

Annual Outcomes Assessment

TAL Super

Financial year ending 30 June 2025

Overall Determination

Mercer Superannuation (Australia) Limited (the **Trustee**) has determined that TAL Super (the **Product**) is **promoting the financial interests of our members**. This is based on the assessments and comparisons summarised below.

Section one – performance assessment

Investment returns	N/A – No assets are held for TAL Super as an Insurance Only Product.
Investment risk	N/A – No assets are held for TAL Super as an Insurance Only Product.
Fees and costs	N/A – Insurance fees are assessed in Section two.

Section two – assessment factors

Options, benefits and facilities	The Trustee is committed to enhancing member experience and engagement, and our analysis shows TAL Super offers appropriate options, benefits and facilities for our members.
Investment strategy	N/A – No assets are held for TAL Super as an Insurance Only Product.
Insurance strategy & fees	The Trustee recognises the importance of insurance. The insurance strategy is appropriate for our members and performing as intended, noting that all insurance cover is underwritten and no default cover is provided. As all insurance cover within TAL Super is underwritten, premiums are dependent on the individual members' level of risk. Insurance fees largely sit within Quartile 1 to Quartile 2.
Basis for setting fees	The basis for setting fees is suitable for our Mercer Super products.
Scale & operating costs	Operating costs are reasonable, with Mercer Super continuing to grow in 2025. TAL Super is able to leverage that scale.

Section One: Summary of the performance assessment

This section provides the outcome of the Trustee's assessment of Fees and costs, Investment returns and Investment risk compared to peers and benchmarks.

1. Fees and costs

Determination	Assessment
Members' financial interests are promoted	<p>N/A</p> <p>TAL Super is an Insurance Only product. Each member's insurance premium is based on the insurance types, amounts and options they select, and underwriting conducted by the insurer. Other than the premium, no fees are payable by members for membership of TAL Super. Insurance fees are assessed in Section two.</p>

2. Investment returns

Determination	Assessment
Members' financial interests are promoted	<p>N/A</p> <p>TAL Super is an Insurance Only product so there are no investment returns to assess.</p>

3. Investment risk

Determination	Assessment
Members' financial interests are promoted	<p>N/A</p> <p>TAL Super is an Insurance Only product so there is no investment risk to assess.</p>

Section Two: Summary of the assessment factors

The Trustee's assessment of the Product as at 30 June 2025 is based on the following factors specified by the legislation.

Factor	Determination
Options, benefits and facilities	<p>Members' financial interests are promoted</p> <p>TAL Super is administered by TAL Life Limited and TAL Services Limited (TAL) and any options, benefits and facilities are provided by those entities. TAL provide a quarterly report to the Trustee outlining whether they have met agreed Service Level expectations and how they rank compared to other insurance offerings.</p> <p>This assessment indicates it would be appropriate for the Trustee to determine that the options, benefits and facilities are appropriate for TAL Super members, having regard to the financial interests of beneficiaries in this product.</p>
Investment strategy	<p>N/A</p> <p>TAL Super is an Insurance Only product, so there is no investment strategy.</p>
Insurance strategy	<p>Members' financial interests are promoted</p> <p>The most recent triennial review of the Insurance Management Framework (IMF) conducted in November 2023 determined that the IMF and insurance strategy are operating effectively in members' best financial interests. In addition, an annual review was completed in September 2024.</p> <p>The Trustee's insurance strategy underpins a strong insurance offer, making a range of insurance benefits available to members. All insurance cover within this Product requires underwriting as this is an Insurance-Only product.</p>
Insurance fees	<p>Members' financial interests are promoted</p> <p>Where insurance is offered on a Risk-Only basis, members are required to apply for cover through underwriting and be accepted by the insurer before cover can be provided. By underwriting individual members, the insurer is able to price and/or provide terms for the requested type and amount of insurance cover. This helps to ensure that the premiums reflect the individual risk of each member and allows a wider range of options to be offered to members.</p> <p>Insurance fees largely sit within Quartile 1 to Quartile 2 for Death and Total & Permanent Disability cover, and Quartile 1 for Income Protection.</p>
Scale	<p>Members' financial interests are promoted</p> <p>Although this assessment is for the TAL Super Product specifically, the product benefits from the full scale of the Trustee's operations. The MST as a whole has sufficient scale and therefore TAL Super is able to leverage that scale.</p> <p>The Trustee remains committed to offering and managing products that enhance member outcomes and foster growth, allowing the advantages of scale to be shared with members.</p>

Factor	Determination
Operating costs	<p>Members' financial interests are promoted</p> <p>TAL operates and administers the TAL Super product. It is sold via independent financial advisors approved by TAL.</p> <p>Any operating costs incurred by the Trustee are indemnified by Mercer (Australia) Pty Ltd. Therefore, there are no operating costs for the Trustee and the operating costs do not inappropriately affect the financial interests of TAL Super product members.</p>
Basis for setting fees	<p>Members' financial interests are promoted</p> <p>The Trustee recognises that the manner in which fees are charged to MST members is a material consideration in assessing the promotion of members' financial interests.</p> <p>TAL Super has a product design that tailors the member's premium based on underwriting that is distributed under personal financial advice. These are the only 'fees' payable by members.</p> <p>The basis for setting fees continues to be suitable for the Product, recognising that the Trustee has a Fees and Costs Policy.</p>

Issued by Mercer Superannuation (Australia) Limited ABN 79 004 717 533, Australian Financial Services Licence 235906, the trustee of the Mercer Super Trust ABN 19 905 422 981 ('Mercer Super').

Any advice provided is of a general nature and does not take into account your objectives, financial situation or needs. Before acting on any advice we recommend you obtain your own financial advice and consider the Product Disclosure Statement available at tal.com.au/talsuper. The product Target Market Determination can be found at tal.com.au/about-us/documents-and-forms.

Past performance is not a reliable indicator of future performance. The value of an investment in Mercer Super may rise and fall from time to time. The investment performance, earnings or return of capital invested are not guaranteed.

Ratings are likely to change and are only one factor to be taken into account when deciding to invest in a product.

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