

Additional details about expenses

for the year ended 30 June 2025

Super funds are required to publicly disclose certain types of expenses to members, so they can access meaningful information about their super fund.

In accordance with regulation 2.10(1) of the *Superannuation Industry (Supervision) Regulations 1994* (Cth) SIS Regulations, this document contains an itemised list of expenditure in the following categories:

- Promotional, marketing or sponsorship expenditure
- Payments to industry bodies
- Payments to related parties
- Political donations

Some payments fall within multiple categories as defined in regulation 2.10(1) of the SIS Regulations. Those payments are therefore disclosed multiple times in the below itemised tables.

Promotional, marketing or sponsorship expenditure

In accordance with regulation 2.10(1)(e) of the SIS Regulations, the following table includes expenditure under the relevant contract(s) across multiple financial years.

Promotional, marketing or sponsorship expenditure includes design, production and distribution of Fund promotional or educational materials, advertising development and media costs, sponsorships and partnership arrangements. This expenditure is necessary to grow Cbus Super (the Fund) and increase scale, which means lower fees for members.

Contract amounts disclosed are net of Goods and Services Tax (GST) recoverable from the Australian Taxation Office (ATO).

Entity name	Total FY25 payments (\$)	Contract term (months)	Total payments over contract term
ACT Regional Building & Construction Industry Training Council Inc	3,135	1 month	3,135
Adams, Casey Louise	2,000	Adhoc – invoice only	-
Air Conditioning & Mechanical Contractors Association of Australia Limited	18,810	24 months	37,620
ATC Couriers Pty Ltd	209	Adhoc – invoice only	-
Australian Construction Achievement Award	13,063	12 months	26,126
Australian Constructors Association Limited	18,810	3 months	18,810
Australian Directors Guild Ltd	10,450	12 months	10,450
Australian Football League	11,495	Adhoc – invoice only	-
Australian Postal Corporation	12,343	Adhoc – invoice only	-
Australian Publishers Association Limited	7,838	12 months	15,676
Australian Workers Union	172,425	18 months	259,422
Big Datr Pty. Ltd.	31,350	12 months	31,350
Blue Gum Clothing Co. Pty. Ltd.	6,547	Adhoc – invoice only	-
Brisbane City Council	530	Adhoc – invoice only	-
CEPU Electrical Division SA Branch	15,675	24 months	31,350
CEPU of Australia (Plumbing Division)	19,901	24 months	39,802
Charted Media Group Pty Ltd	5,460	Adhoc – invoice only	-
Civil Contractors Federation New South Wales Ltd	10,661	24 months	30,138
Civil Contractors Federation New South Wales Ltd	240	Adhoc – invoice only	-
Civil Contractors Federation South Australia Ltd	86	Adhoc – invoice only	-
Civil Contractors Federation Victoria Ltd	15,675	12 months	15,675

Entity name	Total FY25 payments (\$)	Contract term (months)	Total payments over contract term
Civil Contractors Federation Victoria Ltd	646	Adhoc – invoice only	-
Civil Contractors Federation Western Australia Ltd	15,661	24 months	31,322
Coffee On Cue Pty Ltd	1,620	Adhoc – invoice only	-
Communico Media Group Pty Ltd	15,859	Adhoc – invoice only	-
Construction Forestry and Maritime Employees Union - The Construction and General Division, Western Australian Divisional Branch	42,845	24 months	169,290
Dowd Publications Pty Ltd	3,135	Adhoc – invoice only	-
Electrical Trades Union of Australia National Council	99,275	36 months	297,825
Electrical Trades Union WA	45,980	24 months	91,960
Fizz Kidz Australia Pty Ltd	6,469	Adhoc – invoice only	-
Flare Hr Pty Ltd	1,044,974	3 months	1,044,974
Google Australia Pty Ltd	2,327,247	Adhoc – invoice only	-
Harry The Hirer Pty Ltd	2,207	Adhoc – invoice only	-
Industry Super Australia Pty Ltd	1,776,401	12 months	1,776,401
Initiative Media Australia Pty Ltd	9,321,931	Adhoc – invoice only	-
Lemon, Geoffrey Matthew	35,000	Adhoc – invoice only	-
Lonsec Research Pty Ltd	53,086	Adhoc – invoice only	-
Louder Digital Pty Ltd ¹	4,774,359	24 months	10,312,834
Macarthur Group Training Limited	1,045	2 months	1,045
Master Builders Association of South Australia Inc	23,513	24 months	94,050
Master Builders Association of Tasmania Inc	14,108	24 months	56,430
Master Builders Association of the Australian Capital Territory	20,054	24 months	61,854
Master Builders Association of Western Australia (Union of Employers) Perth	25,864	24 months	103,456
Master Builders Australia Limited	49,638	24 months	198,552
Mates in Construction (Aust) Limited	78,375	12 months	156,750
Mates in Construction WA Limited	20,378	9 months	40,756
Meta Platforms Ireland Limited	629,412	Adhoc – invoice only	-
Microsoft Ireland Operations Limited	162,443	Adhoc – invoice only	-
Mill, Jonathan James	500	Adhoc – invoice only	-
Morningstar Australasia Pty Limited	25,142	Adhoc – invoice only	-
National Electrical and Communications Association Queensland Branch	20,900	12 months	20,900
National Electrical and Communications Association SA/NT Branch	10,450	6 months	10,450
Newcastle Trades Hall Council	7,315	12 months	7,315
Nielsen Sports Pty Ltd	13,228	Adhoc – invoice only	-
Pharmacall Pty Ltd	5,047	Adhoc – invoice only	-
Populares Agency Pty Ltd	1,056,025	36 months	2,125,925
Printing Industries Association of Australia	94,050	12 months	94,050

1. The contract value is indicative and has been calculated using actual expenditure incurred to 30 June 2025, and projected expenditure for the remainder of the contract period.

United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 offering Cbus Super and Media Super products (Cbus, Cbus Super and/or Media Super)

Entity name	Total FY25 payments (\$)	Contract term (months)	Total payments over contract term
Public Works (State of Queensland)	379,758	15 years	5,612,190
Qualitops Pty Ltd	47,788	Adhoc – invoice only	-
Queensland Major Contractors Association Inc.	13,063	12 months	26,126
Radio Release Pty Ltd	3,281	Adhoc – invoice only	-
Rainmaker Information Pty Ltd	24,035	Adhoc – invoice only	-
Scott, Anna	246	Adhoc – invoice only	-
Screen Producers Association of Australia	67,925	24 months	146,039
Soundcartel Pty Ltd	28,534	12 months	57,068
Stadiums Queensland	407,550	24 months	-
Superratings Pty Limited	99,168	12 months	99,168
The Chamber of Arts and Culture WA Incorporated	8,621	12 months	17,242
The Equity Benevolent Guild of Western Australia (Inc)	2,090	1 month	2,090
The H & J Rothfield Family Trust ¹	446,535	36 months	1,754,890
The Master Builders Association of Victoria	104,500	24 months	209,000
The Master Painters Association of Victoria Limited	6,270	24 months	12,540
The National Electrical Communications Association – Tasmania Chapter	5,225	12 months	5,225
The Trustee for Elizabeth Andrews Unit Trust	240	Adhoc – invoice only	-
The Trustee for J & A Beaumont Family Trust	6,500	Adhoc – invoice only	-
The Trustee for Mother's Day Classic Foundation	42,500	36 months	127,500
The Trustee for Mother's Day Classic Foundation	1,141	Adhoc – invoice only	-
The Trustee for Redundancy Payment Central Fund	65,313	24 months	261,250
The Trustee for Steve Crossman Family Trust	45,144	Adhoc – invoice only	-
The Trustee for the Calder Discretionary Trust & the Trustee for the Wright Family Trust	133,649	Adhoc – invoice only	-
The Trustee for the Shannon Group Trust	359,499	Adhoc – invoice only	-
Towers Watson Australia Pty Ltd	2,613	Adhoc – invoice only	-
Trainee & Apprentice Placement Service Inc	1,568	1 month	1,568
Tshirt Oz Pty Ltd	15,345	Adhoc – invoice only	-
Ververis, Anthoula	312	Adhoc – invoice only	-
Visual Domain Australia Pty Ltd	20,900	Adhoc – invoice only	-
Walkley Foundation Limited	52,250	Adhoc – invoice only	-
Women in Super	31,350	12 months	31,350
Young, Leith John	261	Adhoc – invoice only	-
Zenith CW Pty Ltd	113,834	12 months	113,834
Total promotional, marketing and sponsorship expenditure	24,737,893		

1. The contract value is indicative and has been calculated using actual expenditure incurred to 30 June 2025, and projected expenditure for the remainder of the contract period.

United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 offering Cbus Super and Media Super products (Cbus, Cbus Super and/or Media Super)

Payments to industrial bodies

In accordance with regulation 2.10(1)(g) of the SIS Regulations, this table shows each industrial body payment made by Cbus Super in the financial year ended 30 June 2025.

Industrial bodies are defined as organisations registered under the Fair Work (Registered Organisations) Act 2009 (Cth). Payments include partnership arrangements which may include advertising, marketing and education services. These arrangements are made on normal commercial terms and contribute to the growth of the Fund.

Payments also include directors' fees. Please note, directors instruct Cbus Super as to where they wish to have their fees paid.

Where applicable, payments included in the list are also included in the total payments for promotional, marketing or sponsorship expenditure and the list of payments to related parties.

Amounts disclosed are net of GST recoverable from the ATO.

Entity name	Nature of expenditure	Total FY25 payments (\$)
Australian Directors Guild Ltd	Sponsorship	10,450
Australian Workers Union	Directors' fees	59,786
Australian Workers Union	Sponsorship	172,425
Automotive Food Metals Engineering Printing & Kindred Industries Union	Professional consulting fees	22,990
Automotive Food Metals Engineering Printing & Kindred Industries Union	Directors' fees	112,159
CEPU Electrical Division SA Branch	Sponsorship	15,675
CEPU of Australia (Plumbing Division)	Sponsorship	19,901
CFMEU Construction & General Division National Office	Directors' fees	78,267
Civil Contractors Federation New South Wales Ltd	Sponsorship	10,901
Civil Contractors Federation South Australia Ltd	Sponsorship	86
Civil Contractors Federation Victoria Ltd	Sponsorship	16,321
Civil Contractors Federation Western Australia Ltd	Sponsorship	15,661
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Plumbing Division Victorian Divisional Branch	Directors' fees	113,022
Construction, Forestry and Maritime Employees Union	Directors' fees	82,394
Construction, Forestry and Maritime Employees Union Construction & General Division Australian Capital Territory Divisional Branch	Directors' fees	100,956
Electrical Trades Union of Australia National Council	Sponsorship	99,275
Electrical Trades Union WA	Sponsorship	45,980
Master Builders Association of South Australia Inc	Premises	11,297
Master Builders Association of South Australia Inc	Sponsorship	23,513
Master Builders Association of Tasmania Inc	Sponsorship	14,108
Master Builders Association of the Australian Capital Territory	Sponsorship	20,054
Media Entertainment and Arts Alliance	Professional consulting fees	8,368
National Electrical & Communications Association SA/NT Branch	Sponsorship	10,450
Printing Industries Association of Australia	Sponsorship	94,050
Screen Producers Association of Australia	Sponsorship	67,925
The Construction, Forestry and Maritime Employees Union - The Construction and General Division, Western Australian Divisional Branch	Sponsorship	42,845
The Master Builders Association of Victoria	Sponsorship	104,500
Total payments to industrial bodies		1,373,368

Payments to related parties

In accordance with regulation 2.10 (1)(h) of the SIS Regulations, the table below shows each related party payment made in the financial year ended 30 June 2025.

The payments to these entities have been incurred as part of the core operations of the Fund and include investment management fees, investment consulting services, operating and occupancy costs, promotional and marketing services, directors' fees, arrears collection and other member services.

More information about payments to related parties is available in the Fund's annual financial report.

Where applicable, payments included in this list are also included in the total of payments for promotional, marketing or sponsorship expenditure, and the list of payments to industrial bodies.

Amounts disclosed are net of GST recoverable from the ATO.

Entity name	Nature of expenditure	Total FY25 payments (\$)
ACT Regional Building & Construction Industry Training Council Inc	Sponsorship	3,135
Australian Council of Superannuation Investors Limited	Memberships	451,231
Australian Council of Superannuation Investors Limited	Other services	114,871
Australian Sustainable Finance Institute Limited	Memberships	22,990
Australian Sustainable Finance Institute Limited	Research	52,250
Australian Sustainable Finance Institute Limited	Travel	4,859
Australian Workers Union	Sponsorship	172,425
Australian Workers Union	Directors' fees	59,786
Automotive Food Metals Engineering Printing & Kindred Industries Union	Directors' fees	112,159
Automotive Food Metals Engineering Printing & Kindred Industries Union	Professional consulting fees	22,990
Canberra Tradesmen's Union Club Limited	Premises	39,255
CBRE (V) Pty Ltd ¹	Premises	157,100
Cbus Property Pty Ltd ²	Staff training and development	692
CEPU Electrical Division SA Branch	Sponsorships	15,675
CEPU Of Australia (Plumbing Division)	Sponsorships	19,901
CFMEU Construction & General Division National Office	Directors' fees	78,267
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Plumbing Division Victorian Divisional Branch	Directors' fees	113,022
Construction, Forestry and Maritime Employees Union	Directors' fees	82,394
Construction, Forestry and Maritime Employees Union Construction & General Division Australian Capital Territory Divisional Branch	Directors' fees	100,956
Electrical Trades Union of Australia National Council	Sponsorship	99,275
Electrical Trades Union WA	Sponsorship	45,980
Frontier Advisors Pty Ltd	Investment consulting fees	2,350,467
Frontier Advisors Pty Ltd	Professional consultancy fees	156,332
IFM Investors Pty Ltd	Investment management services	28,017,500
IFS Insurance Solutions Pty Ltd	Insurance	1,151,852
Industry Fund Services Ltd	Administration, fees expense, arrears, collection and other prof consulting fees	4,253,080

1. Payments have been made to this entity pursuant to a lease agreement. The entity is the managing agent under the agreement. The leased premises are owned by Cbus Property.

2. For the current year ending 30 June 2025, Cbus paid Cbus Property \$692 as reimbursement for training and development costs incurred on Cbus' behalf.

Entity name	Nature of expenditure	Total FY25 payments (\$)
Industry Super Australia Pty Ltd	Advertising-Fund promotion/other general expenses	1,973,706
Investor Group on Climate Change	Research	36,575
ISPT Pty Ltd	Investment management services	8,425,918
Master Builders Association of South Australia Inc	Sponsorship	23,513
Master Builders Association of South Australia Inc	Premises	11,315
Master Builders Association of Tasmania Inc	Sponsorship	14,108
Master Builders Association of the Australian Capital Territory	Sponsorship	20,054
Master Builders Association of Western Australia (Union of Employers) Perth	Sponsorship	25,864
Master Builders Australia Limited	Sponsorship	49,638
Master Builders Australia Limited	Directors' fees	122,843
Super Members Council of Australia Ltd	Memberships	613,734
Sutherland Farrelly Unit Trust ¹	Premises	8,162
The Centre for Workers' Capital Pty Ltd	Memberships	62,700
The Construction, Forestry and Maritime Employees Union - The Construction and General Division, Western Australian Divisional Branch	Sponsorships	42,845
The Master Builders Association of Victoria	Sponsorship	104,500
The Trustee for Mark Hay Trust ¹	Premises	271,539
The Trustee for Redundancy Payment Central Fund	Sponsorship	65,313
Total payments to related parties		49,570,762

Political donations

Cbus Super did not make any political donations during the financial year 2025.

1. Payments have been made to this entity pursuant to a lease agreement. The entity is the managing agent under the agreement. The leased premises are owned by CFMEU.