

1 July 2025

# Insurance, Fees and Costs Guide

Resource Super | General

Death & TPD | 2 units

Income Protection | 2 year benefit period | 90 day waiting period

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The information in this Insurance, Fees and Costs Guide (Guide) forms part of the Resource Super Product Disclosure Statement (PDS) for Resource Super – General dated 1 July 2025. Resource Super Pty Ltd ABN 15 153 305 223, AFSL 420220 advises, constructs and manages superannuation and employee-benefit solutions in relation to Resource Super. You need to consider the information in the PDS, this Guide and any other important information documents referred to in this Guide before making an investment decision. This document is produced by Total Risk Management Pty Limited (Trustee), ABN 62 008 644 353, AFSL 238790 as the Trustee of the Russell Investments Master Trust (Fund or Resource Super), ABN 89 384 753 567. This document provides general information only and has not been prepared having regard to your objectives, financial situation or needs. Before making an investment decision, you need to consider whether this information is appropriate to your objectives, financial situation and needs. If you'd like personal advice, we can refer you to the appropriate person. The information in the PDS is correct at the time of publication of each document comprising the PDS. However, the information may change from time to time and if there is a material change to any of the information in any document, the Trustee will issue an updated document. However, if the change is not materially adverse to members, the Trustee may instead provide the updated information to members via the website [resourcesuper.com.au/trusteerequireddisclosure](https://resourcesuper.com.au/trusteerequireddisclosure). A paper copy of this information will be sent to any member, free of charge on request by calling 1800 555 667. For more information visit [resourcesuper.com.au](https://resourcesuper.com.au).

RES\_PDS\_IBR\_IFC\_General\_2units\_2yrs\_90days\_V1F\_2507

# 1. Insurance in your super

The following insurance information is incorporated into section 8 of the Product Disclosure Statement (PDS):

Insurance fees, that are not paid by your employer, may erode your retirement benefit. You should consider whether you hold similar insurance cover elsewhere, either within another fund or outside super, and the impact of holding multiple insurance covers (such as duplicate insurance fees, over protection, or Income Protection policies offsetting so only one of the policies will payout). We also recommend that you seek financial advice. Please read your Super Guide for information on the Help and Advice services we provide.

It is important that you understand any eligibility and other conditions attached to your insurance. If you have any questions, you should contact the Fund. If you are eligible for insurance cover and you make a claim for a disablement benefit, the Trustee of Russell Investments Master Trust and the insurer will determine whether you meet the relevant definition (as set out in this Guide or the PDS) to receive an insured disablement benefit. Similarly, in the event of your death, the Trustee will determine who should receive your death benefit in accordance with the requirements of the Fund's Trust Deed (unless you have a valid binding death benefit nomination).

If you are not eligible for insurance or the insurer declines to pay your claim, any benefit will be restricted to the balance of your account.

The insurance cover provided is subject to the terms and conditions contained in the insurance policy issued to the Trustee by the insurer. The terms and conditions of the insurance policies prevail over any inconsistency between the information in this document and the insurance policy.

## Related party payments and insurance fees

Where you pay for insurance cover, insurance fees are deducted from your account balance. An insurance fee is made up of two components:

- > the premium paid to the insurer; and
- > an insurance processing fee that is paid to a related party of the Trustee called Russell Investments Employee Benefits Pty Ltd.

Throughout this document references to insurance fees are references to the sum of these two components.

## Occupational categories

Your Insured benefits may have Occupation Categories applied to the insurance fees. This means that you are charged insurance fees based on the risk profile of your occupation. When you join, your occupation is normally automatically classified by the insurer as Blue Collar. The exception is former mine workers from certain employer Plans who will be classified as Heavy Blue Collar. However, you may be eligible to apply for another occupational category (e.g. White Collar or Professional) and you can lower the insurance fee payable.

If you believe you may qualify for a different Occupational Category you can apply for a change in your Occupational Category by completing an Insurance Form which is available online at [resourcesuper.com.au/forms](https://resourcesuper.com.au/forms). The request is subject to acceptance by the Fund's insurer. The table below provides a description of the three Occupational Categories.

### Occupational Categories

| Occupational Categories |                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Professional            | White Collar Professionals performing no manual duties (e.g. lawyer, accountant). Usually those with a tertiary qualification or registration by a professional body (they must be using these qualifications in their occupation). Those well-established senior executives (with 10 or more years in that role) with incomes in excess of \$80,000 per year, without tertiary qualifications may also be included. |
| White Collar            | Clerical, administration and managerial occupations involving office and travel duties. No manual work (e.g. administrator, book-keeper, computer operator). Includes occupations with tertiary qualifications that involve very light physical work (e.g. osteopath, physiotherapist).                                                                                                                              |
| Blue Collar             | Anyone who does not qualify as Professional or White Collar and is not classified as Heavy Blue Collar.                                                                                                                                                                                                                                                                                                              |
| Heavy Blue Collar       | For former mine worker members from certain employer Plans only.                                                                                                                                                                                                                                                                                                                                                     |

## 2. Death & TPD insurance cover

This information is incorporated into section 8 of the Product Disclosure Statement.

In this section, 'automatic' cover and benefits refer to the insurance cover and related benefits which apply automatically (i.e. without your taking any action).

### Members joining Resource Super – General directly

Automatic insurance is not available for members who join Resource Super – General directly. However, you can apply for voluntary Death and Total & Permanent disablement (TPD) or Death Only, and Income Protection cover.

| Death & TPD (or Death Only)                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                         |                            |
|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------|
| Death & TPD (or Death Only) Cover                                                                          | Death cover pays a lump sum in the event of your death or diagnosis of a terminal illness. Total & Permanent Disablement (TPD) pays a lump sum if you are permanently disabled. Please see the definition of 'Total & Permanent Disablement' in 'The insurer's definitions' section of this Guide.                                                                                                                                                                                                                                                                                                          |                         |                            |
|                                                                                                            | Automatic insurance is not available for members who join Resource Super - General directly.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                            |
|                                                                                                            | For members who have transferred from Resource Super - Employer where you previously held insurance cover. You may be eligible to maintain your existing cover, but there are exceptions. If you have an account balance of less than \$6,000, you are under 25 when you join Resource Super - General and you have not previously confirmed you wish to keep your cover, you will need to apply (opt in) for cover upon being transferred. To opt in to insurance, please log on to your online account or complete and return the Insurance Opt in Form (available on our website or call us for a copy). |                         |                            |
|                                                                                                            | Otherwise, you may be provided with automatic replacement insurance cover in <i>Resource Super - General</i> based on the level of insurance cover you held immediately prior to ceasing employment. You will receive at least the same dollar amount of cover. If your cover within Resource Super – Employer was a fixed dollar value then this will continue at the same level of cover, otherwise the cover you receive is unitised.                                                                                                                                                                    |                         |                            |
|                                                                                                            | If you had no cover on the date of leaving your employer there will be no cover issued to you upon transfer to <i>Resource Super - General</i> . However, you can apply for voluntary insurance cover at any time. If you are not eligible for insurance or the insurer declines to pay your claim, any benefit will be restricted to the balance of your account.                                                                                                                                                                                                                                          |                         |                            |
| Insurance fees per unit per week of Automatic and Voluntary Cover                                          | Determined by:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                         |                            |
|                                                                                                            | ➤ Type of cover (i.e. Death Only or Death & TPD); and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                         |                            |
|                                                                                                            | ➤ Occupational Category as classified by the insurer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                         |                            |
|                                                                                                            | Occupational Category                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Death Only cover (\$pw) | Death and TPD cover (\$pw) |
|                                                                                                            | Heavy Blue Collar <sup>~</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 9.83                    | 20.77                      |
|                                                                                                            | Blue Collar (formerly Standard)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5.18                    | 10.93                      |
| White Collar (formerly Low Risk)                                                                           | 2.59                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 5.47                    |                            |
| Professional                                                                                               | 2.34                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 4.94                    |                            |
| <sup>~</sup> Heavy Blue Collar is only applicable to former mine worker members of certain employer Plans. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                         |                            |

## Value of each unit of cover, based on age next birthday

| Age next birthday | Death & TPD (or Death Only) cover | Age next birthday | Death & TPD (or Death Only) cover | Age next birthday | Death & TPD (or Death Only) cover |
|-------------------|-----------------------------------|-------------------|-----------------------------------|-------------------|-----------------------------------|
| 16                | 60,000                            | 35                | 150,000                           | 54                | 120,000                           |
| 17                | 60,000                            | 36                | 150,000                           | 55                | 120,000                           |
| 18                | 60,000                            | 37                | 150,000                           | 56                | 90,000                            |
| 19                | 60,000                            | 38                | 150,000                           | 57                | 90,000                            |
| 20                | 60,000                            | 39                | 150,000                           | 58                | 90,000                            |
| 21                | 120,000                           | 40                | 150,000                           | 59                | 90,000                            |
| 22                | 120,000                           | 41                | 150,000                           | 60                | 90,000                            |
| 23                | 120,000                           | 42                | 150,000                           | 61                | 60,000                            |
| 24                | 120,000                           | 43                | 150,000                           | 62                | 60,000                            |
| 25                | 120,000                           | 44                | 150,000                           | 63                | 60,000                            |
| 26                | 120,000                           | 45                | 150,000                           | 64                | 60,000                            |
| 27                | 120,000                           | 46                | 150,000                           | 65                | 60,000                            |
| 28                | 120,000                           | 47                | 150,000                           | 66 <sup>#</sup>   | 30,000                            |
| 29                | 120,000                           | 48                | 150,000                           | 67 <sup>#</sup>   | Death 30,000 / TPD 24,000         |
| 30                | 120,000                           | 49                | 150,000                           | 68 <sup>#</sup>   | Death 30,000 / TPD 18,000         |
| 31                | 150,000                           | 50                | 150,000                           | 69 <sup>#</sup>   | Death 30,000 / TPD 12,000         |
| 32                | 150,000                           | 51                | 120,000                           | 70 <sup>#</sup>   | Death 30,000 / TPD 12,000         |
| 33                | 150,000                           | 52                | 120,000                           |                   |                                   |
| 34                | 150,000                           | 53                | 120,000                           |                   |                                   |

# The Total and Permanent Disablement cover is reduced by 20% each year from the insured person's age next birthday of 66. The definition of Total and Permanent Disablement applicable to an insured person whose age next birthday is 66 and above will be restricted to parts (a), (b) and (d) of the Total and Permanent Disablement definition.

### 3. Voluntary Death & TPD insurance cover

#### Additional cover for Death & TPD (or Death Only)

|                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Increasing your cover</b> | <p>You may elect to increase your cover by taking out voluntary Death only or Death and TPD insurance cover. There are two types of cover available:</p> <ul style="list-style-type: none"> <li>&gt; age-based unitised cover (i.e. the value of each unit varies with your age)</li> <li>&gt; a fixed dollar amount (i.e. fixed cover that does not reduce with age).</li> </ul> <p>There is no limit in the amount of Death cover you can apply for but a \$3 million limit applies to TPD cover.</p> <p>You can request a change to your insurance cover at any time.</p> <p>All voluntary insurance cover is underwritten, which means that you will be asked to provide health evidence to the insurer. Insurance cover is only provided after the insurer has assessed your health evidence and confirmed you have been accepted.</p> <p>The insurer's acceptance may exclude any pre-existing conditions and may be subject to an insurance fee loading.</p> |
| <b>Fixing your cover</b>     | <p>If you don't want your insurance cover to reduce each year, you can apply to fix the dollar amount of your Death and TPD cover. The fees you pay will vary each year according to your age and your Occupational Category. The table below shows the insurance fees associated with Fixed Death and TPD cover.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

Below is the automatic and voluntary annual insurance fee of fixed cover per \$1,000 per year, based on age next birthday and Occupational Category

| Age Next Birthday | Occupational Category                         |                                                  |                                               |                                                  |                                               |                                                  |
|-------------------|-----------------------------------------------|--------------------------------------------------|-----------------------------------------------|--------------------------------------------------|-----------------------------------------------|--------------------------------------------------|
|                   | Blue Collar                                   |                                                  | White Collar                                  |                                                  | Professional                                  |                                                  |
|                   | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover |
| 16                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 17                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 18                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 19                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 20                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 21                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 22                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 23                | 0.55                                          | 0.70                                             | 0.28                                          | 0.35                                             | 0.25                                          | 0.32                                             |
| 24                | 0.57                                          | 0.72                                             | 0.29                                          | 0.36                                             | 0.26                                          | 0.33                                             |
| 25                | 0.59                                          | 0.75                                             | 0.30                                          | 0.38                                             | 0.27                                          | 0.34                                             |
| 26                | 0.60                                          | 0.76                                             | 0.30                                          | 0.38                                             | 0.27                                          | 0.34                                             |
| 27                | 0.61                                          | 0.81                                             | 0.31                                          | 0.41                                             | 0.28                                          | 0.37                                             |
| 28                | 0.64                                          | 0.87                                             | 0.32                                          | 0.44                                             | 0.29                                          | 0.39                                             |
| 29                | 0.64                                          | 0.89                                             | 0.32                                          | 0.45                                             | 0.29                                          | 0.41                                             |
| 30                | 0.65                                          | 0.95                                             | 0.33                                          | 0.48                                             | 0.30                                          | 0.43                                             |
| 31                | 0.65                                          | 1.03                                             | 0.33                                          | 0.52                                             | 0.30                                          | 0.47                                             |
| 32                | 0.67                                          | 1.11                                             | 0.34                                          | 0.56                                             | 0.30                                          | 0.50                                             |
| 33                | 0.68                                          | 1.18                                             | 0.34                                          | 0.59                                             | 0.31                                          | 0.53                                             |
| 34                | 0.74                                          | 1.28                                             | 0.37                                          | 0.64                                             | 0.33                                          | 0.58                                             |
| 35                | 0.80                                          | 1.39                                             | 0.40                                          | 0.70                                             | 0.36                                          | 0.63                                             |
| 36                | 0.87                                          | 1.54                                             | 0.44                                          | 0.77                                             | 0.39                                          | 0.70                                             |

| Age Next Birthday | Occupational Category                         |                                                  |                                               |                                                  |                                               |                                                  |
|-------------------|-----------------------------------------------|--------------------------------------------------|-----------------------------------------------|--------------------------------------------------|-----------------------------------------------|--------------------------------------------------|
|                   | Blue Collar                                   |                                                  | White Collar                                  |                                                  | Professional                                  |                                                  |
|                   | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover |
| 37                | 0.93                                          | 1.71                                             | 0.47                                          | 0.86                                             | 0.42                                          | 0.77                                             |
| 38                | 1.00                                          | 1.90                                             | 0.50                                          | 0.95                                             | 0.45                                          | 0.86                                             |
| 39                | 1.08                                          | 2.13                                             | 0.54                                          | 1.07                                             | 0.49                                          | 0.96                                             |
| 40                | 1.15                                          | 2.41                                             | 0.58                                          | 1.21                                             | 0.52                                          | 1.09                                             |
| 41                | 1.23                                          | 2.69                                             | 0.62                                          | 1.35                                             | 0.55                                          | 1.21                                             |
| 42                | 1.31                                          | 2.98                                             | 0.66                                          | 1.49                                             | 0.59                                          | 1.34                                             |
| 43                | 1.43                                          | 3.32                                             | 0.72                                          | 1.66                                             | 0.65                                          | 1.50                                             |
| 44                | 1.58                                          | 3.61                                             | 0.79                                          | 1.81                                             | 0.71                                          | 1.63                                             |
| 45                | 1.72                                          | 3.92                                             | 0.86                                          | 1.96                                             | 0.77                                          | 1.77                                             |
| 46                | 1.90                                          | 4.31                                             | 0.95                                          | 2.16                                             | 0.86                                          | 1.94                                             |
| 47                | 2.10                                          | 4.70                                             | 1.05                                          | 2.35                                             | 0.95                                          | 2.12                                             |
| 48                | 2.26                                          | 5.14                                             | 1.13                                          | 2.57                                             | 1.02                                          | 2.31                                             |
| 49                | 2.47                                          | 5.67                                             | 1.24                                          | 2.84                                             | 1.11                                          | 2.56                                             |
| 50                | 2.68                                          | 6.28                                             | 1.34                                          | 3.14                                             | 1.21                                          | 2.83                                             |
| 51                | 2.89                                          | 6.96                                             | 1.45                                          | 3.48                                             | 1.30                                          | 3.14                                             |
| 52                | 3.13                                          | 7.68                                             | 1.57                                          | 3.84                                             | 1.41                                          | 3.46                                             |
| 53                | 3.38                                          | 8.43                                             | 1.69                                          | 4.22                                             | 1.52                                          | 3.80                                             |
| 54                | 3.68                                          | 9.26                                             | 1.84                                          | 4.63                                             | 1.66                                          | 4.17                                             |
| 55                | 4.00                                          | 10.21                                            | 2.00                                          | 5.11                                             | 1.80                                          | 4.60                                             |
| 56                | 4.40                                          | 11.38                                            | 2.20                                          | 5.69                                             | 1.98                                          | 5.13                                             |
| 57                | 4.91                                          | 12.86                                            | 2.46                                          | 6.43                                             | 2.21                                          | 5.79                                             |
| 58                | 5.54                                          | 14.74                                            | 2.77                                          | 7.37                                             | 2.49                                          | 6.63                                             |
| 59                | 6.28                                          | 17.07                                            | 3.14                                          | 8.54                                             | 2.83                                          | 7.69                                             |
| 60                | 7.14                                          | 19.85                                            | 3.57                                          | 9.93                                             | 3.22                                          | 8.93                                             |
| 61                | 8.08                                          | 23.04                                            | 4.04                                          | 11.52                                            | 3.64                                          | 10.37                                            |
| 62                | 9.08                                          | 26.66                                            | 4.54                                          | 13.33                                            | 4.09                                          | 12.00                                            |
| 63                | 10.15                                         | 30.64                                            | 5.08                                          | 15.32                                            | 4.57                                          | 13.79                                            |
| 64                | 11.34                                         | 35.11                                            | 5.67                                          | 17.56                                            | 5.11                                          | 15.80                                            |
| 65                | 12.74                                         | 40.21                                            | 6.37                                          | 20.11                                            | 5.74                                          | 18.10                                            |
| 66                | 14.49                                         | 46.08                                            | 7.25                                          | 23.04                                            | 6.52                                          | 20.74                                            |
| 67                | 16.64                                         | 52.82                                            | 8.32                                          | 26.41                                            | 7.49                                          | 23.77                                            |
| 68                | 19.30                                         | 60.58                                            | 9.65                                          | 30.29                                            | 8.69                                          | 27.26                                            |
| 69                | 22.40                                         | 69.21                                            | 11.20                                         | 34.61                                            | 10.08                                         | 31.15                                            |
| 70                | 25.88                                         | 78.61                                            | 12.94                                         | 39.31                                            | 11.65                                         | 35.38                                            |

After age 65 where the benefit formula for Total and Permanent Disablement does not reduce the amount of cover, then the Total and Permanent Disablement cover is reduced by 20% each year from the insured person's age next birthday of 66. The definition of Total and Permanent Disablement applicable to an insured person whose age next birthday is 66 and above will be restricted to parts (a), (b) and (d) of the Total and Permanent Disablement definition.

Below is the automatic and voluntary annual insurance fee for fixed cover per \$1,000 per year, based on age next birthday - for the Heavy Blue Occupation Category

| Heavy Blue Collar Occupational Category only |                                               |                                                  |                   |                                               |                                                  |
|----------------------------------------------|-----------------------------------------------|--------------------------------------------------|-------------------|-----------------------------------------------|--------------------------------------------------|
| Age Next Birthday                            | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover | Age Next Birthday | Death Only Insurance fee per \$1,000 of cover | Death and TPD Insurance fee per \$1,000 of cover |
| 16                                           | 1.05                                          | 1.32                                             | 44                | 3.00                                          | 6.86                                             |
| 17                                           | 1.05                                          | 1.32                                             | 45                | 3.26                                          | 7.45                                             |
| 18                                           | 1.05                                          | 1.32                                             | 46                | 3.61                                          | 8.18                                             |
| 19                                           | 1.05                                          | 1.32                                             | 47                | 3.98                                          | 8.92                                             |
| 20                                           | 1.05                                          | 1.32                                             | 48                | 4.30                                          | 9.76                                             |
| 21                                           | 1.05                                          | 1.32                                             | 49                | 4.69                                          | 10.78                                            |
| 22                                           | 1.05                                          | 1.32                                             | 50                | 5.09                                          | 11.93                                            |
| 23                                           | 1.05                                          | 1.32                                             | 51                | 5.48                                          | 13.23                                            |
| 24                                           | 1.08                                          | 1.36                                             | 52                | 5.95                                          | 14.58                                            |
| 25                                           | 1.12                                          | 1.42                                             | 53                | 6.41                                          | 16.01                                            |
| 26                                           | 1.14                                          | 1.44                                             | 54                | 6.99                                          | 17.59                                            |
| 27                                           | 1.16                                          | 1.53                                             | 55                | 7.60                                          | 19.39                                            |
| 28                                           | 1.21                                          | 1.64                                             | 56                | 8.36                                          | 21.62                                            |
| 29                                           | 1.21                                          | 1.70                                             | 57                | 9.33                                          | 24.43                                            |
| 30                                           | 1.23                                          | 1.81                                             | 58                | 10.52                                         | 27.99                                            |
| 31                                           | 1.23                                          | 1.96                                             | 59                | 11.93                                         | 32.43                                            |
| 32                                           | 1.27                                          | 2.1                                              | 60                | 13.56                                         | 37.71                                            |
| 33                                           | 1.29                                          | 2.23                                             | 61                | 15.35                                         | 43.78                                            |
| 34                                           | 1.40                                          | 2.42                                             | 62                | 17.24                                         | 50.65                                            |
| 35                                           | 1.51                                          | 2.64                                             | 63                | 19.28                                         | 58.21                                            |
| 36                                           | 1.64                                          | 2.92                                             | 64                | 21.55                                         | 66.70                                            |
| 37                                           | 1.77                                          | 3.24                                             | 65                | 24.20                                         | 76.39                                            |
| 38                                           | 1.9                                           | 3.61                                             | 66                | 27.53                                         | 87.56                                            |
| 39                                           | 2.05                                          | 4.04                                             | 67                | 31.62                                         | 100.35                                           |
| 40                                           | 2.18                                          | 4.57                                             | 68                | 36.67                                         | 115.10                                           |
| 41                                           | 2.33                                          | 5.11                                             | 69                | 42.55                                         | 131.50                                           |
| 42                                           | 2.49                                          | 5.65                                             | 70                | 49.17                                         | 149.35                                           |
| 43                                           | 2.72                                          | 6.30                                             |                   |                                               |                                                  |

After age 65 where the benefit formula for Total and Permanent Disablement does not reduce the amount of cover, then the Total and Permanent Disablement cover is reduced by 20% each year from the insured person's age next birthday of 66. The definition of Total and Permanent Disablement applicable to an insured person whose age next birthday is 66 and above will be restricted to parts (a), (b) and (d) of the Total and Permanent Disablement definition.

## 4. Income Protection cover

Income Protection cover provides a replacement income if you are unable to work due to illness or injury.

Automatic insurance is not available for members who join Resource Super – General directly. However, you can apply for voluntary cover.

If you hold Income Protection cover, you may be eligible for an Income Protection benefit if you satisfy the insurer's definition of 'Total Disability' or 'Partial Disability'. Where payable, your Income Protection benefit is generally 75% of your 'Salary' (as defined by the insurer), capped at a maximum of \$30,000 per month. The cover does not increase with your salary without insurer approval. Please refer to 'The insurer's definitions' section for definitions of 'Total Disability' and 'Partial Disability'.

Any benefit payment is subject to the terms and conditions in the insurance policy.

If you qualify for an Income Protection benefit, your payments will accrue once you have been away from work for the 'Waiting Period' and have been assessed by the insurer and Trustee as being 'Totally Disabled'. However, as the payments are payable monthly in arrears, the first payment will not be made any earlier than a month after the end of the 'Waiting Period'. You may receive monthly income payments for up to two years provided you continue to meet the insurer's Disability definitions.

Payments may be reduced by income received from other sources, including but not limited to workers' compensation, statutory compensation, pension, social security or similar schemes, any other income protection policies or any income benefits received from a superannuation fund (in respect of disability) and any paid sick leave entitlements.

An Income Protection benefit may continue to be paid if you gradually return to work if you remain 'Partially Disabled' (as defined by the insurer), with payments reduced to reflect income earned. Please see the definition of 'Partial Disablement' in 'The insurer's definitions' section of this guide.

The Income Protection benefit will stop if you no longer satisfy the definition of 'Totally Disabled' or 'Partially Disabled', you die, you turn age 65 or you have been receiving the benefit for the maximum benefit period. Please note that if you die whilst receiving this disability benefit then the insurer will make a payment equal to 25% of the annual Total Disability Benefit.

The recurrence of a disability within 6 months of ceasing to be 'Totally Disabled' or 'Partially Disabled' will generally be considered to be the continuation of a prior claim and not a new claim. This means that a new 'Waiting Period' will not apply before your benefits can restart. Insurance fees for Income Protection depend on your age, your Occupational Category and the amount of your cover.

### Income Protection cover for members transferring from Resource Super - Employer

For members transferring from Resource Super – Employer the level of insurance will automatically continue as replacement cover, unless you are under age 25 or have less than \$6,000 at the time of transfer. In that case, you will need to opt in upon transfer, to retain your income protection cover. Where you are provided with replacement cover, it will be on the following basis:

75% of Salary with: Benefit period of **2 years**; and Waiting period of **90 days**

Your replacement Income Protection cover (if any), will generally be the lower of:

The amount of your cover in Resource Super – Employer on your last day of employment, and 75% of the last 'salary' advised by your employer to us.

Please note that in the *Resource Super - General Division* the amount of your Income Protection cover will be capped and will not increase as your salary increases. The insurance fee for your Income Protection will be based on the salary we hold for you. If your salary reduces you can apply to reduce your insured cover. The actual benefit payment will be based upon the 'Salary' at the date of disability as calculated by the insurer. Please see the Salary definition (for Income Protection purposes) in 'The insurer's definitions' section of this Guide for further details.

You can cancel or reduce your cover. If you want to increase your cover to keep up with any future salary increases you will need to apply to the insurer and provide evidence of your health. The insurer will decide whether to accept (on standard or non-standard terms) or decline your application for increased cover.

**Below is the automatic and voluntary annual Insurance Fee per year per \$1,000 of cover, based on age next birthday and Occupation Category (\$)**

Insurance fees for Income Protection depend on your age, your Occupational Category and the amount of your cover.

| Age Next Birthday | Blue Collar | White Collar | Professional | Age Next Birthday | Blue Collar | White Collar | Professional |
|-------------------|-------------|--------------|--------------|-------------------|-------------|--------------|--------------|
| 16                | 3.11        | 1.56         | 1.40         | 41                | 4.77        | 2.39         | 2.15         |
| 17                | 3.11        | 1.56         | 1.40         | 42                | 5.13        | 2.57         | 2.31         |
| 18                | 3.11        | 1.56         | 1.40         | 43                | 5.56        | 2.78         | 2.50         |
| 19                | 3.09        | 1.55         | 1.40         | 44                | 6.04        | 3.02         | 2.72         |
| 20                | 3.09        | 1.55         | 1.40         | 45                | 6.57        | 3.29         | 2.96         |
| 21                | 3.09        | 1.55         | 1.40         | 46                | 7.20        | 3.60         | 3.24         |
| 22                | 3.12        | 1.56         | 1.41         | 47                | 7.90        | 3.95         | 3.56         |
| 23                | 3.14        | 1.57         | 1.42         | 48                | 8.67        | 4.34         | 3.90         |
| 24                | 3.17        | 1.59         | 1.43         | 49                | 9.51        | 4.76         | 4.28         |
| 25                | 3.19        | 1.60         | 1.44         | 50                | 10.45       | 5.23         | 4.71         |
| 26                | 3.24        | 1.62         | 1.46         | 51                | 11.47       | 5.74         | 5.16         |
| 27                | 3.24        | 1.62         | 1.46         | 52                | 12.59       | 6.30         | 5.67         |
| 28                | 3.24        | 1.62         | 1.46         | 53                | 13.79       | 6.90         | 6.21         |
| 29                | 3.24        | 1.62         | 1.46         | 54                | 15.08       | 7.54         | 6.79         |
| 30                | 3.25        | 1.63         | 1.47         | 55                | 16.45       | 8.23         | 7.40         |
| 31                | 3.27        | 1.64         | 1.47         | 56                | 17.93       | 8.97         | 8.07         |
| 32                | 3.29        | 1.65         | 1.48         | 57                | 19.53       | 9.77         | 8.79         |
| 33                | 3.34        | 1.67         | 1.50         | 58                | 21.24       | 10.62        | 9.56         |
| 34                | 3.40        | 1.70         | 1.53         | 59                | 22.89       | 11.45        | 10.3         |
| 35                | 3.48        | 1.74         | 1.57         | 60                | 24.63       | 12.32        | 11.09        |
| 36                | 3.60        | 1.80         | 1.62         | 61                | 26.48       | 13.24        | 11.92        |
| 37                | 3.75        | 1.88         | 1.69         | 62                | 28.41       | 14.21        | 12.79        |
| 38                | 3.95        | 1.98         | 1.78         | 63                | 30.43       | 15.22        | 13.70        |
| 39                | 4.18        | 2.09         | 1.88         | 64                | 29.75       | 14.88        | 13.39        |
| 40                | 4.44        | 2.22         | 2.00         | 65                | 16.93       | 8.47         | 7.62         |

Below is the automatic and voluntary annual cost per year per \$1,000 of cover, based on age next birthday – for the Heavy Blue Occupation Category

| Age Next Birthday | Heavy Blue Collar | Age Next Birthday | Heavy Blue Collar |
|-------------------|-------------------|-------------------|-------------------|
| 16                | 5.76              | 41                | 8.81              |
| 17                | 5.76              | 42                | 9.48              |
| 18                | 5.76              | 43                | 10.28             |
| 19                | 5.72              | 44                | 11.16             |
| 20                | 5.72              | 45                | 12.16             |
| 21                | 5.72              | 46                | 13.31             |
| 22                | 5.77              | 47                | 14.62             |
| 23                | 5.81              | 48                | 16.03             |
| 24                | 5.86              | 49                | 17.58             |
| 25                | 5.90              | 50                | 19.34             |
| 26                | 5.99              | 51                | 21.22             |
| 27                | 5.99              | 52                | 23.28             |
| 28                | 5.99              | 53                | 25.50             |
| 29                | 5.99              | 54                | 27.89             |
| 30                | 6.01              | 55                | 30.42             |
| 31                | 6.04              | 56                | 33.17             |
| 32                | 6.08              | 57                | 36.12             |
| 33                | 6.17              | 58                | 39.28             |
| 34                | 6.28              | 59                | 42.34             |
| 35                | 6.44              | 60                | 45.56             |
| 36                | 6.66              | 61                | 48.98             |
| 37                | 6.93              | 62                | 52.56             |
| 38                | 7.31              | 63                | 56.30             |
| 39                | 7.73              | 64                | 55.03             |
| 40                | 8.22              | 65                | 31.31             |

## 5. Sample calculation for insurance

### Sample calculations – Insurance

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Sample insurance calculations</b> | <p>Jim is a 35-year-old office worker who works full-time and earns a base salary of \$50,000 a year. Jim's occupational category is 'White Collar'.</p> <ul style="list-style-type: none"> <li>&gt; <b>If Jim has two units of Death &amp; TPD insurance</b>, Jim's Death &amp; TPD Insured benefit would be \$300,000. The insurance fee would be \$10.94 (<math>\\$5.47 \times 2</math>) per week or \$568.88 per year.</li> <li>&gt; <b>If Jim has two units of Death &amp; TPD insurance and decided to increase his death only cover by an additional two units</b>, Jim's Death insured benefit would be \$600,000 (<math>\\$150,000 \times 4</math> units) however his TPD insured benefit would remain at \$150,000. His insurance fees would be <math>\\$10.94 + (\\$2.59 \times 2) = \\$16.12</math> per week or \$838.24 per year.</li> <li>&gt; <b>Jim has an Income Protection cover which is calculated as follows:</b> <ul style="list-style-type: none"> <li>= Salary as defined by the insurer x 75%</li> <li>= <math>\\$50,000 \times 75\%</math></li> <li>= \$37,500 per year</li> </ul> </li> </ul> <p><b>The insurance fees would be calculated as:</b></p> <ul style="list-style-type: none"> <li>= Annual benefit / 1,000 x White Collar rate for age next birthday 36 years</li> <li>= <math>\\$37,500 / 1,000 \times \\$1.80</math></li> <li>= \$67.50 per year</li> <li>= \$1.30 per week</li> </ul> |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## 6. Important information about your insurance cover

### Payment of insurance fees

Insurance fees for insurance cover are deducted from your account on the last Friday of each month. If your account balance becomes insufficient to meet the cost of your insurance, the insurance cover relating to those fees will be cancelled within that month.

It is important to note that the insurance fees are calculated based on the number of weeks within the month, so the amount of fees and the payment period date will vary from month to month. For example:

- > The insurance fees for June are calculated and deducted on 29 June (last Friday of the month).
- > The insurance fee amount is \$10 and the balance is \$7.
- > The insurance payment period is 26 May - 29 June.
- > Cover will be cancelled from the second day of that insurance payment period, which will be 27 May.

Where you have Death & TPD cover and Income Protection cover, and your balance becomes insufficient to pay all insurance fees, your Income Protection cover will be cancelled first.

**It is your responsibility to maintain the minimum balance within the Fund if you want to retain your insurance benefits.**

### Opting in for insurance cover

*If you transferred from another division it is important to note that any previous advice to opt-in for Insurance cover, will be transferred to Resource Super - General. Please ensure you go online and update your details.*

There are three ways to keep your insurance cover in this account:

- > Log in to your online account at [resourcesuper.com.au](https://resourcesuper.com.au) and elect to retain your insurance cover under the Personal details section.
- > Complete and return the Insurance Opt in Form which is available on our website by selecting Resources > Forms, calculators and other resources or call us for a copy.
- > Ensure that your account balance reaches and remains at \$6,000 or more by either contributing to your account or rolling over an amount from another account.

Visit [resourcesuper.com.au](#) to find out how to add to your account and [resourcesuper.com.au](#) to consolidate any other accounts you have into your account.

### Change or cancel insurance cover

You can change, reduce or cancel the amount of your insured cover at any time by sending us a completed Insurance Form. To cancel insurance only, you can log on to your account and select insurance.

The effective date of your cancellation will be the date your cancellation request is processed. We will confirm receipt of your instructions in writing and advise you of the date your insurance cover and any applicable insurance fees will be reduced or cancelled.

You will not be able to make a claim for insurance benefits for events or conditions that arise after your cover is cancelled. If you are replacing your insurance cover with alternative cover, you should not cancel your insurance cover until the replacement cover is in place. If you cancel or reduce your insurance cover, you will need to go through the underwriting process to have your insurance cover increased or reinstated subject to the insurer's approval.

Please note that:

- > if you cancel insurance cover you may be required to cancel Death & TPD cover at the same time;
- > your TPD cover can never be higher than your death cover; and
- > if you opt out and your insurance fees for your automatic cover are currently paid by your employer, these insurance fees are not then payable to your account, nor is the employer liable to pay for insurance cover in another superannuation fund on your behalf.

### Life Events cover

If your personal or financial situation changes, then you may need to change your insurance. Marriage, divorce, having children or buying or renovating a home are all reasons to review your insurance cover.

With Life Events Cover, you can increase your Death Only or Death and TPD cover up to certain limits by completing an and providing some documentary evidence of the change in your life.

If you already have insurance with the Fund, you can apply to increase your Death Only or Death and TPD cover within:

- > 90 days of one of the Life Events occurring; or
- > 30 days after issue of the first benefit statement after the Life Event occurs.

### Life Events means:

- > you get married or divorced;
- > you have a child or adopt a child;
- > you take out a new mortgage on your primary residence or you increase your mortgage to renovate your primary residence.

## Conditions

- > you must be age 60 or younger and not be engaged in a 'Hazardous Occupation' (as defined by the insurer);
- > you are not, due to sickness, accident or injury, off work or unable to perform your full or normal duties on a full-time basis (at least 30 hours per week), even if your actual employment is full-time, part-time or casual;
- > you have not been diagnosed with, or do not suffer from, an illness that reduces your life expectancy to less than 12 months from the date of your application;
- > you are not entitled to lodge, or intend to lodge, or have ever lodged a claim for illness or injury through workers' compensation, sickness benefit, invalid pension or any insurance policy providing for TPD cover, accident or sickness cover;
- > you have not had an application for life or disability insurance cover declined or offered on alternate terms;
- > each increase in cover cannot be higher than the lesser of \$200,000 or 25% of the total cover you currently hold, or, if the increase is due to a mortgage, the amount of the mortgage or increase in mortgage.
- > you can apply for an increase in cover due to a Life Event once in any 12-month period and the total increase in cover (due to Life Events Cover) across the life of your policy cannot exceed \$800,000, and
- > any exclusions or special terms (including any increase in insurance fees) which apply to your existing cover will apply to any increase in cover issued under Life Events Cover.
- > any increased cover which arises due to a Life Event will be a multiple of \$1,000 or in the nearest whole number of units of age-based cover as outlined above.

You must apply using the Life Events Application Form available in your online account.

Insurance fees for your Life Events Cover are the same as shown in earlier sections and depend on the type of cover you hold, age-based units or fixed cover. If your application is successful, the insurer will inform you, in writing, of the date your Life Events Cover starts.

## Expert Medical Opinion

Through the Plan's insurance arrangements, you and your immediate family have access to Expert Medical Opinion (at no extra cost), which connects you with a network of leading medical specialists from Australia and around the world. Expert Medical Opinion offers you and your immediate family a second medical opinion on mental and physical conditions when you need it most. Please contact the Fund for more information.

## Insurance cover while overseas

In the event of a claim for TPD, Terminal Illness or Income Protection benefit, the insurer may require you to return to Australia at your own expense for assessment of a claim. Payment of any benefit (except upon death) could be conditional on you returning to Australia for such an assessment. Please contact the Fund to obtain confirmation of the terms and conditions which will apply to your insurance arrangements before you go overseas.

## Insurance cover while your employment is based overseas

If you are an *Australian Resident* temporarily residing or employed overseas you may be covered for Death and TPD insurance for up to 3 years. This period can be extended subject to the insurer's prior written approval.

If you are a *Non-Australian Resident* temporarily residing or employed overseas you may be covered for up to 3 months. This period can be extended subject to the insurer's prior written approval.

## Insurance cover when you are on leave without pay

If you go on employer-approved leave without pay, your Death & TPD and/or Income Protection cover will continue for up to 24 months. The cover period can be extended subject to the insurer's approval prior to the expiry of the initial period. However, conditions will apply. Your insurance fees must continue to be paid during your leave.

## Insurance cover for inactive accounts

Government rules aim to protect low balance and inactive super accounts from being inappropriately eroded by fees and insurance premiums. If the Fund has not received an opt in to keep insurance and where your account has been inactive (meaning no contribution or rollover has been received in your account) for a continuous period of 16 months or more, your insurance will be cancelled. You will receive notice at 9, 12 and 15 months of inactivity allowing you to opt in.

## Bundled Death & TPD cover

Please be aware that any TPD cover you may have is bundled with Death cover to form 'Death and TPD' cover. This means that while you can have Death Only cover, you cannot have TPD cover without Death cover as well. It is possible to have higher cover for Death than cover for TPD, but you may not have TPD cover higher than your Death cover.

You can normally only claim either a TPD benefit or a Death benefit, but not both. However, if you have higher Death than TPD cover and your TPD claim is accepted, the difference between the higher Death than TPD cover can continue as Death Only cover. Another claim can be made on this Death Only cover provided it is still in force at the date of Death.

## Making a claim

If you would like to make a claim for a Terminal Illness benefit, a TPD benefit, an Income Protection benefit or advise the Fund of a member's death, please contact the Fund on 1800 555 667 for the appropriate forms and documents to be sent to you.

All claims involving insurance are assessed by both the insurer and the Trustee.

You should notify the Fund as soon as possible of any claim for a TPD benefit so that we can assist you with the claim process. It is highly recommended that you obtain medical evidence documenting the state of your health and your ability to work in any occupation, for which you are suited by education, training or experience, at or shortly after the time you stop working. This will help to avoid any potential delay in processing your claim. If your claim is delayed or you do not have evidence from the time you stopped working, the likelihood of your claim being approved by the insurer reduces significantly. If the insurer declines to pay your claim, the benefit is restricted to your account balance.

### Successful claims and insurance proceeds

If your TPD or Terminal Illness claim is successful, any insurance proceeds will be credited to your account with the Fund. If you no longer hold an account with the Fund, a new account will be opened for you in Resource Super - General. The insurance proceeds will be invested in the Australian Cash option, until you instruct us otherwise.

Any insurance proceeds received in the event of your death are placed into your account with the Fund and will remain invested in the Fund until the Trustee has made a determination on how your account balance is to be distributed. The insurance proceeds are invested in the Australian Cash option until the death benefit is paid from the Fund.

If your Income Protection claim is successful, the insurance proceeds are generally paid directly to you by cheque or by EFT to your nominated bank account. PAYG tax will be deducted.

### Terminal Illness

A Terminal Illness claim can be made to access:

- i) Any applicable Terminal Illness insurance cover (life expectancy of less than 12 months); and
- ii) Your superannuation account balance (life expectancy of less than 24 months).

There are different criteria to access any insured benefit and account balance.

#### Insured benefit (life expectancy of less than 12 months)

To access the insured component of your death benefit prior to your death, up to a maximum of \$3 million, you must also meet the insurer's definition of *Terminal Illness*.

Terminal illness means an *Insured Person* suffers any condition that:

- a) Two appropriate *Medical Practitioners* approved by the insurer (at least one of whom is a specialist) certify in writing, having regard to the current treatment as the *Insured Person* may reasonably be expected to receive, will despite reasonable medical treatment likely lead to the *Insured Person's* death within 12 months of the date of the certification; and
- b) The insurer is satisfied, on medical or other evidence, will despite reasonable medical treatment lead to the *Insured Person's* death within 12 months of the certification referred to in paragraph (a).

#### Your account balance (life expectancy of less than 24 months)

You may be able to access your death benefit before your death if you are diagnosed with a *Terminal Medical Condition* as defined in superannuation legislation.

To access your account balance, you must meet the following criteria:

- i) two registered medical practitioners have certified, jointly or separately, that the person suffers from an illness, or has incurred an injury, that is likely to result in the death of the person within a period (the certification period) that ends not more than 24 months after the date of the certification;
- ii) at least one of the registered medical practitioners is a specialist practicing in an area related to the illness or injury suffered by the person;
- iii) the certification period has not ended.

### Information you need to know

If the medical opinion is a likely life expectancy of less than 24 months, but not less than 12 months, then you may be able to access your account balance, however, the insured benefit will not be payable. In this circumstance, it is important to note that if you wish to retain the current Death/Terminal Illness insurance cover for a future claim against the policy then you must ensure your insurance cover remains in force. **You must ensure you have sufficient funds within your account to meet your insurance fees.**

If you do not currently meet the criteria for the Terminal Illness insured benefit you may be able to make a TPD claim. However, please note that to qualify for a TPD benefit the insurer must be satisfied that the insurance policy definition is met at the applicable time. A Terminal Illness diagnosis does not necessarily mean that the Total and Permanent Disablement definition is met.

Please contact us on 1800 555 667 for the appropriate forms and documents to be sent to you.

## 7. The insurer's definitions

Words in *italics* have a special meaning within the insurance policy. Please contact us if you require a copy of these definitions. Because the definitions below are set by the insurer, all references to the words 'we', 'our' and 'us' refer to the insurer.

**Note that different definitions may apply in respect of claims relating to the period prior to the date of this document.**

### At Work

*At Work* means:

1. for a person who is:
  - a) employed with an employer: the person is actively performing or capable of actively performing all of the duties and work hours (for at least 30 hours per week) of his or her usual occupation with his or her employer, free from any limitation due to illness or injury. A person who is on employer-approved leave for reasons other than illness or injury, who would otherwise be capable of performing his or her usual occupation will be considered as having met the requirements of this definition; or
  - b) self-employed: the person is actively performing or capable of actively performing all of the duties and work hours (for at least 30 hours per week) of his or her usual occupation, free from any limitation due to illness or injury; or
  - c) unemployed: the person is capable of actively performing all of the duties and work hours (for at least 30 hours per week) of his or her usual occupation prior to becoming unemployed, free from any limitation due to illness or injury; or
  - d) engaged exclusively in unpaid *Domestic Duties*, the person is actively performing or capable of performing all of their full time unpaid *Domestic Duties*, free from any limitation due to illness or injury; and
2. the person is not entitled to, or receiving, income support benefits relating to illness or injury, from any source including but not limited to workers' compensation benefits, statutory transport accident benefits and disability income benefits. A person who does not meet this definition is correspondingly described as being 'not *At Work*'.

### Pre-Existing Condition

*Pre-Existing Condition* means an illness or injury or a symptom in respect of which the *Insured Person*:

- a) was aware, or a reasonable person in their position should have been aware;
- b) should have sought advice or treatment (conventional or alternative) from a *Medical Practitioner* or other allied health professional (in circumstances where a reasonable person in their position would have sought such advice or treatment); or
- c) has had a medical consultation or been prescribed medication or therapy prior to the commencement of the cover.

### Limited Cover Conditions

Limited Cover is provided subject to Limited Cover Conditions. *Limited Cover Conditions* means cover only applies to claims arising from an illness, the symptoms of which first became apparent, or an injury which first occurred, on or after the date that the cover started or, if the cover recommenced or was reinstated under the Policy for the *Member*, on or after the date that the cover recommenced or was reinstated, and which is not directly or indirectly related to a *Pre-Existing Condition*.

### Salary (for Income Protection purposes)

Salary means the lower of, as applicable:

- a) the total of:
  - i) earnings received in respect of ordinary hours of work; and
  - ii) earnings consisting of performance related bonuses, commission amounts, overtime, and shift allowances, up to a maximum of 30% of the amount calculated under part (a)(i); but
  - iii) excluding any amount specifically excluded by the definition of 'Ordinary Time Earnings' as defined by *Superannuation Guarantee Legislation* (other than amounts that are excluded from this definition solely because they are in excess of the maximum contribution base);

averaged over the 12-month period (or the actual period of employment if employed for less than 12 months) immediately preceding the date of *Disability*; and

- b) where the *Insured Person* directly or indirectly owns all or part of the business from which they earn their usual income, the annual income earned by the *Insured Person's* personal exertion, less all expenses incurred by the *Insured Person* in earning that income, but before the deduction of income tax for that business, calculated by averaging the *Insured Person's* net earnings for the two years immediately preceding the *Date of Disablement*, or the period of time since the *Insured Person* commenced their ownership of the business; and
- c) the *Salary* most recently advised by the trustee to the insurer in writing.

## Total & Permanent Disablement (TPD)

TPD Means that in *Our* opinion, the *Insured Person* is:

- a) under the care of and following the advice of a *Medical Practitioner*; and
- b) meets one or more of the following definitions Parts (a), (b), (c) or (d) as applicable; and
- c) has suffered ill-health (whether physical or mental) that makes it unlikely, solely because of Illness or Injury, that they will engage in *Gainful Employment* for which they are reasonably qualified by education, training or experience.

**Part (a)** solely because of illness or injury, the *Insured Person* has suffered the permanent loss of:

- i) the use of two limbs (where 'limb' is defined as the whole hand below the wrist or whole foot below the ankle); or
- ii) the sight in both eyes; or
- iii) the use of one limb and the sight in one eye;

or

**Part (b)** as a result of illness or injury, the *Insured Person* is totally unable to perform without the physical assistance of another person (even if using appropriate aids) any two of the following activities of daily work:

- i) Moving - the ability to:
  - 1) walk more than 200m on a level surface without stopping due to breathlessness, angina or severe pain anywhere in the body; or
  - 2) bend, kneel or squat to pick something up from the floor and straighten up again, and get in and out of a standard sedan car.
- ii) Communicating - the ability to:
  - 1) hear and speak with sufficient clarity to be able to hold a conversation in a quiet room in your first language; and
  - 2) understand a simple message given in your first language and relay that message to another person.
- iii) Reading - the visual acuity to read ordinary newsprint and pass the standard eyesight test for a car license;
- iv) Lifting - the ability to lift a 5kg weight with either or both hands from bench/table height, carry it over a 5m distance and place it back down at table/bench height.
- v) Using the hands - the ability to use the hands or fingers to handle small objects with precision and success (such as picking up a coin, tie shoelaces, button a shirt, use cutlery or write a short note with a pen or keyboard).  
And the person is permanently and irreversibly unable to do so for life, and on the basis of medical and/or other evidence satisfactory to the insurer, the person is unlikely to be able to engage in any occupation.

or

**Part (c)** where at the *Date of Disablement*, the *Insured Person* was in *Gainful Employment* of 15 or more hours per week (averaged over the 13-week period prior to the *Date of Disablement* or such shorter period if employed for less than 13 weeks immediately prior to the *Date of Disablement*), the *Insured Person*:

- i) solely because of illness or injury has been absent from employment for six consecutive months; and
- ii) at the end of the period of 6 months, after consideration of all relevant evidence the *Insured Person* is disabled to such an extent as to render them unlikely to ever again be engaged in any occupation for which they are reasonably suited by their education, training or experience;

or

**Part (d)** where at the *Date of Disablement*, the *Insured Person* was not in *Gainful Employment* and was engaged in *Domestic Duties* at home, the *Insured Person* solely because of illness or injury:

- i) is under the care of a *Medical Practitioner*; and
- ii) is unable to perform those *Domestic Duties*; and
- iii) is unable to leave their home unaided; and
- iv) has not engaged in any *Gainful Employment* for a period of 6 consecutive months after the occurrence of the injury or illness; and
- v) at the end of the period of 6 months, in *Our* opinion, after consideration of all relevant evidence the *Insured Person* is disabled to such an extent as to render them unlikely to perform those *Domestic Duties* or engage in any gainful occupation for which they are reasonably suited by education, training or experience.

## Total Disability (for Income Protection)

Total Disability means that in *Our* opinion the *Insured Person*, while insured by *Us*, as a direct result of illness or injury:

- a) is unable to perform at least one important income producing duty of their regular occupation;
- b) is not working in any capacity, *Gainful Employment* or otherwise, and
- c) is under the regular care of a *Medical Practitioner*; and, in *Our* reasonable opinion, is complying with the advice and treatment given by that *Medical Practitioner*.

## Partial Disability (for Income Protection)

*Partial Disability* means that immediately following a period of at least 14 consecutive calendar days of *Total Disability*, and as a direct result of the same illness or injury that caused *Total Disability*, the *Insured Person*:

- a) cannot work their pre-disability working hours, or is unable to perform at least one important income producing duty of their regular occupation, or does not have the capacity to work at the same level they were working at prior to commencement of *Total Disability*;
- b) suffers a partial loss of monthly *Salary*; and
- c) is under the regular care of a *Medical Practitioner* and, in *Our* reasonable opinion, is complying with the advice and treatment given by that *Medical Practitioner*. All work undertaken by the *Insured Person* must be approved by *Us* and their *Medical Practitioner*.

## 8. Fees and Costs

This information is incorporated into section 6 of the Product Disclosure Statement.

### Fees and costs summary GoalTracker® Investment Option

| TYPE OF FEE OR COST                              | AMOUNT <sup>2</sup>                                                                                                                                                                                                                                                      | HOW AND WHEN PAID                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ongoing annual fees and costs<sup>1</sup></b> |                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Administration fees and costs</b>             | <b>On total account balances up to \$1 million</b><br><br>An asset based administration fee of between 0.15% and 0.21% per year<br><br>For balances in the GoalTracker investment option: 0.15% per year<br><br>For balances in other investment options: 0.21% per year | <b>On any excess account balance over \$1 million</b><br><br>Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                                  | Plus a Trustee Administration Fee of 0.02% per year of your total account balance                                                                                                                                                                                        | The asset based administration fee and the fixed dollar fee are deducted from your account on the last Friday of each month <sup>2</sup> . The fixed-dollar fee will be indexed with AWOTE <sup>3</sup> at 1 October each year.<br><br><i>The Trustee passes through the tax deductions it receives.<sup>4</sup></i><br><br>The Trustee Administration Fee is deducted from the investment returns. It is not deducted from your account.<br><br>The Fund reserve is maintained by the Trustee to operate the Fund. This includes paying for some expenses, such as costs associated with product and strategic services provided to the Trustee. These expenses are deducted from the Fund reserve, as required, and are not deducted from your account. |
|                                                  | Plus a fixed dollar fee of \$60.00 per year                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                                  | In the 2023/2024 financial year, the Trustee incurred excess administration costs of approximately 0.01% of Fund assets that were paid from the Fund reserve                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                                  |                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Investment fees and costs<sup>5</sup></b>     | 0.65% per year <sup>6</sup>                                                                                                                                                                                                                                              | The investment fees and costs are deducted from the investment returns before the net earnings are declared and applied to your account. They are not deducted from your account. Please refer to the 'Additional explanation of fees and costs' section of your Investment Guide for further information.                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Transaction costs</b>                         | 0.09% per year                                                                                                                                                                                                                                                           | Transaction costs are deducted from the investment returns. They are not deducted from your account. Please refer to the 'Additional explanation of fees and costs' section of your Investment Guide for further information.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Member activity related fees and costs</b>    |                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Buy-sell spread</b>                           | These spreads vary depending on the investment option(s) you choose. For more information, please visit <a href="https://resourcesuper.com.au/iQbuysellsread">resourcesuper.com.au/iQbuysellsread</a> .                                                                  | You can read more about the buy-sell spread in the 'Additional explanation of fees and costs' section of your Investment Guide.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Switching fee</b>                             | Nil                                                                                                                                                                                                                                                                      | Not applicable.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Other fees and costs<sup>7</sup></b>          | <b>Insurance fees:</b><br>For insurance fees, refer to 'Types of insurance cover within Resource Super' in this document.                                                                                                                                                | The insurance fee is calculated monthly and deducted from your account on the last Friday of the month.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                                  | <b>Family Law fees:</b><br>Nil.                                                                                                                                                                                                                                          | Not applicable.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

1. If your account balance for a product offered by the superannuation entity is less than \$6,000 at the end of the entity's income year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of the account balance. Any amount charged in excess of that cap must be refunded.

2. The asset based administration fee applies to the first \$1 million of your total account balance and will depend on the investment option you are invested in. This fee may be charged in two parts and show as separate transactions in your account. Please refer to the 'Additional explanation of fees and costs' section of this document for further information on how the cap applies.
3. AWOTE means Average Weekly Ordinary Times Earnings.
4. As the Trustee passes through the tax deduction it receives, the deduction you will see for the fees described above is 0.1275% per year for the GoalTracker investment option, and 0.1785% per year for other investment options and \$51.00 per year for the fixed-dollar fee.
5. The Investment fee varies according to the option you invest in. The quoted fee here is for the GoalTracker option.
6. Investment fees and costs includes an amount of 0.09% per year for performance fees. The calculation basis for this amount is set out under the "Additional explanation of fees and costs" section of the Investment Guide.
7. Additional fees may apply. Refer to the 'Additional explanation of fees and costs' section of your Super Guide.

## Changes in fees

### Example of annual fees and costs for a superannuation product

This table gives an example of how the ongoing annual fees and costs for the GoalTracker option for this superannuation product can affect your superannuation investment over a 1-year period. You should use this table to compare this superannuation product with other superannuation products.

| EXAMPLE: GOALTRACKER INVESTMENT OPTION |                                                                                                 | BALANCE OF \$50,000                                                                                                                                                                                                  |
|----------------------------------------|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Administration fees and costs          | 0.17% per year<br>Plus \$60.00 per year<br>Plus 0.01% (paid from the Fund reserve) <sup>1</sup> | For every \$50,000 you have in the superannuation product, you will be charged or have deducted from your investment <b>\$90.00</b> in administration fees and costs, plus <b>\$60.00</b> regardless of your balance |
| PLUS Investment fees and costs         | 0.65% per year                                                                                  | <b>And</b> , you will be charged or have deducted from your investment <b>\$325.00</b> in investment fees and costs                                                                                                  |
| PLUS Transaction costs                 | 0.09% per year                                                                                  | <b>And</b> , you will be charged or have deducted from your investment <b>\$45.00</b> in transaction costs                                                                                                           |
| EQUALS Cost of product <sup>2</sup> :  |                                                                                                 | If your balance was \$50,000, at the beginning of the year, then for that year you will be charged fees and costs of <b>\$520.00<sup>3</sup></b> for the superannuation product.                                     |

1. This reflects the excess administration costs incurred by the Trustee and paid from the Fund reserve in the 2023/2024 financial year, the Trustee incurred additional administration costs (as described in the Fees and Costs table above).
2. Additional fees may apply.
3. The Trustee passes on the tax deductions it receives so the estimated cost to you would be **\$499.75**.

#### WARNING:

Additional fees may be paid out of your superannuation account to an external financial adviser for advice in relation to your Resource Super membership. This fee will be a dollar amount or percentage-based fee as agreed between you and your adviser and set out in a Statement of Advice provided to you by your adviser.

### Important note:

- > For more information on the fees and costs related to the investment options, please refer to your Investment Guide.
- > For the 'Additional explanation of fees and costs' and a list of Defined Fees as per superannuation law, please refer to your Super Guide.

### Additional explanation of fees and costs

The asset based administration fee applies to the first \$1 million of your account balance and will depend on the investment option you are invested in. The asset based administration fee for any excess account balance over \$1 million is nil.

If your total account balance is invested in the GoalTracker investment option, this fee will be charged in one part and show as one transaction in your account: 0.15% per year on your total account balances up to \$1 million.

If you are invested in investment options other than the GoalTracker investment option, this fee may be charged in two parts and show as separate transactions in your account: 0.15% per year and 0.06% per year on your total account balances up to \$1 million (i.e. 0.21% on balances in other investment options).

If you are invested in both the GoalTracker investment option and other investment options, the \$1 million cap is applied as follows:

- > The 0.15% per year asset based administration fee is charged on your balance in the GoalTracker investment option up to \$1 million.
- > If the amount in the GoalTracker investment option is less than \$1 million, then the 0.21% per year asset based administration fee is charged on the portion of your balance invested in other investment options, up to a total account balance of \$1 million.

For example: if you have \$800,000 invested in the GoalTracker investment option and \$300,000 invested in investment options other than the GoalTracker investment option (a combined balance of \$1.1 million), the asset based administration fees you are charged would be calculated as follows:

Step 1 - the 0.15% per year asset based administration fee applying to your balance invested in the GoalTracker investment option will be calculated first (i.e. on the \$800,000, as this is under \$1 million).

Step 2 - the 0.21% per year asset based administration fee applying to your balance invested in the other investment options will be applied, considering the total combined balance up to \$1 million. In this example, the asset based administration fee will only be charged on \$200,000 of your balance invested in the other investment options.

## 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 1-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.

| Investment option                                     | Cost of product |
|-------------------------------------------------------|-----------------|
| GoalTracker (MySuper)                                 | \$520.00        |
| Defensive                                             | \$495.00        |
| Diversified 50                                        | \$520.00        |
| Balanced Growth                                       | \$610.00        |
| Growth                                                | \$600.00        |
| High Growth                                           | \$600.00        |
| Australian Cash                                       | \$225.00        |
| Australian Floating Rate                              | \$260.00        |
| Australian Fixed Income                               | \$295.00        |
| Global Fixed Income - \$A Hedged                      | \$355.00        |
| Australian Shares                                     | \$530.00        |
| Listed International Property Securities - \$A Hedged | \$645.00        |
| Global Shares                                         | \$545.00        |
| Global Shares - \$A Hedged                            | \$605.00        |
| Emerging Markets                                      | \$875.00        |
| Low Carbon Australian Shares                          | \$355.00        |
| Low Carbon Global Shares                              | \$550.00        |
| Third Party Indexed Australian Shares                 | \$255.00        |
| Third Party Indexed Global Shares                     | \$255.00        |
| Third Party Indexed Global Shares - \$A Hedged        | \$255.00        |