

## Summary of the Actuarial Investigation of UniSuper as at 30 June 2025

The latest actuarial investigation of UniSuper was conducted as at 30 June 2025 and the results presented in our “Report on the Actuarial Investigation as at 30 June 2025” dated 21 November 2025 (the ‘30 June 2025 Report’) by Travis Dickinson, FIAA and Andrew West, FIAA. This attachment provides a summary of the 30 June 2025 Report and our opinions as to UniSuper’s financial position.

The 30 June 2025 Report has been prepared in a manner consistent with the Professional Standards issued by the Institute of Actuaries of Australia and Prudential Standard SPS 160 issued by the Australian Prudential Regulation Authority (APRA).

### Assets and Membership Data

UniSuper’s audited financial statements stated that the fair value of assets as at 30 June 2025 was \$157,969.3 million. The net market value of the assets at 30 June 2025 was \$157,519.3 million (i.e. the fair value of \$157,969.3 million less disposal costs of \$450.0 million). The net market value was used in assessing UniSuper’s financial position at 30 June 2025.

The net market value of assets as at 30 June 2025 in respect of the Defined Benefit Division (DBD), including indexed pensions, was \$35,870.8 million. To derive the assets in respect of the DBD, we have relied on the information provided by UniSuper on accumulation account balances (for Accumulation 1 members, Accumulation 2 members, the DBD members, Personal Accounts and Account Based Pensions) and reserves.

Membership data provided by UniSuper was used to determine the liabilities of DBD members and pensioners. We have also determined a liability amount for exited members who had been recorded and treated as DBD deferred members.

The following table summarises the membership and assets at 30 June 2025 as well as 30 June 2024 (the date of the actuarial investigation to which the previous summary related):

	30 June 2024	30 June 2025
<b>Number of Members</b>		
• DBD active and deferred members	70,159	66,032
• DBD pending deferred members	722	512
• DBD pensioners	11,330	11,535
<b>Assets</b>		
UniSuper Assets at Net Market Value	\$138,760.2m	\$157,519.3m
Less Accumulation Account Balances <sup>1</sup>	\$80,792.6m	\$91,602.0m
Less Account Based Pension Balances	\$24,808.1m	\$29,076.1m
Less Reserves	\$855.2m	\$970.4m
DBD assets (including active, deferred, pending deferred and DBD pensions)	\$32,304.2m	\$35,870.8m

<sup>1</sup> Accumulation account balances for Accumulation 1 members, Accumulation 2 members, the DBD members and Personal Accounts.

## Assumptions

In setting assumptions for future financial experience, it is the assumed excess (or “gap”) of the investment return above salary inflation and price inflation that is most important. The financial assumptions adopted for the 30 June 2025 actuarial investigation are set out below.

The financial assumptions are largely unchanged from those adopted for the 30 June 2024 actuarial investigation, except for the investment return assumed for Lifetime Income Pensions which has increased by 0.5% p.a.

	Best Estimate Assumptions (% p.a.)	Funding Assumptions (% p.a.)
Investment Return for active members and pensioners (except Lifetime Income Pensioners)		
• Net of tax	7.1	6.2
• Gross	8.2	7.2
Investment Return for Lifetime Income Pensions	4.8	4.8
Salary inflation		
• Short term	3.75 for 1 year	3.75 for 1 year
• Long term	3.5	3.5
Price inflation (CPI)	2.5	2.5

In this investigation we also reviewed certain demographic assumptions, including pension elections, the profile of expected new members and withdrawal and retirement rates. No changes were made to the pension election rate and profile of expected new members. However, the withdrawal and retirement rates were reduced to better reflect the cashflow patterns of exiting members becoming deferred members and lower than expected retirements in recent years.

## Insurance

The DBD self-insures the excess in value of Death and Disablement benefits above Resignation (or Retirement, if eligible) benefits. The Temporary Incapacity benefit is also self-insured.

The death and disablement claim experience over the year to 30 June 2025 was reviewed and based on this the assumed rates of death and disablement are unchanged.

An allowance has been made in the assessment of the liabilities for the time it takes to process notified claims and for claims incurred but not reported.

As the DBD continues to contain a large pool of geographically spread members, it is reasonable to conclude that self-insurance continues to be suitable. The DBD is large enough to bear the volatility risk (with appropriate contingency reserves) and it is likely to be more cost-effective over the longer term.

## Accrued Benefits

Accrued benefits measure the amount of assets expected to be required to pay members' benefits arising in respect of membership before 30 June 2025 as they fall due. For all DBD members of UniSuper (including DBD pensioners), the accrued benefits were calculated using the "best estimate" assumptions contained in the report. They have not been subjected to a minimum of the vested benefits, which is consistent with the methodology used in the previous actuarial investigation.

### *Method of determining accrued benefits*

In determining the value of accrued benefits, the benefits of DBD members need to be apportioned between past membership up to 30 June 2025 and future membership after that date. The method of apportioning benefits to past membership is as follows, effectively recognising the portion of future benefits arising due to membership to date:

- Retirement benefits – the past membership benefit (based on accrued lump sum and pension multiples) at 30 June 2025, with allowance for future salary growth and increases in accrual rates to the assumed retirement date.
- Death and disablement benefits – the total benefit value multiplied by membership to 30 June 2025 over the period of membership to the assumed date of death or disablement.
- Resignation Benefit – the past membership benefit at 30 June 2025 with allowance for future salary growth and increases in the lump sum accrual rates up to the assumed resignation date.

## Accrued Benefit Index

The ratio of net market value of DBD assets to accrued benefits is called the Accrued Benefits Index (ABI).

The following table shows the accrued benefits of UniSuper relating to the Defined Benefit Division including indexed pensioners as at 30 June 2025 and the ABI. In determining the ABI, the value of accumulation accounts has been excluded from both the assets and the accrued benefit liabilities.

	Best Estimate Assumptions	Funding Assumptions
Net Market Value of DBD Assets at 30 June 2025	\$35,870.8m	\$35,870.8m
Accrued Benefits for DBD members	\$17,203.1m	\$18,527.7m
<u>DBD Pension Liabilities</u>	<u>\$6,892.0m</u>	<u>\$7,484.9m</u>
Total DBD Accrued Benefit Liability	\$24,095.1m	\$26,012.7m
DBD Accrued Benefits Index (ABI)	<b>148.9%</b>	137.9%

As the ABI calculated using the "best estimate" assumptions was greater than 100%, the DBD's assets were expected to be sufficient to meet future payments in respect of benefits accrued at 30 June 2025.

When calculated using the more conservative "funding" assumptions, the ABI is also above 100%. Therefore, the probability of the DBD's assets being sufficient at 30 June 2025 was more than 70%.

## Vested Benefits

The vested benefits of contributing DBD members are the total of the DBD benefits that would be payable if all members voluntarily left the service of their Participating Institutions on 30 June 2025.

The ratio of net market value of DBD assets to vested benefits is called the Vested Benefits Index (VBI).

The following table shows the vested benefits of UniSuper relating to the DBD (including indexed pensioners) as at 30 June 2025 and the resulting VBI. For the purpose of determining the VBI, the value of accumulation accounts has been excluded from both the assets and the vested benefits.

	Best Estimate Assumptions	Funding Assumptions
Net Market Value of DBD Assets at 30 June 2025	\$35,870.8m	\$35,870.8m
Vested Benefits for DBD members	\$19,816.6m	\$20,015.2m
<u>DBD Pension Liabilities</u>	<u>\$6,892.0m</u>	<u>\$7,484.9m</u>
Total DBD Vested Benefit Liability	\$26,708.6m	\$27,500.2m
DBD Vested Benefits Index (VBI)	134.3%	<b>130.4%</b>

As at 30 June 2025 there was a surplus of DBD assets over vested benefits on both the “best estimate” and “funding” assumptions. The VBI on the “funding” assumptions is reported to the UniSuper Board. UniSuper was not found to be in an Unsatisfactory Financial Position as at 30 June 2025, in terms of Superannuation Industry (Supervision) Regulation 9.04.

With the VBI at the levels reported, members’ Minimum Requisite Benefits (required for compliance with Superannuation Guarantee legislation) continue to be fully covered by the assets with some margin.

## Statement of Financial Condition

The employer and member contribution rates to fund the DBD benefits are specified in the UniSuper Trust Deed. The actuarial investigation considered the current contribution arrangements, including the arrangements introduced from 1 July 2006 whereby DBD members have flexibility in respect of their rate of contribution.

The investigation also recognised the changes to DBD benefits effective from 1 January 2015. The favourable impact of these changes gradually emerges over time as post 1 January 2015 benefits accrue. However, the Clause 34 changes do immediately affect the assessment of the adequacy of future contributions to fund future benefit accruals.

In respect of the long-term financial condition of the DBD:

- the DBD’s assets and future fixed contributions are expected to be more than sufficient on both the “best estimate” and “funding” assumptions to provide the future benefits of all existing members; and
- for new entrants, the expected average new entrant contribution rate is approximately 17.9% under the “best estimate” assumptions. Under the more conservative “funding” assumptions, the expected average new entrant contribution rate is 19.3%. Consequently, the member contribution rate of 7% plus fixed employer contribution rate of 14% that applies for members contributing at the standard rate of 7% (equalling an overall contribution rate of 21%) is expected to be adequate on both the “funding” basis, and the “best estimate” basis for new DBD members.

Analysis conducted as part of the 30 June 2023 triennial actuarial investigation showed that the financial position of the DBD (measured on funding assumptions) is reasonably indifferent to whether all members continue to contribute or reduce their contribution rates. Although we have not undertaken specific analysis in this investigation, we continue to believe that this conclusion remains appropriate, i.e. the election by a member to exercise contribution flexibility does not materially affect the above funding assessments.

## Material Risks

The report on the actuarial investigation at 30 June 2025 sets out the key actuarial risks relating to the DBD. It also recognised that the DBD's funding is dependent upon future experience. Adverse experience could mean that the fixed contributions are not adequate to provide future benefits for new and existing members. It could also have an adverse effect on the financial position of the DBD, for example a VBI above 100% may fall below 100%, it may take longer than expected for a DBD VBI that is below 100% to return to 100%, or it may again become necessary for the Trustee to reduce benefits in accordance with Clause 34.

Adverse financial experience may relate to:

- Investment risks - The most significant risk facing the DBD is that investment returns will not be as high as expected – either because of poor investment performance over protracted periods or because of changes to the inherent nature of investment markets.
- Salary and price inflation risks - Salary increases or price inflation exceeding expectation will have a negative impact on funding.
- Self-insurance risks - The geographic spread of the DBD membership means that there is considered to be a low risk of a catastrophe causing a significant number of self-insured benefits to be paid because of a single event, which could have a material impact on funding. However, higher than expected death, disability (or terminal medical condition) and temporary disablement benefits could put a strain on funding. A conservative margin in the assumed disablement rates has been retained to allow for potentially adverse experience.
- Pensioner longevity risk - There is a risk that continued increases in life expectancies could be larger than assumed. This will have a negative impact on funding.
- Selection risks – From 1 November 2021, eligible new employees are defaulted into Accumulation 1 and have 24 months to elect to join the DBD. Members that opt to join the DBD then have a further 24 months (i.e. from the date that they join the DBD) to elect to join Accumulation 2. This introduces a risk that only members who think they will be advantaged by being in the DBD (e.g. those who expect high salary increases) will join and remain in the DBD.

The experience of the DBD in relation to these risks is examined as part of the regular actuarial investigations and assumptions about future experience are then modified where considered appropriate.

Other risks include:

- Re-balancing and crediting rate approximations within the Accumulation section can impact DBD assets adversely. This risk is managed.
- Material retrenchment programs or other large downsizing of the DBD membership, including closure of the DBD and transfer of DBD members to other arrangements, while the VBI is less than 100%. This is a risk because each benefit payment further erodes the VBI. A similarly adverse impact could also arise if a large number of members were to voluntarily resign or the DBD were to be closed and members transferred while the VBI is below 100%. This risk is currently mitigated by the fact the VBI is comfortably over 100%. Further, any decision to close the DBD and transfer members would be subject to actuarial oversight and be unlikely to occur at a time that was adverse to the overall funding of the DBD.
- The long term financial stability of the DBD is based on Clause 34 operating effectively at the end of the monitoring period if required. The exercise of Clause 34 relies in part on APRA approval, as well as appropriate and timely Trustee actions and decisions. While there is no reason to doubt the operation of Clause 34, to the extent that a course of action appropriate under Clause 34 is hindered or constrained, Clause 34 may not operate properly to maintain the DBD as financially viable over the longer term.

**Investment Experience since 30 June 2025**

The investigation report notes that investment experience from 30 June 2025 to 30 September 2025 has been better than expected, and in isolation is expected to have had a favourable impact on the DBD's funding position. The DBD VBI, ABI and coverage of minimum benefits would be expected to have increased and remain comfortably above 100%.

**Clause 34**

Based on the results of this investigation, the Trustee is not required to take any action under Clause 34 at this time.

**Other Matters**

We recommend that the Trustee continues to monitor the DBD's financial position at least quarterly and the funding triggers (or other issues which may impact the expected adequacy of contributions) annually.

The next triennial actuarial investigation is due no later than 30 June 2026. Annual actuarial investigations are also conducted at each 30 June, with the next one due as at 30 June 2027.



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25 November 2025

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[https://wtwonlineau.sharepoint.com/sites/tctclient\\_661913\\_UniSuper25/Documents/04.01\\_Actl\\_Valn/3\\_Deliverables/Report to Members on Actuarial Investigation 30 June 2025.docx](https://wtwonlineau.sharepoint.com/sites/tctclient_661913_UniSuper25/Documents/04.01_Actl_Valn/3_Deliverables/Report to Members on Actuarial Investigation 30 June 2025.docx)

## COPY OF APPENDIX G OF 30 JUNE 2025 REPORT

### Appendix G – Superannuation Industry (Supervision) Act 1993 Requirements Under Prudential Standard SPS 160

#### UniSuper Valuation at 30 June 2025

- G.1 Compliance with Prudential Standard SPS 160 (SPS 160) relating to defined benefit matters is mandatory from 1 July 2013. UniSuper is currently not subject to certain of these aspects of SPS 160, reflecting that employer contributions are fixed in relation to DBD funding (i.e. the DBD is not underwritten by employers). Below we report on relevant sections of SPS 160.
- G.2 This appendix provides the information which must be contained in the report of an initial or regular actuarial investigation, in accordance with paragraph 23 of SPS 160.
- G.3 The market value of the assets as at the investigation date, 30 June 2025, was \$157,519.3 million, including reserves of \$970.4 million. This value was used for the value of assets for the purpose of the actuarial valuation. The assets attributable to DBD contributing members and life-time pensioners, excluding the DBD’s Operational Risk Financial Requirement (ORFR) amount, is determined to be \$35,870.8 million.
- G.4 The projected likely future financial position of the DBD (with pension liabilities valued at each point on the “funding” assumptions) during the three years following the valuation date, based on the best estimate assumptions, is as follows. Details for the projection are covered in Section 7 of the report.

Date	Vested Benefit Index
30 June 2025	130.4%
30 June 2026	132.8%
30 June 2027	136.2%
30 June 2028	140.0%

- G.5 In my opinion, the value of the DBD assets of UniSuper at the investigation date is adequate to meet the liabilities in respect of vested and accrued benefits of DBD members of UniSuper. For this purpose liabilities have been valued using “best estimate” assumptions and accrued benefits are not subject to a minimum of members’ vested benefits.
- G.6 At 30 June 2025 the value of the liabilities of the DBD in respect of minimum requisite benefits of the members of the DBD is \$21,724.3 million. The minimum requisite benefits for the entire UniSuper fund are estimated to be \$142,402.4 million, however this is a conservative estimate as the full account balance for Division C members has been used whereas the MRB for these members is less than this amount. Similarly, the full pension entitlement is included as the MRB, whereas a lesser benefit may in fact apply.

Details on the minimum requisite benefits are covered in Section 7 of the report.

- G.7 Given that the projected DBD VBI is above 100% in the three year period to 30 June 2028, I expect to be able to certify that UniSuper will be Technically Solvent (with an MRBI no less than 100%) in any Funding and Solvency Certificate required during the three year period to 30 June 2028.

- G.8 In respect of the three-year period immediately following the investigation date, we recommend that participating institutions should contribute to the Defined Benefit Division (DBD) in accordance with the prescribed contribution rates set out in the UniSuper Trust Deed. Contributions in respect of Division A and Division B are:
- a. at a rate of 14.0% of salaries in respect of members who contribute 7.0%, 6.55%, 5.55%, 4.55%, 3.55% or 2.55% of salary;
  - a. at a rate of 17.0% of salaries in respect of members who contribute 4.45%, 4.00%, 3.00%, 2.00%, 1.00% or 0.00% of salary; and
  - b. at a rate of 7.0% of salaries in respect of members who contribute 3.5% of salary.

Contributions should be made to Division C and Division D in accordance with the Trust Deed.

- G.9 UniSuper's financial position at 30 June 2025 was not unsatisfactory in terms of SIS Regulation 9.04.
- G.10 Funding and Solvency Certificates for UniSuper covering the period from 30 June 2024 to 30 June 2025 required by the Superannuation Industry (Supervision) Act have been provided. In my opinion, the solvency of UniSuper is likely to be able to be certified in any Funding and Solvency Certificate required under the Superannuation Industry (Supervision) Regulations during the three-year period following the valuation date 30 June 2025.
- G.11 In my opinion, at the investigation date, 30 June 2025, there is a high degree of probability that UniSuper will be able to pay pensions as required by the Trust Deed.



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21 November 2025

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