

1 April 2026

## ACC Non-R3 Employment Agreement Guide

mysuper Superannuation Scheme

This document provides information for members of **mysuper** Superannuation Scheme (**mysuper**) who have signed a non-R3 employment agreement. It should be read in conjunction with the Product Disclosure Statement for **mysuper**, which is available at [mysuper.co.nz/disclose](https://mysuper.co.nz/disclose)

Shamrock Superannuation Limited is the trustee and manager of **mysuper** (**Shamrock, manager, we, us** and **our**). As the manager, we are the issuer of member interests in **mysuper** and responsible for managing the investments of the funds.

**mysuper** is governed by the **mysuper** Trust Deed (and applicable laws). The provisions in the **mysuper** Trust Deed prevail over anything to the contrary in any other document. The provisions of the **mysuper** (and applicable laws) may change in the future.

Some terms used in this document are defined in the **mysuper** Trust Deed or the KiwiSaver Act 2006.

## 1. Joining mysuper

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mysuper Superannuation Scheme (mysuper) is open to any employee of Accident Compensation Corporation (ACC) who has not signed a non-R3 Employment Agreement and has been invited to join mysuper by ACC.

## 2. Making investments

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You need to make a minimum contribution of:

- 2% of your gross (before-tax) salary if you're making unlocked contributions to mysuper.
- Until 31 March 2028, 3.5% of your gross (before-tax) salary (subject to any temporary rate reduction you have in force) if you're making locked contributions to mysuper.
- From 1 April 2028, 4% of your gross (before-tax) salary (subject to any temporary rate reduction you have in force) if you're making locked contributions to mysuper.

However, you can choose to contribute at an amount greater than the minimum contribution, and this must be in multiples of 1% of your salary.

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Your employer will contribute, up to a maximum of 9% of your salary, \$1.50 for every \$1 you contribute, unless your employer is contributing to KiwiSaver on your behalf.

If you have both a locked and an unlocked account in mysuper, your employer's contributions will be paid first to your locked account, up to an amount equal to your contributions, with the balance paid to your unlocked account.

Employer Superannuation Contribution Tax will be deducted from your employer contributions. If you suspend your contributions (**savings suspension**), ACC's employer contributions will stop for the duration of your 'savings suspension' but will resume when you restart making employee contributions.

## 3. Withdrawing your investments

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When you reach your qualifying date (as set out in the Product Disclosure Statement), ACC's contributions will be divided between your Member Accounts and the mysuper Reserve Account, in accordance with the vesting scale in the mysuper Trust Deed. You will then be able to make a transfer or a withdrawal from mysuper.

You can find information about early withdrawals in the 'Withdrawal' document at [mysuper.co.nz/disclose](https://mysuper.co.nz/disclose)

#### 4. Vesting scale for ACC's employer contributions

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Your entitlement to money in your Employer Account when you reach your qualifying date is as follows.

	Unlocked contributions	Locked contributions															
Retire or leave service after the age of 60	Keep 100% of ACC's employer's contributions	Keep 100% of ACC's employer's contributions.															
Made redundant	Keep 100% of ACC's employer's contributions	Keep 100% of ACC's employer's contributions.															
Leaving service before age 60	<table border="1"> <thead> <tr> <th>Completed Years of Membership</th> <th>Percentage of Employer Contributions</th> </tr> </thead> <tbody> <tr> <td>Less than 1 Year</td> <td>0%</td> </tr> <tr> <td>1</td> <td>10%</td> </tr> <tr> <td>2</td> <td>20%</td> </tr> <tr> <td>3</td> <td>35%</td> </tr> <tr> <td>4</td> <td>70%</td> </tr> <tr> <td>5 or more</td> <td>100%</td> </tr> </tbody> </table>		Completed Years of Membership	Percentage of Employer Contributions	Less than 1 Year	0%	1	10%	2	20%	3	35%	4	70%	5 or more	100%	Keep 100% of ACC's employer's contributions.
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