

1 April 2026

ACC R3 Employment Agreement Guide

mysuper Superannuation Scheme

This document provides information for members of mysuper Superannuation Scheme (mysuper) who have signed an R3 employment agreement. It should be read in conjunction with the Product Disclosure Statement for mysuper, which is available at 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 Trust Deed (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

mysuper is open to any employee of the Accident Compensation Corporation (**ACC**) who has signed an R3 Employment Agreement and has been invited to join mysuper by ACC.

2. Making investments

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.

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 continue regardless of the length of your suspension.

3. Withdrawing your investments

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 (to the extent it applies – see section on the vesting scale below). 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

4. Vesting scale for the ACC

Your entitlement to the money in your Employer's Account when you reach your qualifying date is modified by your R3 Employment Agreement so as to remove vesting limitations that would usually apply under the mysuper Trust Deed, and the following applies.

	Unlocked contributions	Locked contributions
Retire 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	Keep 100% of ACC's employer's contributions (no vesting scale)	Keep 100% of ACC's employer's contributions