TAL Risk Only Super Plan
Target Market Determination (TMD)

Name of product:	TAL Risk Only Super Plan held within TAL Super (**the product**)
Issuers:	TAL Life Limited (**TAL Life, Insurer**) ABN 70 050 109 450 AFSL 237848 / Mercer Superannuation (Australia) Limited (**MSAL**) ABN 79 004 717 533 AFSL 235906
TMD issue date:	5 October 2026
TMD version:	3
Last TMD review date:	5 October 2024
Distribution status of product:	Open

Important information

This Target Market Determination (**TMD**) sets out the product description, key attributes, target market, distribution conditions, review periods and review triggers for the product. It forms part of the product design and distribution arrangements of the product.

This document is **not** a Product Disclosure Statement (**PDS**), and is **not** a summary of the conditions, features or terms of the product. The terms and conditions of cover provided under the product are set out in the product PDS, and the Group Life Insurance Policy and Employer Plan schedule (collectively referred to as **Policy**). The PDS can be found at www.tal.com.au/talsuper and a member should read the PDS together with the Member Welcome Letter and Member Benefit Certificate before deciding to change cover or to continue to hold an interest in the product.

This TMD does not take into account any consumer's individual objectives, financial situation or needs. If a consumer has any questions about the product, please speak with a financial adviser or contact TAL Life.

The product is an employer paid risk only superannuation product that is structured through TAL Super. TAL Super is a plan within the Retail Division of the Mercer Super Trust ABN 19 905 422 981(**Fund**). MSAL is the trustee **(Trustee)** of the Fund. The Policy is owned by the Trustee and the insured member is a member of the product. A member's interest in the product is governed by the Master Deed of the Mercer Super Trust, the Retail Division Rules as well as the terms and conditions of the Policy issued by the Insurer as the provider of the insurance cover to the Trustee. The product provides members with access to death cover (including Terminal Illness cover) and Total and Permanent Disablement cover through superannuation. Interim Cover is also available.

Product description and key attributes	
Product description	The product is an employer paid risk only superannuation product. It is designed to provide insurance benefits to consumers as part of an employee insurance plan provided by their employer (**Employer**). These benefits are provided through an insurance policy which is owned by the Trustee, under which eligible employees are designated as insured persons (**Insured Persons**) in their respective Employer's plan (**Employer Plan**). The Insurer is TAL Life Limited ABN 70 050 109 450 (**Insurer**). The product provides the following insurance cover if an insured event happens: • Death cover (including terminal illness), which provides a lump sum payment in the event of death or Terminal Illness of the Insured Person; or • Death (including Terminal Illness) cover and Total and Permanent Disablement (**TPD**) cover, which provides a lump sum payment in the event of death, Terminal Illness or illness or injury that results in the Insured Person's permanent inability to work (as set out in the PDS in relation to the definition of TPD and interim cover). Interim Cover is also available. If a benefit is paid under the Policy insurance cover will end. As the product is an Employer paid risk only superannuation product, there is no savings or investment component, and it is not an accumulation superannuation account. The product will not provide a balance in a member's superannuation account for retirement. No refunds are provided when the product ends, and it does not accumulate a cash value.
Eligibility criteria	The eligibility criteria for the respective Employer Plan is stated in the Employer Plan Schedule contained in the Policy and includes a consumer who: • is employed by an Employer; • is within the relevant age requirements; and • satisfies the eligibility requirements set out in the PDS and any eligibility requirements applying to their Employer Plan. The Trustee must also be satisfied the *Employer Sponsor Exception applies in respect of a person. Consumers who do not meet the criteria to be an eligible person as set out in the respective Employer Plan Schedule are ineligible for cover through the product. *An Employer Sponsor Exception means where premiums for the insured member's cover are being paid for by their Employer in accordance with section 68AAE of the *Superannuation Industry (Supervision) Act 1993* (Cth).
Key exclusions/limitations	If an Insured Person is not At Work on the Policy commencement date or at the date they first become an eligible person under the Policy (whichever is the later), they will be provided with Limited Cover. Limited Cover will apply from that date until they have returned to work and have remained At Work for 60 consecutive days, at which time full cover will commence. With respect to Voluntary Cover and Life Events Cover, no benefit is payable on any death, Terminal Illness or TPD cover if the death, Terminal Illness or TPD is caused directly or indirectly by a self-inflicted act or injury of the Insured Person within 13 months of the following: • the date of acceptance of the Voluntary Cover or Life Events Cover; • the date the Voluntary Cover or Life Events Cover was reinstated, in respect of the reinstated amount; or • the date the Voluntary Cover or Life Events Cover increased, in respect of the increased amount.

Product description and key attributes	
	No benefit is payable under Interim Cover for death, Terminal Illness or TPD where: • a claim arises directly or indirectly from any injury which occurred at any time prior to the date the Insurer receives a completed Personal Statement; or • the death, Terminal Illness or TPD is caused directly or indirectly by suicide or self-inflicted act or injury. There may also be other product specific exclusions and customisable benefits (set out in the PDS and the Employer Plan Schedule, if applicable).
Premium structures	The Employer pays the cost of the insurance premiums by making employer superannuation contributions to the Fund. These contributions are in addition to any superannuation guarantee, salary sacrifice or any other mandated employer contributions the Employer makes on an employee's behalf and will count towards an Insured Person's concessional superannuation contributions cap each year.
Restrictions of the product	Insurance through superannuation has certain legislative restrictions that impact the product, including: • premiums must be paid from a superannuation fund or by making a contribution to the Fund; • any insurance benefit will be paid by the Insurer to the Trustee, who must independently review and approve payment of the benefit out of the Fund to the member or their beneficiary; • if the member dies and has not made a valid binding death benefit nomination, the Trustee will determine which beneficiary or beneficiaries will receive the death benefit and in what proportions; • the qualifying definitions under which an insurance benefit can be paid to the member from the Fund must be consistent with legislated superannuation rules called 'conditions of release'; • a 'condition of release' must be satisfied before the Trustee can pay an insurance benefit to the member or their beneficiary; • different taxation treatment of benefits paid to a member or beneficiary (depending on whether they are a dependent for tax purposes) for an insurance policy structured through superannuation than an insurance policy held outside superannuation; • limits apply to the amount a member can contribute to superannuation each year. Any contributions made to a superannuation fund in order to pay premiums will reduce the amount a member may be able to contribute to other superannuation accounts they hold for retirement savings purposes.

Target Market	
The target market for the product comprises the class of consumers who satisfy each of the following criteria with respect to eligibility, objectives, financial situation and needs.	
Eligibility of consumers in the target market	The eligibility criteria for the respective Employer Plan is stated in the Employer Plan Schedule contained in the Policy and includes a consumer who: • is employed by an Employer; • is within the relevant age requirements; and • satisfies the eligibility requirements set out in the PDS and any eligibility requirements applying to their Employer Plan.

Target Market	
	The Trustee must also be satisfied the *Employer Sponsor Exception applies in respect of a person. Those consumers who do not meet the eligibility criteria set out in the respective Employer Plan Schedule are ineligible for cover. *An Employer Sponsor Exception means where premiums for the insured member's cover are being paid for by their Employer in accordance with section 68AAE of the *Superannuation Industry (Supervision) Act 1993* (Cth).
Objectives and needs of consumers in the target market	The product is designed for consumers who meet the eligibility criteria and have a need, or may in the future have a need, to: • pay for outstanding financial commitments, or provide for dependants in the event of death or terminal illness; • protect against the permanent loss of future income in the event of being permanently unable to work due to sickness or injury, and/or; • ensure outstanding financial commitments, the needs of dependants and ongoing living expenses can be covered in the event of being permanently unable to work due to illness or injury up to the amount of cover provided. The product is suitable for consumers who do not intend to use it to accumulate wealth for retirement or hold investment options as part of their retirement saving strategy. The contributions that are made are only used for the purposes of paying insurance premiums. The product is not a savings plan and therefore members do not have an accumulation account balance for the purposes of retirement savings and there is no investment component. The product is therefore not suitable for those consumers whose objectives and needs are retirement savings or whose insurance needs are greater than the amount of cover provided under the product.-
Financial situation of consumers in the target market	To meet the cost of insurance premiums for cover, the Employer makes employer superannuation contributions to the Fund on the member's behalf. There is no direct additional cost to consumers in the target market. The superannuation contributions that cover the cost of premiums are in addition to the compulsory superannuation contributions, salary sacrifice contributions or any other mandated employer contributions the Employer makes on the employee's behalf.
Appropriateness of the product for the target market	The target market for the product comprises consumers who are eligible employees of the Employer that are provided with insurance cover as a benefit of their employment with the Employer and who have or expect to have, outstanding financial commitments that will not be satisfied in the event of their death, Terminal Illness and/or TPD. As the product is only available to eligible employees of the Employer and pays a lump sum on death, Terminal Illness or TPD, it is therefore likely to meet the needs, or go towards meeting the needs, of those consumers in the target market.

Distribution conditions	
Distribution conditions	The product: • may be distributed without personal financial product advice; and • may only be made available to employees of the Employer who satisfy the eligibility criteria. The product is also only available where an Employer has provided the Trustee with an up-to-date employer-sponsor contribution declaration for the purposes of section 68AAE of the *Superannuation Industry (Supervision) Act 1993* (Cth). New Employer Plans are no longer available under the Policy.
Appropriateness of the distribution conditions	The distribution conditions will result in the product only being issued to employees of the Employer. They are likely to be in the target market because only employees of the Employer who meet the eligibility criteria will be issued the product.

Review periods and triggers	
Review periods	**Ongoing review period:** Must be completed every 2 years, subject to any intervening review triggers.
Review Trigger 1	**Description**: The commencement of a significant change in law that materially affects the product design, distribution of the product or class of products that includes this product.
	Reporting Information: Changes to relevant regulations, legislation and instruments.
	Reporting period and review obligation: The product issuers must monitor and consider any significant relevant changes in the law that materially affect the design or distribution of the product.
Review Trigger 2	**Description**: Product performance is materially inconsistent with the product issuers' expectations of the appropriateness of the product for consumers having regard to product claim ratios and the number of paid, denied and withdrawn claims.
	Reporting Information: • Claims ratio by cover type. • Number of paid, denied and withdrawn claims.
	Reporting period and review obligation: The product issuers must collect the reporting information and review these factors every 6 months.
Review Trigger 3	**Description**: Significant or unexpectedly high number of complaints regarding product design, claims and distribution conditions that would reasonably suggest that this TMD is no longer appropriate.
	Reporting Information: The nature of each complaint and the total number of complaints received in relation to the product within the reporting period.
	Reporting period and review obligation: • The product issuers must review and consider complaints data every 6 months.

Review periods and triggers	
	• Distributors must report complaints data to the product issuers every 6 months, with reports required within 10 business days of the end of the reporting period.
Review Trigger 4	**Description**: The product issuers determine that a significant dealing in the product outside the target market (except for an excluded dealing) has occurred.
	Reporting Information: Any dealing in the product which the regulated person becomes aware of that is not consistent with the TMD, including dealings which are significant dealings.
	Reporting period and review obligation: • The product issuers must promptly review and consider any significant dealing reported to it. • The product issuers must also consider any dealing they consider to be a significant dealing in the product outside the target market. • Any dealing outside the target market must be reported by a distributor to the product issuers as soon as practicable, and in any case within 10 business days of the significant dealing.
Review Trigger 5	**Description**: The use of a product intervention power under the law in relation to the distribution or design of this product where the product issuers consider this to be a reasonable indication that this TMD is no longer appropriate.
	Reporting Information: The making of any applicable product intervention order which affects the distribution or design of the product.
	Reporting period and review obligation: The product issuers must promptly consider any product intervention order which affects the product.
Review Trigger 6	**Description**: Significant change to the design or distribution of the product which the product issuers consider could result in a change to: • whether the product is still likely to be consistent with the objectives, financial situation or needs of the target market; or • the distribution conditions required to ensure that the product is likely to be issued to consumers who are within the target market.
	Reporting Information: Any significant changes to the design or distribution of the product.
	Reporting period and review obligation: The product issuers must monitor and consider any significant change to the design or distribution of the product.

Trustee: Mercer Superannuation (Australia) Limited ABN 79 004 717 533 | AFSL 235906
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Insurer: TAL Life Limited ABN 70 050 109 450 | AFSL 237848
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