product or investment option, to the total average net assets of UniSuper attributed to the MySuper product or investment option.

An ICR does not apply to your UniSuper account.

INVESTMENT FEES

An investment fee is a fee that relates to the investment of UniSuper's assets and includes:

- fees in payment for the exercise of care and expertise in the investment of those assets (including performance fees); and
- costs incurred by UniSuper's Trustee that:
  - relate to the investment of UniSuper's assets; and
  - are not otherwise charged as an administration fee, a buy-sell spread, a switching fee, an exit fee, an activity fee, an advice fee or an insurance fee.

Investment fees and costs are deducted indirectly from your UniSuper account. A breakdown of these fees to 30 June 2024, for each investment option, is provided within this section.

SWITCHING FEES

A switching fee is a fee to recover the costs of switching all or part of a member's interest in UniSuper from one class of beneficial interest in UniSuper to another.

UniSuper does not charge switching fees.

TRANSACTION COSTS

Transaction costs are costs associated with the sale and purchase of UniSuper's assets other than costs that are recovered by UniSuper charging buy-sell spreads.

Transaction costs are deducted indirectly from your UniSuper account. A breakdown of these fees to 30 June 2024, for each investment option, provided within this section 'Fees and other costs'.

How super is taxed

Super can be a tax-effective way to save for retirement because the government provides tax breaks and incentives. Here's how tax can affect your super.

Tax on contributions

This table is an overview of tax on contributions to super. It assumes you've provided us with your tax file number (TFN). For more information, visit **unisuper.com.au/pds** and read the *How super works* document.

MAIN TYPES OF CONTRIBUTIONS	HOW MUCH TAX IS PAID	HOW THE TAX IS PAID
Concessional (before-tax) contributions: ▪ Superannuation Guarantee (SG) employer contributions ▪ Salary sacrifice contributions made by your employer from your before-tax salary ▪ Personal contributions where you provide us with a valid form that states your intention to claim a tax deduction ▪ Notional taxed contributions for your defined benefit interest.[2]	15% on contributions up to the concessional (before-tax) contributions cap.[1]	Where the concessional (before-tax) contributions are paid into your accumulation component the tax is deducted from that account. Tax on notional taxed contributions is deducted from the defined benefit pool of assets. No charge is deducted directly from your accumulation component.
	Contributions which exceed your concessional contributions cap are included in your assessable income and taxed at your marginal tax rate. You may be eligible to carry forward any unused concessional contributions to a future financial year. You'll also be entitled to a 15% tax offset on the excess concessional contribution (because you have already paid tax on this money). The offset is not refundable. You can release up to 85% of your excess concessional contributions from your accumulation component. Amounts cannot be released from your defined benefit interest. Any excess concessional contributions **not** released from super are counted towards your non-concessional (after-tax) contributions cap. Any excess concessional contributions you release from your super account will no longer count toward your non-concessional contributions cap.	The ATO will provide you with an assessment. The tax is paid 'out of your pocket' to the ATO. If you choose to release some of your excess contributions, we pay this to the ATO, who will offset it against any outstanding tax or other Australian government debts you have before refunding any remaining balance.

1 If your income for the purposes of 'Division 293 tax' exceeds $250,000 during an income year, additional tax may apply to your concessionally-taxed contributions. For more details, visit unisuper.com.au/pds and read the *How super works* document.

2 Further information about Notional taxed contributions within this section.

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MAIN TYPES OF CONTRIBUTIONS	HOW MUCH TAX IS PAID	HOW THE TAX IS PAID
Non-concessional (after-tax) contributions: ▪ Personal contributions that haven't been claimed as a tax deduction ▪ Contributions your spouse makes on your behalf. These are treated in the same way as after-tax contributions, provided your spouse doesn't claim the contribution as a tax deductible employer contribution and provided you're not living separately from your spouse ▪ Excess concessional contributions not released from your super account.	There's no tax payable on non-concessional contributions made up to your non-concessional contributions cap.	
	If you exceed the non-concessional contributions cap, you may choose to release the super contributions in excess of your non-concessional contributions cap plus 85% of any associated earnings. Amounts cannot be released from your defined benefit interest. The associated earnings released are taxed at your marginal tax rate. You will also be entitled to a 15% tax offset on the associated earnings included in your assessable income (because you've already paid contributions tax on this money). The offset is not refundable.	The ATO will provide you with an assessment. The funds released are paid from us to the ATO, who will offset it against any outstanding tax or other Australian government debts you have before refunding any remaining balance.
	If you choose not to release your excess non-concessional contributions, they will remain in your super account and the excess will be taxed at 47%.	The excess contributions tax is paid out of your nominated super account.

Government caps on contributions

The government imposes limits, called contributions caps, on the total amount of contributions you can make to super in each financial year and still receive concessional tax treatment on those contributions.

If you exceed the caps, you may pay a higher tax rate on contributions that exceed the caps, or we may be unable to accept contributions in some circumstances.

Each cap applies to all contributions made by you or on your behalf in a financial year, regardless of how many employers or super funds you have. Some contributions, including Government co-contributions and certain personal injury payments, are not included in any of the caps.

It's your responsibility to monitor the contributions made into your UniSuper account, and to any accounts you may hold in other super funds, to ensure you don't exceed the caps.

CONTRIBUTION CAPS (2024-25)[1]	
Concessional cap	***Non-concessional cap***
$30,000[2]	$120,000[3]

[1] Your cap may be different to the standard non-concessional cap if you are eligible for or have already triggered the bring forward rule. Read the *How super works* document at unisuper.com.au/pds for more details.

[2] There's 15% tax payable by your fund on concessional (before-tax) contributions paid into a super fund. Your super fund usually reduces your super account by your share of this tax. You may be subject to additional 'Division 293' tax if you are a high-income earner. For more details, visit unisuper.com.au/pds and read the *How super works* document.

[3] Your non-concessional cap also depends on your total super balance at 30 June the previous financial year. Read *How super works* at unisuper.com.au/pds for more details.

DBD MEMBERS AND NOTIONAL TAXED CONTRIBUTIONS

It's important to note when considering your contributions caps how notional taxed contributions (NTCs) apply to DBD members. NTCs are the notional amount of contributions—excluding non-concessional (after-tax) contributions—that relate to your *defined benefit component*. NTCs count towards your concessional contributions cap and are added to the other concessional (before-tax) contributions made to your accumulation component in a financial year.

What this means

NTC values are generally lower than the actual amount of contributions that relate to your *defined benefit component*. This means you may be able to 'top up' your before-tax contributions to your accumulation component without exceeding your concessional contributions cap.

It's important to remember that although your NTC value may generally be lower than the actual contributions that relate to your *defined benefit component*, your final benefit is not affected in any way. Your benefit is still calculated using the formula set out in the Trust Deed. You can find out more about NTCs and how they affect you by logging into your account on our website. You can also find more details in the following fact sheets at **unisuper.com.au/factsheet**:

- *The concessional contributions cap and NTC rates for DBD members receiving 17% employer contributions*
- *The concessional contributions cap and NTC rates for DBD members receiving 14% employer contributions.*

Tax on transfers

If you transfer your super from one fund to another, there isn't any tax payable unless the amount contains an untaxed element—which is likely if you're transferring your super from a public-sector super fund. Any untaxed element transferred to UniSuper is taxed at 15% when we receive it.

Tax on investment earnings

Investment earnings for superannuation interests not in the retirement phase are generally taxed at up to 15%. This tax is deducted from the Fund's investment earnings before they're allocated to your account.

Tax on withdrawals

You may have to pay tax when you withdraw super from us. We'll normally deduct any tax before paying you. The amount of tax will depend on things like your age and how your benefit is paid.

Your payment will generally be tax free if you're 60 or older, but it may incur tax if you're under 60.

Regardless of your age, your payment may incur tax if it's paid in some circumstances (like if you die and a death benefit is paid to a non-dependant for tax purposes). For more information, please read the *How super works* document.

More information

Visit **unisuper.com.au/tfn** to read the important information about providing your TFN. You can also request a printed copy, free of charge, by calling **1800 331 685**.

Other super contributions

Other ways to contribute to super

VOLUNTARY CONTRIBUTIONS

These are optional contributions made over and above your default member contributions and go into your accumulation component/account. Voluntary contributions can be made either before-tax (concessional) or after-tax (non-concessional).

SALARY SACRIFICE CONTRIBUTIONS

You can sacrifice part of your take-home pay and add it to your super. You can set this up through your employer, and you may get some tax benefits too. Many employers allow you to make super contributions from your salary before income tax is deducted. Salary sacrifice contributions count towards your concessional contributions cap.

SPOUSE CONTRIBUTIONS

You may be eligible to make an after-tax contribution into your partner's super account, or vice versa. You may be able to claim an 18% tax offset on contributions of up to $3,000 you make to your spouse's super account providing they meet certain conditions. You both must be Australian residents when the contribution is made. Read *How super works* at **unisuper.com.au/pds** for more information.

DOWNSIZER CONTRIBUTIONS

If you're 55 or over and are looking to sell the family home, you may also consider making 'downsizer' contributions with the proceeds. Read *How super works* at **unisuper.com.au/pds** for more information.

GOVERNMENT CO-CONTRIBUTIONS

Depending on your annual income and other eligibility criteria, the government will pay up to 50 cents for every extra dollar you add to your super in a financial year. When you lodge your tax return, the Australian Taxation Office (ATO) will decide how much you're eligible to receive and make the payment into your super. This is called a 'co-contribution'. Read the *How super works* document at **unisuper.com.au/pds** for more information.

LOW INCOME SUPERANNUATION TAX OFFSET (LISTO)

The LISTO is a government payment of up to $500 to help boost the super savings of low-income earners. LISTO provides a tax offset of up to $500 per annum for individuals with a taxable income up to $37,000 who satisfy the eligibility criteria. Eligible members will receive a government super payment of 15% of their concessional super contributions.

Read the *How super works* document at **unisuper.com.au/pds** for more information on all these contributions.

TRANSFERRING SUPER FROM OTHER SUPER FUNDS

Got super here, there and everywhere?

If you've had more than one job throughout your working life, there's a chance you've got more than one super account. It's easy to find all your super and bring it together in one account. Go to **unisuper.com.au/combine** for more information and to get started. Before combining your super, consider the possible effects this might have on things like the fees you pay, the conditions of your insurance and the tax on your super. There could be other effects too, so it's best to seek financial advice if you're unsure.

When we can't accept contributions

In some cases, certain requirements must be met before we're able to accept your contributions.

IF YOU DON'T PROVIDE US WITH YOUR TFN

Your TFN is a unique, confidential number which links all your investments, super and tax records to your identity. While it's not compulsory to give us your TFN, if you don't, any contributions or transfers that would attract tax (such as employer contributions or salary sacrifice contributions) may be taxed at the highest marginal tax rate and you may no longer be eligible for DBD membership. We also won't be able to accept non concessional (after-tax) contributions if we don't have your TFN. However, if you want to join the DBD it is compulsory to provide us with your TFN.

AGE RESTRICTIONS ON CONTRIBUTING TO SUPER

There are age restrictions on when we can and can't accept contributions.

If you're a DBD member and you reach age 75, your *defined benefit component* will be deferred, and any future contributions will be made to your accumulation component.

Read the *How super works* document at **unisuper.com.au/pds** for more information.

Accessing your super

There are restrictions on when you can withdraw your money from super funds.

When can you access your super?

To access your super, you must satisfy what is known as a 'condition of release'. Some common conditions of release include:

- permanent retirement from the workforce on or after reaching your preservation age
- ceasing an arrangement of employment on or after the age of 60
- turning 65
- permanent incapacity
- having an account balance of less than $200 when you terminate employment with an employer who contributed to UniSuper, and
- death.

For information about additional special circumstances and accessing your super, visit **unisuper.com.au/pds** and read the *How super works* document.

DEFINED BENEFIT MEMBERS

Restrictions imposed under UniSuper's Trust Deed limit when you can access your *defined benefit component*. Generally, you can only withdraw all or part of your *defined benefit component* if that component consists entirely of unrestricted non-preserved super (super that can be paid with no restrictions on request).

If you withdraw all or part of your *defined benefit component*, you'll cease to be a DBD member and generally any remaining *defined benefit component* will be transferred together with your accumulation component to an accumulation account. Any future employer and member contributions will be made into this account. You should consider the impact on your inbuilt benefits and insurance. Please read the relevant PDS and *Insurance in your super* document available at **unisuper.com.au/pds** for further information.

Different rules apply to requests to withdraw benefits on the grounds of family law, severe financial hardship or ATO approved compassionate grounds.

WHEN YOU RETIRE OR LEAVE YOUR JOB

'Retirement' has its own definition in super. There are three ways you can retire:

1. You're between your preservation age and 60 and:
   - you've left a job and
   - you never intend to work full-time or part-time again
2. You turned 60 and then you've left a job; or
3. You're 60 or over and:
   - you left a job before turning 60 and
   - you never intend to work full-time or part-time again.

Your super is comprised of your *defined benefit component*, as well as your accumulation account and/or component which includes investment returns (which may be positive or negative), minus any fees, costs, charges and taxes. We may need to verify your identity, or that of your beneficiaries, when we pay a benefit to you or them.

TAKING YOUR SUPER AS A TTR FLEXI PENSION WHILE YOU'RE WORKING

Under the government's transition to retirement (TTR) rules, you may be able to start a TTR Flexi Pension if you're still working, you've reached your preservation age, and you satisfy the eligibility requirements. You should read the Flexi Pension PDS at **unisuper.com.au/pds** before deciding to start a TTR Flexi Pension.

If you use any part of your *defined benefit component* to set up a TTR Flexi Pension:

- you'll cease to be a DBD member, and
- your account will be transferred to an accumulation account:
  - **Accumulation 2** if you're still employed and receiving 14% or 17% contributions.
  - **Accumulation 1** if you're still employed and only receiving Superannuation Guarantee (SG) contributions.

TAKING YOUR SUPER AS A RETIREMENT PHASE FLEXI PENSION AND/OR LIFETIME INCOME WHILE WORKING

You may be able to start a Retirement Phase Flexi Pension and/or Lifetime Income if you're still working and you satisfy the eligibility requirements. You should read the *Flexi Pension PDS* and *Lifetime Income PDS* available at unisuper.com.au/pds before deciding.

If you use any part of your defined benefit component to start a Retirement Phase Flexi Pension and/or Lifetime Income:

- Your defined benefit component will be deemed to be deferred prior to ceasing to be a DBD member.
- Your account balance will be transferred to an accumulation account prior to commencing your pension(s).

PARTIAL DBD WITHDRAWALS

You can access some of the super in your *defined benefit component* and remain a DBD member in the following limited circumstances:

- you elect to take a lump sum inbuilt *disablement* benefit, or
- to give effect to:
  - a Family Law payment split, or
  - a payment on approved compassionate or severe financial hardship grounds.

If this occurs, the value of your *defined benefit component* will be reduced to reflect the amount paid. To do this, a 'reduction factor' will be determined and applied to your *Benefit Service* - a part of the formula which is used to calculate your defined benefit. The reduction factor will continue to apply to all future defined benefit lump sum calculations. Given the reduction factor decreases the value of your *defined benefit component*, the value of your inbuilt death benefit also reduces.

For more information, visit **unisuper.com.au/factsheet** and read the *How your defined benefit component is affected after a partial withdrawal* fact sheet.

PORTABILITY TRANSFERS

Under portability transfer rules, you can transfer all or part of your accumulation component or Accumulation 2 account into another complying super fund. Your employer will continue to make contributions into UniSuper on your behalf so your UniSuper account will remain open. You may request a portability transfer up to four times in each 12-month period. If you're not transferring the entire amount, you must leave at least $6,000 in your UniSuper account. If you want to elect choice of fund for your ongoing employer contributions, complete the choice of fund form and return it to your employer.

If you're a DBD member, you can't transfer your *defined benefit component*.

If you transfer your entire accumulation component or account to another super fund, your insurance cover (if applicable) will be cancelled because you won't have enough money in your accumulation component/account to cover your insurance premiums when due.

Visit **unisuper.com.au/forms** to make a *Portability and rollover* request.

CHOICE OF FUND

- Under Choice of Fund legislation, certain employees can choose the super fund for their Superannuation Guarantee contributions.
- If you're a DBD member, you may not be eligible for choice of fund.
- If you're an Accumulation 2 member and eligible for choice of fund, and you nominate another super fund, your employer can pay contributions into your chosen fund.

General information

Some extra important information you should know as a UniSuper member.

Making a complaint

Providing great service and genuine care underpins everything we do.

If something has gone wrong or you're not happy with our service, tell us so we can do our best to fix it quickly.

Please call us on **1800 331 685** and we'll do our best to resolve your complaint as soon as possible. We're available from 8.30am to 6.00pm (Melbourne time), Monday to Friday.

Alternatively, you can make your complaint by:

- Online form or chat service accessible at **unisuper.com.au/complaints** .
- Mail: Complaints Officer, UniSuper, Level 1, 385 Bourke St, Melbourne VIC 3000.

You'll need to provide details about your complaint, including:

- your member number and contact details
- the reason for your complaint
- the outcome you're seeking
- any supporting information.

HOW WE HANDLE YOUR COMPLAINT

We'll provide confirmation when we receive the complaint and keep you updated with our investigation.

You can expect an outcome within:

- 30 days for financial advice complaints
- 45 days for super complaints
- 90 days for objections to death benefit distributions (starting after the 28-day deadline to submit your objection).

There may be times where we can't reasonably respond within these timeframes. We'll let you know in writing if this happens.

For more information about our complaints process, download our Complaints Policy from our website at **unisuper.com.au/complaints**.

IF YOU'RE NOT SATISFIED WITH OUR RESPONSE

You can make a complaint at any time with the Australian Financial Complaints Authority (AFCA). This includes when:

- you're unhappy with our formal response
- you haven't received a response within the applicable timeframe
- you'd prefer to speak to someone else.

AFCA provides a fair and independent complaint resolution service at no cost.

You can lodge a complaint with AFCA by:

- Phone: 1800 931 678
- Email: info@afca.org.au
- Mail: Australian Financial Complaints Authority Limited, GPO Box 3, Melbourne VIC 3001

Time limits may apply to complain to AFCA and so you should act promptly or otherwise consult the AFCA website to find out if or when the time limit relevant to your circumstances expires.

Visit www.afca.org.au for more information about AFCA and their complaint resolution approach.

Visit **unisuper.com.au/complaints** for more information.

How we protect your privacy

UniSuper is committed to protecting your personal information in accordance with privacy law obligations. The information that you provide to UniSuper is collected and used in accordance with our Privacy Policy which can be found online at **unisuper.com.au/privacy**. If you have any privacy related questions, please call **1800 331 685**.

Definitions

Insurance definitions

For insurance related definitions refer to the 'Definitions' section of the *Insurance in your super* document available on our website **unisuper.com.au/pds**.

This includes:

- Disabled/Disability/Disablement (for Income Protection cover),
- pre-disability income,
- pre-existing conditions (PEC),
- Terminal illness or terminally ill, and
- Total and Permanent Disablement or totally and permanently disabled.

ACCUMULATION 1 ACCOUNT

An *Accumulation 1* account is an 'accumulation-style' account within UniSuper. Accumulation 1 is our default product. Accumulation 1 accounts are typically made up of employer super guarantee contributions, any voluntary member contributions, investment returns (which can be positive or negative), money transferred from other super funds and any other contributions such as spouse contributions.

Fees, costs, insurance premiums (if applicable) and taxes are deducted from these accounts.

AVERAGE CONTRIBUTION FACTOR (ACF)

A component of the Defined Benefit Division (DBD) formula used to calculate your benefit. Your ACF is the time-weighted average of your contribution factor, i.e. what level of default member contributions you've made over your DBD membership. If you always make full default member contributions of 7% after-tax (or 8.25% before-tax), your ACF is 100%. Reducing your default member contributions will generally decrease your ACF.

AVERAGE SERVICE FRACTION (ASF)

A component of the DBD formula used to calculate your benefit. This refers to how much of your DBD membership you've spent in full-time employment. It's calculated by averaging all of your Service Fractions over your period of DBD Benefit Service. For example, if you always worked full-time when you've been contributing to the DBD, your ASF is 100%. However, any breaks in employment will reduce your ASF. Typical breaks in employment include the time between ceasing one job and starting another, periods of leave without pay, periods of part-time work and half contributions. Breaks in employment are calculated in days and include weekends.

BENEFIT SALARY

A component of the DBD formula used to calculate your benefit. Your Benefit Salary is generally the average of your annual equivalent full-time salary (not indexed) over your last five years of employment with a UniSuper participating employer(s) as a contributing DBD member, and is re-calculated every time when your benefit is quoted. If you've worked for less than five years, it's generally averaged over the time you've been employed as a contributing DBD member.

When you're not contributing to the DBD for more than three months, such as when you're on leave without pay, in receipt of a temporary incapacity or disablement benefit, or if you defer your DBD benefit, your salaries prior to this period of not contributing are included when calculating your Benefit Salary and may be indexed with regard to the Consumer Price Index (CPI) movement. Depending on actual CPI movements, the indexation component, and therefore your Benefit Salary, can move up or down. However, your Benefit Salary will not reduce below the average of your annual equivalent full-time salaries within the averaging period.

BENEFIT SERVICE

A component of the DBD formula used to calculate your benefit. Your period of service covers the years and days of your DBD membership. If you're a contributing member and you die before age 60, your benefit service will also include the period from the date of your death to what would have been your 60th birthday. If you're a contributing member and you suffer disablement, your Benefit Service covers the period (years and days) from the date of your disablement up to age 65.

CHILD/CHILDREN

A child in relation to a UniSuper member or the member's spouse includes a child, adopted child, foster child, a ward or child within the meaning of the Family Law legislation of you or your spouse.

CONCESSIONAL CONTRIBUTIONS

A concessional contribution is generally a contribution which is included in the fund's assessable income. This is generally money added to super before income tax is taken out. It's taxed at 15%—not at your income tax rate—but may be subject to additional 'Division 293' tax if you are a high-income earner. For more details, visit **unisuper.com.au/pds** and read the *How super works* document. Examples of concessional contributions are 'employer contributions' and 'salary sacrifice contributions'.

CONTRIBUTION FACTORS

Contribution factors are applied on a time-weighted basis in the benefit calculation – see the definition of Average Contribution Factor. If you reduce your default member contributions, the final benefit you receive will generally also reduce. This reduction to your defined benefit entitlement will be calculated by adjustments to your Average Contribution Factor.

IF YOU RECEIVE 17% EMPLOYER CONTRIBUTIONS

Default member contribution (after-tax)	*Default member contribution (before-tax)*	*Contribution factor*
7.00%	8.25%	100%
4.45%	5.25%	100%
4.00%	4.70%	97.4%
3.00%	3.55%	91.7%
2.00%	2.35%	86.0%
1.00%	1.20%	80.2%
0.00%	0.00%	74.5%

IF YOU RECEIVE 14% EMPLOYER CONTRIBUTIONS

Default member contribution (after-tax)	*Default member contribution (before-tax)*	*Contribution factor*
7.00%	8.25%	100%
6.55%	7.70%	97.4%
5.55%	6.55%	91.7%
4.55%	5.35%	86.0%
3.55%	4.20%	80.2%
2.55%	3.00%	74.5%

DBD ELIGIBLE EMPLOYMENT

Employment with an employer who is eligible to participate in the DBD, in a role that the employer agrees can participate in the DBD.

DEFINED BENEFIT COMPONENT

The part of your DBD benefit that's calculated in accordance with a formula that generally takes into account your five-year Benefit Salary, Benefit Service, Lump Sum Factor, Average Service Fraction (ASF) and Average Contribution Factor (ACF).

DISABLEMENT (INBUILT BENEFITS)

A state of health which, in the opinion of the Trustee, renders a member permanently incapable of performing the duties or engaging in employment for which they are reasonably qualified by training and experience and:

- the member satisfies the waiting period, which is generally 60 working days within 12 consecutive months, and
- the Trustee is satisfied that the member's state of health is not due to, or induced by, any wilful action on the part of the member to obtain a benefit.

If you haven't met the waiting period prior to your date of termination, you'll generally have until the later to occur of:

- 60 working days; or
- three months,

from that date to do so.

INTERDEPENDENCY RELATIONSHIP

An interdependency relationship may exist between two people (whether or not related by family) if they live together in a close personal relationship, and 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.

If two people have a close personal relationship but don't live together or provide this support or care because either or both of them suffer from a physical, intellectual or psychiatric disability, they may still be deemed to have an interdependency relationship.

LEGAL PERSONAL REPRESENTATIVE

Your legal personal representative in a superannuation beneficiary context is the executor of your Will, or the administrator of your estate if you die without a Will.

If your benefit is paid to your legal personal representative, your death benefit will form part of your estate and will be distributed in accordance with your Will (if you have one), or in accordance with the laws that govern people who die without a Will.

1800 331 685
unisuper.com.au

LUMP SUM FACTOR

Your Lump Sum Factor is determined by your age, as shown in the following table.

AGE WHEN YOU RETIRE OR LEAVE THE DBD	LUMP SUM FACTOR (%)
40 or under	18.0
41	18.2
42	18.4
43	18.6
44	18.8
45	19.0
46	19.2
47	19.4
48	19.6
49	19.8
50	20.0
51	20.2
52	20.4
53	20.6
54	20.8
55	21.0
56	21.2
57	21.4
58	21.6
59	21.8
60	22.0
61	22.2
62	22.4
63	22.6
64	22.8
65 and over	23.0

Please note that the proportion of days between your last birthday and next birthday is considered when determining your Lump Sum Factor.

NON-CONCESSIONAL CONTRIBUTIONS

This is money added to super after income tax has been taken out. It doesn't get taxed, because you've already paid tax on it (although limits do apply). These include personal or voluntary contributions that haven't been claimed as a tax deduction.

POTENTIAL SERVICE

The number of years from your date of death until you would have reached age 60.

SALARY

Refers to the annual rate of salary or remuneration payable. Salary includes:

- any allowance which is taken into account for the purpose of calculating superannuation entitlements; and
- Payments which are paid to or in respect of the member under legislation or an industrial agreement or award or otherwise instead of salary.

Salary does not include overtime and other payments of emoluments of a special nature.

The Trustee can declare the level of salary in certain circumstances, for example where there has been abnormal variation in salary, or a change in method of calculating the salary.

SERVICE FRACTION

Refers to how much of your time in the DBD has been spent in full-time employment.

SPOUSE

- a person to whom you're legally married;
- a person, whether of the same sex or a different sex, with whom you are in a relationship that is registered under a prescribed Australian State or Territory law as a prescribed kind of relationship; or
- a person, whether of the same sex or a different sex, with whom you are not legally married but with whom you live on a genuine domestic basis in a relationship as a couple within the meaning of superannuation law.

TEMPORARY INCAPACITY (INBUILT BENEFITS)

A state of health which, in the opinion of the Trustee, renders a member unable to perform their own duties or any other duties for which they're reasonably qualified by training and experience and available at the member's employer where:

- the member has been absent from employment through injury or illness for the waiting period (which is generally 60 working days within a period of 12 consecutive months for a full-time employee), immediately before making a claim for the benefit; and
- the Trustee is satisfied that the state of health is not due to, or induced by, any wilful action on the part of the member to obtain a benefit.

In some circumstances, a temporary incapacity benefit may be payable despite the waiting period being completed after ceasing employment.

TERMINAL MEDICAL CONDITION (INBUILT BENEFITS)

A condition in relation to the member where the Trustee is satisfied that the following circumstances exist:

- two registered medical practitioners have certified separately that the person suffers from an illness, or has incurred an injury, where it is likely to result in the death of that person with a period that ends not more than 12 months after the date of the certification;
- at least one of the registered medical practitioners is a specialist practising in the area related to the illness or injury suffered by the person; and
- for each of the certificates, the 12-month period has not ended.

TOTAL SUPER BALANCE

Your 'total superannuation balance' is generally made up of the balance of all your superannuation and retirement saving accounts. This is reduced by the sum of any personal injury structured settlement amounts contributed to your super.

CONTACT US
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Opt into the Defined Benefit Division form

UniSuper

Complete and return the form to your employer

When the Superannuation Officer at your workplace receives this form, they will update your payroll records.

Please use this form if you wish to commence a DBD membership and you meet all the eligibility criteria.

BEFORE COMPLETING THIS FORM

Read the *Defined Benefit Division and Accumulation 2* Product Disclosure Statement (PDS) and information documents that form part of the PDS to ensure you understand the benefits and risks associated with membership, as well as your options as a UniSuper member.

Your DBD membership will commence from the beginning of the next pay period, after your employer processes this form.

If you want to join the DBD it is compulsory to provide us with your Tax File Number (TFN).

DBD members are not eligible for Income Protection cover. If you have Income Protection through UniSuper and opt-in to the DBD, that Income Protection will be cancelled on the date your DBD membership commences. If you later leave the DBD and want Income Protection cover in future you may need to provide health evidence to the Insurer. Inbuilt benefits are automatically applied for eligible members. A three-year pre-existing condition (PEC) exclusion applies to inbuilt benefits from the date your defined benefit membership commences.

Once you join the DBD, default member contributions will commence at 7% on an after-tax basis, unless you complete SECTION 3 and SECTION 4 or 5 to alter these.

Reducing your default member contributions is a permanent decision—you can't reverse or reinstate your previous level later on.

By reducing your default member contributions, your retirement savings will be reduced. Before making this decision, we recommend you speak to a qualified financial adviser.

Any changes to your default member contributions will take effect at the start of the next pay period after your employer processes your form.

If you reduce your default member contributions and would like to make additional contributions in the future, you can make voluntary member contributions to your accumulation component or account.

BEFORE-TAX (SALARY SACRIFICE) CONTRIBUTIONS

If you wish to make your default member contributions on a before-tax basis, you'll need a salary sacrifice arrangement with your employer. Before completing this form, check with your Superannuation Officer if they require any additional forms to be completed.

SECTION 1 YOUR DETAILS

> Please use BLACK or BLUE BALLPOINT PEN and print in CAPITAL LETTERS. Cross (X) where required.

UniSuper member number

Refer to your most recent UniSuper correspondence or call 1800 331 685.

Title ☐ Mr ☐ Mrs ☐ Ms ☐ Dr ☐ Professor ☐ Other

Surname

Given name

Date of birth (DD/MM/YYYY)

Employer

Want to make some changes?

If you want to update your account preferences, including insurance, investment options, beneficiaries or provide your TFN please make a *Defined Benefit Division/ Accumulation 2 Changing your default options* request available at **unisuper.com.au/forms**.

Default member contributions

When we reference member contributions in this document, we refer to them as 'default' even if you have chosen to reduce the % amount you contribute.

Fund: UniSuper ABN 91 385 943 850 Trustee: UniSuper Limited ABN 54 006 027 121 AFSL 492806
Administrator: UniSuper Management Pty Ltd ABN 91 006 961 799 AFSL 235907
Address: Level 1, 385 Bourke Street, Melbourne Vic 3000 Issue date: September 2024

SECTION 2 OPTING INTO THE DBD

Only eligible members can opt into the DBD. Check the eligibility criteria in the *Defined Benefit Division and Accumulation 2 PDS* or talk to a UniSuper consultant. Your employer will check your eligibility when you submit this form.

☐ I meet the eligibility criteria and wish to opt into the DBD. I understand this is effective from the commencement date of the next pay period after my form is processed by my employer.
Go to SECTION 3

SECTION 3 DEFAULT MEMBER CONTRIBUTIONS

The default level of member contributions is 7% (after tax) or 8.25% (before tax) of your salary. You can also choose to reduce your level of member contributions. Reducing your default member contributions is a permanent decision—you can't reverse or reinstate your previous level later on.

Do you want to make default member contributions?

Yes, the default level

☐ From your after-tax salary (7%)

☐ From your before-tax salary* (8.25%)
Go to SECTION 7

Yes, at a reduced level

☐ From your after-tax salary

☐ From your before-tax salary*
Go to SECTION 4

* You'll need a salary sacrifice arrangement with your employer to do this. Default member contributions from your before-tax salary will be treated as concessional contributions and be subject to 15% contributions tax, and will also count towards your concessional contributions cap. You can only make default member contributions from your before-tax or after-tax salary—not a combination of both.

SECTION 4 LEVEL OF EMPLOYER CONTRIBUTIONS

What level of employer contributions do you receive?
(Select one only)

☐ 17%. Go to SECTION 5

☐ 14%. Go to SECTION 6

SECTION 5 REDUCING YOUR DEFAULT MEMBER CONTRIBUTIONS (MEMBERS RECEIVING 17% EMPLOYER CONTRIBUTIONS)

What level of default member contributions would you like to make?
(Select one only)

☐ 4.45% after tax (5.25% before tax)

☐ 4.00% after tax (4.70% before tax)

☐ 3.00% after tax (3.55% before tax)

☐ 2.00% after tax (2.35% before tax)

☐ 1.00% after tax (1.20% before tax)

☐ 0.00% (zero)

Go to SECTION 7

SECTION 6 REDUCING YOUR DEFAULT MEMBER CONTRIBUTIONS (MEMBERS RECEIVING 14% EMPLOYER CONTRIBUTIONS)

What level of default member contributions would you like to make?
(Select one only)

☐ 6.55% after tax (7.70% before tax)

☐ 5.55% after tax (6.55% before tax)

☐ 4.55% after tax (5.35% before tax)

☐ 3.55% after tax (4.20% before tax)

☐ 2.55% after tax (3.00% before tax)

Go to SECTION 7

SECTION 7 MEMBER DECLARATION AND SIGNATURE

> Please read this declaration before you sign and date your form.

- I declare that the information I've given on this form is true and correct.
- I have confirmed my eligibility with UniSuper and understand my employer will check their criteria.
- I understand my employer will reject this request if I do not meet their eligibility criteria.
- I understand that in order to join the DBD I must provide my TFN to UniSuper.
- I acknowledge that I've read and understood the information in the current *Defined Benefit Division and Accumulation 2* PDS (and the documents that are incorporated by reference into the PDS).
- I authorise my employer to deduct default member contributions indicated on this form from my salary.
- I authorise my employer to make employer contributions to UniSuper's Defined Benefit Division in accordance with the UniSuper Trust Deed and UniSuper Regulations.
- I understand that:
  - Any Income Protection cover that I have through UniSuper will be cancelled on the date that my DBD membership commences and if I later leave the DBD and want Income Protection cover in future I may need to provide health evidence to the Insurer
  - 'Your duty to take reasonable care' information in the *Insurance in your super* document applies
  - I will remain a member of the Defined Benefit Division until my membership of that Division ceases in accordance with the UniSuper Trust Deed and UniSuper Regulations
  - my decision to reduce my default member contributions is irrevocable and I won't be able to reinstate my previous level at a later date
  - if I reduce my default member contributions, the amount of my retirement benefit will be reduced
  - if I make default member contributions from my before-tax salary I'll pay 15% contributions tax on these contributions
  - the level of default member contributions I elect to make on this form will apply to the default member contributions I make with all UniSuper participating employers.
  - if I am eligible for and receive default insurance cover when I join the DBD, insurance premiums will be deducted from my accumulation account unless I choose to opt out of receiving this cover before it commences.
- I consent to my personal information being used in accordance with UniSuper's Privacy Policy.
- I agree to meet my obligations as a member of the Defined Benefit Division under the UniSuper Trust Deed and UniSuper Regulations.

Signature

Date

DD *MM* *YYYY*

Submitting this form:

Give this completed form to your employer's Superannuation Officer, or the person responsible for super at your workplace, as soon as possible.

Need help?

For more information:

- visit **unisuper.com.au/contact-us**, or
- call **1800 331 685**.

PRIVACY STATEMENT

UniSuper is committed to protecting your personal information in accordance with privacy law obligations. The information that you provide to UniSuper on this form is collected and used in accordance with our Privacy Policy which can be found online at unisuper.com.au/privacy. If you have any privacy related questions, please call 1800 331 685.

OFFICE USE ONLY — (TO BE COMPLETED BY YOUR EMPLOYER)

To be completed by a Superannuation Officer or the person responsible for super at your workplace.

Note for employer: When you receive this form, check the employees eligibility to opt into the DBD. If they are not in an eligible role, do not process the form. Return it back to the employee.

Member number

Payroll number

Employer number

Employer name

Is this employee in an eligible role for DBD membership?

☐ No. Reject form ☐ Yes. Proceed.

Date employee commenced eligibility to opt into the DBD.

This must be no more than 2 years from the date they join the DBD. (DD/MM/YYYY)

Pay period start date (DD/MM/YYYY)

New default member contribution rate %

The after-tax rate must be input on the UniSuper administration system.

Has contribution rate been added to administration system?

☐ No

☐ Yes. Date system updated (DD/MM/YYYY)

☐ The employer agrees to meet its obligations regarding the Defined Benefit Division under the UniSuper Trust Deed and UniSuper Regulations in respect of this employee.

Name of Superannuation Officer or representative

Signature of Superannuation Officer or representative

Date

DD MM YYYY

Employer date stamp

Transferring from the Defined Benefit Division to Accumulation 2

UniSuper

Instructions

Complete this form to transfer your UniSuper membership from the Defined Benefit Division (DBD) to Accumulation 2.

Important things to consider when transferring from the DBD to Accumulation 2:

- You have two years from the commencement of your DBD membership to transfer to Accumulation 2. After this two-year period lapses, you won't be able to transfer to Accumulation 2.
- Consider the PDS and seeking financial advice.
- Once you've been moved to Accumulation 2, you cannot move back to the DBD.
- The inbuilt benefits you had as a DBD member will cease when you transfer to Accumulation 2. If you meet the eligibility criteria, you can apply for Death, TPD and/or Income Protection cover, without providing health evidence to our Insurer. This is known as transitioned cover and is provided in addition to any other existing insurance cover you may already have with us (subject to certain cover limits). Additional terms and conditions apply.

For more information about:

- insurance, read the *Insurance in your super* document available at **unisuper.com.au/pds**
- the DBD or accumulation products visit **unisuper.com.au/choosingyoursuper**.

SECTION 1 YOUR DETAILS

› Please complete in BLACK or BLUE BALL POINT PEN and print in CAPITAL LETTERS. Cross (X) where required. All fields in SECTION 1 are mandatory. Please ensure you complete all fields.

UniSuper member number

If you're unsure, refer to your most recent correspondence or call us.

Title ☐ Mr ☐ Mrs ☐ Ms ☐ Dr ☐ Professor ☐ Other

Surname

Given name

Date of birth (DD/MM/YYYY)

Daytime contact number

Employer

Fund: UniSuper ABN 91 385 943 850 Trustee: UniSuper Limited ABN 54 006 027 121 AFSL 492806
Administrator: UniSuper Management Pty Ltd ABN 91 006 961 799 AFSL 235907
Address: Level 1, 385 Bourke Street, Melbourne Vic 3000 Issue date: September 2024

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SECTION 2 TRANSITIONED INSURANCE COVER

If eligible, would you like to receive transitioned Death, Total and Permanent Disablement (TPD) and/or Income Protection cover, in addition to any existing insurance cover you may already have?

☐ Yes. Continue.

☐ No. Go to SECTION 3.

If you don't make an election, you won't receive transitioned cover.

2A OPTING IN TO TRANSITIONED DEATH AND/OR TPD COVER

The amount of transitioned Death and/or TPD cover you may be eligible to receive is based on your inbuilt benefit entitlements as a DBD member before transferring to Accumulation 2. If you currently have Death and/or TPD cover as fixed cover, then your transitioned cover will also be fixed cover, rounded up to the nearest $1,000. Otherwise, transitioned cover will be provided in units, rounded up to the nearest unit to provide at least as much cover as your inbuilt benefits. The amount of cover you receive from each unit will depend on your age.

Transitioned cover for Death and TPD is capped at a maximum of $1.2 million. If you have other existing TPD insurance cover, your transitioned cover for TPD may also be reduced so that your total amount of TPD insurance cover does not exceed $3 million.

Additional terms and conditions apply – refer to the *Insurance in your super* document available at **unisuper.com.au/pds**.

Would you like to receive transitioned Death and/or TPD cover?

☐ Yes. Continue

☐ No. Go to SECTION 2B.

Select one of the below options that applies to you:

☐ **I want transitioned Death and TPD cover.**

or

☐ **I want transitioned Death cover only.** If you select this option, you will not receive transitioned cover for TPD, however any other existing TPD cover you have will still continue.

or

☐ **I want transitioned TPD cover only.** If you select this option, you will not receive transitioned cover for Death (including terminal illness), however any other existing Death cover will still continue.

Go to SECTION 2B.

If you don't make an election, you won't receive transitioned Death and/or TPD cover.

SECTION 2 *CONTINUED*

2B OPTING IN TO TRANSITIONED INCOME PROTECTION COVER

When you transfer to Accumulation 2, you may be eligible to apply for transitioned Income Protection based on the number of units required to cover up to 85% of your salary, as last reported to us by your eligible UniSuper employer prior to you leaving the DBD. This cover is limited to a maximum of 34 units (equivalent to a benefit of $14,733 per month) and is available without having to provide health evidence to the Insurer. In the event of a successful claim, you'll receive a monthly benefit that's the lesser of:

- 85% of your monthly pre-disability income (which may include an amount paid as a super contribution), and
- your approved level of cover at the time of the claim.

Transitioned Income Protection cover is based on a benefit period of two years and a waiting period of 90 days. You must be less than age 66 and 9 months to apply.

Important! Not all occupations are eligible to apply for Income Protection cover. Additional terms and conditions apply – refer to the *Insurance in your super* document available at **unisuper.com.au/pds**.

If you want to apply for more than 34 units, a longer benefit period and/or a shorter waiting period, use the *Application for insurance at UniSuper* form available at **unisuper.com.au/forms**. You'll need to provide evidence of your health to the Insurer as part of your application. If the Insurer accepts your application, they may apply restrictions, exclusions, loadings or other terms and conditions to your cover.

Would you like receive transitioned Income Protection cover?

☐ Yes. Continue

☐ No. Go to SECTION 3.

To determine your eligibility, complete the following questions. Before answering these questions, please make sure that you've read and understood the 'Duty to take reasonable care' in the 'Changing your insurance cover' section of the *Insurance in your super* document, and that you understand your obligations under the *Insurance Contracts Act 1984* (Cth).

1. Is your usual occupation an 'Excluded Occupation'?

☐ Yes. You're not eligible for Income Protection cover. Go to SECTION 3.

☐ No*. Continue to Question 2.

* By ticking this box, I confirm I have reviewed the list of 'Excluded Occupations' in the Insurance in your super document and confirm my usual occupation is not an 'Excluded Occupation'.

2. Have you ever had a claim approved for total and permanent disablement or a terminal medical condition through UniSuper, another super fund, insurance policy, worker's compensation, or Government benefits providing terminal illness, total and permanent disablement or income protection cover, including accident or sickness cover?

☐ Yes. You're not eligible for Income Protection cover.

☐ No

If you have answered 'Yes' to either of these questions you are not eligible to receive transitioned Income Protection cover. Go to SECTION 3.

SECTION 3 KEEP YOUR EXISTING INSURANCE COVER

If you have any insurance cover, it will be transferred to your Accumulation 2 account if you are aged over 25 and have an account balance of $6,000 or more. If you do not meet this criteria, only cover you have elected to receive or keep will be transferred to your Accumulation 2 account.

Are you aged over 25 and have an account balance of $6,000 or more?

☐ Yes. Go to SECTION 4.

☐ No. Continue.

Would you like to keep your existing insurance cover?

☐ Yes

☐ No

If you don't make an election, your existing cover will not be transferred to your Accumulation 2 account.

SECTION 4 MEMBER ELECTION, DECLARATION AND SIGNATURE

> Please read this declaration before you sign and date your form.

- I declare the information I have given on this form is true, complete and correct.
- I have read and understood the information in the *Defined Benefit Division and Accumulation 2* PDS including the documents that have been incorporated by reference.
- I acknowledge that I can read about who Accumulation 2 has been designed for in the Target Market Determination, available at **unisuper.com.au/pds**.
- I understand that:
  - my inbuilt benefits will cease.
  - the insurance cover that is provided by this application will be determined in line with UniSuper's insurance policy terms and conditions.
  - if I've applied to change my insurance cover under SECTION 2 of this form, I've read and understood the 'Duty to take reasonable care' in the 'Changing your insurance cover' section of *Insurance in your super*, and understand my obligations under the *Insurance Contracts Act 1984* (Cth).
  - if I don't elect to receive insurance cover to replace my inbuilt benefits, I may have no insurance.
  - insurance cover will cease if I do not have sufficient funds to pay the premiums when due.
  - my election is irrevocable and I will be unable to return to Defined Benefit Division membership at a later date.
  - my membership of Accumulation 2 will be effective from the commencement date of the pay period after you received the election.
  - if I cease employment before my election is effective, my request to transfer to Accumulation 2 may not be processed.
  - my converted defined benefit component transferred into Accumulation 2 and any future contributions received will be invested in line with my current future contributions strategy for my accumulation component. This future contributions strategy will now apply to my Accumulation 2 account. If I have not nominated a future contributions strategy, my future contributions strategy will be the same as the way my current contributions are invested in my accumulation component. If I don't have an accumulation component, then any future contributions will be invested in the default Balanced investment option.
- I've read and understood the privacy information and consent to my personal information being used in accordance with UniSuper's *Privacy Statement* and *Privacy Policy* and the Insurer's *Privacy Policy*.

Member signature

Date

DD *MM* *YYYY*

Return your completed form to UniSuper:

Electronically: using the **Upload a document** tool at **unisuper.com.au/contact-us.** You can chat with us online or call **1800 331 685** if you need assistance.

Mail: UniSuper
Level 1, 385 Bourke Street
Melbourne VIC 3000

Need help?

- Call **1800 331 685**, or
- Visit **unisuper.com.au**

PRIVACY STATEMENT

UniSuper is committed to protecting your personal information in accordance with privacy law obligations. The information that you provide to UniSuper on this form is collected and used in accordance with our Privacy Policy which can be found online at **unisuper.com.au/privacy**. If you have any privacy related questions, please call **1800 331 685**.

PRIVACY – USE AND DISCLOSURE OF PERSONAL INFORMATION

Your privacy with MetLife Insurance Limited ABN 75 004 274 882 AFSL 238096 ('MetLife' or the 'Insurer')

The personal information you provide in the form is necessary for MetLife to provide you with the products and services you have requested from MetLife. You do not have to provide MetLife with your personal information, but if you do not do so MetLife may not be able to provide you with the products or services. MetLife complies with the *Privacy Act 1988* and the principles laid out in its Privacy Policy which details information about the entities that MetLife usually discloses personal information to (including overseas recipients), how you may access or seek correction of your personal information, how we manage that information and our complaints process. MetLife's Privacy Policy is readily available and can be viewed at www.metlife.com.au/privacy.