

2023 SUPPLEMENTARY ANNUAL REPORT – PART 3

Mercer Super Trust MT261 Mercer Tailored Super

Issued December 2023

Your Mercer Super Trust 2023 Annual Report consists of three parts:

Part one – Your Mercer Super Trust 2023 Annual Report - which contains a general update on the Mercer Super Trust and tells you about the changes that have been made to the Mercer Super Trust during the year to 30 June 2023. These changes may have an impact on your super now and in the future so it's important that you carefully read the section entitled 'Changes to the Mercer Super Trust' to see how this applies to you.

Part two – The Investment Options Details booklet - which contains information relating to the investment options available in the Corporate Superannuation Division and Allocated Pension Division. This includes investment performance, asset allocation, investment costs and transaction costs for these investment options for the year ended 30 June 2023.

Part three – This 2023 Supplementary Annual Report - which contains additional information specific to your plan for the year ended 30 June 2023.

All parts should be read in conjunction and kept together for future reference. A reference to this Annual Report means parts one, two and three collectively unless the context requires otherwise.

ABOUT YOUR PLAN

Membership numbers	
At 30 June 2023	12,821
Plan assets	
As at 30 June 2023 [^]	\$2,146,104,263

[^] This figure is prepared on a cash basis. This means that it does not allow for any accruals such as outstanding contributions or benefits due as at 30 June 2023.

YOUR PLAN STYLE

Your plan provides members with accumulation and/or defined benefit style super.

For members with accumulation style super, your super relates to the amounts contributed by you or in respect of you and by your employer, the investment returns (which may be positive or negative) of the investment options in which your super is invested less deductions for fees, taxes and any insurance premiums.

For members with defined benefit style super, generally some or all of your super relates to salary and years of membership/service.

EMPLOYER SUPERANNUATION GUARANTEE CONTRIBUTIONS

By law, your employer is generally required to provide a minimum level of super for its employees - the Superannuation Guarantee (SG). There may be some circumstances where your employer is not required to meet the SG. The SG is the amount the employer must provide for each employee, not a minimum amount to be contributed to each fund. Your employer may provide the SG through more than one fund.

[Mercer Tailored Super Annual Supplement](#)

The SG rates are set out below:

Period	SG - % of Ordinary Time Earnings (OTE*)
1 July 2022 to 30 June 2023	10.50%
1 July 2023 to 30 June 2024	11.00%

* OTE refers to your remuneration, which generally includes your regular salary or wage, any over-award payments, shift allowances, bonuses and commissions. It generally does not include overtime payments or benefits subject to fringe benefits tax.

An employer is only required to provide SG on OTE up to the maximum contribution base, which is \$60,220 per quarter for the year ending 30 June 2023 (\$62,270 per quarter for the year ending 30 June 2024) and is indexed on 1 July each year.

For members with only accumulation style super, your employer will generally be required to make super contributions at least equal to the SG amount.

For employees who are members with defined benefit style super, the benefits paid by the plan must be equal to or greater than a minimum level specified by your plan's actuary which is deemed to be equivalent to an employer contribution equal to the SG amount.

Please see 'Financial position of the plan' for more information about employer contributions and the financial position of the plan generally.

FINANCIAL POSITION OF THE PLAN

For members with defined benefit style super, the amount your employer contributes varies depending on the advice of an actuary. At least every three years, the plan's actuary prepares an investigation report that states how much your employer needs to contribute so that plan assets are expected (on the actuary's assumptions) to be sufficient to meet any super payouts now and in the future. For members with only accumulation style super, your employer will generally be required to make super contributions at least equal to the SG amount.

As at 30 June 2023, the value of the plan's assets was 100% of (i.e. approximately equal to) the sum of all members' (employed members, retained members and life time pension members) super payouts assuming all employed members ceased employment at that date and other members were paid their Accrued Benefit amount. This means, the plan was in a satisfactory financial position at that date, as defined by superannuation legislation.

Since the last actuarial investigation, 01/07/2022, your employer has contributed in line with the contributions recommended by the plan's actuary.

In the event of your plan being wound up while the value of the plan's assets is lower than the sum of all members' super payouts assuming all employed members ceased employment at that date, your actual super payout may be less than your leaving service payout i.e. your leaving service payout may be reduced. Benefit entitlements of lifetime pensioners and former employees with retained benefits may also be reduced. However, your employer may choose to make an additional contribution at that time to make up the difference.

Note that the trustee has not been advised of any intention to wind up the plan at the date of this report - the above is provided for information purposes only.

*Note: A reference to members in the above section includes defined benefit members, accumulation members and lifetime pensioners of the plan

ACCRUED BENEFITS CALCULATION

As at 30 June 2023, the value of the plan's assets was 100% of (i.e. approximately equal to) the plan's accrued benefits. As at 30 June 2023, the plan's accrued benefits amounted to \$2,147,541,734.

The plan's accrued benefits are:

- For accumulation members, the sum of their super payout assuming they ceased employment at that date, plus
- For defined benefit members the actuarial present value at the valuation date of the amount required to meet the proportion of future benefit payments attributed to membership completed at the valuation date.
- For pensioners, the present value of their future pension payments.

The main assumptions used to determine the value of accrued benefits for defined benefit members and pensioners are shown below.

The plan's Actuary considers the following movements in the assumptions used to calculate the accrued benefits are reasonably possible for the reporting period:

Assumption	Rate used at 30 June 2023	Reasonably possible change	Amount of increase in accrued benefits	Amount of decrease in accrued benefits
Discount Rate (or Investment earning rate)	4.25%	+1%		\$1,587,749
		-1%	\$1,811,880	
Pension indexation rate	2.50%	+0.5%		\$774,372
		-0.5%	\$819,302	

POLICY COMMITTEE

Your plan has a policy committee made up of 6 member and employer representatives. This policy committee has been set up with members' interests in mind.

As at 30 June 2023 your representatives were:

Member elected	
	<ul style="list-style-type: none"> • Julain Taylor • Craig Lanigan • Paul Smith
Employer-appointed	
	<ul style="list-style-type: none"> • Jo Garland • Alex Staley • Tanya Rybarczyk

Appointment and removal of policy committee members

Member representatives are elected by the members. Employer representatives are appointed by your employer.

Member representatives generally serve for a term of three years. The term of office for the current member representatives expires on 01/01/2024. A new election will be held shortly before this date. You're entitled to see a copy of the election rules for the Mercer Super Trust. Call the Helpline on **1800 682 525** for more details.

Member representatives will cease to hold office sooner if they:

- cease to be a member of the plan;
- become ineligible under the law;
- resign as a member representative; or
- are removed by a notice in writing to the trustee signed by a majority of members.

Filling casual vacancies

If there is a casual vacancy for a member representative the remaining member representatives on the policy committee may be asked to assist the trustee in determining how the vacancy will be filled in accordance with the election rules.

JANA INVESTMENT OPTIONS

As the JANA investment options are not available to all other members of the Mercer Super Trust, it is appropriate that we provide you with the following details regarding these investment options in this supplementary annual report. Details regarding all of the other investment options available through your plan are set out in Part 1 of the Annual Report.

JANA investment options

The JANA investment options include:

- JANA Aggressive
- JANA Assertive
- JANA Moderate
- JANA Cautious
- JANA Conservative
- JANA Cash
- JANA Australian Shares
- JANA International Shares
- JANA Australian & International Shares.

JANA Aggressive

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 4.00% pa over rolling five-year periods.

Standard risk measure

High.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	41%	45%
International Shares	44%	43%
Property & Infrastructure	13%	10%
Alternative Assets	1%	2%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	1%	1%

JANA Assertive

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 3.50% pa over rolling five-year periods.

Standard risk measure

High.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	35%	37%
International Shares	38%	37%
Property & Infrastructure	15%	13%
Alternative Assets	3%	4%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	8%	9%

JANA Moderate

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 2.50% pa over rolling four-year periods

Standard risk measure

High.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	29%	30%
International Shares	30%	28%
Property & Infrastructure	17%	16%
Alternative Assets	7%	6%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	18%	21%

JANA Cautious

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 1.50% pa over rolling four-year periods.

Standard risk measure

Medium.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	18%	20%
International Shares	19%	19%
Property & Infrastructure	17%	15%
Alternative Assets	7%	6%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	39%	40%

JANA Conservative

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 1.00% pa over rolling three-year periods.

Standard risk measure

Low to medium.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	8%	10%
International Shares	9%	8%
Property & Infrastructure	15%	13%
Alternative Assets	9%	8%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	58%	61%

JANA Cash

Objective

To achieve a return (after tax and investment fees) that exceeds the Bloomberg AusBond Bank Bill Index on an annual basis.

Standard risk measure

Very Low.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	0%	0%
International Shares	0%	0%
Property & Infrastructure	0%	0%
Alternative Assets	0%	0%
Higher Yielding Fixed Interest	0%	0%
Cash	100%	100%

JANA Australian Shares

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 4.00% pa over rolling five-year periods.

Standard risk measure

High.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	100%	100%
International Shares	0%	0%
Property & Infrastructure	0%	0%
Alternative Assets	0%	0%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	0%	0%

JANA International Shares

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 4.00% pa over rolling five-year periods.

Standard risk measure

High.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	0%	0%
International Shares	100%	100%
Property & Infrastructure	0%	0%
Alternative Assets	0%	0%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	0%	0%

JANA Australian & International Shares

Objective

To achieve a return (after tax and investment fees) that exceeds CPI increases by at least 4.00% pa over rolling five-year periods.

Standard risk measure

High.

Asset allocation at 30 June

Asset Class	2023	2022
Australian Shares	52%	55%
International Shares	48%	45%
Property & Infrastructure	0%	0%
Alternative Assets	0%	0%
Higher Yielding Fixed Interest	0%	0%
Defensive Fixed Interest & Cash	0%	0%

INVESTMENT COSTS, TRANSACTIONS COSTS AND EXPENSE ALLOWANCE

Details of investment costs, transactions costs and expense allowance are set out in the *Product Disclosure Statement* and/or other member materials (as applicable) for your plan.

Investment costs and transaction costs

The investment costs (ICs) and transactions costs (TCs) for the relevant period of 1 July 2022 to 30 June 2023 for the JANA investment option are as follows.

Investment option	ICs (% per annum)	TCs (% per annum of super account balance)
JANA Aggressive	0.10%	0.11%
JANA Assertive	0.11%	0.11%
JANA Moderate	0.12%	0.11%
JANA Cautious	0.11%	0.10%
JANA Conservative	0.11%	0.09%
JANA Cash	0.00%	0.01%
JANA Australian Shares	0.11%	0.07%
JANA International Shares	0.05%	0.07%
JANA Australian & International Shares	0.08%	0.07%

* The investment costs are for the year ending 30 June 2023 and are based on the actual information available and/or reasonable estimates for that period as at the date of this report. Investment costs may vary from year to year. Investment costs may include but are not limited to performance fees, investment fees for certain asset classes, any expenses charged for the underlying investment vehicles or manager of those vehicles and over-the-counter derivative costs.

The transactions costs are for the year ending 30 June 2023 and are based on the actual information available and/or reasonable estimates for that period as at the date of this report. Transaction costs vary from year to year. Transaction costs are costs associated with trading to manage the investment strategy for each investment option. Transaction costs include brokerage, settlement costs (including custody costs), clearing costs, stamp

duty on an investment transaction and buy sell spreads less any costs recouped by the underlying investment vehicles.

amount was calculated and deducted daily when unit prices were determined for each of the investment options listed in the following section.

Expense allowance

The expense allowance, which forms part of your plans' administration fees and costs, for the period of 1 July 2023 to 30 June 2024 falls in between 0.00% to 0.05%. This

INVESTMENT PERFORMANCE

Single year returns to 30 June

Investment option	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)
JANA Aggressive	14.8	-5.4	22.7	-1.5	8.1
JANA Assertive	12.7	-5.6	18.9	-1.0	7.5
JANA Moderate	10.2	-4.9	15.8	-0.3	6.9
JANA Cautious	7.1	-4.5	10.9	1.0	6.0
JANA Conservative	4.8	-3.1	5.9	0.4	4.4
JANA Cash	3.1	-0.1	0.2	1.2	2.0
JANA Australian Shares	13.7	-3.8	25.8	-6.5	8.5
JANA International Shares	17.1	-10.9	26.6	2.5	8.5
JANA Australian & International Shares	15.7	-7.0	26.0	-1.5	8.5

Compound return to 30 June 2023

Investment option	1 year %	2 year %	3 years % pa	4 years % pa	5 years % pa
JANA Aggressive	14.8	4.2	10.0	7.0	7.2
JANA Assertive	12.7	3.2	8.2	5.8	6.1
JANA Moderate	10.2	2.4	6.7	4.9	5.3
JANA Cautious	7.1	1.1	4.2	3.4	3.9
JANA Conservative	4.8	0.8	2.5	1.9	2.4
JANA Cash	3.1	1.5	1.1	1.1	1.3
JANA Australian Shares	13.7	4.6	11.2	6.5	6.9
JANA International Shares	17.1	2.1	9.7	7.8	8.0
JANA Australian & International Shares	15.7	3.8	10.7	7.5	7.7

Single year and compound returns are calculated assuming that \$1.00 is invested at the start of the relevant period and that no further amounts are invested over the period. Returns are based on exit prices and allow for the deduction of tax and investment fees (but not administration fees or other fees).

Compound returns are calculated as the average of annual returns. For example, if returns are 5.00%, 6.00% and 7.00% over three consecutive years, the compound return is 6.00% per annum, as the same result could be achieved by earning a return of 6.00% in each of the three years.

You should carefully consider the risks of each of the options before making any investment decisions. You should be aware that investment returns can be volatile and the value of your investments may increase or decrease. You should not rely on past performance as an indicator of the future performance of any of the investment options.

You can obtain up to date returns for your plan's investment options by signing in using your personal log-in and go to the Documents or call the helpline

We strongly recommend that you speak to a licensed, or appropriately authorised, financial adviser before making any decision about your super.

JANA INVESTMENT STRUCTURE AND MANAGER CHANGES

The 9 JANA Ready-made options are a set of investment options where the investment managers and asset allocations are selected and monitored for you by JANA.

Please refer to Part 1 of the MST annual report for a list of the investment managers that apply to the Mercer Investment Options.

The investment managers for the JANA investment options as at 30 June 2023 are:

Fund type	Managers as at 30 June 2022	Appointment in the 2022/23 Financial Year
Australian Shares	Fidelity Australian Equities First Sentier Investors Australian Equities Macquarie Australian Enhanced ASX 50 Solaris Australian Equities Cooper Investors Australian Equities Firetrail Australian Equities FSI Concentrated Australian Share Ubique Australian Equities Invesco Passive Australian Shares First Sentier Investors Australian Equities (mid cap) Paradise Small Caps Spheria Small Caps	Blackrock Ishares Wholesale Australian Equity Index Fund
International Shares	C Worldwide Global Equities Harding Loevner Global Equities Longview Partners Global Equities Pzena Global Equities Sands Capital Global Equities Invesco Passive Global Shares Macquarie EM Equities Neuberger Berman EM Equities TT International EM Equities Redpoint Enhanced Index (Global) Robeco Global Equities Enhanced Schroders Global Equities	Antipodes Partners NZS Capital Blackrock Ishares Wholesale International Equity Index Fund Vinva Global Equities - Enhanced Active
Real Assets	Antares Enhanced Cash Trust Charter Hall Prime Industrial Fund Dexus Unlisted Property Dexus ADPF Resolution Global LPT BlackRock World Rest Estate Dexus Healthcare Property Fund Charter Hall Prime Office Fund	ISPT Retail Australia Property Trust Blacrock Enhanced Index Global Real Estate
Alternatives	AB Merger Arbitrage Antares Enhanced Cash Trust Ardea Global Alpha Plus Janus Henderson Global Multi-Strategy Graham - Quant Macro Renaissance Re-Medici Renaissance Technologies - RIDA Igneo Global Diversified Infrastructure	Infradebt Energy Transition Fund Palisade Diversified Infrastructure Fund
Fixed Interest	Antares Enhanced Fixed Income PIMCO Global Fixed Income - Short Maturities IFM Australian Bond Fund PIMCO Global Fixed Income UBS Australian Fixed Income Antares Enhanced Cash Muzinich Multi-Sector Credit Shenkman Multi-Sector Credit Antares - Short Maturities Kapstream Global Absolute Return Loomis Sayles Securitised Credit Macquarie Australian Bonds Alliance Benstein Global Plus Fixed Income	
Cash	Antares Capital	

CHANGE IN NET ASSETS IN YOUR PLAN TO 30 JUNE 2023

Net assets at 1 July 2022	\$1,959,237,972
Plus	
Net investment revenue	\$213,123,449
Employer contributions*	\$104,101,995
Member contributions	\$5,034,240
Government co-contributions	\$163,994
Transfers from other funds	\$38,807,570
Insurance proceeds	\$3,873,413
Total revenue	\$365,104,661
Less	
Benefits paid	\$158,048,787
Administration fees	-\$2,618,388
Group insurance premiums	\$8,133,588
Contributions and surcharge tax	\$14,674,385
Total expenses	\$178,238,372
Equals	
Net assets# at 30 June 2023	\$2,146,104,261

* Please note that the amounts shown in the table above as employer contributions include any pre-tax or salary sacrifice member contributions.

#This may include unallocated assets which may be used to pay plan expenses, insurance premiums and for any other purpose approved by the trustee.

This information has been prepared on a cash basis.

The financial information contained in this Supplementary Annual Report for your plan has not been audited. This information does form part of the full financial accounts for the Mercer Super Trust in which your plan participates. You can request a copy of the Mercer Super Trust full audited accounts and the auditor's report by contacting the Helpline.

This supplementary annual report has been issued by Mercer Superannuation (Australia) Limited (MSAL) ABN 79 004 717 533, Australian Financial Services Licence #235906, the trustee of the Mercer Super Trust ABN 19 905 422 981. Mercer is a registered trademark of Mercer (Australia) Pty Ltd (Mercer) ABN 32 005 315 917.

The information contained in this Supplementary Annual Report includes general product advice which has been prepared without taking into account the personal objectives, financial situation or needs of individual members. Before making any decisions about your super, you should consider the information in light of your own objectives, financial situation and needs and read and consider the current Product Disclosure Statement (PDS) and/or other member materials specific to your plan. Copies of these documents are available at mercersuper.com.au or by calling the Helpline.

It is also recommended that you obtain advice from a licensed, or appropriately authorised, financial adviser.

You should be aware that the value of an investment in the Mercer Super Trust may rise and fall. Neither MSAL, Mercer nor any of the investment managers guarantees the investment performance, earnings or return of capital invested in the Mercer Super Trust. © 2023, Mercer LLC. All rights reserved.

STATEMENT OF FINANCIAL POSITION OF YOUR PLAN AT 30 JUNE 2023

Assets (investment options)

Ready-made investment options	
Mercer SmartPath	\$1,353,680,300
Mercer Diversified Shares	\$19,776,258
Mercer High Growth	\$61,618,277
Mercer Select Growth	\$54,984,049
Mercer Growth	\$69,479
Mercer Moderate Growth	\$37,871,801
Mercer Conservative Growth	\$24,967,895
Select-your-own investment options	
Mercer Sustainable Plus Australian Shares	\$1,903,799
Mercer Sustainable Plus Global Shares	\$1,636,959
Mercer Sustainable Plus High Growth	\$721,038
Mercer Sustainable Plus Growth	\$1,084,585
Mercer Sustainable Plus Moderate Growth	\$449,532
Mercer Sustainable Plus Conservative Growth	\$182,424
Mercer Australian Shares	\$19,618,473
Mercer International Shares	\$12,151,812
Mercer International Shares - Hedged	\$2,095,947
Mercer Property	\$3,583,241
Mercer Fixed Interest	\$3,864,075
Mercer Cash	\$33,239,404
Mercer Passive Australian Shares	\$4,046,544
Mercer Passive International Shares	\$3,793,635
Mercer Passive Australian Listed Property	\$2,224,243
Mercer Enhanced Passive Growth	\$4,879,500
Mercer Enhanced Passive Conservative Growth	\$1,905,425
Mercer Direct	\$7,618,461
JANA Aggressive	\$121,166,805
JANA Assertive	\$125,887,278
JANA Australian & International Shares	\$10,666,954
JANA Cash	\$13,920,256
JANA Cautious	\$30,600,195
JANA Conservative	\$28,761,659
JANA Moderate	\$117,404,664
JANA Australian Shares	\$10,376,482
JANA International Shares	\$4,274,047
JANA Pension Assets	\$5,404,957
Challenger Annuity Wesfarmers	\$19,673,810
Total	\$2,146,104,263