

with you

every step

BAE Systems Australia Superannuation Plan

Category G Members

Benefits of membership

July 2022



BAE Systems Australia Superannuation Plan

BAE Systems Australia Ltd have partnered with Mercer Super to provide great value superannuation and retirement benefits as well as competitive insurance cover within the Mercer Super Trust.

BAE Systems Australia Superannuation is specifically designed for BAE Systems employees to be there every step of the way from your early career through to your retirement.

Your super benefits



Value for money

BAE Systems has negotiated competitive member and admin fees¹.



Strong investment performance

Mercer SmartPath is one of the best performing funds with Top Quartile performance for 3 & 5 year returns².



Insurance

Death (including Terminal Illness), Total and Permanent Disablement (TPD) and Income Protection cover are available³. Additional voluntary Death and TPD cover is also available.



Member services & education

Complimentary limited, expert financial advice.
Tailored education programs and resources available via your workplace and online.

¹ For full fees and charges see Your Plan Details booklet you received when you joined the plan.

² SmartPath Cohort (born 1999-2003) compared to the median of all default funds reported in SuperRatings Fund Crediting Rate Survey March 2022 – Default Options.

³ Full details on the insurance cover and eligibility offered within the Plan is in the PDS and the Your Plan Details booklet.

Competitive fees

BAE Systems has negotiated competitive member and administration fees⁴ for accumulation members. Fees and costs within super can have a big impact on your retirement savings, this means more of your money is working for your retirement.

The table below sets out your Plan fees if you have \$50,000 invested in the Mercer SmartPath Born 1999-2003 investment option⁵.

Fees & costs		Dollar amount on a balance of \$50,000	
Dollar based administration fee	\$18	\$18	Deducted from your super account
PLUS other Administration fees and costs	0.124%	\$62	All fees and costs are calculated on a balance of \$50,000.
PLUS investment fees and costs	0.71%	\$355	
PLUS Transaction costs	0.09%	\$45	
EQUALS cost of product		\$480	If your balance was \$50,000 at the beginning of the year, then for that year you will be charged fees and costs of \$480 ⁴ for the Mercer SmartPath investment option.

⁴ You can find more details about fees and costs in Your Plan Details guide.

⁵ These investment fees and costs and transaction costs for the Mercer SmartPath investment option may vary depending on your path.

We've got you covered

Death (including Terminal Illness) & Total and Permanent Disablement (TPD) Cover

When you join the BAE Systems Australia Superannuation Plan you will automatically get basic insurance cover for Death and TPD without the need to provide evidence of good health⁶.

You have a choice of five levels of basic cover as per the table below. The cover amount is calculated as a percentage of TEC⁷ multiplied by 'future years service' – the number of complete years and months until you turn age 65. You will be provided level 3 default cover unless you advise us differently.

Level 1	5%
Level 2	10%
Level 3	15%
Level 4	20%
Level 5	25%

Your insured amount of Death and TPD cover will be fixed and remain the same from age 64 to your Cover Expiry Age.

Income Protection

We will provide you with Income Protection cover if you are a member of your Plan and a Permanent Employee or Contractor working Full Time.

The Monthly Benefit is:

- 75% of your annual TEC ÷ 12, with a maximum benefit amount of \$40,000 per month payable up to 2 years.

Important information

- Insurance premiums are deducted from your super account.
- Voluntary (additional) Death and TPD cover is also available, terms and conditions apply⁶ and insurance premiums are deducted from your super account.
- Cover is flexible so you can adjust, cancel or opt out at any time, although you will be asked to supply evidence of good health if you re-apply.

⁶ Full details on the insurance cover and eligibility offered within the Plan is in the PDS and the Your Plan Details booklet.

⁷ Total Employment Cost (TEC): for salaried employees – TEC is your current Total Annual package; for wages employees – TEC is an amount equal to your standard hourly rate times the number of hours in your standard work week times 52 weeks. Refer to the Your Plan Details booklet for details.

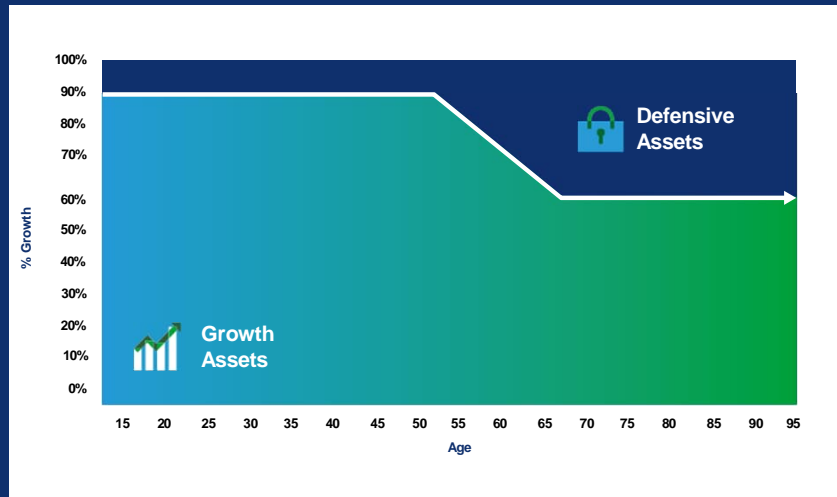
Investing your super

Mercer SmartPath is the default investment option within the BAE Systems Superannuation Plan. It takes a 'whole of life' approach and adapts your investment to suit your life stage, balancing age and risk.

When you are younger your super is invested to target growth, like shares. As you approach retirement your strategy is adjusted to increase protection from market volatility and defend your super by investing in more defensive assets, like cash and term deposits. The graph shows you how this works.

Mercer SmartPath will take you through to retirement with asset allocation changes right up until age 85.

* Glidepath shown as 1 December 2021



The Mercer Super Trust offers a wide range of investment options, including ASX300 shares, socially responsible and index funds - there is something for everyone. You can have as much or as little control as you like. Find out more at mercersuper.com.au/invest

Managing your account is easy

- View your account balance and recent transactions.
- Combine your super accounts.
- Check the performance of your investments.
- Update your beneficiaries.
- Review your insurance cover.
- Estimate your retirement income using our retirement income simulator.



Download the **Mercer Super App** and access your account anytime, anywhere



Manage your account online at mercersuper.com.au/login



Call **1800 682 525** between 8am - 7pm, Monday - Friday (AEST/AEDT)

Become a member

BAE Systems Australia Superannuation Plan is the default superannuation plan for employees of BAE Systems and joining is easy. If you'd like to join the BAE Systems Australia Superannuation Plan, complete the Choice Form provided by BAE Systems Australia or available at mercersuper.com.au/join

Your benefits team will then advise Mercer Super who will create your membership, send you a welcome communication and help guide you to setup your new super account for your personal circumstances.

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