1 April 2026

Super Plan Booklet

Resource Super | Byrnecut Group | Category C
Death and TPD | $500,000 Fixed Cover
Income Protection | To age 65 | 30 day waiting period

JUMP TO

This Booklet is for Category C members: those classified by the employer as either management or as a senior manager, that doesn't satisfy the definition of a Mine Worker or a Site Office Worker.

This Super Plan Booklet contains references to the Fund and the Plan. References to the Fund refer to the Russell Investments Master Trust. References to the Plan refer to your specific Plan within the Russell Investments Master Trust.

RES_SuperPlanBooklet_Employer_ByCt_CatC_Fixed_Age65_30days_V1F_2604

1. Insurance in your super

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, for information on the Help and Advice services we provide, please see the 'Benefits of investing with Resource Super' section of the Super Guide.

MetLife Insurance Limited (MetLife) provides the insurance cover for your Plan. The MetLife terms and conditions are set out in this Booklet, including information about eligibility. All terms and conditions in the MetLife insurance policy prevail over any inconsistency in this Booklet.

The insurance cover that your employer has selected for your Plan is detailed below. You can opt out (i.e. cancel) at any time – see the 'Change or cancel insurance cover' section of the Insurance, Fees and Costs Guide. Remember to check if your insurance cover is paid by your employer before opting out.

If you join the Plan upon starting employment automatic insurance cover will commence on the date you start employment (eligibility conditions apply).

If you are not in active employment when your cover starts then Limited Cover Conditions (as defined by the insurer) will apply until you are in active employment for 30 consecutive days. You can find the active employment and Limited Cover Conditions definitions in "The insurer's definitions" section of the Insurance, Fees and Costs Guide.

The insurance fees for automatic Death and Total & Permanent Disablement (TPD) cover are deducted monthly from your account. The insurance fees for your automatic Death and TPD (or Death Only) are currently paid by your employer via an additional employer contribution. If you opt out of cover, 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.

For more information on automatic cover refer to the 'Automatic Death and Total & Permanent Disablement (TPD) cover' and 'Automatic Income Protection cover' sections in this Booklet.

2. Types of insurance cover within Resource Super

Insurance cover and health evidence

Provided you join the Plan when you are first eligible and you satisfy eligibility conditions you will automatically be covered.

If you choose to join the Plan at a later date or if your automatic insured benefit is greater than the automatic acceptance limit, you may be asked to provide health evidence to the Plan's insurer.

Also any increase in insurance cover may need to be underwritten, which means that you will be asked to provide health evidence to the insurer. The increase in cover is only provided after the insurer has assessed your health evidence and confirmed (in writing) that you have been accepted. Please note that the insurer may accept the increase in cover on standard terms or with some restrictions, loadings or exclusions.

Automatic Death and Total & Permanent Disablement (TPD) cover

To be eligible for Death and TPD insurance cover you need to be management or a senior manager, that doesn't satisfy the definition of a Mine Worker or a Site Office Worker (permanent, contractor or casual) and under age 65 (other eligibility conditions may apply).

Your Death and TPD benefit is the balance of your account plus your insurance cover. If you are not eligible for insurance or the insurer declines to pay your claim, your benefit will be your account balance.

Your automatic Death and TPD (or Death Only) cover is calculated as $500,000 Fixed cover.

The insurance fees for your automatic Death and TPD (or Death Only) cover are deducted monthly from your account on the last Friday of the month. The insurance fees deducted from your account are net of the tax deduction that the Fund can claim for insurance expenses.

However, these fees are currently paid by your employer via an additional employer contribution.

Minimum level of cover

Where members are eligible, the Trustee is required to provide automatic insurance cover of at least the minimum level of Death and TPD insurance (as shown in the table below) to MySuper members. If the automatic insured amount provided to you by your Plan (as described above) is lower than the minimum cover for your age, your level of cover will be increased to meet the new minimum (provided you are eligible)[1] This will apply to all members of the Plan, not just those classified as MySuper members.

Age	Minimum cover
20-34	$50,000
35-39	$35,000
40-44	$20,000
45-49	$14,000
50-55	$7,000
56 or older	Nil

1. Any increased cover will be subject to limitations and you meeting the eligibility criteria set out in the insurance policy.

Voluntary Death and Total & Permanent Disablement (TPD) cover

You may elect to increase your cover by taking out voluntary Death only or Death and TPD insurance cover. The voluntary cover is a fixed dollar amount (i.e. fixed cover that does not reduce with age[2]). There is no limit in the amount of Death cover you can apply for, but a $5 million limit applies to TPD cover. You can also request a change to your insurance cover at any time.

All voluntary insurance cover is underwritten, which means that you will be asked to provide health evidence to the insurer. Voluntary insurance cover is only provided after the insurer has assessed your health evidence and confirmed in writing that you have been accepted. The insurer's acceptance may exclude any pre-existing conditions (i.e. medical conditions that existed prior to your application for voluntary cover) and may be subject to the insurer's restrictions, premium loadings or exclusions.

The insurance fees for your automatic Death and TPD (or Death Only) cover are currently paid by your employer via an additional employer contribution.

The insurance fees will vary each year according to your age and gender. The following table shows the insurance fees for automatic and voluntary Fixed Death and TPD cover and Fixed Death Only cover.

Annual insurance fees per $1,000 of fixed cover for automatic and voluntary cover.

Age Next Birthday	Rate per annum per $1,000 of cover ($)			
	Male		Female	
	Death Only	Death and TPD	Death Only	Death and TPD
16	0.19	0.25	0.10	0.12
17	0.25	0.31	0.11	0.13
18	0.30	0.35	0.11	0.14
19	0.32	0.38	0.13	0.15
20	0.36	0.41	0.15	0.17
21	0.38	0.42	0.15	0.17
22	0.39	0.42	0.14	0.16
23	0.40	0.43	0.14	0.17
24	0.40	0.44	0.14	0.17
25	0.40	0.45	0.13	0.17
26	0.36	0.42	0.14	0.19
27	0.35	0.42	0.15	0.20
28	0.35	0.42	0.15	0.22
29	0.34	0.42	0.16	0.24
30	0.34	0.43	0.17	0.27
31	0.34	0.45	0.17	0.29
32	0.33	0.45	0.18	0.31
33	0.33	0.47	0.18	0.33
34	0.34	0.50	0.19	0.37
35	0.34	0.52	0.22	0.41
36	0.35	0.56	0.24	0.45
37	0.36	0.60	0.27	0.51
38	0.37	0.64	0.29	0.55
39	0.39	0.70	0.31	0.62
40	0.41	0.75	0.33	0.68
41	0.44	0.82	0.35	0.74
42	0.50	0.91	0.40	0.83
43	0.55	1.00	0.43	0.92
44	0.62	1.11	0.49	1.05
45	0.70	1.21	0.56	1.19
46	0.77	1.33	0.64	1.33
47	0.85	1.48	0.73	1.52

2. Note that tapering applies to TPD cover and will reduce 20% from age next birthday 62, 40% from age next birthday 63, 60% from age next birthday 64 and 80% from age next birthday 65.

Age Next Birthday	Rate per annum per $1,000 of cover ($)			
	Male		Female	
	Death Only	Death and TPD	Death Only	Death and TPD
48	0.93	1.64	0.82	1.71
49	1.04	1.85	0.91	1.91
50	1.15	2.09	1.00	2.10
51	1.27	2.38	1.11	2.32
52	1.41	2.72	1.19	2.54
53	1.56	3.07	1.24	2.76
54	1.72	3.47	1.31	2.98
55	1.91	3.90	1.38	3.22
56	2.12	4.37	1.45	3.48
57	2.35	4.86	1.51	3.72
58	2.62	5.39	1.62	4.01
59	2.87	5.98	1.71	4.29
60	3.18	6.61	1.87	4.61
61	3.51	7.27	2.01	4.93
62	3.87	8.03	2.16	5.29
63	4.28	8.87	2.33	5.66
64	4.72	9.85	2.52	6.10
65	5.21	10.95	2.72	6.64

The insurance fees for Death and TPD (or Death Only) cover are deducted monthly from your account. The insurance fees payable each year per $1,000 of cover are as shown in the table above. The insurance fees are net of tax deduction. For example, the annual before-tax insurance fee for Death and TPD cover for a 40 year old male (41 Age Next Birthday) is $0.97. Once the tax deduction is applied the annual insurance fee equates to $0.82.

Automatic Income Protection cover

Income Protection cover is 75% of Income to Age 65 with a waiting period of 30 days.

Provided you join the Plan when you are first eligible, and you satisfy eligibility conditions, you will automatically receive Income Protection.

To be eligible for automatic Income Protection insurance cover you need to be appointed as management or as a senior manager, be a permanent employee working at least 15 hours per week and be under age 65. Casual, seasonal or contract employees, or those working less than 15 hours per week are not eligible for automatic Income Protection.

If you are not in active employment when your cover starts then Limited Cover Conditions (as defined by the insurer) will apply until you are in active employment for 30 consecutive days. You can find the active employment and Limited Cover Conditions definitions in "The insurer's definitions" section of the Insurance, Fees and Costs Guide.

The insurance fees for your automatic Income Protection are currently paid by your employer via an additional employer contribution. If you opt out of cover, 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.

The total regular income received by the insured person from the employer for personal exertion for their occupation, including any salary sacrifice amounts, directors fees and annualised allowances, but excluding bonuses, overtime payments, commissions, and superannuation contributions. Allowances include tool allowance, first aid allowance and site allowances, where applicable.

Below is the insurance fees per year per $1,000 of automatic Income Protection (30 day waiting period and to age 65 benefit payment period), based on age next birthday and gender.

Age Next Birthday	Male	Female	Age Next Birthday	Male	Female
16	$2.91	$3.75	41	$8.25	$21.19
17	$2.91	$3.75	42	$8.89	$22.48
18	$2.91	$3.75	43	$9.58	$23.65
19	$2.91	$3.75	44	$10.34	$24.74
20	$2.91	$3.75	45	$11.15	$25.51
21	$3.02	$3.90	46	$12.02	$26.13
22	$3.16	$4.06	47	$12.97	$26.71
23	$3.30	$4.24	48	$14.00	$27.21
24	$3.42	$4.44	49	$15.12	$27.77
25	$3.51	$5.07	50	$16.31	$28.24
26	$3.58	$5.83	51	$17.62	$28.52
27	$3.63	$6.23	52	$19.01	$28.54
28	$3.70	$6.70	53	$20.45	$28.42
29	$3.79	$7.29	54	$21.93	$28.34
30	$3.91	$8.01	55	$23.42	$28.39
31	$4.09	$8.89	56	$24.83	$28.39
32	$4.33	$9.93	57	$26.26	$28.44
33	$4.62	$11.10	58	$27.56	$28.66
34	$4.93	$12.37	59	$28.35	$27.94
35	$5.28	$13.67	60	$28.38	$25.93
36	$5.68	$14.88	61	$27.33	$23.18
37	$6.12	$16.11	62	$24.82	$19.70
38	$6.59	$17.41	63	$20.00	$16.03
39	$7.10	$18.69	64	$11.76	$9.54
40	$7.65	$20.00	65	$3.48	$2.82

Voluntary Income Protection cover

There is no voluntary Income Protection cover available through your Plan.

Sample calculations for insurance

Sample calculations - Insurance

Jim is a 35-year-old male Management Worker whose age next birthday is 36. He works full-time and earns an Income of $50,000 a year.

- **If Jim has $500,000 Fixed Cover (automatic arrangement) of Death and TPD insurance,**
  Jim's Death and TPD Insured benefit would be $500,000. The insurance fee would be $280.00($0.56 x $500,000 / $1,000) per annum or $5.38 per week.
- **If Jim has $500,000 Fixed Cover of Death and TPD insurance and decided to increase his death only cover by an additional $100,000**,
  Jim's Death insured benefit would be $600,000 ($500,000 + $100,000) however his TPD insured benefit would remain at **$500,000**. His insurance fees would be $280.00 + $0.35 x ($100,000/1000) = $315.00 per annum or $6.06 per week.
- **Jim has an Income Protection cover with a 30 day waiting period and a year benefit period which is calculated as follows:**

  = Income x 75%

  = $50,000 x 75%

  = $37,500 per year
- **The insurance fees would be calculated as:**

  = Annual benefit / $1,000 x Rate for age next birthday 36 years

  = $37,500 / $1,000 x $5.68

  = $213.00 per year

  = $4.10 per week

3. Fees and costs

Fees and costs summary
GoalTracker® Investment Option

TYPE OF FEE OR COST	AMOUNT[2]	HOW AND WHEN PAID
Ongoing annual fees and costs[1]		
Administration fees and costs	**On total account balances up to $1 million:** An asset based administration fee of between 0.102% and 0.142% per yearΔ For balances in the GoalTracker investment option: 0.102% per year For balances in other investment options: 0.142% per yearΔ **On any excess account balance over $1 million:** Nil Plus a Trustee Administration Fee of 0.02% per year of your total account balance Plus a fixed dollar fee of $60.00 per year In the 2024/2025 financial year, the Trustee incurred excess administration costs of approximately 0.00% of Fund assets that were paid from the Fund reserve	The asset based administration fee and the fixed dollar fee are deducted from your account on the last Friday of each month[2]. The fixed-dollar fee will be indexed with AWOTE[3] at 1 October each year. *The Trustee passes through the tax deductions it receives.[4]* The Trustee Administration Fee is deducted from the investment returns. It is not deducted from your account. 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.
Investment fees and costs[5]	0.63% per year[6]	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.
Transaction costs	0.05% 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.
Member activity related fees and costs		
Buy-sell spread	These spreads vary depending on the investment option(s) you choose. For more information, please visit **resourcesuper.com.au/buysellspread**.	You can read more about the buy-sell spread in the 'Additional explanation of fees and costs' section of your Investment Guide.
Switching fee	Nil	Not applicable.
Other fees and costs[7]	**Insurance fees:** 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.
	Family Law fees: 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.

Δ The maximum total asset based administration fee charged by the Fund administrator is 0.152% per year. However, the maximum total asset based administration amount deducted from your account is 0.142% per year as the Trustee pays 0.01% per year of this fee from the Fund Reserve.

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 0.087% per year for the GoalTracker investment option, and 0.1207% 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 0.08% 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.

Example of annual fees and costs for a superannuation product

The default investment option for your Plan is the GoalTracker option.

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	0.122% per year Plus $60.00 per year Plus 0.00% (paid from the Fund reserve)[1]	For every $50,000 you have in the superannuation product, you will be charged or have deducted from your investment **$61.00** in administration fees and costs, plus **$60.00** regardless of your balance
PLUS **Investment fees and costs**	0.63% per year	**And**, you will be charged or have deducted from your investment **$315.00** in investment fees and costs
PLUS **Transaction costs**	0.05% per year	**And**, you will be charged or have deducted from your investment **$25.00** in transaction costs
EQUALS **Cost of product[2]:**		If your balance was $50,000, at the beginning of the year, then for that year you will be charged fees and costs of **$461.00**[3] for the superannuation product.

1. This reflects the excess administration costs incurred by the Trustee and paid from the Fund reserve in the 2024/2025 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 **$444.35**.

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: 0.102% 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: 0.102% per year and 0.04% per year on your total account balances up to $1 million (i.e. 0.142% 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 0.102% 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 0.142% 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 0.102% 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 0.142% 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)	$461.00
Defensive	$446.00
Balanced Growth	$551.00
Growth	$546.00
Australian Cash	$181.00
Australian Floating Rate	$226.00
Australian Fixed Income	$266.00
Global Fixed Income - $A Hedged	$311.00
Australian Shares	$481.00
Listed International Property Securities - $A Hedged	$586.00
Global Shares	$511.00
Global Shares - $A Hedged	$566.00
Emerging Markets	$831.00
Low Carbon Australian Shares	$316.00
Low Carbon Global Shares	$506.00
Third Party Indexed Australian Shares	$216.00
Third Party Indexed Global Shares	$216.00
Third Party Indexed Global Shares - $A Hedged	$216.00