February 2021

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Maintaining focus in extraordinary times

A message from our CEO Justin Arter

As for all of Australia, 2020 was a challenging year for the building and construction industry. In response, we were pleased to be able to make investing in the road to recovery a major focus.

Last year, we committed over $950 million to Australian businesses through equity raising, debt finance and project financing. And an extra allocation to the Cbus debt portfolio provided a further $850 million in capital to invest in companies and project finance.

Investing in our industry helps to create jobs for members now, while building your retirement savings for later.

Advocating for members

In the Federal Budget last October, policies were announced that affect superannuation. These changes won’t take effect until 1 July this year, but some changes might mean people entering building and construction won’t automatically join Cbus and won’t have access to insurance designed for our industry. We are working hard to ensure you’re not disadvantaged by these changes.

Cbus is a long-term, high performing fund and members should continue to benefit from this.

Retirement Income Review

The Retirement Income Review was released late last year. A number of areas were discussed, including legislated increases in the super guarantee rate. We support the rate increase and will continue to speak up for members in this and other areas we believe are important.

Another major development for Cbus has been the release of a new Climate Change Roadmap, reinforcing our commitment to the Paris agreement. The Roadmap targets an ambitious 45% reduction in absolute portfolio emissions by 2030, and net zero emissions by 2050.

Thank you for your ongoing support and I look forward to sharing news on our progress in coming months.

You can read more about these developments at cbussuper.com.au/road-to-recovery.

Important updates are now being delivered to your inbox

To help you receive important information about your super sooner, we may communicate with you by email.

This means we may send product disclosure regulatory updates to you digitally (such as a link in an email) using the email address you’ve provided to us. If you would prefer to receive information in paper form, you’ll need to let us know.

Why is email better?

- It’s quicker
- More information – we usually include links to other helpful info on our website
- Always on hand – we refer back to (even years later).
Investing your super responsibly

How we invest today will shape your quality of life in retirement. Our new Climate Change Roadmap and focus on Indigenous and community relations are two ways we’re moving the dial in the right direction.

As a responsible investor, Cbus considers the long-term environmental, social and governance (ESG) risks and opportunities that can impact the value of investments when making decisions. Companies that take ESG factors into account are likely to have sustainable business models and an ability to generate long-term returns for members.

Two areas we’d like to highlight are our new Climate Change Roadmap and focus on Indigenous and community relations.

**Cbus Climate Change Roadmap: Beyond 2020**

As the world moves to lower emissions, a large number of Cbus members work in industries and live in communities that will be impacted.

We’ve created a roadmap to address climate change in our investment portfolios and how we can invest to create opportunities for the future, and not leave workers and communities behind.

In our *Climate Change Roadmap: Beyond 2020*, Cbus has committed to a 45% reduction in absolute investment portfolio emissions by 2030 and net zero greenhouse gas emissions by 2050.

Key to our approach is to limit climate transition risk. This means supporting companies that will be part of the low-carbon transition and filtering out potential fossil fuel ‘stranded asset’ companies that won’t transition. We’re taking a more thoughtful, longer term approach, rather than simply divesting completely from fossil fuels.

**Considering Indigenous and community relations**

Cbus supports reconciliation and is committed to social change and economic opportunities for Aboriginal and Torres Strait Islander Australians. Our Reconciliation Action Plan (RAP) is the first step along the road to reconciliation.

Following the events at Juukan Gorge with the destruction of a 46,000-year-old First Nations’ sacred site by Rio Tinto, we are looking at how we better consider cultural heritage and Indigenous and community relations issues in the companies we invest in.

When companies don’t consider ESG risks like these, there can be real impacts for your super. We saw this value for shareholders, including Cbus.

We’ll continue to engage with companies like Rio Tinto on these important issues.

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Catch up from COVID

Our Cbus Advice Services team has been helping members impacted by COVID-19. We share our top tips on how to get your super plans back on track in 2021.

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If you accessed some of your super through early release, our team can help you get back on track.

6RLIRXFQODRUGLUQRZLVWKKHWLPWHRUHXMLQG
RXUWHDRIQDQFDODGYLVHUVDQKHOS

Are you getting the super you’re entitled to?

\|RXpUHD|HGRYHUDOQHGDUQPVRUHKWDQDPRQWDKEHRUHW|D you generally should be getting super. With Cbus, you can check just by logging into your online account.

Check your super payments

Log into cbussuper.com.au/login and go to Super > Transaction history or open the Cbus App on your smartphone and click on Transactions.

It will show your super contributions, the employer, and when and how much was paid.

Get the Government to chip in

Our advisers spoke to over 33,000 members last year.

You can chat with a Cbus adviser over the phone – at no extra cost – it's all part of your membership.
Helping members make good decisions. In 2019/20:

33,000 members spoke to a Cbus adviser

7,800 members got investment advice

5,749 members learned more about a Super Income Stream

389 members got advice following a retirement seminar/webinar

8.9/10 overall member satisfaction with Cbus Advice Services

Rebuild your super (it’s worth it!)

If you withdrew super through the COVID-19 early release scheme last year, you might end up retiring with $41,000 less than you think. To recoup this loss, you could add to your super using the tax relief announced in the October 2020 Federal Budget.

For example, if you earn $65,000 a year, you’ll receive an additional annual tax relief of $1,080. If you add this to your super as an after-tax contribution, you could end up with an extra $36,720 at retirement.

Your coordinators

Local Cbus Coordinators give you personal, face-to-face support when you and your worksite need it. Get in contact today if you need help, or to organise a workplace information session.

Find your local Cbus Coordinator at cbussuper.com.au/coordinators.

Assumptions: 1. Default Death & TPD insurance premiums for a manual worker. 2. Admin fee of 0.19% of account balance (capped at $1,000 per year) and $104 per year (inflating at CPI). 3. Investment return of 5.75% per year under the Growth (Cbus MySuper) option. 4. Long term CPI of 2.5% per year and rise in living standards of 1% per year. 5. Couple, who retire at age 67, own their home outright and receive the age pension. 6. Current value of personal assets $25,000 with no other financial assets outside super. 7. Retirement balance is adjusted for inflation including the expected rise in living standards. 8. Excluding any applicable rebates. 9. Tax relief announced in the October 2020 Federal Budget.

This information is about Cbus and doesn’t take into account your specific needs. You should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide if Cbus is right for you. Call 1300 361 784 or visit cbussuper.com.au for a copy.
An investment update
from our Chief Investment Officer, Kristian Fok

A year in review

With devastating bushfires in Australia and a global pandemic crisis that impacted workers, businesses and whole economies across the globe, 2020 proved to be a challenging year.

While returns for 2019/20 were down due to COVID-19, most investment options performed well for the six months to the end of December. Local markets profited from strongly-performing ‘stay at home’ technology companies and online retailers, as well as Aussie states returning to COVID-19 ‘normal’ life. Outside Australia, the US Presidential election and positive news of a COVID-19 vaccine played their part in lifting returns.

If you made an early withdrawal from your super over the last six months, or switched to an option like Cash Savings or Conservative, this may have impacted your account balance at 31 December 2020.

Major events like COVID-19 disrupt investment markets. Our investment strategies are built with these sorts of events in mind, and it’s important to remember the long-term nature of super when choosing an investment option.

Our Growth (Cbus MySuper) option, which most of our members are invested in, is designed with a 10-year investment time frame and is invested across a wide range of assets.

2021 and beyond

Even with the pending vaccine, it will be some months before populations are effectively vaccinated, and we will need to see how the world adapts again.

Visit our website to learn more about our investment strategy at cbussuper.com.au/investments.
What happens when you switch investments?

When changing your investment option, it’s important to consider the investment time frame and what could be the future impact of switching based on short term share market movements.

When switching from the Growth (Cbus MySuper) option to a Cash or Conservative option during the Global Financial Crisis (GFC) and not switching back. This is compared to staying invested in the Growth (Cbus MySuper) option the whole time.

Switched $100,000 from the Growth (Cbus MySuper) option during the GFC

<table>
<thead>
<tr>
<th>Switching date</th>
<th>Performance to 31 December 2020</th>
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<tbody>
<tr>
<td>July 08</td>
<td>Growth (Cbus MySuper) option*</td>
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<tr>
<td>July 09</td>
<td>5.07 (3.30)</td>
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<td>July 10</td>
<td>8.65 (7.14)</td>
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<td>July 20</td>
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<td>Dec 20</td>
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Switched to Conservative

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<th>$200,737 (+100.7%)</th>
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Switched to Cash

| $130,588 (+30.6%) |

Performance to 31 December 2020

- Growth (Cbus MySuper) option
- SuperRatings fund average

Performance figures are for illustration purposes only and do not take into account tax, fees, insurance or contributions. Calculations are based on historical monthly returns from 30 June 2008 to 31 December 2020, switching on 31 March 2009 with a super account balance of $100,000. Past performance is not a reliable indicator of future performance.

* The return for the Growth (Cbus MySuper) option is based on the crediting rate, which is returns minus investment fees, taxes, and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance is not a reliable indicator of future performance.

Better together

Two of Australia’s top performing super funds*, Cbus and Media Super are looking at creating a fund of around $60 billion and 840,000 members.

Cbus and Media Super have recently completed a thorough review (called due diligence) and have agreed to move to the next stage of the merger process. If both funds agree, the merger will be implemented by the end of 2021.

The planned merger will bring together the two funds’ investment, administration and operations with both Cbus and Media Super retaining their brands.

Media Super oversees just under $6 billion in retirement savings for workers in the printing, arts, media and entertainment industries.

Cbus’ strong commitment to the building, construction and allied industries remains. If the merger occurs, our members can still access the same products and services as they do today.

Being industry super funds, Cbus and Media Super have a similar history and strong connection with their members and industry.

If you keep an eye on cbussuper.com.au/news for all the latest updates.

By increasing our size, both Cbus and Media Super members will benefit.

* Top performing funds based on the Cbus Growth option and Media Super Balanced option placing in the SR50 Balanced (60-76) Index in the SuperRatings Fund Crediting Rate Survey June 2020.
Faren and Nicollette Riccotti own Landworks Landscaping, an award-winning business founded by Mark Riccotti some 30 years ago. When Mark tragically died of cancer in September 2016, his wife, Nicollette took control of the business and daughter, Faren stepped up to become General Manager. “As a family business, we felt that big void when Mark passed away unexpectedly. It was quite a shock. Since Faren joined the business, she does pretty much what Mark used to do, quoting for tenders and managing VWD ‘DQG’SURMFHWv1L’FROOHWWVHLq3UHHWW\El’VJKR’HvW‘R’OoIRU\DHUROGr

Youth and experience
&RE\PLQLQ’\R’XW’KD\DOH’’SHULHOF\K\C\H\H\W\ZR\RP\H have found a happy place working in construction and are constantly surprised by how welcoming their fellow tradies have been. “The younger guys sometimes do a double-take when they see Faren in her high viz and hard hat, but once they V’H’HK’R’Z\K’DUGZ\HZV\RUNZHDOOM’XVWJ’\H\W’R’Q\Z\L\W’K’W’Kv5 ‘added Nicollette. Key to their success are the good relationships they have with allied trades, like irrigation sub-contractors, ERE\FD\W\RS\HD\W\R\U\V\D\O\Q\G\D\R\E\R\X\L’\Q’\W’D ‘6’HPDN’Hv5 ‘HYHU’R’O\H\L\V’Z\HO\O\T\X\D\O\L’’HG’D\QG\Z\HE\UL’Q’L\Q\W’K\Wv5 ‘WKHMREUHTXL‘UHv‘rDUHQVDLG

“Having super means you’re investing from the start with the benefit of time to do the heavy lifting for you.” “A big part of our work is ongoing maintenance. We’re V’W’LO\LQ’R’Y\H\G\Z\L’W’K’\D’V\%U\X\Q\V\Z\LF\N9’LOODJHDKL\J\K\HQGQ \Q’R’\D’H\v5 ‘Han Melbourne), some 12 months later. It’s so rewarding to go back and see the growth and how happy the UHV’L\G’H\Q’\W’V\D\U\H\D’G\G\H\1’FROOH\W’W ‘Good foundations
“When we’re quoting, we emphasise the importance of good soil, good drainage – really starting with a good foundation. It comes at a cost, but it pays for itself over DQG’R’HYrDUHQ\VLG ‘That’s pretty true when it comes to super too. You’ve got to start with a good foundation, like choosing a strong-performing fund from the start. While Faren doesn’t think a lot about her super day to day, she knows it’s going in regularly and uses the Cbus online portal to keep track. “Having super means you’re investing from the start ZL’W’K’W\K’H\E\HO\H’’W’RI’L\P’H\W’R’G\R\W’K’H’D’Y\’OL’I\W’L\Q’IRU’RX ‘You can get on with life, knowing your super’s working H\Q\D‘L\E\W’M’V‘N’J\U\R’X’Q’Gr’DUHQ’FR’QFOX’G\H G

Do you have a question about your super? Access to Cbus Advice Services is included as part of your membership – just call 1300 361 784 and press 4.
Putting members front and centre

Not all heroes wear capes. Heroes can be genuine, caring people who find new ways to get the job done – like our dedicated front counter team.

The pub is a great source for Lynda, who gets a stream of ‘regulars’ telling their Cbus mates to visit her if they need help, or just to have a chat.

Mouths to feed and bills to pay

With Melbourne’s multicultural richness, workers in the building and construction sector are no exception. It could be Afghani tilers, Chinese plasterers or Persian painters, Susan Marshall at our Melbourne front counter serves them all – often going the extra mile to enlist her limited Mandarin or encouraging members to bring a friend to help them to bridge the language gap.

“Filling in forms can be pretty daunting when English is not your first language. A lot of members rock up to the counter looking for a Cbus member card. Our job is not only to help look for a Cbus member card. Our job is not only to help

I’ve been in customer service for 8 years and nothing makes me happier than helping members sort their super.
Sort your super from the couch!

A series of new Cbus webinars on super, investing and retiring well are coming to you, right at home.

2021 webinar topics

<table>
<thead>
<tr>
<th>Super basics</th>
<th>Super for millennials</th>
<th>Women and super</th>
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</thead>
<tbody>
<tr>
<td>Boosting your super</td>
<td>Investments, insurance and beneficiary nominations</td>
<td>How to manage super in your 30s, 40s and 50s</td>
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</tbody>
</table>

Got an idea for a super topic? Let us know at seminars@cbussuper.com.au.

Why you should tune in

No matter your age, working status or super balance, there’s always something you can do to make your super work harder.

The sessions are run during working hours and in the evenings to suit busy schedules.

So, grab a cuppa, tune in on Zoom and have real-time discussions on super topics that are relevant to you.

And don’t worry - if you prefer to be in person, there’ll be a mix of seminars and webinars this year.

Here’s what members think...

“Great overall introduction to Super and Cbus.”

“Give the person who thought of this a six-pack! Thank you everyone very much.”

“The Zoom presentation was perfect! I really hope you are going to continue these webinars into the future, they are an excellent idea!”

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To register for a session, head to cbussuper.com.au/seminars. Partners are welcome to attend.
Get the help you need face to face

The front counter service in Melbourne is open for business at Wesley Place, Level 19, 130 Lonsdale Street.

(Open 9am–5pm, local time, Mon to Fri)

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Opening your account

Account login

Cashing your details

Opening a SIS account

%HQHWSD\PHQWV

Insurance enquiries

%HQHFLDULHVQRPLQDWLQR

Voluntary contributions

Visit us in Melbourne

$VUHVWULFWLRQVHDVHZKDYSXWLQSODFDH&29,'VDIHSODQWR protect you when you visit us in Melbourne.

1. &KHFNLQZLWKWKHJVOH1SODFHRQFLUHRQWKJURXQG&RJU

2. Bring your Cbus member card, driver’s licence, passport or union card.

3. Scan in at the lifts using the QR code provided by the concierge. Sanitisation stations, sneeze screens and limits on visitor numbers will be in place to ensure your health and safety.

Visit us in other states

NSW

Level 25, 44 Market Street, Sydney

(Open 8.30am – 4.30pm, local time, Mon to Fri)

QLD

Level 3A, 300 Adelaide Street, Brisbane

(Open 8am – 4pm, local time, Mon to Fri)

SA

Ground floor, 50 Flinders Street, Adelaide

(Open 9am – 5pm, local time, Mon to Fri)

WA

Level 1, 82 Royal Street, East Perth

(Open 9am – 4pm, local time, Mon to Fri)

Contact us

1300 361 784

DPWRSp76B/7

Monday to Friday, closed on national public holidays

cbusenq@cbussuper.com.au

Cbus super

CBUS Super

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