

Arcadis Corporate Plan Summary

Issued: 1 October 2025



right by your side



Important Information

The information in this document forms part of the Brighter Super *Accumulation Product Disclosure Statement*, issued 1 October 2025. It provides additional information that applies to you as an employee of Arcadis Australia Pacific Pty Ltd (referred to in this document as your employer).

This Corporate Plan Summary should be read in conjunction with the *Accumulation PDS* and any material incorporated by reference, including the *Corporate Offer Insurance Guide* and the *Investment and Fees Guide*, because it varies or adds to the information in those documents. The rules and definitions in these documents apply to this Corporate Plan Summary, unless otherwise stated. You should consider all this information before making a decision about the Fund. You can obtain a copy of information referred to in this Corporate Plan Summary, free of charge, by calling us on **1800 444 396**.

While the information contained in this Corporate Plan Summary is up-to-date at the time of its preparation, details can change from time-to-time. If the updated information is not required to be notified in a separate communication, it will be published on our website available at brightersuper.com.au/PDS and, on request, a paper copy of any updated information will be provided, free of charge.

The information provided in this Corporate Plan Summary is general information only and does not take into account your personal financial situation or needs. You should obtain financial advice that is tailored to your personal circumstances.

The Fund representatives and partners are authorised to provide advice on Brighter Super products and superannuation in general. See our *Financial Services Guide (FSG)* for more information.

This document has been prepared and issued by Brighter Super Trustee (ABN 94 085 088 484 ASFL 230511) (Trustee) as trustee for Brighter Super (ABN 23 053 121 564) (Fund). In this document, Brighter Super may refer to the Trustee or Fund as the context may be. Brighter Super products are issued by the Trustee on behalf of Brighter Super. The Trustee is an authorised MySuper product provider (Product number 23 053 121 564 638).

Insurance cover offered through this product is provided by TAL Life Limited (ABN 70 050 109 450, AFSL 237848) (TAL Life).

Brighter Super respects the privacy of your personal information. You can find out how we use and protect your personal details by getting a copy of our *Privacy Policy* from our website at brightersuper.com.au or call us on **1800 444 396** and we will send you a paper copy.

Joining Brighter Super

The Arcadis plan in Brighter Super is open to all employees of Arcadis.

When you start employment with Arcadis, you'll be given the option to nominate a super fund of your choice and you can choose to join the Arcadis plan in Brighter Super. If you choose Brighter Super, your payroll office will organise the rest for you.

It's important to remember, if you don't choose a super fund, Arcadis will be required to find your 'stapled account' with the Australian Taxation Office (ATO) and make your compulsory superannuation contributions to that super fund.

Contributing to the Arcadis plan

There are a range of flexible methods for making contributions into your Brighter Super Accumulation account. Your employer(s) can contribute compulsory Superannuation Guarantee (SG) and award contributions, contributions you nominate under a salary sacrifice arrangement and other voluntary contributions for you. You can also make personal contributions to your account, which you may be able to claim as a tax deduction, or arrange for your spouse to contribute to your account for you.

Arcadis will arrange for payment of all employer contributions, including contributions made under a salary sacrifice arrangement, plus any personal contributions you arrange to make via payroll deduction, to your account.

If you, or your spouse, want to make contributions directly to your account, you can contribute using BPAY®. BPAY lets you make contributions from your own bank account over the phone or internet. To make a BPAY contribution, you'll need your Customer Reference Number (CRN) and Biller code. You'll find your BPAY details in your online account, which you can access once you join Brighter Super.

You can also transfer benefits you hold in other super funds to Brighter Super once you join. You can find more information on transferring super benefits and making contributions (including how and when they can be made) in the *Member Guide*.

Your investment options

You and your financial adviser have the option to choose your own investment mix. If you don't make a choice, you'll be invested in the MySuper option.

In addition to MySuper, Brighter Super offers 11 professionally managed investment options, bringing together the expertise from a variety of investment managers from Australia and around the world.

Once you join, you can change your investment selection at any time by logging in to your online account and completing an online switch, or downloading and completing a copy of the *Investment Switch form*. Before making a choice, you should consider the possible return and risk of the investment options and how long you plan to keep them. You should also consult your financial adviser to help you decide the investment strategy that is right for you. For more information about our investment options, please refer to the *Investment and Fees Guide*.

* Registered to BPAY Pty Ltd ABN 69 079 137 518

8. Insurance in your super

The following replaces some of the text in the *Insurance in your super* section in the *Accumulation Product Disclosure Statement*.

Brighter Super offers:

- Death insurance cover (sometimes referred to as Life cover) which includes terminal illness cover;
- Total and Permanent Disablement (TPD) cover to protect you if you become totally and permanently disabled; and
- Income Protection cover to protect your income if you are temporarily unable to work due to illness or injury.

Please note: for Death, Terminal Illness, or TPD cover, any insurance proceeds received are paid into your account and invested in the Cash investment option.

Arcadis has arranged for the following default cover, up to the Automatic Acceptance Limit (AAL), to be provided automatically to eligible members of the plan. Provided you meet the eligibility rules, default cover will commence the date your account balance reaches at least \$6,000 and you are aged 25 years or more.

If a 'Superannuation Guarantee (SG) contribution' is received prior to, or within 120 days, of the date your default cover commenced, 'New Events Cover' will apply until you have been in 'active employment' for 30 consecutive days (refer to the *Corporate Offer Insurance Guide* for the definition of New Events cover).

If a SG contribution is received more than 120 days after the date your default cover commenced, New Events Cover will apply for 24 months and will cease to apply once you satisfy the 'active employment' requirements for 30 consecutive days after the end of the 24 month period.

Starting default cover early

You can elect to start cover earlier by completing the *Insurance cover election form - Corporate Offer* available at brightersuper.com.au/forms. To be eligible for earlier default cover, you must complete and return the *Insurance cover election form - Corporate Offer* within 120 days from the date you joined the Fund otherwise you will need to apply for underwritten cover.

If you are interested in applying for Income Protection cover you can do so by completing the *Insurance application - Corporate Offer*, available at brightersuper.com.au/forms. Any Income Protection cover will be member selected cover, please refer to the *Corporate Offer Insurance Guide* for more information and premium rates.

Employment type [^]	Cover type	Sum insured*	Up to AAL
Permanent staff	Death and TPD	12.5% x Salary x Years and days of Future Service to age 70	\$800,000
Casual staff	Death and TPD	Age-based	Not applicable

*Salary is the salary last advised to us by Arcadis and Years and days of service to age 70 means future years and complete days of service to age 70.

[^]Arcadis must advise us of your employment type when they nominate you for membership, otherwise you will be provided with the default age-based Death and TPD cover.

For permanent staff, the default cover in the above table replaces the standard default cover as described in the *Corporate Offer Insurance Guide*.

All other rules relating to default cover in the *Corporate Offer Insurance Guide* will apply to your employer selected default cover.

If you don't meet the eligibility rules, or you would like Income Protection, or you would like additional Death and TPD cover (including for amounts above the AAL), you will need to apply by completing the *Insurance application form - Corporate Offer*. This includes answering questions about your health and lifestyle and being assessed and accepted by the Insurer.

Insurance for Arcadis Corporate Plan members is provided by TAL Life. Refer to the *Corporate Offer Insurance Guide* for further information on insurance, including the eligibility rules for cover.

Insurance fees apply to insurance cover, and these fees are detailed in the *Corporate Offer Insurance Guide*.

For the purposes of the insurance fees you pay, your occupation category is Professional.

Your occupation category won't change whilst you're employed by your employer. This replaces the information on occupation categories in the *Corporate Offer Insurance Guide*.

Default age-based Death and TPD cover for casual staff

Eligible casual staff receive the default age-based Death and TPD cover. The table below sets out the amount of cover based on your age:

Current age	Death and TPD sum insured
15 - 19	\$50,000
20 - 46	\$151,253
47	\$147,472
48	\$132,724
49	\$119,452
50	\$107,507
51	\$96,756
52	\$87,080
53	\$78,372
54	\$70,535
55	\$63,482
56	\$57,133
57	\$51,420
58	\$46,278
59	\$41,650
60	\$37,485
61	\$33,737
62	\$30,363
63	\$27,327
64	\$24,594
65	\$22,135
66	\$19,921
67	\$17,929
68	\$16,136
69	\$14,523

Increasing, reducing and cancellation of your cover

You can apply to increase, decrease or decline to acquire insurance cover when you join the Fund by completing an *Insurance application - Corporate Offer* form or an *Application to reduce insurance cover - Corporate Offer* form available at brightersuper.com.au/forms. If you don't want insurance cover applied to your account, you can also let us know by making an election through Member Online.

Legislation requires a super fund to cancel insurance cover for:

- Members with an account that has been inactive (no contributions or rollovers received) for 16 months; or
- Members who are under 25 years old and have an account balance of less than \$6,000 where the Member ceases employment with an Employer who has been paying their insurance premiums

unless the Member has made an election to continue their insurance cover by completing an *Insurance cover election form - Corporate Offer*. Please refer to the *Corporate Offer Insurance Guide* applicable to you for more information about making an election to maintain your insurance cover.

Please note: You may be required to have insurance cover under an enterprise bargaining agreement which is applicable to your workplace. You should check this with your employer prior to cancelling or reducing this cover.

What happens when you change employment type or leave your employer?

If you change your employment type

If you change the basis upon which you are employed by Arcadis, any employer selected Death and TPD may change. For example, if you change to casual employment, your employer selected Death and TPD will change to fixed cover and standard premium rates apply. If you change from casual employment to permanent employment, your employer selected Death and TPD cover changes to salary-based cover provided to permanent staff and the Corporate insurance fees apply to your cover.

Any member selected insurance cover you hold will continue. However, for member selected Income Protection cover, your employment status can impact your eligibility at claim time. You should review your insurance cover so you do not end up paying for Income Protection cover you may not be eligible to make a claim for.

If you leave Arcadis

When you leave Arcadis, provided you have money in your account, you'll stay in Brighter Super, but as an individual member. Refer to the *Investment and Fees Guide* and *Corporate Offer Insurance Guide* for the fees and costs that apply when you leave your employer.

Any employer selected Death and TPD cover will continue but as fixed cover, from the date we're notified you've left your employer. Any member selected cover you have will continue.

Refer to the *Corporate Offer Insurance Guide* for more information on when cover stops.

Once we know you have left Arcadis, we'll write to you to explain your options and ask you to update any personal details that may impact your benefits. We'll also provide you with the information you'll need to arrange for your new employer to contribute to your account. Please refer to the *Corporate Offer Insurance Guide* for insurance costs that will apply after you leave your employer.

We are here to help

If you have any questions please email us at info@brightersuper.com.au or call us on 1800 444 396, weekdays 8.00 am to 5.30 pm AEST.