

ConocoPhillips Australia Operations Pty Ltd 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 ConocoPhillips Australia Operations 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 ConocoPhillips Australia Operations Pty Ltd plan in Brighter Super is open to all employees of ConocoPhillips Australia Operations Pty Ltd.

When you start employment with ConocoPhillips Australia Operations Pty Ltd, you'll be given the option to nominate a super fund of your choice and you can choose to join the ConocoPhillips Australia Operations Pty Ltd 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, ConocoPhillips Australia Operations Pty Ltd 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 your ConocoPhillips 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.

ConocoPhillips Australia Operations Pty Ltd 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

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.

ConocoPhillips Australia Operations Pty Ltd 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 130 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 130 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 130 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	20% x Salary x Years and days of Future Service to age 65	\$1,500,000
Casual staff	Death and TPD	Aged-based	Not applicable

*Salary is the salary last advised to us by ConocoPhillips Australia Operations Pty Ltd and Years and days of service to age 65 means future years and complete days of service to age 65.

[^]ConocoPhillips Australia Operations Pty Ltd 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 ConocoPhillips Australia Operations Pty Ltd 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 below. These insurance fees replace the insurance fees included in the *Corporate Offer Insurance Guide*.

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

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

Insurance fees

Insurance fees are payable monthly in advance. They will be deducted from your account at the end of each month.

Rates shown in the following table are annual insurance rates per \$1,000 of cover and are inclusive of stamp duty and GST. The *Examples of how to calculate insurance fees* section in the *Corporate Offer Insurance Guide* explain how to use these rates. The insurance fees below apply to all permanent members whilst you're employed by your employer. If you're a casual member or you decide to apply for Income Protection cover, refer to the *Corporate Offer Insurance Guide* for more information on the insurance fees that apply to you.

Current age	Default cover		Voluntary cover	
	Death	TPD	Death	TPD
15	0.0975	0.0975	0.1176	0.1176
16	0.1277	0.1277	0.1546	0.1546
17	0.1580	0.1580	0.1882	0.1882
18	0.1815	0.1815	0.2185	0.2185
19	0.2017	0.2017	0.2420	0.2420
20	0.2050	0.2050	0.2487	0.2487
21	0.1849	0.1849	0.2218	0.2218
22	0.1681	0.1681	0.2017	0.2017
23	0.1580	0.1580	0.1882	0.1882
24	0.1412	0.1412	0.1681	0.1681
25	0.1345	0.1345	0.1613	0.1613
26	0.1277	0.1277	0.1546	0.1546
27	0.1345	0.1345	0.1613	0.1613
28	0.1345	0.1345	0.1613	0.1613
29	0.1378	0.1378	0.1647	0.1647
30	0.1412	0.1412	0.1681	0.1681
31	0.1479	0.1479	0.1748	0.1748
32	0.1580	0.1580	0.1882	0.1882
33	0.1647	0.1647	0.1950	0.1950
34	0.1748	0.1748	0.2118	0.2118
35	0.1882	0.1882	0.2286	0.2286
36	0.2084	0.2084	0.2521	0.2521
37	0.2218	0.2218	0.2689	0.2689
38	0.2454	0.2454	0.2924	0.2924
39	0.2723	0.2723	0.3260	0.3260
40	0.3059	0.3059	0.3697	0.3697
41	0.3429	0.3429	0.4101	0.4101
42	0.3865	0.3865	0.4672	0.4672
43	0.4370	0.4370	0.5244	0.5244
44	0.4975	0.4975	0.5983	0.5983
45	0.5681	0.5681	0.6823	0.6823
46	0.6487	0.6487	0.7798	0.7798
47	0.7395	0.7395	0.8874	0.8874
48	0.8470	0.8470	1.0185	1.0185
49	0.9647	0.9647	1.1563	1.1563
50	1.1059	1.1059	1.3277	1.3277
51	1.2739	1.2739	1.5294	1.5294
52	1.4521	1.4521	1.7412	1.7412
53	1.6504	1.6504	1.9798	1.9798
54	1.8924	1.8924	2.2689	2.2689
55	2.1781	2.1781	2.6151	2.6151
56	2.4672	2.4672	2.9613	2.9613
57	2.8336	2.8336	3.4016	3.4016
58	3.2537	3.2537	3.9058	3.9058
59	3.7378	3.7378	4.4840	4.4840
60	4.2252	4.2252	5.0688	5.0688
61	4.7831	4.7831	5.7377	5.7377
62	5.3646	5.3646	6.4369	6.4369
63	5.9798	5.9798	7.1764	7.1764
64	6.6453	6.6453	7.9764	7.9764

The premium rates above include any applicable stamp duty but exclude any insurance administration fee rebate that may apply.

Other insurance information

Who is eligible for insurance?

To be eligible to take out insurance through the plan you must be:

- i. an Australian Resident or the holder of a temporary work visa issued by the Department of Home Affairs and approved by TAL Life;
- ii. under 64 years of age; and
- iii. employed by ConocoPhillips Australia Operations Pty Ltd for a minimum of 15 hours per week on a permanent basis or as a contractor.

What are the minimums and maximums that apply to cover?

Through the ConocoPhillips Australia Operations Pty Ltd plan, there is no limit to the amount of Death cover you can hold, but the amount of TPD cover you can hold is limited to \$5 million. All default cover above the Automatic Acceptance Limit (AAL) of \$1,500,000 and all additional/voluntary cover is subject to assessment and acceptance by TAL Life.

The minimum eligibility age for cover is 15 years and the maximum age for cover is 64 years of age; that is, all employer selected Death and TPD cover will be cancelled immediately before your 65th birthday.

How to apply for cover?

If you are not eligible for default cover, you qualify and would like to apply for voluntary cover (including cover above the AAL), you will need to apply to TAL Life.

To apply, you will need to complete the *Insurance application - Corporate Offer form* and provide information about your personal and family medical history. When you apply for cover, you will need to ensure that you comply with your Duty to take reasonable care, as described in the *Corporate Offer Insurance Guide*.

This cover is subject to assessment and acceptance by TAL Life. TAL Life may decline to accept your application for cover, or only offer cover subject to amended terms and conditions (which may include changes to the insurance fees you pay and/or additional cover exclusions). This cover will be subject to those amended terms and conditions in the event of a claim.

Interim accident cover

If you are an eligible member and apply for cover with TAL Life, you will receive interim accident cover whilst your application is being assessed. Interim accident cover will be provided for the type(s) and amount(s) of cover in your insurance application. It will not cover terminal illness and will be capped at \$2 million.

Interim accident cover starts on the date that TAL Life receives your insurance application. It will last no more than 90 days and will cease as soon as your application is withdrawn, accepted or rejected, or earlier under the cover cancellation rules (see *When does cover cease?* on page 5).

Interim accident cover insures you against an event which is the direct result of an accident and both the accident and the claim event (i.e. death or date of disablement) occur whilst you hold the interim accident cover.

Interim accident cover is subject to the terms, conditions and restrictions that apply to insurance offered by TAL Life.

When does cover start?

Default cover for eligible members, up to the Automatic Acceptance Limit, will commence once you reach age 25 and have an account balance of least \$6,000.

However, if you're eligible and opt to start your default cover early (and within 130 days of starting employment with ConocoPhillips Australia Operations Pty Ltd) your default cover (up to the AAL) will commence on the date we receive your completed *Insurance cover election form - Corporate Offer*. If you are not in 'active employment' when your default cover starts, New Events Cover will apply.

If you are not eligible for default cover, or you apply to TAL Life for voluntary cover (including cover above the AAL), the cover will commence when TAL Life accepts your application.

New Events Cover

If a 'superannuation guarantee (SG) contribution' is received within 130 days of the date you're first eligible for insurance cover, New Events Cover will apply until you have been in 'active employment' for 30 consecutive days. Otherwise, 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.

When you travel overseas

Cover is provided to Australian residents when they travel overseas. Temporary work visa holders are also covered when they travel overseas but will be limited to 90 days if they take up temporary employment whilst overseas.

Leave without pay

Only applicable if you are with a Corporate or Non-Corporate Employer. If you take leave without pay and it's approved by your employer, your Death and TPD insurance cover will continue for up to two years without the need to obtain confirmation from the Insurer, as long as you continue to pay your insurance fees. Any extension of the leave without pay period will be subject to agreement in writing by the Insurer. If you are insured for TPD and do not return to work after your approved leave period, your TPD definition may change. If you have Income Protection, your insurance cover will continue for up to one year. In the event of a claim your 'waiting period' won't start until the return to work date agreed with your employer before your leave without pay commenced.

Whilst on leave without pay, in addition to the cover cancellation rules, your cover will cancel if you don't return to employment at the end of the approved leave period.

When does cover cease?

Your cover will cease on the earlier of:

- your death and/or when an insured benefit is paid by TAL Life
- your 65th birthday for employer selected cover
- the date you leave the Fund
- at the end of the two years you are on leave without pay with ConocoPhillips Australia Operations Pty Ltd prior written approval (unless TAL Life agree to a longer period, in which case, at the end of that extended period)
- when you are no longer an Australian Resident or the holder of a temporary work visa (which has been approved by TAL Life), you leave Australia permanently or your cover cancels under the worldwide cover provisions
- you do not receive any contributions or rollovers into your Accumulation account for a continuous period of 16 months, and your account becomes inactive, and you have not elected to retain cover
- the last day in respect of which insurance fees have been paid, where insurance fees remain due and unpaid for 30 days; and
- immediately before you serve in the armed forces of any country (other than where you are not in active duty outside Australia and you serve in the Australian Armed Forces Reserves).

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

Interim accident cover will also cease 90 days after it commences, when TAL Life completes the assessment of your application for cover (regardless of whether that application is accepted or rejected) or earlier if your application for insurance is withdrawn.

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.

Definitions

Definitions are important – they help you to understand what you're paying for and set out the rules TAL Life will apply when considering your eligibility for cover or a claim, helping to avoid uncertainty and making the claims process easier. This table contains a summary of the definitions that apply to insurance cover offered by TAL Life Limited through the ConocoPhillips Australia Operations Pty Ltd plan. The full definitions are contained in the policy document and a summary of the key definitions are contained in the *Corporate Offer Insurance Guide*.

Date of disablement: Means the later of the date you cease all work and the date a 'medical practitioner' examines and certifies in writing that you are disabled.

Terminal illness/terminally ill:

Means:

- a. two registered 'medical practitioners' have certified, jointly or separately, that you suffer from an 'illness' or 'injury', that is likely to result in your death, despite reasonable medical treatment, within a period (the certification period) that ends not more than 12 months after the date of certification;
- b. least one of the registered 'medical practitioners' is a specialist practicing in an area related to the 'illness' or 'injury' suffered by you; and
- c. for each of the certificates, the certification period has not ended.

Total and permanent disablement (TPD)/ totally and permanently disabled:

Means:

- a. you are under age 65 and are employed in permanent employment for at least 15 hours per week within the six months prior to your 'date of disablement';
- b. you have been absent from your 'occupation' with your employer through 'injury' or 'illness' for three consecutive months and you have provided proof, to the Insurer's satisfaction, that you have become incapacitated to such an extent as to render you unlikely ever to engage in or work for reward in any 'occupation' or work for which you are reasonably qualified by reason of education, training or experience.

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 ConocoPhillips Australia Operations Pty Ltd, 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 insurance fees on page 3 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 ConocoPhillips Australia Operations Pty Ltd

When you leave ConocoPhillips Australia Operations Pty Ltd, provided you have money in your account, you'll stay in Brighter Super, but as an individual member. This means that the insurance fees outlined in this Plan Summary will no longer apply to you. Refer to the *Investment and Fees Guide* and *Corporate Offer Insurance Guide* for the fees and costs that apply.

Any employer selected Death and TPD cover will continue to age 65 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 ConocoPhillips Australia Operations Pty Ltd, 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.