A message from the CEO
> Page 2

Investment performance update
> Page 3

Employer Online goes live
> Page 4

Corporate Super
> Pages 6 & 7
FROM the CEO
Welcome to the employer newsletter for July 2020.

As the global COVID-19 crisis challenged the health of the world and then the health of its economies, Cbus was quick to respond. We were inspired by you, our employers, who continued to keep building and construction on track, while all but essential services went into lockdown.

Building the foundation
Following from these massive, external shakes to the economy, it was vital that we secured the super of your employees and a comprehensive strategy was developed to manage through the crisis.

Systems were set up to ensure that members could access their funds under the early access scheme, with more than 96% of applications paid within 5 days.

At the same time, we put processes in place to maximise opportunities to contribute to the economic recovery through investment.

We could not have achieved this without your commitment to the industry and to ensuring that member contributions continued to be paid. These inflows helped to build a foundation of liquidity, which has resulted in Cbus’ strong position to map out the road to recovery.

Leading the recovery
Cbus has always been committed to its members and to investing in our industry. During this challenging time, Cbus is creating jobs for members while rebuilding the economy. We believe our investments are likely to contribute to creating and saving around 100,000 Australian jobs through the recovery. Cbus Property are an important part of achieving this goal.

The South Australian government was recently announced as an anchor tenant for Cbus Property’s $300 million office tower. It is anticipated that construction of this landmark project will support 2,000 jobs.

We are unique in that we can invest in the industries our members work in, creating jobs for them, while contributing to the broader economy. And we have a strong track record of success in doing this. Cbus Property has created over 100,000* direct jobs since 2006.

Strong return
Because of your continued support over our history, we have been able to continually develop our investment capability and deliver strong long term returns for your employees.

In recent years we have increased our internal team resources, enabling us to quickly respond to opportunities and issues. The recent crisis has reinforced our total portfolio approach and the importance of actively managing our liquidity position to maximise member outcomes.

We are delighted to announce a positive return, which was not looking to be the case at the outset of the crisis. A full update is provided by Cbus’ CIO on page 3.

The world continues to change often and quickly. But we are confident now that we have built a model of success, which can quickly adjust to these changes.

We could not have built that model without your contributions. And again, I thank you for that, and for your support of Cbus over its history.

Cbus’ new CEO
Earlier this year I announced that I would be leaving Cbus after 12 years as CEO. I am pleased to announce that Justin Arter has been appointed as the new CEO of Cbus and will join the fund in late August. With extensive experience in investment and Government sectors, Justin is well placed to guide the fund into the future.

While this has been a challenging year for super, I believe the fund is well prepared to weather the storm and move into the future, stronger than ever.

* Estimated jobs since 2006 to June 2020 based on inductions for completed and committed developments.
It’s safe to say 2020 is proving to be a challenging year.

In the first half of 2020 we’ve experienced devastating bushfires in Australia and a global pandemic that caused unprecedented share market movements.

Before these events, global economic activity had stabilised and was starting to slowly improve with the expectation for further improvement in 2020. The US/China trade tensions were easing and Brexit happened with both having a positive impact on share markets. Australia’s performance wasn’t as strong with weak household income growth and sluggish consumer spending and some uncertainty in the housing market. The RBA made three cuts to the cash rate across 2019 to try and lift growth.

By the end of March 2020, the global environment was very different. What started as a health crisis created an economic crisis, with share markets falling in a month what took around 15 months during the Global Financial Crisis. Whole sectors including retail, hospitality and tourism shut down overnight, as governments sought to contain the spread of the virus.

Closer to home

With the benefit of a less densely populated nation, a strong healthcare system and the closure of international borders, Australia is closer to getting COVID-19 under control. The government announced a number of measures, such as JobKeeper, to support incomes and to try and ensure that as restrictions are slowly lifted businesses can begin operating fairly quickly.

While we appear to have passed through the initial ‘eye of the storm’ as containment measures are unwound globally, uncertainty remains with the number of virus cases continuing to rise and the emergence of further waves in some regions. International trade uncertainty and weak employment markets will weigh on businesses and households.

Despite these challenging conditions, the Growth (Cbus My Super) option was able to regain many of the losses experienced during the crisis to deliver a positive result for the 2019/20 Financial Year of 0.75%. Our longer term 5 and 10 year returns were 7.13% and 8.54% respectively, an important reminder that super is a long term investment.

Think for the long term

From time to time, external factors may negatively impact investment performance, but historically these periods tend to be temporary. Markets do recover and often rapidly as happened following the Global Financial Crisis. When thinking about super, it’s important that your employee’s focus on their long-term financial goals and resist the urge to make decisions based on short term ups and downs in markets.

Looking ahead

The construction and building industry will play a major role in what will be a long, nation-building recovery and Cbus is determined to play our part. We see potential opportunities to work with our key sponsoring organisations to support a pipeline of work across the industry and provide financing or other longer-term lending where it stacks up to get projects off the ground. We will work closely with Federal and State government to understand the projects they are considering and the role Cbus can play, alongside them, in the recovery.

Performance to 30 June 2020

<table>
<thead>
<tr>
<th>Performance Period</th>
<th>Growth (Cbus MySuper) option</th>
<th>SuperRatings fund median</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 months (%)</td>
<td>0.75</td>
<td>-0.82</td>
</tr>
<tr>
<td>7 years (% per year)</td>
<td>8.49</td>
<td>7.27</td>
</tr>
<tr>
<td>10 years (% per year)</td>
<td>8.54</td>
<td>7.43</td>
</tr>
</tbody>
</table>

Past performance is not a reliable indicator of future performance.

*The Growth (Cbus MySuper) option crediting rate is based on the return 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.


Improving health and wellbeing within your workplace

As we navigate our way through these challenging times, promoting mental health and wellbeing within the workplace is vital.

With one in five Australians navigating mental health challenges in any one year*, and around half during their lifetime, we know this is something we need to improve together. This is one of the many reasons Cbus partner with SuperFriend, as we share their vision of an Australia where all workplaces are mentally healthy.

SuperFriend designs and delivers mental health and wellbeing initiatives that enable workplaces to thrive, providing access to:

- A complimentary Looking after yourself learning module, including an interactive online wellbeing plan
- Mental health and wellbeing training and workplace sessions
- Valuable mental health tools and resources, many downloadable at no cost
- Mental health and wellbeing news, information and advice

Learn more at superfriend.com.au or by calling 03 9615 8600.

If you or your employees are looking for help or require urgent assistance, please contact a medical or mental health professional. You can also contact Lifeline (24 hours) on 13 11 14 or Beyond Blue on 1300 22 4636 for over-the-phone assistance.


This information has been prepared by SuperFriend who provide services intended for information and educational purposes only about mental health and wellbeing issues. SuperFriend is not a health or crisis service, nor does it take the place of any professional medical help, diagnosis or treatment. For up-to-date information, refer to SuperFriend’s website.

Employer Online goes live 10th August

Employer Online will allow you to administer your employees’ super more easily and securely.

If you currently use Employer SuperSite or Cbus Clearing House*, please log in to your account to check that the mobile numbers and email addresses for all business users are up to date.

This information will be key to unlocking your new Employer Online account when it goes live in August 2020.

Please note – moving forward we will no longer be sending Employer Record of Contribution Statements via post.

You will be able to access three different types of reports on Employer Online.

*Cbus Clearing House service is provided by Westpac Banking Corporation ACN 007 457 141 AFSL 233714 for Cbus employers.
We’re helping Australia’s economic recovery

COVID-19 has had a dramatic economic impact in Australia and globally which will take years to recover from.

It’s acknowledged the building and construction industry will play a leading role in Australia’s economic recovery. As the super fund representing the industry, Cbus will contribute to this recovery at many points along the way.

We see opportunities in keeping current projects going and ensuring a decent pipeline of work over the next few years. We believe our investments will contribute to the creation of around 100,000 jobs through this recovery.

Investing in the recovery

With a strong history of job creation through Cbus Property*, we will focus on more than just large-scale property projects to achieve a similar number of jobs through the recovery.

We will play a leading role in industry and government forums, identifying ways the super industry can assist in the recovery.

Through a close relationship with sponsoring organisations, we will use industry insights to help prioritise ‘shovel ready’ and future projects.

We can invest capital in different ways to contribute to job creation, including:

- **Direct debt and corporate opportunities**
  - We are looking for direct investments in recapitalisation opportunities with Australian listed companies and direct lending.
  - We are already a provider of debt facilities for smaller to medium tier construction projects, offering more flexible time horizons than traditional bank financing. We may also consider funding opportunities for social and affordable housing.

- **New developments**
  - Cbus Property recently announced an anchor tenant for its Pirie Street development in Adelaide and will create 2,000 jobs.
  - Our investment in the construction of the 180MW Warradarge Wind Farm in WA through Bright Energy Investments will create 200 jobs.

- **Expansion of existing assets**
  - An effective way to increase the value of existing assets is to upgrade existing facilities or undertake further development.
  - Many of our infrastructure assets have future development pipelines in their business plans and we will provide capital towards these when approved as priority projects.

Contributing to a stronger economy

Cbus is committed to building our members’ retirement savings while creating jobs in the industry, contributing to the recovery and a stronger economy.

---

*Cbus Property Pty Ltd is a wholly-owned subsidiary of United Super Pty Ltd and has responsibility for the development and management of Cbus’ direct property investments. This information is about Cbus and figures are correct as at 12 June 2020.
Insurance cover options for executives, professionals and mostly office-based employees.

At Cbus, we understand the risks of working in the building, construction and allied industries, that’s why our insurance has catered to the needs of people working in these industries since our beginning in 1984.

The introduction of Corporate Super means that more members can have insurance tailored to their industry and occupation. Executives, professionals and mostly office-based employees will have access to better suited death, total and permanent disablement (TPD) cover and income protection as part of Cbus Corporate Super – with all the same great benefits of Cbus Industry Super. You’ll need a minimum of 50¹ eligible employees to join.

It is important to note that employees won’t receive automatic insurance cover if they’re under 25 years of age or have less than $6,000 in their account, unless they have elected to have cover.

With Cbus Corporate Super, your business will benefit from:
- flexible insurance options – choose from three insurance designs to meet the needs of your employees
- easy super administration – SuperStream approved payment systems available
- dedicated relationship managers – to assist with your super obligations

And, your employees will benefit from:
- a history of strong long-term investment performance with an average annual return² of 8.98% p.a over the last 36 years, as at 30 June 2020 for the Growth (Cbus MySuper) option
- competitive premiums for death and total and permanent disablement (TPD) cover³
- automatic income protection⁴
- tailored education information sessions and access to financial advice
- Cbus partners offer mental health and wellbeing courses, tools and resources

---

¹ To be eligible for membership of Corporate Super your employees must meet one of the occupation categories, plus certain other conditions as set out in the Policy. If the number of employees who are members of Cbus Corporate Super falls below 30 insured members on 1 July of any year, you and your employees will be transferred to Cbus Industry Super.
² Since inception to 30 June 2020, based on the crediting rate, which is the return minus investment fees, taxes, and until 31 January 2020, the percentage-based administration fee.
³ Competitive Group Life Premiums based on a comparative assessment by The Heron Partnership in August 2019.
We cater to our industry

We offer insurance cover options to meet our members’ needs, whether they spend most of their time in an office environment or undertake limited manual work\(^4\).

Our occupation categories are based on the duties performed so that members can benefit from more competitive premiums according to their role. For more information on each of the occupation categories, see the relevant Product Discloser Statement (PDS) on our website.

Contact us to learn more

If you’d like to learn more about Cbus Corporate Super, please contact your Cbus Relationship Manager or Business Development Manager (BDM).

If Cbus Corporate Super is right for your business, we can provide a quote based on the number of employees and your claims history.

Phone 1300 361 784 8am to 8pm (AEST/AEDT) Monday to Friday

Email corporate@cbussuper.com.au
Website cbussuper.com.au/employers/corporate-super

---

4. To be eligible for income protection, it must be part of the chosen insurance design and employees must be working at least 15 hours or more per week. By law, members won’t receive automatic insurance cover if they’re under 25 years of age or have less than $6,000 in their account, unless they have elected to have cover.

5. Less than 20% of your job involves manual or physical work.
Cbuds education sessions

Kickstart the new financial year and help your staff take control of their super by organising a Cbus education session at your workplace or via a webinar.

Topics covered:

- Legislative updates
- Super basics
- First Home Super Saver Scheme
- Investments overview
- Insurance and beneficiary nominations
- Retirement adequacy and contributions

To arrange a session, speak to your Employer Relationship Manager or alternatively register your interest by emailing seminars@cbussuper.com.au.

Federal Government’s Super guarantee amnesty scheme

Applications for the super guarantee amnesty scheme close on 7 September 2020.

The temporary amnesty provides eligible employers with a one-off opportunity to disclose, lodge and pay unpaid SG amounts without incurring penalties.


Cbuds is here to help

Call our Service Centre on 1300 361 784
Monday – Friday 8am – 8pm (EST)

Find us on

cbussuper.com.au
cbusenq@cbussuper.com.au

Write to
Locked Bag 5056
Parramatta NSW 2124

This information is about Cbus. It doesn’t take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and related documents to decide whether Cbus is right for you. Contact 1300 361 784 or visit cbussuper.com.au for a copy.

Contact 1300 361 784 or visit cbussuper.com.au for a copy.

Cbus’ Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.

The information is current at the date of printing.