

26 April 2021

PRIVATE AND CONFIDENTIAL

Member Number:

Dear ,

Notice of changes to smartMonday fees and investment options

This notice, and attachment, will provide you with information about upcoming changes we are making to smartMonday fees, including insurance fees, and investment options that will deliver improved cost-effectiveness for the fund.

Details of the changes are outlined below. Their impact on your account specifically is provided in the **Attachment – Fee and Investment Change Details**.

Update on fees

A fee review was conducted in 2020 and has resulted in the following changes:

- A reduction of the annual member fee from \$94.56 to \$72.00
- Introduction of a fee rebate on account balances over \$250,000 for smartMonday PRIME members
- Changes to the asset administration and investment fees

Most members will enjoy a reduction to the overall fees thanks to these upcoming changes, however, a few may see an increase. These changes will come into effect on **1 June 2021**. To see how these changes will affect you, please refer to the 'Fees' section in the attachment to this notice.

We have also completed our regular review of the estimated Indirect Cost Ratio (ICR) for each investment option. To see the latest ICRs, please refer to "Indirect costs – Investments" Factsheet at <https://smartmonday.com.au/Documents?cat=Factsheets&pro=investment>

Changes to Insurance Fees

When insurance rates were reviewed for smartMonday as a whole with effect on 15 December 2019, we wrote to you to advise that an arrangement was put in place for Allianz employees that:

- Maintained existing rates for death and Total and Permanent Disability (TPD) insurance, although rates for the fund as a whole increased at this time. This arrangement was initially advised to apply for a 12 month period to 15 December 2020, but was extended to 1 June 2021;

- Increased rates for Income Protection Insurance in line with the claims experience for the fund as a whole;
- Included an insurance admin fee of 10% + GST.

As a result, at 1 June 2021:

1. We will apply the insurer's rate increase for death and TPD cover that has been deferred since 15 December 2019.
2. The insurance admin fee will be reduced from 10% of insurance fees (plus GST) to 5% of insurance fees (plus GST). The combined effect of points 1 and 2 will result in an increase in fees for death and TPD cover ranging from approximately 7.4% to 11.3% where members have equal amounts of death and TPD cover;
3. The reduction in the insurance admin fee will result in an overall decrease in fees for Salary Continuance Insurance of approximately 5.4%.

Changes to investment options

Investment option profile changes

A review of smartMonday investments focused on ensuring investment options were able to deliver expected investment returns in a cost-effective manner, has resulted in changes to the objectives, fees and asset allocation to some smartMonday investment options. These changes will occur on 1 June 2021.

More information about these changes can be found in the Attachment to this notice.

Closure of some investment options

We regularly examine the smartMonday menu of investment options, reviewing members usage and the ability of each option to deliver its expected investment return in a cost-effective manner.

A recent review has identified 11 investment options that do not have enough scale to provide a reasonable return against their operational costs (i.e. these investments do not have enough members invested in them). As such, we have made the decision to close these options and remove them from the smartMonday investment menu. This action will occur on **1 October 2021**.

What do you need to do?

If you are invested in an option(s) scheduled for closure on **1 October 2021**, your money in those options will be automatically switched to smartMonday investment options that have similar asset allocation, time horizon and objectives to those that are closing. This will happen automatically during **October 2021**, and you do not need to do anything if you are happy with our investment selection. To smoothly implement these changes, we will stop accepting new transactions for the closing options on **1 October 2021**.

The list of the options scheduled for closure and the recommended alternative options, can be found in the attachment to this notice.

If you wish to choose a different investment option prior to **1 October 2021** and at any time, you can complete an investment switch online, or complete the Investment switch form available at www.smartMonday.com.au, or if you need more information speak to one of our smartCoaches at smartcoach@smartmonday.com.au.

As mentioned, these changes will be automatically applied for all members invested in the options scheduled for closure. We will write to members still invested in the closing options in August to confirm timing.

We strongly encourage you to review the details in the Attachment which includes contact details for help and questions you may have.

Yours sincerely,

For, and on behalf of the Trustee
Equity Trustees Superannuation Limited

Attachment: – Fee and Investment Change Details

This notice is prepared by Aon Solutions Australia Limited ABN 48 002 288 646 AFSL 236667 (Aon) on behalf of the trustee of the Fund. The information in this notice is general information only and does not take into account your particular objectives, financial circumstances or needs. You should consider obtaining personal financial advice that takes into account your particular circumstances before making any financial decisions based on the information in this notice.

Attachment: Fee and Investment Change Details

Fee changes

The impact of the fee changes on your smartMonday account are provided below. The fee changes will **result in an increase in the total fees payable** from your account.

The current fee displayed is based on your account balance of \$ as at 19/03/2021.

The new fees will apply from **1 June 2021**.

	Current Fee		New fees from 01/06/2021	
Ongoing (annual) fees				
Investment fee ¹				
Administration fees ²	Asset admin fee: % pa PLUS Member Fee: \$94.56	+	Asset admin fee: % pa PLUS Member Fee: \$72.00	+
Total \$ fee charges (annual) estimate based on your current account balance:				

1. This fee is a weighted average of the individual investment fees for the investment Options you hold. See the table in the section below, "How these changes impact your smartMonday account" for the details for each investment option you hold.
2. Your employer may make additional contributions to your account to cover the cost of some or all administration fees.

The table does not show Indirect Cost Ratio(s) (ICR). To see the latest ICRs, please refer to "Indirect costs – Investments" Factsheet at <https://smartmonday.com.au/Documents?cat=Factsheets&pro=investment>

Insurance Fee Changes

The estimated impact of the changes in insurance fees is shown in the table below:

	Current Fees	New Fees from 1 June 2021
Death and Total and Permanent Disability (TPD) Cover		
Income Protection Cover		
Total		

This is based on the following insurance cover details:

Death Cover \$:

TPD Cover \$:

Monthly Income Protection Cover \$:

Waiting Period: 90

Benefit Period: 2

However, please note that premiums do rise as you get older. Insurers in general consider that the older you are the more risk you pose and they factor this into their pricing, therefore you should expect to pay more for cover as you get older.

The insurance rates at each age are guaranteed to 30 June 2022, at which time they will be reviewed again.

Changes to Investment options

Option profile changes

A review of the expected performance of smartMonday investment options within existing and expected future economic and market conditions, have resulted in a decision to make changes to the profile of some of our investment options.

The key influences on the decision to make these changes include:

- The significant negative impact the Covid-19 health pandemic has had on lower risk investments such as high-quality bonds and cash, which reduces the overall expected return of options invested in these asset classes.
- The increased relative attractiveness of alternative investments, as a way to reduce risk whilst achieving an investment return. Popular examples of such assets include direct property and infrastructure investments that aim to provide a positive return in most situations.
- Due to economic and market changes the mix of growth and defensive asset classes that make up some of the options have struggled to achieve the options' return objective. In those cases the mix of those assets (commonly called the Strategic Asset Allocation) have been adjusted, to provide greater confidence that each option's objective will be achieved.

A summary of the option profile changes is provided below.

Option/Portfolio	Objective change	Strategic Asset Allocation key change	Investment range change ⁴
MySuper High Growth ¹	Inflation + 4.00% to 3.50%	More diversification ²	No
MySuper Defensive ¹	No change	More growth assets ³	Total growth assets from 0-20% to 0-30%
High Growth – Active	Inflation + 4.25% to 3.50%	More diversification	No
High Growth – Index	Inflation + 4.00% to 3.25%	More diversification	No
Growth – Active	Inflation + 3.75% to 3.00%	More diversification	No
Growth – Index	Inflation + 3.50% to 2.75%	More diversification	No
Balanced Growth - Active	Inflation + 3.25% to 2.50%	More diversification	No
Balanced Growth - Index	Inflation + 3.00% to 2.25%	More diversification	No
Moderate – Active	Inflation + 2.25% to 1.25%	More growth assets	Alternative - Defensive assets from 0-20% to 0-30%
Moderate – Index	Inflation + 2.00% to 1.00%	More growth assets	Alternative - Defensive assets from 0-20% to 0-30%
Defensive – Active	Inflation + 1.25% to 0.25%	More growth assets	No
Defensive – Index	Inflation + 1.00% to 0.00%	More growth assets	No

- 1 Please note, the lifecycle strategy that determines the ratio of High Growth and Defensive assets allocated to members as they age, is not changing.
- 2 "Diversification" means the asset mix has been broadened, reducing the reliance on any one asset class to generate investment returns.
- 3 "Growth assets" are investments which are expected to offer high returns but are also likely to be higher risk. Shares and property are examples of growth assets.
- 4 The investment range defines the maximum and minimum amount that the Option can be invest in each asset class.

A detailed description of these options and the changes are provided at the end attachment and will be available in the smartMonday Product Disclosure Statement (PDS) from 1st June 2021.

Currency hedging policy of the International Shares – Index Option

Investing in international shares provides the opportunity for high returns, but also introduces currency risk which can increase the volatility of returns. Our research indicates that a long-term hedging policy of between 20-40% of the currency exposure of international share portfolios maintains the return potential while lowering return volatility. This hedging policy is already implemented for the International Shares – Diversified Option and all of the smartMonday pre-mix Options. It will be introduced to this Option from 1 October 2021.

Investment Option Closures

The table below lists:

- the investment options that are scheduled to close and,
- recommended alternative options.

In the 4th quarter of 2021, members invested in these options will have the funds in those options automatically switched to the alternative Option. Our correspondence in August for those members invested in the closing options will provide more information on timing.

Scheduled to Close	Replacement options
Alternative – Diversified	Balanced Growth – Active
Australian Shares – Opportunities	Australian Shares – Diversified
Fixed Interest – Australian	Fixed Interest – Diversified
Fixed Interest – Australian Index	Fixed Interest – Diversified – Index ¹
Fixed Interest – International	Fixed Interest – Diversified
Fixed Interest – International Index (\$A hedged)	Fixed Interest - Diversified Index ¹
International Shares – Core (\$A hedged)	International Shares – Diversified
International Shares – Core	International Shares – Diversified
International Shares – Emerging Markets	International Shares – Diversified
International Shares – Index (\$A hedged)	International Shares – Index
Property – Global Listed (\$A hedged)	Property - Diversified

¹ Investment option will open to members from 1 October 2021.

How these changes impact your smartMonday account

The impact on your smartMonday portfolio of the changes is illustrated below.

Option invested	Amount	Allocation on Future contributions & additions (%) ¹	Change in Investment Objective? (Y/N) ²	Current Investment Fee ³	New Investment Fee ³
Growth - Active		100.00%	Y	0.92%	0.69%

¹ Any future contributions / additions will be allocated to the current option.

² Refer to 'Investment Objective changes' for more information.

³ Refer to 'Fees' section for an estimate breakdown of fee changes.

Do you need help?

We understand that investment decisions can be complicated and before making any decision about your investments we recommend you speak with your financial adviser.

If you do not have an adviser, our smartMonday smartCoach team is ready to provide you with advice on your smartMonday super portfolio. There is no additional cost to use this service. To contact a smartCoach

by email: smartcoach@smartmonday.com.au or phone: 1300 262 241.

Also, the current Product Disclosure Statement (PDS) and associated Reference Guides are available at www.smartMonday.com.au/documents. Your current balance, investment options, and fees are displayed on your Personal homepage at smartMonday.com.au. If you haven't already done so Register on the site (<https://www.smartmonday.com.au/Account/Register>) to access your Personal homepage.

Updated Option profiles with effect 1 June 2021.

smartMonday PRIME and DIRECT	MySuper High Growth portfolio	MySuper Defensive portfolio	High Growth – Index Option	High Growth – Active Option	Growth – Index Option	Growth – Active Option						
Target return	To provide a return at least 3.5% pa above inflation (after fees and taxes) over rolling 10-year periods.	To provide a return of at least inflation (after fees and taxes) over rolling 10-year periods.	To provide a return at least 3.25% pa above inflation (after fees and taxes) over rolling 15-year periods.	To provide a return at least 3.5% pa above inflation (after fees and taxes) over rolling 15-year periods.	To provide a return at least 2.75% pa above inflation (after fees and taxes) over rolling 12-year periods.	To provide a return at least 3.0% pa above inflation (after fees and taxes) over rolling 12-year periods.						
Suggested minimum timeframe	10 years	10 years	15 years	15 years	12 years	12 years						
Investment strategy	Invests 90–100% of the portfolio in growth assets.	Invests 0–30% of the portfolio in growth assets and typically 75% in defensive assets	Invests 90–100% of the portfolio in growth assets.	Invests 90–100% of the portfolio in growth assets.	Invests 80–90% of the portfolio in growth assets and typically 15% in defensive assets.	Invests 80–90% of the portfolio in growth assets and typically 15% in defensive assets.						
Risk/return profile	Returns can be very volatile over the short-to-medium term. Historically, growth assets have offered the highest long-term returns.	There is likely to be volatility in returns in the short to medium term but volatility tends to decline over longer periods.	Returns can be very volatile over the short to medium term. Historically, high growth assets have offered the highest long-term returns.	Returns can be very volatile over the short to medium term. Historically, high growth assets have offered the highest long-term returns.	Returns are generally less volatile than the High Growth portfolio but can still be very volatile over the short to medium term.	Returns are generally less volatile than the High Growth portfolio but can still be very volatile over the short to medium term.						
Asset allocation	Target % 40 40 12.5 5 10 95 0 2.5 2.5 0 5	Range % 0–70 0–70 0–30 0–30 0–30 90–100 0–10 0–10 0–10 0–10 0–10	Target % 12.5 12.5 0 0 25 15 35 25 0 75	Range % 0–20 0–20 0–20 0–20 0–30 0–30 0–40 0–90 0–90 0–90 70–100	Target % 42.5 42.5 7.5 7.5 100 0 0 0 0 0	Range % 0–70 0–70 0–30 0–30 0–30 90–100 0–10 0–10 0–10 0–10 0–10	Target % 39 39 7 15 100 0 0 0 0 0	Range % 0–70 0–70 0–30 0–30 0–30 90–100 0–10 0–10 0–10 0–10 0–10	Target % 36.5 36.5 6 6 85 0 7.5 7.5 0 15	Range % 0–70 0–70 0–30 0–30 0–30 80–90 0–15 0–15 0–15 0–15 10–20	Target % 32 32 6 15 85 11 2 2 0 15	Range % 0–70 0–70 0–30 0–30 0–30 80–90 0–15 0–15 0–15 0–15 10–20
Total defensive												

smartMonday PRIME and DIRECT	Balanced Growth – Index	Balanced Growth – Active	Moderate – Index	Moderate – Active	Defensive – Index	Defensive – Active						
Target return	To provide a return at least 2.25% pa above inflation (after fees and taxes) over rolling 10-year periods.	To provide a return at least 2.5% pa above inflation (after fees and taxes) over rolling 10-year periods.	To provide a return at least 1% pa above inflation (after fees and taxes) over rolling 3-year periods.	To provide a return at least 1.25% pa above inflation (after fees and taxes) over rolling 3-year periods.	To provide a return of at least inflation (after fees and taxes) over rolling 2-year periods.	To provide a return at least 0.25% pa above inflation (after fees and taxes) over rolling 2-year periods.						
Suggested minimum timeframe	10 years	10 years	3 years	3 years	2 years	2 years						
Investment strategy	Invests 60–80% of the portfolio in growth assets and typically 30% in defensive assets.	Invests 60–80% of the portfolio in growth assets and typically 30% in defensive assets.	Invests 20–40% of the portfolio in growth assets and typically 70% in defensive assets.	Invests 20–40% of the portfolio in growth assets and typically 70% in defensive assets.	Invests 80–100% of the portfolio in defensive assets and typically 0–20% in growth assets.	Invests 80–100% of the portfolio in defensive assets and typically 0–20% in growth assets.						
Risk/return profile	There is likely to be volatility in returns in the short to medium term but volatility tends to decline over longer periods.	There is likely to be volatility in returns in the short to medium term but volatility tends to decline over longer periods.	Relatively low returns but with less volatility than Balanced Growth options.	Relatively low returns but with less volatility than Balanced Growth options.	Relatively stable returns. Generally lower long-term returns than the other options.	Relatively stable returns. Generally lower long-term returns than the other options.						
Asset allocation	Target % Australian shares 29.5 International shares 29.5 Listed property 6 Alternative–growth 5 Total growth 70 Alternative–defensive 0 Aust. fixed interest 13 Int'l fixed interest 13 Cash 4 Total defensive 30	Range % 0–70 0–70 0–30 0–30 60–80 0–15 0–30 0–30 0–30 20–40	Target % 27 27 6 10 70 11 7.5 7.5 4 30	Range % 0–70 0–70 0–30 0–30 60–80 0–15 0–30 0–30 0–30 20–40	Target % 12 12 6 7 35 0 32 28 5 65	Range % 0–30 0–30 0–30 0–15 20–40 0–30 0–60 0–60 0–60 60–80	Target % 12 10 6 7 35 18 22 20 5 65	Range % 0–30 0–30 0–30 0–15 20–40 0–30 0–60 0–60 0–60 60–80	Target % 6 5 6 2 19 0 33 30 18 81	Range % 0–20 0–20 0–20 0–20 0–20 0–40 0–90 0–90 10–90 80–100	Target % 5 3 5 6 19 10 28 25 18 81	Range % 0–20 0–20 0–20 0–20 0–20 0–40 0–90 0–90 10–90 80–100