

Super Savings – Corporate

Defined Benefit Handbook

Issue date: 1 March 2024

Alcoa Superannuation Plan

Alcoa of Australia Limited (ABN 93 004 879 298) and its associated employers are not responsible for the preparation of this Statement. They are not providing advice or a recommendation in relation to this investment.



How to use this Handbook

This Handbook provides you with important information to help you understand your Defined Benefit account, Additional Accumulation account and Offset account. Make sure you read this Handbook so you can make informed decisions and get the most from your super, throughout your working life and during your retirement.

Important information

This is the Super Savings - Corporate Defined Benefit Handbook Alcoa Superannuation Plan (Handbook). This Handbook provides a summary of the significant information about Super Savings – Corporate Defined Benefit accounts in the Alcoa Superannuation Plan (Plan). Other information is contained in the Super Savings – Corporate Product Disclosure Statement for Defined Benefit Account Alcoa Superannuation Plan.

This Handbook contains information for defined benefit members about their defined benefits, Additional Accumulation account and Offset account in the Alcoa Superannuation Plan.

The information in this Handbook forms part of the Super Savings - Corporate Product Disclosure Statement for Defined Benefit Account Alcoa Superannuation Plan (PDS) issued on 1 March 2024. The PDS references important information contained in this Handbook.

This Handbook may reference important information contained in the following:

- Super Savings –Product Disclosure Statement for Accumulation Account
- Super Savings Accumulation Guide, containing information about superannuation in general and Super Savings in particular
- Super Savings Investment Guide, containing information about the investment options available in the Alcoa Superannuation Plan
- Super Savings- Corporate Insurance Guide
- Super Savings – Corporate Product Disclosure Statement for Accumulation Account Alcoa Superannuation Plan
- Super Savings – Corporate Product Disclosure Statement for Defined Benefit Account Alcoa Superannuation Plan
- Super Savings – Corporate Insurance Guide Alcoa Superannuation Plan
- Super Savings Product Disclosure Statement for Income Account and Lifetime Pension
- Employer and Salary Sacrifice Contributions for Defined Benefit Members of the Alcoa Superannuation Plan factsheet

This Handbook, each PDS, Super Savings Accumulation Guide, Super Savings Investment Guide, Super Savings - Corporate Insurance Guide and the factsheet are all available at art.com.au/alcoa or call us and we'll send them to you.

Before making a decision to continue to hold a product described in this Handbook, please read the important information in the relevant PDS and this Handbook.

This Handbook and all Super Savings products are issued by Australian Retirement Trust (ABN 88 010 720 840, AFSL No. 228975) (Trustee) as trustee for Australian Retirement Trust (Fund). Any reference to “we”, “us”, or “our” in this Handbook is a reference to the Trustee as trustee of the Fund (ABN 60 905 115 063).

Who our Defined Benefit account is for

Our Defined Benefit account is for you to save money during your working life to spend when you retire.

General advice warning

This document contains general information only and doesn't take into account your personal objectives, financial situation or needs. You should seek professional financial advice tailored to your personal circumstances .

Privacy

We respect the privacy of the information you give us. Our Privacy Policy describes how we may collect, hold, use and disclose your personal information. Our policy is available at australianretirementtrust.com.au/privacy or by contacting us.

Financial Services Guide

Our Financial Services Guide contains information about the financial services Australian Retirement Trust Pty Ltd (ABN 88 010 720 840, AFSL No. 228975) provides. It's designed to help you decide whether to use any of our financial services and is available at australianretirementtrust.com.au/fsg or you can contact us for a copy.

Contents

About the Alcoa Superannuation Plan	4
Contributions	5
How we invest your money	9
Your benefits	10
What can I do with my lump sum benefit?	13
Your death benefit	15
Additional insurance cover	16
What happens to my death, TPD and ill-health benefits if I leave Alcoa or elect choice of fund?	17
About death, TPD and ill-health claims	18
Other terms and conditions	19
Definitions	21

Australian Retirement Trust is the superannuation fund the principal employer Alcoa of Australia Limited (ABN 93 004 879 298) and Alcoa Portland Aluminum Pty Ltd (ABN 80 006 306 752) have chosen to manage their Defined Benefit plan. References to "Alcoa" in this Handbook refer to whichever of these companies you're employed with.

Your employer is not the issuer of this document nor are they responsible for the preparation of this document. They are not providing advice or a recommendation in relation to your benefit in the Plan.

This Handbook applies to defined benefit members of the former Alcoa of Australia Retirement Plan ('former fund').

This Handbook contains information about the specific features of the Alcoa Superannuation Plan in Australian Retirement Trust, including the specific details of your Defined Benefit account, Additional Accumulation account, Offset account, contributions, and retirement, withdrawal, death, disablement and ill-health benefits.

The details of the defined benefits in the Alcoa Superannuation Plan are documented in the Alcoa Superannuation Plan Participation Deed, which is an agreement between Australian Retirement Trust Pty Ltd (the Trustee) and Alcoa of Australia Limited (the principal employer). Your benefits are governed by the Alcoa Superannuation Plan Participation Deed, and by the terms and conditions of the Trust Deed of the Australian Retirement Trust. The information in this Handbook is a summary of some important features. If any statement in this Handbook conflicts with the Trust Deed or the Alcoa Superannuation Plan Participation Deed, then the Trust Deed provisions or Alcoa Superannuation Plan Participation Deed will override this Handbook.

Defined terms used in this Handbook are in single quotation marks (e.g. 'preservation age') and defined on page 20. Product and account names are capitalised (e.g. Additional Accumulation account).

About the Alcoa Superannuation Plan

The Alcoa Superannuation Plan provides benefits for members of the 'former fund' who transferred to Australian Retirement Trust by a successor fund transfer on 1 March 2024. This Handbook outlines the arrangements within the Plan for defined benefit members of the 'former fund'.

The defined benefit category is closed to new members. A separate PDS outlines the arrangements within the Alcoa Superannuation Plan that apply for accumulation members.

You remain a member of the Alcoa Superannuation Plan while you meet the eligibility conditions under the Alcoa Superannuation Plan Participation Deed.

Membership eligibility

If you were a defined benefit member of the 'former fund' as at 29 February 2024, you became a defined benefit member of the Alcoa Superannuation Plan on 1 March 2024.

When your employment details change, please call us on 13 11 84 to discuss your benefit options.

Benefits

Your benefit in the Alcoa Superannuation Plan is calculated by a formula which considers your membership period, the contributions you make to the plan, your 'superannuation salary', your employment status, your age and whether you're ceasing employment due to resignation, retirement, retrenchment, disability, ill-health, or death.

Your benefit is subject to a minimum requisite benefit to ensure compliance with the *Superannuation Guarantee (Administration) Act 1992*.

On leaving employment, your Defined Benefit account will be paid as a lump sum. If you have an Offset account, this will be deducted from your Additional Accumulation account. If the balance of your Offset account exceeds the balance of your Additional Accumulation account, the excess will be deducted from your Defined Benefit account.

If you're easing into retirement, you may be able to access all or some of your total benefit as an income stream with a Super Savings Income account or a Lifetime Pension outside of the Alcoa Superannuation Plan. Information on Income accounts and our Lifetime Pension can be found in the Super Savings Product Disclosure Statement for Income Account and Lifetime Pension at australianretirementtrust.com.au/pds

Contributions

Basic contributions

You have a choice between contributing at 4.5% of your post-tax 'superannuation salary' or not making contributions to your Defined Benefit account. If you make pre-tax contributions (by salary sacrifice), your contribution rate will be grossed up to account for tax payable.

You may have an individual arrangement agreed with Alcoa to pay a contribution rate other than 4.5%. If so, your individual arrangement will continue for your benefit in Australian Retirement Trust.

Your rate of member contributions directly impacts your 'accrued retirement multiple' used to calculate your defined benefit as shown below:

Post-tax contribution rate	Pre-tax contribution rate	Benefit accrual rate
0%	0%	14.0%
4.5%	4.5%	21.0%

You'll receive one-twelfth of the accrual rate for each complete month of membership of the Alcoa Superannuation Plan during which you contribute at the stated contribution rate.

Example

You contributed at 4.5% for 18 years (216 months) and then chose not to contribute for 8 years and 7 months (103 months).

Your 'accrued retirement multiple' would be:

$1/12^{\text{th}}$ times 21% times 216 months plus $1/12^{\text{th}}$ times 14% times 103 months

$= 3.78 + 1.20167 = 4.98167$

Your basic contributions will stop at the earliest of your 75th birthday, or the date you leave employment with Alcoa or elect to close your Defined Benefit account.

If you remain employed with Alcoa after age 75 and are still a member of the Plan, we can't accept any further after-tax or salary sacrifice contributions from you. Your 'accrued retirement multiple' will continue to accrue after age 75 at a rate of 14% per year.

You'll pay contributions from your 'superannuation salary' at the same rate and in the same way (after-tax or by salary sacrifice) as you did to the 'former fund' immediately before transferring to the Alcoa Superannuation Plan.

You can change your rate of contributions, including choosing to stop contributing, or change the way you contribute (after-tax or by salary sacrifice) at any time.

Supplementary contributions

If you're making basic contributions at 4.5% (post-tax), you can choose to pay supplementary contributions. Your supplementary contribution must be at least 0.5% of your 'superannuation salary'.

If you make supplementary contributions, you can choose between:

- Having your contribution buy an additional defined benefit multiple known as the 'supplementary DB multiple'.
- Having your contribution allocated to an accumulation account. You can choose how these contributions are invested and your account would be subject to the investment returns applicable to your chosen investment option.
- Once your choice is made, you can't choose a different option for any supplementary contributions you've already made. But you can change your choice for your future supplementary contributions.

If you were making supplementary contributions to the 'former fund', they'll continue to be paid at the same rate and in the same way (after tax or by salary sacrifice) as they were paid before the transfer. Your choice between having these contributions buy a 'supplementary DB multiple' or being allocated to an accumulation account will continue from the 'former fund'.

Your supplementary contributions will stop at the earliest of your 75th birthday, or the date you leave employment with Alcoa or elect to close your Defined Benefit account.

If you remain employed with Alcoa after age 75 and you're still a member of the Plan, we can't accept any further after-tax or salary sacrifice contributions from you. If you were making contributions toward your 'supplementary DB multiple', this will continue to accrue after age 75 even though your contributions have stopped.

Defined benefit contributions

Alcoa has obligations to contribute such amounts as it determines, on the advice of the actuary, are necessary to fund the benefits under the Alcoa Superannuation Plan Participation Deed. Alcoa must consult with the Trustee on such determinations. This amount may vary over time and is designed to ensure there's sufficient assets in the Plan to pay benefits.

You have notional defined benefit accounts that are used to determine minimum benefits payable from the Plan. You can't select the investment option applicable to these accounts.

Other contributions and rollovers

Additional employer contributions

In addition to the defined benefit contributions paid, Alcoa contributes an additional amount to your Additional Accumulation account. All employees who are defined benefit members are eligible.

Additional voluntary contributions

You can make additional voluntary contributions to the Plan in addition to any Basic and Supplementary contributions you make.

You can make after-tax contributions to your super as a one-off amount, or setup regular transfers by:

- Bpay® – you can find your reference numbers in Member Online
- making a payment via EFTPOS, cheque or money order by completing and sending us a Direct Debit Request form from australianretirementtrust.com.au/forms-and-tasks
- logging into Member Online to make a direct debit.

® Registered to Bpay Pty Ltd ABN 69 079 137 518

If you were making additional contributions to the 'former fund' via Bpay®, you'll need to redirect your Bpay® payments to your new account in the Alcoa Superannuation Plan in Australian Retirement Trust.

Any additional voluntary contributions you make will be allocated to your Additional Accumulation account. If you want to buy a 'supplementary DB multiple', you can only do this by making supplementary contributions through Alcoa payroll.

Spouse contributions

Your spouse can top up your account with spouse contributions. They can contribute after-tax money to your account to help your super grow and they may be able to claim up to \$540 in a tax offset if you earn less than \$40,000 a year. You can find out more about spouse contributions to super at australianretirementtrust.com.au/spousecontributions

Government super co-contributions

You might be able to grow your super with a bonus from the Australian Government.

If your total income is less than \$58,445 in 2023-24, the government may automatically add 50c for every dollar you pay into your super after tax. The maximum the co-contribution can go up to is \$500. The amount you receive if eligible depends on your income and how much you contribute. Eligibility requirements apply, for more information visit ato.gov.au

Rollovers into your account

You can transfer or rollover other superannuation benefits into your account.

Combining your super into one account now may mean you have more super later. Having your super in one account could save you money and make your life easier because you may:

- pay less in administration fees
- have less paperwork
- keep track of your super more easily
- have only one set of insurance costs.

Additional Accumulation account

You'll have an Additional Accumulation account if your account has received:

- supplementary contributions you've chosen to have allocated to an accumulation account
- additional employer contributions
- additional voluntary contributions
- spouse contributions
- Government co-contributions
- transfers from other super funds.

If you make contributions after you leave employment or after your benefit has become payable (but before payment), these contributions will be allocated to your Additional Accumulation account.

The value of your Additional Accumulation account is the total of any amounts transferred from the 'former fund' together with future contributions or roll-overs made to your Additional Accumulation account, together with the investment returns (positive or negative) on those contributions, less contribution tax (where applicable) and any applicable fees and costs (e.g. premiums for additional insurance cover).

You can choose how your Additional Accumulation account is invested. Investment returns are calculated through changes in your chosen investment option's daily unit price. For more information about unit pricing, please refer to the Super Savings Investment Guide at art.com.au/alcoa

The balance of your Additional Accumulation account will be paid in addition to your Defined Benefit account for all benefits paid.

Note: Before you combine super accounts, make sure you're aware of any differences between them. You should take note of the insurance cover and any other features that are important to you. You should consider if the timing is right and if you'll lose access to benefits such as insurance or pension options, or if there are any tax implications.

Offset account

You'll have an Offset account if you had a Surcharge account or Offset account in the 'former fund' or if a payment is required to be made from your account for a Family Law split (see page 20), to pay additional taxes (see page 9) or an approved early release of your benefit, see page 19, and the balance of your Additional Accumulation account isn't enough to make the payment.

Your Offset account is invested in the same investment option as the defined benefit assets. This means your Offset account may increase over time, so the amount deducted from your final benefit may be more than the original payment amount. You can't change how your Offset account is invested.

You can reduce or clear the amount owing in your Offset account by requesting a transfer from your Additional Accumulation account or making a contribution and providing a Clear or Reduce Offset Account form.

The balance of your Offset account will be deducted from any benefit paid.

How Super is taxed

Super can be a tax-effective way to save for retirement. But it's not tax free. Different rules apply in different circumstances. Understanding how these taxes work will help you maximise your benefits. This section gives a summary of the way superannuation is currently taxed. Australian Retirement Trust isn't a tax agent. If you need further information on the taxation of super, talk to a financial adviser or tax adviser.

This tax information is based on the tax laws current when this Handbook was prepared and on the rates and thresholds in force for the 2023-24 tax year. You can find up-to-date tax information at ato.gov.au



Tax on contributions

The government sets limits (“caps”) on the amount of super contributions which benefit from the maximum tax concessions provided. It also sets limits on the amount of non-concessional (after-tax) contributions you can pay into super.

The following is a summary of the significant tax rules that apply to contributions:

- Concessional contributions (which include contributions made by your employer and salary sacrifice contributions) are generally taxed at up to 15% of the contribution.
- Non-concessional contributions from after-tax sources (such as member after-tax contributions and spouse contributions) are generally tax free.

‘Notional taxed contributions’

Special rules apply to concessional contributions for defined benefit members of all superannuation funds.

The level of contributions Alcoa is required to pay to the Plan to provide your benefits may vary from year to year. As such, it’s unable or impractical to use the actual contributions paid to the Plan by Alcoa. A formula is used to determine the value of your ‘notional taxed contributions’ for your defined benefit. The Trustee calculates this amount and reports it to the ATO to include in your concessional contributions cap.

The formula uses the following variables:

- Your ‘superannuation salary’ at each 1 July – if your ‘superannuation salary’ changes during the year, any increases (or decreases) are ignored.
- A new entrant rate (NER) percentage – this is a percentage of your ‘superannuation salary’ used in the formula and this percentage may be adjusted periodically.
- Your category of membership – each category will have a unique NER percentage, and

- Your contributions – whether you contribute basic contributions to the Plan and if you pay supplementary contributions to buy an additional defined benefit multiple.

Please refer to the Employer and Salary Sacrifice Contributions for Defined Benefit Members of the Alcoa Superannuation Plan factsheet available at art.com.au/alcoa or by calling us on **13 11 84**, to get the formula and a sample calculation.

If you leave employment, the formula is pro-rated for the number of days you were a defined benefit member in the Plan for that financial year.

Concessional contribution cap

Your concessional contributions are the total of:

- your ‘notional taxed contributions’
- any supplementary or additional voluntary contributions you pay by salary sacrifice
- additional employer contributions paid in addition to their defined benefit contributions
- administration expenses paid by Alcoa
- after-tax contributions you’ve made that you choose to make tax-deductible.

For 2023-24, the concessional (before-tax) contribution cap is \$27,500 p.a. If your ‘total superannuation balance’ was under \$500,000 on 30 June 2023, you may be able to carry forward any unused part of the cap from prior years to use within a rolling 5-year period.

Your ‘notional taxed contributions’ will count towards your concessional contributions cap. If your ‘notional taxed contributions’ are above the concessional contribution cap and grandfathering arrangements apply to your account, it’s limited to the cap for reporting purposes. For information about grandfathering arrangements, please refer to the Employer and Salary Sacrifice Contributions for Defined Benefit Members of the Alcoa Superannuation Plan factsheet available at art.com.au/alcoa or by calling us on **13 11 84**.

Once you know your ‘notional taxed contributions’ amount for the year, you’ll be able to calculate the maximum amount of voluntary concessional contributions you can make for the year which will keep you under the concessional contribution cap.

If you go over your cap, the excess amounts become part of your assessable income and you’ll

pay tax on it at your marginal rate less a 15% tax offset to account for the contributions already paid. You can choose to withdraw up to 85% of your excess concessional contributions to help pay your income tax liability.

Non-concessional contributions cap

For 2023-24, the non-concessional (after-tax) contribution cap is generally \$110,000 p.a. You may be able to contribute up to \$330,000 in a given financial year by 'bringing forward' the next two years' worth of caps. If you use the future caps, they won't be available in those future years.

If on 30 June of the previous financial year your 'total superannuation balance' is equal to or above the general transfer balance cap (\$1,900,000 for 2023-24) your non-concessional contributions cap for the financial year will be nil.

Additional tax may apply if you exceed the non-concessional contributions cap. The ATO will notify you of your options if you go over the cap.

The non-concessional cap doesn't include downsizer contributions - refer to the Super Savings Accumulation Guide at art.com.au/alcoa for more information about downsizer contributions.

For further information on the government's limits on non-concessional contributions, visit ato.gov.au

Please seek financial advice if you're considering making large non-concessional contributions to your super.

Division 293 tax

If your income plus your concessional contributions are more than \$250,000, the ATO will charge you additional tax. This is known as a Division 293 tax assessment. Your 'notional taxed contributions' are included in the assessment of Division 293 tax.

Any tax you request be paid from your super under a Division 293 tax assessment will be deducted from your Additional Accumulation account. If you don't have an Additional Accumulation account, or do not have sufficient funds in your Additional Accumulation account to pay a Division 293 tax liability, we'll set up an Offset account for you.

Tax deductions for after-tax contributions

If you've made a supplementary after-tax or voluntary after-tax contribution to your Additional Accumulation account, you can send us a notice that you intend to claim it as a tax deduction. You can do this in [Member Online](#). Once we process your request, the amount you specify will be classified as a before-tax contribution and counts toward the concessional contributions cap.

You should seek financial advice if you're considering claiming a tax deduction for your after-tax contributions.

Note: you can't claim a tax deduction for any after-tax basic contributions or for after-tax supplementary contributions which have bought a 'supplementary DB multiple'.

How we invest your money

Defined benefit investment

The Trustee, in consultation with Alcoa and the Plan actuary, decides on the investment of the assets that support your defined benefit entitlements. You can't select the investments that support your defined benefits.

The Plan's defined benefit reserve is invested in the Retirement investment option.

For more details on the Retirement investment option refer to the Super Savings Investment Guide available at art.com.au/alcoa.

Additional Accumulation account

If you have an Additional Accumulation account, it will initially be invested in the investment option(s) that most closely matches the investment option(s) you're invested in, in the 'former fund', as determined by the Trustee. For example, amounts invested in the Growth investment option in your Alcoa of Australia Retirement Plan account will be invested in the Australian Retirement Trust's Balanced investment option. Your welcome letter will confirm the investment option(s) your Additional Accumulation account is invested in (if applicable) and how any future contributions will be invested.

Thereafter, Australian Retirement Trust won't rebalance your investment allocation. If you want more control over your investments, you can choose from our different investment options. You can allocate your money among our diversified options or use our index and single-sector options as the building blocks for your investment strategy.

Find out about our options in our Super Savings Investment Guide at art.com.au/alcoa

Note: When choosing how to invest your super, please consider:

- the level of returns you want
- the risk you can or should take to reach your investment goals
- your investment timeframe.

Switch investments

Your investment choice is likely to change over time. We make it easy to switch your Additional Accumulation account investment options. Simply log in to [Member Online](#).

We reserve the right to limit investment switches and partial withdrawals. See australianretirementtrust.com.au/investments for information and changes.

Changes to the investment options we offer

We may add to, close, or change our investment options from time to time. We'll notify you of any significant change.

Your benefits

The Alcoa Superannuation Plan provides a retirement benefit, withdrawal, total and permanent disablement (TPD) or ill-health benefit on ceasing employment. The benefit you receive depends on your age at ceasing employment and your reason for ceasing. A death benefit is payable to your dependants if you die whilst a member of the Plan.

If you exercise choice of fund to have future contributions paid to an Accumulation account in the Alcoa Superannuation Plan or to an external fund, you'll receive whichever of the retirement or withdrawal benefit you'd have been eligible for if you'd ceased employment on that day.

Your benefits are subject to a minimum requisite benefit (SG minimum benefit) to ensure compliance with the *Superannuation Guarantee (Administration) Act 1992 (Cth)*.

Your Additional Accumulation account will be paid in addition to the Defined Benefit account calculated for all benefit types. If you have an Offset account, this amount will be deducted from your benefit.



If you have an Additional Accumulation account and want help with how your super is invested, call **13 11 84** to speak to one of our qualified financial advisers.¹ The cost of advice about your Australian Retirement Trust account is included with your membership. For more comprehensive advice about the Alcoa Superannuation Plan we may refer you to an accredited external financial adviser.² Advice of this nature may incur a fee. You can find out more about financial advice options at australianretirementtrust.com.au/advice

¹ Employees in the Australian Retirement Trust group provide advice to members and employers as representatives of Sunsuper Financial Services Pty Ltd (ABN 50 087 154 818, AFSL No. 227867) (SFS), that is wholly owned by the Trustee as an asset of Australian Retirement Trust. SFS is a separate legal entity responsible for the financial services it provides. Eligibility conditions apply. Refer to the Financial Services Guide at australianretirementtrust.com.au/fsg for more information.

² The Trustee has established a panel of accredited external financial advisers who are not employees of the Australian Retirement Trust group. The Trustee is not responsible for the advice provided by these advisers and does not receive or pay any referral fees. These advisers will explain to you how their advice fees are determined.

What happens to my benefit when I leave Alcoa or elect choice of fund and close my defined benefit account?

Your defined benefit will stop accruing effective the date you leave employment or the date you choose to have future contributions paid to an Accumulation account in the Alcoa Superannuation Plan or to an external fund.

From the day your Defined Benefit stops accruing until we have all the information needed to process your benefit, your account will be credited with the earnings of the Retirement investment option returns for that period. We'll tell you if we need any information from you. The processing of payments and transfers can be a lengthy process to complete, considering the level of information needed and our dependency on external parties, including employers. Your Additional Accumulation account will remain invested as it was prior to your leaving employment or electing choice of fund.

If you have an Offset account to be deducted from your lump sum, your Defined Benefit account will be combined with your Offset account when we process your lump sum benefit.

Your Defined Benefit account will be transferred as follows:

- if you have chosen to have future employer contributions paid to an Accumulation account in the Alcoa Superannuation Plan and you remain employed with Alcoa: to an Accumulation account in the Alcoa Superannuation Plan
- if you have changed employer or have chosen to have future employer contributions paid to an external superannuation fund: in accordance with your instructions for how you want your benefit paid, or if no instructions have been received, to a Super Savings Accumulation account.

Important: Once your Defined Benefit has been processed, it will be invested according to the investment choice that was applicable to future contributions to your Additional Accumulation account. The benefit will be subject to the returns of the investment option(s), which may be positive or negative. You should review your investment choice to ensure you are invested in the right option for you.

Investment choice

Your balance may change daily once converted to an Accumulation account, as the value of your account is subject to changes in the daily unit price. No negative return will apply to your Defined Benefit account during the period between the date your defined benefit stops accruing and the date we finalise your Defined Benefit account.

When you approach the date at which you're planning to stop working with Alcoa or to elect choice of fund, you should consider what investment option will be appropriate for you. You can choose an investment option(s) for your lump sum benefit before ceasing employment with Alcoa or any time after, while you remain a member of Australian Retirement Trust.

You can allocate your money among our diversified options or use our index and single-sector options as the building blocks for your investment strategy. Find out about our options in our Super Savings Investment Guide at art.com.au/alcoa

Note: When choosing how to invest your super, please consider:

- the level of returns you want
- the risk you can or should take to reach your investment goals
- your investment timeframe.

You can view or update your investment option(s) at any time. Simply log in to [Member Online](#).

Death, total and permanent disablement (TPD) and ill-health benefits

See page 16 for details of how leaving Alcoa or electing choice of fund for your future contributions affects your death, TPD and ill-health benefits.

Retirement benefit

When you retire from employment with Alcoa on or after age 55 (other than retirement due to disability or ill-health) but before age 65, you'll be entitled to your retirement benefit.

Your retirement benefit is the greater of:

- (a) Your 'accrued retirement multiple' *times* your 'final average salary' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account

or

- (b) Your SG minimum benefit

Late retirement benefit

If you remain employed by Alcoa at age 65, a value is calculated effective your 65th birthday as:

- Your 'accrued retirement multiple' *times* your 'final average salary' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account

This amount becomes the opening balance for a late retirement account. The balance of this account is then subsequently subject to changes in the daily unit price for the Retirement investment option.

Your late retirement benefit on leaving employment with Alcoa or electing choice of fund will be subject to a minimum of this late retirement account *less* your Offset account.

Your late retirement benefit is the greater of:

- (a) Your 'accrued retirement multiple' *times* your 'final average salary' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account

or

- (b) Your late retirement account *less* your Offset account

or

- (c) Your SG minimum benefit

Withdrawal benefit

When you leave employment with Alcoa before age 55 (other than due to disability or ill-health), you'll be entitled to your withdrawal benefit.

Your withdrawal benefit is the greater of:

- (a) Your 'accrued retirement multiple' *times* your 'final average salary' *times* your 'discount factor' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account

or

- (b) Your SG minimum benefit

Benefit on retrenchment

If you leave Alcoa due to retrenchment or redundancy, you'll receive your withdrawal benefit if you're under age 55, your retirement benefit if you're age 55 or over but under age 65, or your late retirement benefit if you're age 65 or over.

Total and permanent disablement (TPD) benefit

A TPD benefit will be payable if you cease employment due to disability and the Trustee determines you meet the definition of 'total and permanent disablement'.

Before age 65

If you're approved for a TPD benefit before age 65, your benefit will be the greater of:

- (a) Your 'death multiple' *times* your 'prospective final average salary' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account

but subject to a maximum of the higher of:

- i. 7 times your 'superannuation salary', at your 'date of disablement' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account
- ii. Your death benefit as calculated using the rules of your previous Alcoa Fund ie, (pre 1/1/1998) using your actual 'superannuation salary' at your 'date of disablement' *plus* your 'supplementary defined benefit'

plus your Additional Accumulation account
less your Offset account

or

- (b) If you were a member of the former Alcoa of Australia Superannuation Fund (the Staff fund) prior to 1 April 1987, and you continuously maintained your contribution rate at a minimum of 4.5%:

6 times your 'superannuation salary' at your 'date of disablement'
plus your 'supplementary defined benefit'
plus your Additional Accumulation account
less your Offset account

or

- (c) Your retirement benefit (if you're over age 55) or your withdrawal benefit (if you're under age 55)

Any additional TPD insurance cover you hold will be payable in addition to the benefit calculated above.

After age 65

If you cease employment due to disability after age 65, your TPD benefit will be your late retirement benefit.

Ill-health benefit

You'll be entitled to an ill-health benefit where:

- you leave employment with Alcoa before age 65; and
- Alcoa is of the opinion you have become medically unfit to continue in employment (and the Trustee provides its consent), but
- you don't meet the definition of 'total and permanent disablement'.

The benefit remains subject to 'preservation rules' until you meet a condition of release.

Your ill-health benefit is the greater of:

- (a) Your 'ill-health retirement multiple' times your 'final average salary'
plus your 'supplementary defined benefit'
plus your Additional Accumulation account
less your Offset account

or

- (b) Your SG minimum benefit

Terminal illness benefit

You'll be entitled to a terminal illness benefit if two registered doctors certify you're suffering from a 'terminal illness' and the Trustee approves payment of the benefit.

The terminal illness benefit is the early payment of your death benefit while you're still alive. It's calculated as shown on page 14 under 'How much is my death benefit'. If you're paid your full death benefit (including any Death insurance cover you hold) as a terminal illness benefit, your beneficiaries won't receive a death benefit after you die.

What can I do with my lump sum benefit?

Keep your super growing in an Accumulation account

You can keep your lump sum benefit in a Super Savings Accumulation account or transfer it to another complying superannuation fund.

If you've ceased employment with Alcoa or chosen to have future contributions paid to an external fund

You can keep your lump sum benefit in a Super Savings Accumulation account or transfer it to another complying superannuation fund.

If you're going to be working for an employer other than Alcoa, you can tell your new employer to pay your super into your Super Savings Accumulation account. You can also request to have insurance cover in your account.

For further information about the Super Savings Accumulation account, see the Super Savings – Product Disclosure Statement for Accumulation Account available at australianretirementtrust.com.au/pds

If you've elected choice of fund to an Accumulation account in the Alcoa Superannuation Plan

If you elect choice of fund to have your future contributions from Alcoa paid to an Accumulation account in the Alcoa Superannuation Plan, your lump sum benefit will be transferred to your Accumulation account in the Alcoa Superannuation Plan, unless you advise us otherwise.

For more information see the Super Savings – Corporate Product Disclosure Statement for Accumulation Account Alcoa Superannuation Plan at art.com.au/alcoa

Receive your lump sum benefit in cash

Preserved lump sum benefits can only be paid to you as cash if you qualify under preservation rules. Generally, you'll qualify where:

- you've reached your 'preservation age' (between 55 and 60 depending on when you were born) and you're permanently retiring from the workforce
- you cease employment after age 60
- you're aged 65 or over
- you meet the definition of permanent incapacity stated in the Superannuation Industry (Supervision) Regulations 1994.

If you have an unrestricted non-preserved component in your benefit, you can have this paid to you as cash.

Cash payments are tax-free from age 60. Under age 60, tax may apply to your cash payments. If you've reached your 'preservation age' but are under age 60, cash payments are tax-free up to the low rate cap (\$235,000 for 2023-24).

For more information about 'preservation rules' and tax on cash payments, see the Super Savings Accumulation Guide, available at art.com.au/alcoa

Turn your super into income

If you want to turn your super into a regular income stream, you can consider these options:

Open a Retirement Income account: Turn your super into a regular income with our Retirement Income account. Your money stays invested so your savings may continue to grow. You may be able to get tax benefits to help you grow your super in retirement.

Buy a Lifetime Pension: A Lifetime Pension provides an income for the rest of your life, so you don't have to worry about your savings running out. It may even increase your Age Pension payment, if you're eligible.

Income payments are generally tax-free from age 60. Under age 60, tax may apply to your income payments. If you have reached your preservation age but are under age 60, you may be entitled to a

15% tax-off on your income payments.

Information about Income accounts and our Lifetime Pension can be found in the Super Savings Product Disclosure Statement for Income Account and Lifetime Pension at australianretirementtrust.com.au/pds

Your death benefit

This section outlines what happens if you die while employed by Alcoa.

You may be eligible for an early payment of your death benefit if you're accepted as having a 'terminal illness'. For information about the terminal illness benefit, see page 13.

You may be eligible for an early payment of your death benefit if you're accepted as having a 'terminal illness'. For information about the terminal illness benefit, see page 13.

How much is my death benefit?

Before age 65

If you die before age 65, your beneficiaries will be eligible for a death benefit which is the greater of:

- (a) Your 'death multiple' *times* your 'prospective final average salary' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account but subject to a maximum of the higher of:
 - i. *7 times* your 'superannuation salary at the date of your death' *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account
 - ii. Your death benefit as calculated using the rules of your previous Alcoa Fund ie, (pre 1/1/1998) using your actual 'superannuation salary' at the date of your death *plus* your 'supplementary defined benefit' *plus* your Additional Accumulation account *less* your Offset account

or

- (b) If you were a member of the former Alcoa of Australia Superannuation Fund (the Staff fund) prior to 1 April 1987, and you continuously maintained your contribution rate at a minimum of 4.5%:

6 times your 'superannuation salary' at the date of your death

*plus your 'supplementary defined benefit'
plus your Additional Accumulation account
less your Offset account*

or

- (c) Your retirement benefit (if you're over age 55) or your withdrawal benefit (if you're under age 55)

Any additional death insurance cover you hold will be payable in addition to the benefit calculated above.

After age 65

If you die after age 65, your beneficiaries will be eligible for a death benefit which is your late retirement benefit.

Who receives my death benefit?

Your super doesn't automatically form part of your estate. So, it's important you let us know who you'd like to receive your super when you die.

What happens with your super if you die?

What happens to your super, including any insurance you have with your account when you die, depends on what you've chosen to do.

You can complete a binding nomination which directs us to pay your super to a person – we call this person your nominated beneficiary.

If you haven't completed a binding nomination or it isn't valid, we usually pay your death benefit money to your dependants such as your children or spouse. In some circumstances, we may pay your death benefit money to your legal personal representative, in which case, the executors of your Will or administrator of your estate will deal with it.

The way tax on your death benefit money works will depend on who gets it and how they want to receive the payout. They might want to access it all at once or, if eligible, use it to open an Income account.

How to tell us who should get your super

You can make sure we know who you want to receive your super. This is how:

- **Binding nomination:** you choose who should get your super if you die. We'll follow your choice as long as you've made a legally valid nomination.
- **Preferred (non-binding) beneficiary:** you nominate who you'd like to get your super if you die. We'll take that into account in determining which of your dependants or legal personal representative your benefit will be paid and in what proportions. This choice isn't legally binding, but will be an important consideration for us when we make our decision.

For more information on nominating your beneficiaries, see the Super Savings Accumulation Guide, available at art.com.au/alcoa

Investment of your benefit if you die

Once we receive notification of your death, any lump sum amounts payable will be invested in the Cash investment option and will remain invested there until the Trustee finalises payment of your death benefit. This amount will be subject to the investment returns applicable to the Cash investment option during this period. Changes in the daily unit price mean the value of the benefit will change daily from the date we receive notification of your death until the date of payment.

For more details on the Cash investment option refer to the Super Savings Investment Guide available at art.com.au/alcoa

Additional insurance cover

If you wish to have a higher death and/or TPD benefit than you currently have, you may be able to apply for additional Death only or Death and Total & Permanent Disability insurance cover.

Any requests for additional insurance cover are subject to acceptance by the insurer and may require satisfactory evidence of health.

For information about the cover available, policy conditions, premiums payable and how to apply, see the Super Savings - Corporate Insurance Guide Alcoa Superannuation Plan at art.com.au/alcoa

Insurance cover for Super Savings – Corporate Alcoa Superannuation Plan accounts is provided through group life policies issued by MLC Limited ABN 90 000 000 402 AFSL 230694 to the Trustee of the Australian Retirement Trust.

Changing or cancelling your additional cover

If you have additional insurance cover on your account, you can request to cancel the cover at any time through [Member Online](#) or by calling us on **13 11 84** to either reduce or cancel your cover.

Any request for an increase in your cover amount is subject to acceptance by the insurer.

Transfer of cover

If you have insurance cover in another superannuation plan or insurance policy, you may be eligible to transfer your existing cover to your account in the Alcoa Superannuation Plan.

For information about transferring your cover, see the Super Savings - Corporate Insurance Guide Alcoa Superannuation Plan at art.com.au/alcoa

Premiums for additional insurance of cover

The premiums for any additional cover you have are deducted from your Additional Accumulation account monthly. You must ensure there is enough money in your Additional Accumulation account to pay your premiums.

See page 5 for information about how you can make contributions to your Additional Accumulation account.

What happens to my death, TPD and ill-health benefits if I leave Alcoa or elect choice of fund?

When we're told you've left Alcoa or you close your Defined Benefit account and have future contributions be paid to an Accumulation account in the Alcoa Superannuation Plan or to an external fund, you're no longer eligible for the death, TPD and ill-health benefits provided in the defined benefit category of the Alcoa Superannuation Plan.

Leaving Alcoa or electing choice of fund to an external fund

If you transfer all or some of your benefit to a Super Savings Accumulation account, the notional insured component of your death and TPD benefits at the date you left Alcoa will continue in that account on a fixed cover basis, rated at the plan's transfer occupational rating factor. This means your amount of insurance stays the same, but your premiums will generally increase as you get older. The notional insured component is your death or TPD benefit less your final benefit in the defined benefit category. Your ill health benefit will no longer apply.

Any additional insurance cover may continue, as described in the Super Savings – Corporate Product Disclosure Statement for Defined Benefit Account Alcoa Superannuation Plan.

Insurance premiums for any cover held will be payable in full by you and deducted from your Super Savings Accumulation account.

Any changes will take effect from the date you ceased employment (as advised to the Trustee by Alcoa).

If you left Alcoa due to illness or injury, limited cover* will apply from the date you are transferred to a Super Savings Accumulation account until you've been at work* for 30 consecutive days.

If you already have a Super Savings Accumulation account, your cover will be replaced by the higher of your existing Super Savings cover and the cover provided in your Alcoa Superannuation Plan account. The replacement of cover will take effect the date you cease employment with Alcoa.

You must let us know if you wish to cancel or reduce

your cover. You can request to cancel the cover at any time through [Member Online](#) or call us on **13 11 84** to either reduce or cancel your cover.

If you're going to be working for an employer outside Alcoa, they'll be able to pay contributions to your Super Savings Accumulation account.

Insurance cover for Super Savings Accumulation accounts is provided through group life policies issued by AIA Australia Limited ABN 79 004 837 861 AFSL No. 230043 to the Trustee of the Australian Retirement Trust. For information about the cover and premiums payable, see the Super Savings Insurance Guide available at australianretirementtrust.com.au/pds

* For definitions of limited cover and at work, refer to the Super Savings Insurance Guide at australianretirementtrust.com.au/pds

Electing to convert your Defined Benefit to an Accumulation account in the Alcoa Superannuation Plan

If you make such an election, an Accumulation account in the Alcoa Superannuation Plan will be opened for you when Alcoa pays the first SG contribution. If you're eligible for insurance cover, the Standard cover available to members in the Accumulation category will be allocated to your account from the later of your balance reaching \$6,000 and Alcoa paying the first SG contribution to your account. Insurance premiums for any cover held will be payable in full by you and deducted from your account.

Standard cover will be provided as limited cover for the 12 months. After the end of the 12 month period, you'll need to be at work for 30 consecutive days to remove the limitation.

Insurance cover for Super Savings – Corporate Alcoa Superannuation Plan accounts is provided through group life policies issued by MLC Limited ABN 90 000 000 402 AFSL 230694 to the Trustee of the Australian Retirement Trust.

For information about Accumulation accounts, see the Super Savings – Corporate Product Disclosure Statement for Accumulation Account Alcoa Superannuation Plan. For information about the cover, policy terms and premiums payable, see the Super Savings – Corporate Insurance Guide Alcoa Superannuation Plan. These documents are available at art.com.au/alcoa

About death, TPD and ill-health claims

Let us help you

We understand death, TPD and ill-health claims can be difficult and stressful. We understand the circumstances of every claim are as different as the individuals making them.

To help you and your family through this difficult time, we have a team of dedicated and experienced staff who can assist you. Our claims representatives are trained specialists who'll handle your claim journey with compassion and professionalism.

Our claims representatives are trained to understand and explain our claims process. Once you make the initial contact with us to start a claim, you'll be assigned an individual claims representative to help you through the process and answer your questions.

We're here to help. Please call us as soon as you can on **13 11 84** if you'd like help making a claim or have any questions.

How to make a claim

While we hope you never need to, the following information will help you in understanding the claim process if you need to make a claim. The claims process involves:

- notification to us
- gathering information and providing it to us
- assessment by the Australian Retirement Trust Trustee, including determination of the beneficiary/s
- decision by the Australian Retirement Trust Trustee
- payment of the claim, if approved.

These steps do take some time, although our experienced claims representatives will help you at every stage of the process.

Further information may be requested at different stages of the process, and with disability claims you may be required to undergo an examination by a medical practitioner or professional of the claims assessor's choice. The claims assessor will usually meet the costs associated with any additional information requests.

Death claims

It's important that in the event of your death, Australian Retirement Trust is notified by a relative, legal personal representative, or anyone who

believe they may be eligible to claim as a beneficiary to enable the claims process to begin.

TPD and ill-health claims

Australian Retirement Trust should be notified as soon as reasonably possible after an event that is likely to give rise to a TPD or ill-health claim.

Please note if you have additional TPD insurance cover there is generally a 3-month 'waiting period' before a TPD claim becomes assessable. For your TPD benefit, there is generally a 6-month waiting period.

Claims after your cover has stopped

If an event occurs before the date your cover stops or is terminated, and that event entitles you to make an insurance claim, you may still be eligible for that payment even after your cover has stopped.

Claim investigation

If you make a claim, the claims assessor reserves the right to investigate the claim including but not limited to conducting surveillance and requesting information and medical examinations.

Incorrect information and eligibility for benefits

If your recorded age is incorrect, we'll adjust the benefit based on the correct information. Generally, your eligibility for cover won't be assessed until you make a claim.



Financial advice

When you make a claim or receive a benefit, not only is it likely to be a difficult time, but it can be hard to know what your next step is. You don't need to panic, and you don't need to be rushed into a course of action.

Speak to your adviser or contact Australian Retirement Trust.

Call **13 11 84** if you want to speak to one of our qualified financial advisers¹ who can give you simple advice (also known as intrafund advice) about your Australian Retirement Trust account, quickly over the phone. The cost of advice about your Australian Retirement Trust account is included with your membership. For more comprehensive advice, we may refer you to an accredited external financial adviser.² Advice of this nature may incur a fee. You can find out more about financial advice options at australianretirementtrust.com.au/advice/options

¹ Employees in the Australian Retirement Trust group provide advice to members and employers as representatives of Sunsuper Financial Services Pty Ltd (ABN 50 087 154 818, AFSL No. 227867) (SFS), that is wholly owned by the Trustee as an asset of Australian Retirement Trust. SFS is a separate legal entity responsible for the financial services it provides. Eligibility conditions apply. Refer to the Financial Services Guide at australianretirementtrust.com.au/fsg for more information.

² The Trustee has established a panel of accredited external financial advisers who are not employees of the Australian Retirement Trust group. The Trustee is not responsible for the advice provided by these advisers and does not receive or pay any referral fees. These advisers will explain to you how their advice fees are determined.

Other terms and conditions

Changing from full-time to part-time

If you change from full-time employment to part-time employment, your Defined Benefit account will continue in the Plan.

If you're making contributions, these will be paid at the same rate, but based on your part-time 'superannuation salary'.

Your 'accrued retirement multiple' would increase in proportion to your 'service fraction'.

Example

You contribute at 4.5%, so your usual accrual rate is 21%. If you start working 3 days per week instead of 5 days, your 'service fraction' will be $3 \div 5 = 60\%$.

Your 'accrued retirement multiple' would increase by $0.21 \times 0.6 = 0.126$ each year while you work 3 days per week.

Your 'superannuation salary' used in calculating your 'final average salary' for your benefits will be the full-time equivalent of your part-time 'superannuation salary'.

Leave of Absence

If Alcoa approves for you to take a leave of absence without pay, you generally won't pay any contributions or accrue any new benefits during your period of leave.

If you were making contributions before your leave started and it's agreed between you, Alcoa and the Trustee, you can continue paying contributions whilst on leave at the same rate as you were paying prior to your leave. If you pay the required contributions, your benefits will continue accruing for your period of leave without pay.

Any benefits during your period of leave will be calculated on the basis that the 'superannuation salary' you were paid immediately before commencing leave without pay remains unchanged during your period of leave.

Your eligibility for death, TPD and ill-health benefits continues during your period of leave, however you may be required to provide evidence of good health at the end of your leave.

Returning to employment with Alcoa

If you cease working for Alcoa and later return to employment with Alcoa, you can't re-commence your membership in the defined benefit category to receive new or higher benefits. Alcoa will pay contributions for your new employment period to the Accumulation category of the Alcoa Superannuation Plan.

Choice of fund and electing to convert to an Accumulation account

You can request Alcoa pay your future super contributions to the Accumulation category of the Alcoa Superannuation Plan or to another fund at any time. Before Alcoa can act on your request, you'll need to provide us with an election to close your Defined Benefit account.

Choosing to close your Defined Benefit account is a decision that can't be reversed. Before making an election, you should call us on **13 11 84** to understand the impact the decision will have on your benefits.

Early release of your defined benefit

Your super can generally be accessed in cash at the earliest of permanently retiring after your 'preservation age', or stopping work after age 60, or from age 65. Under superannuation legislation, there's certain circumstances where you're permitted the early release of your benefit.

If you satisfy the requirements for the early release of your Defined Benefit account, the Trustee will deduct the payment initially from your Additional Accumulation account (if any). If you don't have an Additional Accumulation account, or the balance is not enough to cover your payment, we'll deduct the rest of your payment from your Offset account. See page 7 for information about Offset accounts.

For more details, or to request the release of your super benefits under special circumstances, visit australianretirementtrust.com.au/early-access or call us on **13 11 84**.

Partial withdrawals and portability

You may transfer all or part of your Additional Accumulation account at any time to a Super Savings Accumulation account or to another complying superannuation fund.

If you're still working for Alcoa and you've reached your 'preservation age', you can transfer funds from your Additional Accumulation account and your defined benefit less any Offset account balance to commence a Super Savings Transition to Retirement (TTR) Income account. You must use the balance of your Additional Accumulation account before you can access your defined benefit.

The amount of your defined benefit used to open a TTR Income account is deducted from your Offset account. See page 7 for information about Offset accounts. Some restrictions may apply, with further details provided within the Defined Benefit to Transition to Retirement factsheet at art.com.au/alcoa.

Information about Income accounts can be found in the Super Savings Product Disclosure Statement for Income Account and Lifetime Pension at australianretirementtrust.com.au/pds

If you haven't reached your 'preservation age', you can't take any cash payments or transfer any part of your Defined Benefit account to a Super Savings Accumulation account, Income account or to another complying superannuation fund until you leave employment with Alcoa, unless you want your Defined Benefit account to be closed.

Choosing to close your Defined Benefit account is a decision that can't be reversed. Before making an election, you should call us on **13 11 84** to understand the impact the decision will have on your benefits.

Family Law payments

If a benefit payment involves a split as required under the Family Law Act, the Trustee will reduce the amount of your benefit by the amount paid to your spouse or former spouse.

Payments from your account to your spouse or former spouse will be deducted from your Additional Accumulation account if you have one.

If you don't have an Additional Accumulation account, an Offset Account be created and the payment to your spouse or former spouse will be added to the balance of your Offset account.

If your Additional Accumulation account doesn't have a balance high enough to cover the full payment, the payment will first be deducted from your Additional Accumulation account and the excess amount will be added to your Offset account.

For more information about Offset accounts, refer to page 7.

Definitions

Important terms used in this Handbook include:

Accrued retirement multiple

Your accrued retirement multiple is calculated as:

Your 'former fund multiple'
plus the number of complete months of membership of the Plan in Australian Retirement Trust during which you contribute at the stated contribution rate times by the accrual rate relevant to that contribution rate.

Date of disablement

Your date of disablement is the later of:

- the date you suffered from the physical or mental sickness injury or infirmity that is the principal cause of your disablement; and
- the date you first ceased work as a result of the physical or mental sickness injury or infirmity that is the principal cause of your disablement.

Death multiple

Your death multiple is used to calculate your death and TPD benefits.

Your death multiple is calculated as:

Your 'accrued retirement multiple' at your date of death or disablement
plus one-twelfth of your prospective accrual rate* for each month from your date of death or disablement to age 65 times your 'service fraction'

* the prospective accrual rate is 21% if you contribute 4.5% or lower, including if you don't make contributions

Discount factor

Your discount factor is a reduction to your benefit which applies before you reach age 55.

The discount factor is calculated as:

$$\left(1 - \frac{S}{1200} \right)$$

Where 'S' is the number of complete months (not exceeding 320) by which your age is less than 55 years.

For example, if your age is 49 years and 3 months, you have 5 years and 9 months to age 55 = 69 months. Your discount factor would be $(1 - 69 \div 1200) = 0.9425$

Final average salary

Your final average salary is the average of your 'superannuation salary' during the period of 3 years fund membership immediately preceding the date on which you left the employ of Alcoa or chose to close your defined benefit account.

Former fund

The superannuation fund known as Alcoa of Australia Retirement Plan.

Former fund multiple

The multiple applicable to the period of your membership in the 'former fund' and any predecessor fund as notified by your 'former fund' Trustee.

Ill-health retirement multiple

Your ill-health retirement multiple is equal to your accrued retirement multiple.

Notional taxed contributions

An amount calculated using a formula specified in legislation which generally represents the equivalent employer contributions your employer would make if you were a member of an accumulation fund.

Preservation age

Preservation age is the government-specified age at which you can gain access to your superannuation benefits, provided you've permanently retired from the workforce. Under current law, preservation age varies according to birth date (see the table below).

Date of birth	Preservation age
Before July 1960	55
1 July 1960 – 30 June 1961	56
1 July 1961 – 30 June 1962	57
1 July 1962 – 30 June 1963	58
1 July 1963 – 30 June 1964	59
After 30 June 1964	60

Prospective final average salary

Your 'final average salary', calculated assuming you'd continued to be employed by Alcoa until age 65 with the same 'superannuation salary' as applied immediately before the date of your death or disablement, as applicable.

Service fraction

Your service fraction is your working hours at the date of calculation divided by the number of hours in the standard working week.

For example, if you work 3 days per week instead of 5 days, you have a service fraction of 0.6.

Superannuation Salary

Your superannuation salary generally means:

- if you're employed in a wages capacity as advised by Alcoa, the aggregate of the respective amounts of the basic award rate of pay and the total service increments which are receivable by you from Alcoa (excluding any penalty rate, disability allowance, shift allowance and other allowance receivable).
- if you're employed in a staff capacity as advised by Alcoa, your ordinary weekly, fortnightly or monthly salary in respect of service to Alcoa. When it can't be expressed as an exact multiple of two dollars, for the purposes of calculating contributions to the Plan it will be deemed to be the multiple of two dollars nearest to the ordinary weekly, fortnightly or monthly salary you are paid. It doesn't include any bonuses, commission payments or overtime, benefits relating to the provision of a residence or allowances or such payments or remuneration as the Trustee may declare not to be superannuation salary.
- if you're employed in an executive capacity as advised by Alcoa, the amount advised by Alcoa to the Trustee as your yearly rate of remuneration. Any overtime, director's fees, special grants, allowances or other amounts are generally not included in your superannuation salary.
- If your remuneration is reduced, your superannuation salary can be deemed to be the salary that applied immediately prior to the reduction if agreed between the Trustee, Alcoa and yourself.

Alcoa may, with the consent of the Trustee and yourself, establish some other basis for determining superannuation salary.

Supplementary DB multiple

You'll have a supplementary DB multiple if you choose to pay supplementary contributions and have these contributions buy an additional defined benefit multiple.

The supplementary DB multiple is calculated in accordance with an actuarial formula as follows:

1.018519 *times* your supplementary DB multiple at the start of the period

plus "rate" times $(1.018519^{("days" \div 365)} - 1)$

where:

"rate" is your rate of supplementary contributions

"days" is the number of days you contributed at that rate

For example, you choose to contribute supplementary contributions of 8% toward an additional multiple starting on 1 March 2024. On 1 July 2024, you increase your rate to 10%. Your supplementary DB multiple will be calculated as:

At 30 June 2024:

$$1.018519 \times 0 + 8 \times (1.018519^{(122 \div 365)} - 1) \\ = 0 + 0.04922 = 0.04922$$

At 30 June 2025:

$$1.018519 \times 0.04922 + 10 \times (1.018519^{(365/365)} - 1) \\ = 0.05013 + 0.18519 = 0.23532$$

At 30 June 2026:

$$1.018519 \times 0.23532 + 10 \times (1.018519^{(365/365)} - 1) \\ = 0.23968 + 0.18519 = 0.42487$$

Supplementary defined benefit

Your supplementary defined benefit is equal to:

Your 'supplementary DB multiple' times your 'final average salary' times 61%.

Terminal illness

Terminal Illness means you are suffering from an illness, or have incurred an injury, that is likely to result in your death within a period of 12 months from the date of certification of the Terminal Illness by two registered Doctors (one being a specialist physician in the particular medical field), both acceptable to the trustee (or the trustee and the insurer, where the member has additional insurance).

Total and permanent disablement

Total and permanent disablement requires that you have been absent from work for a period of six (6) consecutive months from your date of disablement, or such shorter period in the circumstances as the Trustee considers appropriate, by reason of any physical or mental sickness injury or infirmity and in the opinion of the Trustee after consideration of medical evidence having become incapacitated to such an extent as to render you unlikely ever to engage or work for reward in any occupation or work for which you are reasonably suited by education, training or experience.

Total superannuation balance (TSB)

Your total super balance (TSB) is the total value of your superannuation interests in all your superannuation funds.

It is calculated effective 30 June each year and is used to determine whether you are eligible for super-related measures for the following financial year, including:

- Carry-forward concessional contributions
- Non-concessional contributions cap and the bring-forward of your non-concessional contributions cap
- Work test exemption
- Government co-contribution
- Spouse tax offset

Waiting period

The waiting period is the period you must be continuously absent from active employment before the assessment for a TPD benefit begins. The waiting period starts from the date you are disabled by any physical or mental sickness, injury, or infirmity.

The waiting period for your TPD benefit is generally six months but may be a lesser period if agreed by Alcoa and the Trustee.

If you have additional TPD insurance cover, the waiting period to claim this insurance is generally 3 months.



Australian Retirement Trust

 13 11 84

australianretirementtrust.com.au



13 11 84 (+61 7 3333 7400 when overseas)



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Australian Retirement Trust Pty Ltd

ABN 88 010 720 840

AFSL No. 228975

Australian Retirement Trust

ABN 60 905 115 063

Unique Super Identifier (USI) 60 905 115 063 003

Need assistance? Call our translation service on 13 14 50 and say one of the following languages at the prompt: **Italian, Chinese, Vietnamese, Korean, or Arabic.**

This document has been prepared and issued by Australian Retirement Trust Pty Ltd (ABN 88 010 720 840 AFSL No.228975), the Trustee of Australian Retirement Trust (ABN 60 905 115 063) (referred to as 'the Fund' or 'Australian Retirement Trust'). Any reference to 'we', 'us' or 'our' is a reference to the Trustee. You can call us to request a copy of this document, free of charge.