

Regular Triennial Actuarial Investigation Report to the Trustee of the

**smartMonday PRIME - Endeavour Foundation Staff
Superannuation Plan**

Valuation Date: 1 July 2025

Date of Report: 21 November 2025

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Executive Summary

Superannuation regulations and the Trust Deed of the smartMonday PRIME - Endeavour Foundation Staff Superannuation Plan (the Plan) require that the Plan undergo a regular triennial actuarial investigation. This report has been prepared in order to comply with these provisions.

The sponsor of the Plan is Endeavour Foundation (the Employer) and the Trustee is Equity Trustees Superannuation Limited (the Trustee).

Financial Condition

A snapshot of the financial condition of the Plan as at 1 July 2025 is set out below.

	Defined Benefits only	Total Plan	Comments
Vested Benefits Index	220.8%	103.2%	The Plan remains in a satisfactory financial position. The Plan's Vested Benefit Index for Defined Benefits is above the Shortfall Limit of 97.5%.
Actuarial Value of Accrued Benefits Index	232.3%	103.4%	The Plan remains in an adequate financial position. The Plan had a surplus on this basis of \$2,524,252.
Minimum Requisite Benefits Index	260.5%	103.6%	The Plan was solvent in relation to its Minimum Requisite Benefits.

See Sections 4 and 5 for more information on the financial condition of the Plan.

Significant Changes Since the Prior Triennial Investigation

Below is an explanation of changes or events have occurred since the last regular triennial investigation that would have had a significant effect on this regular triennial actuarial investigation.

Significant Events

There was a change in the investment strategy adopted for the defined benefit assets in December 2023 at the request of the Employer and agreed by the Trustee. The Employer requested the Trustee change the investment strategy from a Balanced Growth strategy (assets invested in 70 percent growth assets) to a Balanced strategy (with assets invested in approximately 50 percent growth assets). This has the impact of increasing the long-term cost of funding the defined benefits but reduces the volatility by protecting the capital against adverse market fluctuations.

Employer Contribution Recommendations

I recommend that the Employer pays contributions to the Plan at the rates set out in the table below:

Category Employer Rate for defined benefit members

(% p.a. of salaries ¹)	
1/07/2025 onwards	
A	Nil ²
B	Nil

¹The Superannuation Guarantee (SG) contribution rate is to be paid based on Ordinary Time Earnings (excluding bonus) and is credited from the Plan's reserve. Note that the 3 percent award contribution is part of the SG rate.

²Inclusive of the deemed contributions of 3.53% p.a. for category A members (which is paid from the Reserve.)

In addition, the following contributions are also payable:

- Member 3 percent p.a. post-tax contributions (3.53 percent p.a. if salary sacrificed) of Superannuation Salary for Category A members and member 5 percent p.a. post-tax contributions (5.88 percent p.a. if salary sacrificed) of Superannuation Salary for Category B members;
- The Superannuation Guarantee contribution rate on bonus for Defined Benefit members, if applicable; and
- Employer contributions of at least the required contributions to meet Superannuation Guarantee legislation as per the Plan's Benefit Certificate in respect of Accumulation members.

The Employer Superannuation Guarantee contributions must be loaded to Defined Benefit members' accounts by the 28th day of the month following the month end or earlier date as required by legislation. The Employer contributions in respect of Accumulation members must be paid by the 28th day of the month following the quarter end or earlier date as required by legislation.

For illustration, the long-term Employer Defined Benefit contribution rates without considering the Plan's current financial position (i.e. deficit/surplus) or amounts allocated to additional accumulation accounts are:

Category	Employer rate
(% p.a. of salaries ¹) ²	
A	29.1% ³
B	26.1%

¹The Superannuation Guarantee contribution rate is based on Ordinary Time Earnings and the balance of the contribution rate is paid on the Superannuation Salary.

²Incorporates Award contributions.

³Inclusive of the deemed contribution of 3.53 percent p.a. for Category A members which is paid by the Employer.

Please refer to Section 4 for details.

Shortfall Limit Recommendations

I have reviewed the Shortfall Limit of 97.5 percent and confirm that, in my view, it remains appropriate.

Please refer to Section 5 for details.

Insurance Recommendations

I have reviewed these formulae and confirm that, in my view, they remain appropriate and the current insurance arrangement should be maintained.

Please refer to Section 6 for details.

Investment Recommendations

In my opinion, the retention of the current investment strategy is appropriate to meet the long-term liabilities of the Plan including the projected lump sum benefits of Defined Benefit members on termination of employment or on reaching their Normal Retirement Date and converting to the Plan's Accumulation category.

Given the strong financial position of the Plan, the Employer may prefer to have the Defined Benefit assets to be invested in a less growth-orientated investment option in order to further reduce the fluctuations of assets in volatile investment markets. This would assist in preserving the surplus and reduce potential fluctuations in the contribution rate, however, it would increase the long-term rate. It may also decrease the earning rate that is credited to the Superannuation Guarantee Minimum benefit that may apply for some members.

For more information refer to Appendix C.

Crediting Rate Recommendations

I have reviewed the crediting rate policy for the Plan and confirm that, in my view, it remains appropriate and should be maintained. For more information refer to Appendix C.

Monitoring Recommendations

I have reviewed the current practice of carrying out a funding position review on an annual basis between triennial actuarial investigations and confirm that, in my view, it remains appropriate based on the current and expected financial position over the next five years.

Actuarial Assumptions

There have been changes to the actuarial assumptions since the previous regular triennial actuarial investigation. For more information refer to Section 3.

Material Risks

I have reviewed the material risks of the Plan and confirm that, in my view, there are no unusual significant risks that the Trustee needs to be aware of.

Please refer to Section 8 for details.

Next Actuarial Investigation

The next regular triennial actuarial investigation of the Plan should be carried out with an effective date of 1 July 2028. A funding position review will be performed at each 1 July between investigations. The Trustee may request that an interim actuarial investigation be carried out before this date.

Disclaimer

The calculations provided in this report are based on a number of assumptions. The assumptions used are best estimates only and may not be borne out in practice. It is therefore important to review the calculations in the light of actual experience and obtain regular updates.

While I am authorised to provide financial product advice to retail clients under the Corporations Act (Financial Adviser with Authorised Representative Number 001245141) and I am a representative of Aon Risk Services Australia Limited ABN 17 000 434 720 AFSL 241141, this advice constitutes general financial product advice and/or an actuarial advice relevant to superannuation funds as part of exempt services as per s.766A(2)(b) of the Act, and is not considered personal financial product advice.



Su Li Sin
Fellow of the Institute of Actuaries of Australia

21 November 2025

Section 1 – Introduction

Purpose of the Regular Triennial Actuarial Investigation

The reasons for this regular triennial actuarial investigation are:

- to satisfy the requirements of Superannuation Prudential Standard (SPS) 160 which requires a regular actuarial investigation to be carried out once every three years;
- to review the Plan's financial position as at 1 July 2025 (the Effective Date);
- to examine the Plan's immediate solvency and funding indices;
- to recommend appropriate Employer contribution rates so that the Plan remains in a satisfactory financial position and in order to satisfy the Trust Deed;
- to review the basis for insuring death and disability benefits; and
- to comment on any aspect of the Plan that may assist with improving its objectives.

The main provisions of the Plan that relate to benefits and contributions are set out in Appendix A.

Name of Actuary

This regular triennial actuarial investigation was carried out as at 1 July 2025 by Su Li Sin, of Aon Risk Services Australia Limited, Fellow of the Institute of Actuaries of Australia. The previous regular triennial actuarial investigation was also completed by Su Li Sin as at 1 July 2022. The results are shown in the report dated 16 December 2022.

Compliance with the Standards of the Institute of Actuaries of Australia

This report satisfies the requirements of the Professional Standards (including Professional Standards 400, 402 and 404) and Practice Guidelines 1, 499.08 and 499.09 published by the Institute of Actuaries of Australia and Superannuation Prudential Standard (SPS) 160.

Reliance and Limitations in the Report

There have been no restrictions or limitations placed on me in providing the recommendations in this report.

This report is intended for the sole use of the Trustee and Employer for the purposes set out in this report. It may not be appropriate for other business purposes. Reliance on information contained in this report by anyone for other reasons than the intended purpose, puts the relying entity at risk of being misled because of confusion or failure to understand applicable assumptions, methodologies, or limitations of the report's conclusions. Accordingly, no person or entity, including the Trustee, should base any representations or warranties in any business agreement on any statements or conclusions contained in this report without the written consent of Aon Risk Services Australia Limited ABN 17 000 434 720 AFSL No 241141 (Aon).

Previous Investigation Results

The results of the previous investigations were as follows:

	Regular Triennial Actuarial Investigation as at 1 July 2022	Funding Position Review as at 1 July 2023	Funding Position Review as at 1 July 2024
A surplus of Assets over the Actuarial Value of Accrued Benefits	2,161,206	2,331,754	2,370,827
An excess of Assets over the Vested Benefits	1,999,954	2,147,030	2,226,184
Summary of the recommended Employer contribution for DB members	Contribution holiday in respect of Defined Benefit members including the award contribution of 3.0% p.a. of Ordinary Time Earnings and the deemed member contribution of 3.53% p.a. of Superannuation Salary for Category A members which is met by the Employer.		

The average long-term Employer contribution rate was 23.1 percent p.a. of Defined Benefit members' superannuation salaries as at 1 July 2022.

Contributions have been paid in accordance with the above recommendations since the last regular triennial actuarial investigation to the date of this report.

Section 2 – The Plan's Experience

This section considers the assumptions used in the previous regular triennial actuarial investigation as at 1 July 2022 and the experience of the Plan relative to these assumptions.

The main factors affecting the Plan's financial position during the period since the previous triennial actuarial investigation as at 1 July 2022 were as follows:

	Assumptions at the previous triennial investigation	Plan Experience	Impact on the financial position of the Plan (when considered in isolation)
Investment Returns ¹	5.3% p.a.	8.7% p.a.	Favourable effect: The Defined Benefit assets increased at a higher rate than assumed.
		Slightly below the equivalent average return of funds with a similar investment strategy which was 8.8% p.a. ²	The Plan earned higher returns than other funds with a similar investment mix.
Salary Increases ³	3.5% p.a.	5.5% p.a.	Unfavourable effect: The Defined Benefit liabilities increased at a higher rate than assumed.
Average Employer Contribution rate ⁴	Recommended nil contributions.	Long-term rate of 23.1% p.a.	Unfavourable effect: The Defined Benefit assets increased at a lower amount than the long-term cost of providing the defined benefits.
			As recommended, the Defined Benefit contribution rates were at a lower rate than the long-term cost of providing the defined benefits.
Expenses and Insurance Premiums ⁶	8.0% p.a. for Expenses	11.0% p.a. for Expenses	Unfavourable effect: The Defined Benefit assets, on average, have paid more expenses and premiums than assumed.
	0.5% p.a. for Death and TPD insurance premiums	0.8% p.a. for Death and TPD insurance premiums	
	0.7% p.a. for SCI insurance premiums	0.9% p.a. for SCI insurance premiums	

¹net of investment expenses and tax

²based on the Rainmaker Top 50 Workplace Super survey issued for the period ending June 2025 for the relevant options over the period

³for existing Defined Benefit members over the investigation period

⁴Percent of Defined Benefit members' salaries

⁵ As the assumption was based on total Defined Benefit salaries, the impact of the exited members means that the expenses as a percentage of total Defined Benefit salaries was higher than assumed. The dollar impact was relatively small.

The other factors affecting the Plan's financial position during the period since the previous regular triennial actuarial investigation include:

- Membership movements:
 - Exits: 5 Defined Benefit members left the Plan due to resignation or retirement during the triennial actuarial investigation period, which is higher than that assumed in the previous investigation. Overall more benefits paid were higher than the amounts reserved and therefore, in isolation, this has led to an unfavourable effect on the financial position of the Plan.

The overall experience of the Plan during the regular triennial actuarial investigation period has had a slight positive effect on its financial position.

Section 3 – Assumptions

As part of this regular triennial actuarial investigation, I have analysed the method and assumptions used in the previous regular triennial actuarial investigation as at 1 July 2022. Where appropriate I have maintained these methods and assumptions, however some assumptions have changed in light of the experience discussed in Section 2 of this report and after consideration of changes in market expectations. The actuarial method used is unchanged and described in Appendix D.

Interest/Salary Differential

The most significant financial assumptions used in a regular triennial actuarial investigation are the rate of future investment returns and the rate of future salary increases. These rates must be considered together because of their economic interdependence in the medium to long-term.

While the absolute level of assumed investment returns is relevant in any regular triennial actuarial investigation, the critical factor is the relationship that this rate has with the assumed rate of salary increase. The difference between the two figures is the Interest/Salary Differential. For this investigation I have used an Interest/Salary Differential assumption of 1.9 percent p.a. as shown in the table below. Therefore the Interest/Salary Differential is more conservative than used in the previous regular triennial actuarial investigation but slightly less conservative than the assumptions adopted for the last funding position review as at 1 July 2024. The overall impact of these changes in assumptions since the previous regular triennial actuarial investigation, in isolation to all others, is that the Actuarial Value of Accrued Benefits and the long-term contribution rate have increased.

	Net investment return (p.a.)	Salary increase rate (p.a.)	Differential (p.a.)
Assumption as at 1 July 2022	5.60%	3.50%	2.10%
Assumption as at 1 July 2024*	5.30%	3.50%	1.80%
Assumption as at 1 July 2025	5.65%	3.75%	1.90%

*change in assumptions adopted due to change in the Plan investment strategy

These assumptions have taken into account the long-term outlook of economic conditions, in particular:

- The investment return assumption was derived using long-term assumptions for each asset class net of tax as determined by Aon's global investment team, multiplied by the strategic asset allocation of the Defined Benefit related assets (based on 50 percent Balanced Growth option and 50 Moderate option) and allowing for correlations of investment returns between asset classes and investment fees;
- We expect that long-term inflation will return to the RBA target of 2 percent p.a. to 3 percent p.a.;
- The long-term outlook for investment returns being somewhat lower than those earned in the last three years; and

- The salary increase rate assumption was determined based on the forecast increases in Average Weekly Ordinary Time Earnings (AWOTE), the Employer's expectations and past experience.

Demographic Assumptions

These assumptions have been updated from the last regular triennial actuarial investigation based on the overall experience of Master Trusts in the Australian market and on the Plan's own experience.

Specimen rates of leaving through various causes which have been used in this regular triennial actuarial investigation and the previous regular triennial actuarial investigation are shown in the following table:

Number of exits per 10,000 members						
Age Last	1 July 2025			1 July 2022		
	Resignation	Death and Disablement [#]	Retirement	Resignation	Death and Disablement [#]	Retirement
45	800	21	0	800	18	0
50	667	40	0	667	35	0
55	0	82	1,000	0	72	1,000
60	0	155	2,400	0	137	2,400
65*	0	0	10,000	0	0	10,000

* exact age

[#] Based on 100 percent white collar occupational breakdown

Expenses and Insurance Premiums

The operating expenses and insurance premiums of the Plan are met from the Assets of the Plan, and as such, the regular triennial actuarial investigation requires a specific allowance to be made to meet these costs. The assumed expenses and insurance premiums for this investigation and the previous investigation are shown in the table below.

	1 July 2022	1 July 2025
Operating expenses (% p.a. of Defined Benefit members' salaries)	8.0% p.a.	10.5% p.a.
Death and TPD insurance premiums (% p.a. of Defined Benefit members' salaries)	0.5% p.a.	1.0% p.a.
Salary Continuance Insurance premium (% p.a. of Defined Benefit members' salaries)	0.7% p.a.	1.1% p.a.
Total expense and insurance premium assumption^A	9.2% p.a.	12.6% p.a.

^A As the assumption is based on total Defined Benefit salaries, the impact of having fewer Defined Benefit members means that the expenses as a percentage of total Defined Benefit salaries increases.

The expenses and insurance premiums assumptions have increased from the previous regular triennial actuarial investigation to reflect the expected expenses over the next three years spread over the reducing defined benefit Plan membership.

Accumulation members' expenses and insurance premiums for Death or TPD and SCI insurance are deducted from members' accounts, or paid by the Employer, and therefore the assumptions above do not incorporate the cost associated with Accumulation members' expenses and insurance premiums.

The impact of this change in total expense and insurance premiums assumption in isolation has increased the long-term contribution rate.

Tax

There have been no changes to our assumptions regarding tax since the last regular triennial actuarial investigation. These assumptions are set out below.

Contribution rates for future service benefits include an allowance for the current 15 percent tax on Employer contributions, net of deductible expenses.

For the purpose of meeting funding requirements, we have made the following assumptions:

- No allowance has been made in the projections for the impact of the surcharge (up to 30 June 2005 but not assessed before 1 July 2025), or withholding tax due to members not providing their Tax File Number to the Trustee, or excessive contributions tax levied on the member where the member has elected the Plan to pay it on their behalf, if not assessed before 1 July 2025;
- No allowance has been made for the additional 15 percent tax on contributions for high-paid individuals or any excessive contributions tax levied. It is assumed that benefits will be adjusted (via additional accumulation accounts) for affected members to meet these tax amounts assessed;
- No adjustment has been made to the non-concessional contributions, if any, of members where their total superannuation benefit exceeds \$2.0 million;
- The Trustee has made a decision in relation to the tax deductibility rules for after-tax contributions from 1 July 2017 in a way that would not lead to a funding implication for Defined Benefit members; and
- That the SG Rate is paid without limitation (i.e. not limited to the SG maximum salary base) for Defined Benefit members.

New Entrants

The Plan is closed to new Defined Benefit entrants.

Overall Effect of Changes in Assumptions

Overall the changes have increased the expected cost of providing Defined Benefits to the members of the Plan.

Section 4 – Actuarial Value of Accrued Benefits

I have adopted the actuarial method and assumptions described in Section 3 and in Appendix D of this report to determine the present value of past and future liabilities and Employer contributions in relation to Defined Benefit members. The results of the regular triennial actuarial investigation are detailed in the following table and both the assets and liabilities include the Accumulation member account balances and additional accounts for the Defined Benefit members.

Actuarial Value of Accrued Benefits (past service)	Total (\$)
Retirement	1,749,806
Death and Disablement	105,076
Resignation	53,008
Total of Defined Benefit related liabilities	1,907,890
Additional accounts for Defined Benefit members	607,968
Accounts for Accumulation members	72,829,294
Actuarial Value of Accrued Benefits	75,345,152
Assets*	77,869,404
Surplus/(Deficit)	2,524,252

* This figure includes Defined Benefit additional accounts and accumulation members' benefits. Assets for Accumulation members have been set equal to the active Accumulation members' benefits.

Use of Excess Reserves

The excess of assets over Actuarial Value of Accrued Benefits equates to the surplus of Assets held by the Plan. It is useful to hold a small surplus to protect the Plan from minor fluctuations in asset values and to ensure Vested Benefits are covered.

Total assets exceeded the Actuarial Value of Accrued Benefits as at 1 July 2025 by \$2,524,252. This is equivalent to 132.3 percent of Defined Benefit liabilities (i.e. excluding accumulation members' benefits and Defined Benefit members' additional accounts) and 653.6 percent of total Defined Benefit members' salaries. Any excess can be used to continue to suspend all Employer contributions for all Defined Benefit members which includes the 3 percent p.a. award contribution and the deemed member contributions which are paid on their behalf by the Employer for Category A members. Defined Benefit member compulsory contributions (apart from the deemed member contributions) should continue to be paid at the relevant rate.

Analysis of Changes in Financial Position Since the Last Regular Triennial Actuarial Investigation

The following table quantifies the various impacts on the financial position of the Plan since the last regular triennial actuarial investigation as at 1 July 2022. These figures give an indication of the impact of the factors that affect the final regular triennial actuarial investigation result. As there are yearly funding calculations performed, these items have been determined in each year between triennial investigations and added to provide the 3 years' worth of movements.

	\$(000's)
Previous surplus/(deficit)	2,161
Interest on surplus/(deficit) ¹	596
Investment gains/(losses) ²	186
Employer contributions paid at a higher/(lower) rate than long-term rate ³	(348)
Expense gains/(losses) ⁴	(41)
Salary gains/(losses) ⁵	(21)
Change in basis gains/(losses) ⁶	(35)
Withdrawal gains/(losses) ⁷	(22)
Miscellaneous	47
Surplus/(deficit) as at the valuation date	2,524

¹ Interest on surplus over the period.

² An investment gain occurs when investment earnings are higher than assumed.

³ A contribution loss occurs when employer contributions are paid at a lower rate than the long-term rate.

⁴ An expense loss occurs when expenses paid are more than assumed.

⁵ A salary loss arises when salaries increase at a higher rate than assumed.

⁶ A loss from a change in basis occurs when the overall set of assumptions becomes more conservative.

⁷ A withdrawal loss occurs when the benefit paid is higher than reserved for in the Plan.

Long-term Contribution Rate

The Defined Benefits long-term Employer contribution rate has increased since the last regular triennial actuarial investigation due to the recent salary increases, older age of remaining members and the reduction in membership which has significantly impacted the expense allowance as a percentage of salaries.

Present Value of Future Service Liability	Total (\$)
Retirement	208,080
Death and Disablement	12,283
Resignation	1,136
Total of Defined Benefit related liabilities	221,499
Less member contributions	77,712
Net Future Service Liability	143,787
Equivalent net future contribution rate	10.1%
Tax	1.8%
Expense allowance	10.5%
Death and TPD premiums	1.0%
Salary Continuance premiums	1.1%
Award Contribution	3.0%
Employer contribution rate required for Future Service Benefits (p.a. salary)	27.5%

Section 5 – Immediate Solvency and Funding Indices

Immediate Tests on the Adequacy of the Assets

An important objective of this regular triennial actuarial investigation is the measurement of the funding of expected member benefits in respect of their service up to the valuation date.

Assets: I have taken the fair value of the net assets provided by the Plan administrator, based on the Super Future Trust general ledger as the value of assets for Defined Benefit members and the value of Accumulation members' benefits as the value of assets for Accumulation members for the purpose of this regular triennial actuarial investigation. The financial statements including all smartMonday plans at 30 June 2025 were audited and signed on 30 September 2025. The assets are net of any amount held to meet the Operational Risk Financial Requirement (ORFR). The assets are discussed further in Appendix C.

Liabilities: Appendix D contains a summary of the method used in the regular triennial actuarial investigation to determine the liabilities of the Plan.

The indices described here have been used to assess whether the Assets of the Plan are sufficient to ensure its ongoing solvency and to measure the changes in these indices since the last regular triennial actuarial investigation.

The table below shows the relevant indices calculated by dividing the level of assets by the total of the relevant benefit based on the results of this regular triennial actuarial investigation and the previous regular triennial actuarial investigation.

	1 July 2022			1 July 2025			
	Amount (\$)	Index ¹	DB Index ²	Amount (\$)	Index ¹	DB Index ²	
Minimum Requisite Benefits	49,700,914	105.2%	201.1%	75,138,627	103.6%	260.5%	A
Vested Benefits	50,303,298	104.0%	163.0%	75,444,840	103.2%	220.8%	A
Actuarial Value of Accrued Benefits	50,142,046	104.3%	171.7%	75,345,152	103.4%	232.3%	A
Accumulation Benefits³	47,126,410			73,437,262			B
Assets⁴	52,303,252			77,869,404			C

¹Index is C/A.

²DB Index is $(C - B) / (A - B)$, i.e. the index excluding accumulation benefits.

³The accumulation benefits are inclusive of additional accounts for Defined Benefit members (including surcharge accounts) and active Accumulation members' benefits.

⁴Assets for active Accumulation members have been set equal to the Accumulation members' benefits.

Vested Benefits Index

Vested Benefits are the benefits that members are entitled to receive upon voluntary withdrawal from the Plan. It is either the resignation benefit or early retirement benefit.

The Vested Benefits Index provides a measure of the Plan's ability to meet its minimum obligations to all members if they had withdrawn from the Plan on the valuation date.

To ensure that the Plan is in a satisfactory financial position, it is essential that the Vested Benefits Index is kept above 100 percent. The Vested Benefits Index was at a satisfactory level at the valuation date.

Shortfall Limit

In accordance with SPS 160, the Trustee has set a Shortfall Limit of 97.5 percent. This is the extent to which the Trustee considers the Plan can be underfunded (on the basis that assets are insufficient to meet all members' Vested Benefits) but retain a reasonable expectation of returning to a funded position within a year, solely due to a correction to temporary negative market fluctuations in the value of the Plan assets.

This Shortfall Limit is to be compared to the Defined Benefit Vested Benefits Index i.e. the ratio of Defined Benefit assets and Defined Benefit Vested Benefit liabilities. Accumulation members' benefits and additional accounts for Defined Benefit members are excluded from the assets and liabilities.

The Defined Benefit Vested Benefit Index at 1 July 2025 was 220.8 percent. Therefore, the Plan has not fallen below the Shortfall Limit at the valuation date.

I have reviewed the Shortfall Limit of 97.5 percent and confirm that, in my view, it remains appropriate.

As the Shortfall Limit is determined with reference to the proportion of growth-oriented assets (as well as salary related benefits) the Shortfall Limit will need to be recalculated if the Trustee changes the investment strategy of Defined Benefit related assets.

Minimum Requisite Benefits Index

Minimum Requisite Benefits (MRBs) are the minimum benefits that members are entitled to under the Superannuation Guarantee legislation. The Plan is 'solvent' if the net realisable value of the Assets of the Plan exceeds the MRB of all members of the Plan.

The Minimum Requisite Benefits Index provides a measure of the Plan's ability to meet its minimum Superannuation Guarantee obligations to all active members if they had withdrawn from the Plan on the valuation date.

The Minimum Requisite Benefits Index was kept above 100 percent and therefore the Plan was solvent at the valuation date.

Actuarial Value of Accrued Benefits Index

The valuation results shown in Section 4 of this report disclose the Actuarial Value of Accrued Benefits, also known as the Past Service Liability. This is the same as the figure calculated for AASB1056 purposes (for the active Defined Benefit members) which was calculated in accordance with the Institute of Actuaries of Australia Practice Guideline 499. This amount constitutes the “value of the liabilities in respect of accrued benefits” as defined in Division 9.5 of the Superannuation Industry (Supervision) (SIS) Regulations and has been calculated in accordance with Professional Standard 402 issued by the Institute of Actuaries of Australia.

The Actuarial Value of Accrued Benefits Index provides a measure of the Plan’s ability to meet its benefit obligations to all members of the Plan based on membership to the valuation date.

The minimum desirable range for this index is 100 to 105 percent which allows for possible variations in asset values. The index was at an adequate level at the valuation date.

Termination of the Plan

In the event of the termination of the Plan, all assets available at that time, net of accruals and expenses, would be distributed to members to the extent of their “termination liabilities” as per the Trust Deed and in accordance with relevant law. Each member would be credited with an amount (as resources permit) equal to the greater of the member’s vested benefit and, for Defined Benefit members, his or her accrued benefit, discounted from age 55 similar to the calculation of retirement benefits between ages 50 and 55. These are known as “termination liabilities”.

There is no guarantee of adequacy for the termination liabilities, only a priority charge on available assets up to the level of termination liabilities. At 1 July 2025 the available assets exceeded the members’ termination liabilities.

Section 6 – Adequacy of Insurance Arrangements

The Plan Trustee has taken out insurance to protect the assets against certain contingencies which may have a material adverse effect on the solvency of the Plan.

Death or Total and Permanent Disablement Insurance (Lump Sum)

The Trustee has effected Group insurance (with Metlife) to cover part of the lump sum benefits payable from the Plan in the event of the death or Total and Permanent Disablement (TPD) of members. The Sum Insured is designed to supplement the proportion of the benefit which has already been accrued in respect of the members within the Plan and to provide the balance of the relevant benefit from the insurance arrangement. Insurance replaces the otherwise volatile impact on the Plan of payments required in respect of the 'unfunded' portion of each death or disablement benefit with an annual premium, which can be taken into account in the financial planning of the Plan.

At the present time, the formula used to determine the amount to be insured is as follows:

Defined Benefit Members

Insured Amount = Death or TPD Benefit – Vested Benefit

Accumulation Members

Default minimum level of Death and TPD cover.

Death or Total and Permanent Disablement (TPD) Funding and Insurance

The following table shows the funded and insured portions of the benefit. It identifies the shortfall or excess amount of insurance in the event that all members were to die or become totally and permanently disabled.

	1 July 2025	1 July 2025
	Death (\$)	TPD (\$)
Total sums insured (A)	180,339,816	179,592,818
Plan Assets (B)	77,869,404	77,869,404
Amount of Surplus, if any, set aside for funding purposes (C)*	236,746	236,746
Plan Assets available to meet Death or TPD benefits (B)-(C)=(D)	77,632,658	77,632,658

Available on Death or TPD (A)+(D)=(E)	257,972,474	257,225,476
Total Death or TPD benefits (F)	255,794,156	255,039,558
Excess/(shortfall) (E) - (F) = (G)	2,178,318	2,185,918

* a portion of the surplus is set aside for funding purposes to make allowance for the recommended contribution rate being lower than the long-term Employer contribution rate and therefore this cannot be considered for Death or TPD purposes.

Recommendation

I have reviewed these formulae and confirm that, in my view, they remain appropriate and the current insurance arrangement should be maintained.

Disability Income Insurance

The Trustee also has effected Group Insurance (with MetLife) to cover disability income benefits payable from the Plan in certain circumstances of disablement. This is a fully insured benefit, however the Plan remains liable for the payment of retirement, death, total and permanent disablement and resignation benefits if a member who receives a disability income benefit terminates service. Benefits are payable, after a waiting period of 3 months, for a period of up to two years in the Plan.

Indemnity Insurance

The Trust Deed provides an indemnity to the Trustee against claims which may be made against it. This is secured against the Assets of the Fund including this Plan.

The Trustee has taken out trustee indemnity insurance to help protect the Trustee, its Directors and the Fund against certain liabilities, that is consistent with the size and nature of its business and industry standards. As with any insurance, the indemnity is subject to the terms and conditions of the relevant insurance policy.

Material Issues Arising From Insurance

There are no material issues arising from insurance, although the Trustee should periodically review that all insurance cover remains sufficient.

Section 7 – Sensitivity Analysis and Projections

Assumption Variation

The values of the benefit liabilities shown in this report depend on the assumptions used to calculate them. The main assumptions relate to salary increases and the long-term investment return (net of tax and investment expenses). Examples below provide an indication of the effect on the Actuarial Value of Accrued Benefits and on the Employer contribution rate of changing these assumptions only. The actual investment earning rate and salary increase rate may not be constantly above or below the rates assumed in carrying out the projection of benefits and the actual results may not fall within the ranges shown in the table below:

Assumptions (salary increase rate/long-term investment return)	Actuarial Value of Accrued Benefits as at 1 July 2025	Overall long-term Employer contribution rate as at 1 July 2025**
	(\$)	(p.a.)
This valuation (3.75% p.a./5.65% p.a.)	75,345,152	27.5%
Last valuation (3.5% p.a./5.6% p.a.)	75,335,253	27.4%
Last valuation with this valuation decrements (3.5% p.a./5.6% p.a.)*	75,336,058	27.4%
Salary inflation rate plus 1% p.a. (4.75% p.a./5.65% p.a.)	75,394,206	28.0%
Salary inflation rate minus 1% p.a. (2.75% p.a./5.65% p.a.)	75,298,701	27.3%
Investment return plus 1% p.a. (3.75% p.a./6.65% p.a. active members)^	75,291,390	27.3%
Investment return minus 1% p.a. (3.75% p.a./4.65% p.a. active members)^	75,403,242	28.1%

* This is based on last valuation's financial assumptions only, i.e. the decrement assumptions are the same as those used for this valuation.

**This is calculated based this valuation's expense and premiums assumption.

Based on the above results, it is clear that the financial position of the Plan and the required Employer contribution will vary depending on the actual experience of the Plan and particularly in relation to salary increases and long-term investment returns. If the increase in salaries of Defined Benefit members is 1 percent p.a. higher than the assumed rate, the long-term cost to the Employer will be 0.5 percent p.a. higher than that based on the assumptions used for this valuation. If long-term investment returns are 1 percent p.a. higher than assumed, the long-term Employer contribution rate decreases by 0.2 percent p.a.

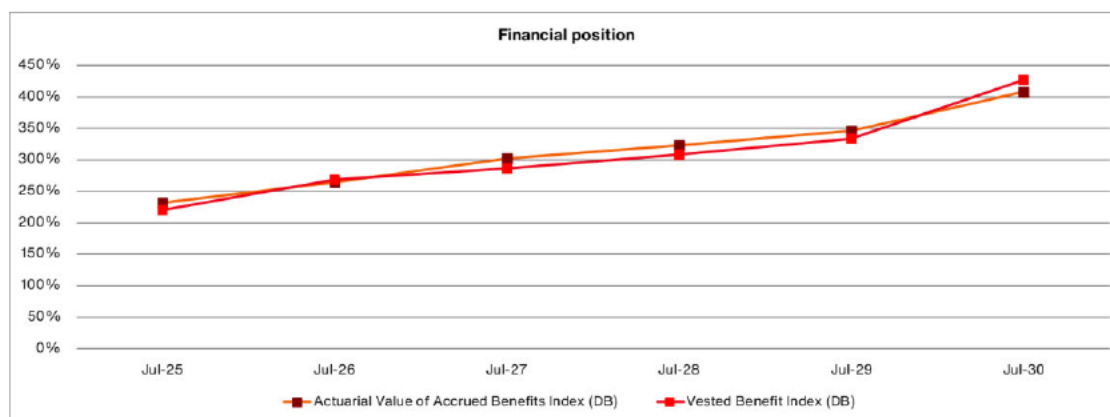
Post Valuation Events

The Plan has earned an average investment return of 2.9 percent from the date of the valuation to 13 November 2025. This is higher than the rate assumed for the valuation and in isolation, has further strengthened the financial position of the Plan, however the impact is less due to the vested benefits being largely linked to members' salaries and the continued Employer contribution holiday. I estimate that coverage of Vested Benefits (exclusive of Accumulation members' benefits and Defined Benefit members' additional accounts) has decreased from 220.8 percent at the valuation date to approximately 219.9 percent as 13 November 2025. This has been taken into account in the recommended Employer contributions.

As Minimum Requisite Benefits (MRBs) are accumulation in nature, they will have moved in line with this investment return. Therefore the funding position, in regards to MRBs, is largely unchanged since the valuation date.

Projection of Future Liabilities

The graph below shows the projected value of Defined Benefit Vested Benefits and Actuarial Value of Accrued Benefits for Defined Benefit members funding indices over the next five years. These projections have been based on defined benefit liabilities and assume that the Employer will pay contributions in accordance with the contribution recommendation (refer to Section 9 of this report) and are based on the assumptions used to calculate past service liabilities at each of the future dates. These projections also allow for the post valuation events described above.



Assuming the Employer contributions are not less than the rates which I have recommended, I expect that on the assumptions, methods and asset values adopted in the valuation, that the Assets will remain sufficient to cover the value of these liabilities during the period up to 1 July 2030.

Section 8 – Material Risks

Financial Risk

As noted in the results of the Sensitivity Analysis (Section 7), the items that have the greatest impact on the financial position of the Plan are the differences between the assumed and the actual salary increase rate and the assumed and actual long-term investment return. Should salaries increase at a higher rate than assumed, the liabilities will be higher than expected and the assets may then be insufficient to cover members' benefits. This may then require the Employer to make larger contributions to the Plan. Similarly, if there are lower than assumed investment returns, the assets of the Plan would be reduced compared to the assets expected and may then be insufficient to cover members' benefits. This may then require larger contributions to be made by the Employer. If the Employer is willing and able to make these larger contributions and accept the volatility involved, a deterioration in the financial position can be managed.

Other strategies to mitigate these risks are:

- to ensure that the Employer is aware of the effect on the financial position of salary increases being granted above assumed rates; and
- to change the asset allocation on the Defined Benefit related assets to a less risky strategy (note: that this would generally increase the long-term cost to the Employer but provide lower contribution volatility).

Employer Financial Viability

The future of the Plan relies on the Employer remaining a viable entity and being willing and able to pay contributions as and when needed. The Trustee should discuss the valuation report with the Employer and ensure the Employer understands the recommendations before agreeing to the contribution rates.

Plan Specific Risks

Size of the Plan

The defined benefit section of the Plan has 4 members and \$4.4m of defined benefit related assets remaining. As a result, the Plan is exposed to additional risks than when it was larger. In particular, given the number of members remaining the "law of averages" may no longer hold and actual experience of the remaining few members may be significantly different to the assumptions adopted for funding calculations. This can result in a more volatile funding position, with the experience of just one member now having a proportionately larger impact. Closer monitoring of the funding position can help mitigate these risks.

Other risks that the Plan is exposed to as a result of its smaller size include:

- Member data, particularly salary data, which if not accurate and up-to-date can have a larger (negative) impact on funding once updated. Allowing for potential future salary increases for

key personnel and for any known defined benefit member exits can be taken into account in future funding position projections.

- Many costs are not directly linked to the number of members or asset value of the Plan. Therefore, the expenses will have a greater impact on the funding position and/or the Employer contribution rates required. Similarly, any cost associated with legislative or other changes will also impact the funding position.
- As member numbers decline, so too can the remaining lifetime of the Plan. The assumptions adopted for funding purposes and in setting the investment strategy may have considered a longer time horizon and now may need to change to reflect the shorter timeframe.

Investment Policy

As mentioned above, market risk is a key driver in the financial position of the Plan. However, there are other investment risks to consider. These include:

- **Liquidity Risk** – the risk that illiquid assets or large cashflows from the Plan cause the payment of benefits to be delayed or assets to be sold at reduced values to meet liability obligations.

smartMonday PRIME mitigates this risk by holding limited illiquid investments and holding a small cash float to facilitate switches and withdrawals.

- **Concentration Risk** – the risk that investments are concentrated in one particular asset class, country or manager, the poor performance of which could cause a material effect on the investment return.

smartMonday PRIME mitigates this risk by investing across a number of asset classes each within lower and upper asset class limits, and within each asset class holding a diversified portfolio of securities, and where relevant, across currencies and geographies.

The Trustee should periodically monitor the risks summarised in this section and seek advice or take action as may be deemed necessary.

Section 9 – Recommendations and Actuary's Summary Statement for the Purposes of SPS 160

Recommendations

Future Contribution Recommendations

I recommend that the Employer pays contributions to the Plan at the rates set out in the table below:

Category	Employer Rate for defined benefit members
	(% p.a. of salaries ¹)
	1/07/2025 onwards
A	Nil ²
B	Nil

¹The Superannuation Guarantee contribution rate is to be paid based on Ordinary Time Earnings (excluding bonus) and is credited from the Plan's reserve. Note that the 3 percent award contribution is part of the SG rate.

²Inclusive of the deemed contribution of 3.53 percent p.a. for category A members (which is paid from the Reserve).

In addition, the following contributions are also payable:

- Member 3 percent p.a. post-tax contributions (or 3.53 percent if salary sacrificed) of Superannuation Salary for Category A members and member 5 percent p.a. post-tax contributions (or 5.88 percent if salary sacrificed) of Superannuation Salary for Category B members;
- The Superannuation Guarantee contribution rate on bonus for Defined Benefit members, if applicable; and
- Employer contributions of at least the required contributions to meet Superannuation Guarantee legislation as per the Plan's Benefit Certificate in respect of Accumulation members.

These rates are the same as those currently being paid.

The Employer Superannuation Guarantee contributions must be loaded to Defined Benefit members' accounts by the 28th day of the month following the month end or earlier as required by legislation. The Employer contributions in respect of Accumulation members must be paid by the 28th day of the month following the quarter end or earlier as required by legislation.

The recommended contributions will need to be reviewed prior to the next regular triennial actuarial investigation due with an effective date of 1 July 2028 if one or more of the notifiable events within the Funding and Solvency Certificate occur prior to that date as advised by the Trustee or Employer (unless, after reviewing the details of a specific event which would otherwise be classified as a notifiable event, the Actuary advises the Trustee in writing that such an event does not constitute a notifiable event).

Shortfall Limit Recommendations

I have reviewed the Shortfall Limit of 97.5 percent (see Section 5) and confirm that, in my view, it remains appropriate. This will need to be reviewed if the Trustee changes the investment strategy.

Insurance Recommendations

I have reviewed this formula (see Section 6) and confirm that, in my view, it remains appropriate.

Investment Recommendations

In my opinion the investment strategy is appropriate to meet:

- the long-term liabilities of the Plan;
- the expected lump sum benefits of Defined Benefit members on termination of employment; and
- a conversion to the Plan's Accumulation category on reaching their Normal Retirement Date.

The Employer may prefer to have the Defined Benefit assets to be invested in a less growth orientated investment in order to further minimise the fluctuations of assets in volatile investment markets. This may increase the long-term costs of running the Plan but will reduce fluctuations in the contribution rates in the short-term. However, it may also decrease the earning rate that is credited to the Superannuation Guarantee Minimum benefit that may apply for some members.

The levels of liquidity available to the Plan are adequate to meet any of its short-term liquidity requirements.

Crediting Rate Recommendations

I have reviewed the crediting rate policy for the Plan and confirm that, in my view, it remains appropriate and should be maintained. For more information refer to Appendix C.

Monitoring Recommendations

I have reviewed the current practice of carrying out a funding position review on an annual basis between triennial actuarial investigations and confirm that, in my view, it remains appropriate based on the current and expected financial position over the next three years.

Disclaimer

The calculations provided in this report are based on a number of assumptions. The assumptions used are best estimates only and may not be borne out in practice. It is therefore important to review the calculations in the light of actual experience and obtain regular updates.

Actuary's Statement for the Purposes of SPS 160

I have conducted a regular triennial actuarial investigation of the smartMonday PRIME - Endeavour Foundation Staff Superannuation Plan (the Plan) as at 1 July 2025 covering the three-year period to that date.

In my opinion:

- 1) As at 1 July 2025, the fair value of the net Assets of the Plan for Defined Benefit members, based on the general ledger for the Plan plus the Accumulation members' benefits for Accumulation member assets, was \$77,869,404 and this is the value of assets used to determine the Employer contribution rate with an allowance for investment returns for the period from 1 July 2025 to 13 November 2025.
- 2) The value of the Assets of the Plan was adequate to meet the value of liabilities of the Plan in respect of the Actuarial Value of Accrued Benefits of \$75,345,152 as at 1 July 2025. The Actuarial Value of Accrued Benefits of Defined Benefit members as at 1 July 2025 for the purposes of Australian Accounting Standard AASB1056 was \$2,419,229 which was calculated in accordance with Practice Guideline 499.06 (this excludes additional accounts for Defined Benefit members and Accumulation members' benefits, but includes Defined Benefit members pending payment, which have been excluded for the purpose of this regular triennial actuarial investigation). The relevant value of Defined Benefit related assets for AASB 1056 was \$4,943,479.
- 3) The value of the Assets of the Plan was adequate to meet the value of liabilities of the Plan in respect of the Minimum Requisite Benefits as at 1 July 2025.
- 4) The investigation disclosed the Plan was in a satisfactory financial position as at 1 July 2025. The Plan's financial condition has not fallen below the Shortfall Limit set by the Trustee at the valuation date.
- 5) The Plan has no liability in respect of current pensioners. Any member who has postponed retirement or deferred receipt of their benefit remains a member under the Rules and any relevant liability is included with that of other members.
- 6) I have recommended contributions to ensure that the assets will continue to be adequate to meet the liabilities of the Plan and I expect the Plan to remain in a satisfactory financial position as defined in the SIS Regulations.
- 7) All Funding and Solvency Certificates required to be obtained during the period of investigation were provided. I expect that an actuary will be able to certify the solvency of the Plan in any Funding and Solvency Certificate required during the three-year period following the valuation date.



Su Li Sin
Fellow of the Institute of Actuaries of Australia
Aon Risk Services Australia Limited

21 November 2025

Appendix A – Summary of Plan Rules

As set out in Section 13 of the Smart Future Trust Deed, the Trustee may review and amend contributions and/or benefits under the Trust Deed as long as the amendment does not reduce the benefits accrued to any member with respect to the period before the date of the amendment, unless the member or regulator has approved the amendment in writing.

Eligibility

Category A – On invitation of Employer; effectively closed to new entrants

Category B – closed to new entrants from 1 February 1998

Accumulation

All other members

Plan Structure

The smartMonday PRIME - Endeavour Foundation Staff Superannuation Plan (the Plan) is a Defined Benefit plan and is constituted by a Trust Deed originally dated 21 November 1991.

All new entrants to the Plan join the Accumulation section. This, and the fact that the Plan provides Minimum Requisite Benefits to satisfy Employer obligations under Superannuation Guarantee arrangements, has ensured that an increased number of benefits are being calculated on an accumulation basis.

The Plan is a complying fund for the purposes of the Superannuation Industry (Supervision) Act 1993. This results in the Plan being taxed at the favourable rate of 15 percent on income net of allowable deductions.

Annual Review Date

1 July

Definitions

Normal Retirement Date (NRD)

65th Birthday

Early Retirement Date (ERD)

Within 10 years of NRD.

Salary

The ordinary annual rate of salary or wages excluding commissions, bonuses, overtime payments and any other additional payments.

Final Average Salary

The average of the member's salary at the annual review date for the three years immediately preceding the earlier of the date of leaving service and the NRD. For members with less than three years of service, the starting salary is assumed to apply for the previous review dates.

Service

Actual employment with the Employer where the member receives salary plus any period in which the member is totally disabled and any other period of absence from employment that the Trustee determines will be included. This is measured in years and complete months.

Contributions

Member

Category	Member paid portion (post- tax)	Employer paid deemed portion (pre-tax)	Total member contributions for benefit purposes (post- tax)
A	3% p.a. of Salary	3.53% p.a. of Salary	6% p.a. of Salary
B	5% p.a. of Salary	0% p.a. of Salary	5% p.a. of Salary

Employer

Category A and B	3 percent to Award account + Balance of costs
Accumulation	Superannuation Guarantee Rate

Benefits

Normal Retirement Benefit (NRB)

Equal to Retirement Benefit Multiple times Final Average Salary. The Retirement Benefit Multiple is the sum of the following:

- 19.0 percent x Service as a Category A Member after 1 November 1987; and
- 14.5 percent x Service as a Category B Member after 1 November 1987.

Members who joined the Plan prior to 1 November 1987 have a Fixed Retirement Benefit Multiple defined in Appendix A to the Rules of the Trust Deed, which applies until age 60. For the remaining five years to age 65, this Fixed Multiple is added to a Retirement Benefit Multiple using the relevant accrual rate above after age 60.

Early Retirement Benefit (ERB)

The benefit is determined as for normal retirement, based on Membership and Final Average Salary at the date of retirement.

For members with a Fixed Multiple as defined above, this Fixed Multiple is multiplied by a proportion of actual membership divided by potential membership to age 60. After age 60, the Fixed Multiple is added to the relevant accrual rate applicable for membership after age 60.

Late Retirement Benefit (LRB)

NRB with investment earnings plus Superannuation Guarantee contributions less tax, expenses and premiums, if applicable, accumulated with investment earnings after the NRD.

Death Benefit

Lump sum benefit equal to the prospective benefit which would have been paid at age 60 if the member had continued on the same Salary. For members aged over 60, this benefit is the same as the early retirement benefit.

Total and Permanent Disablement (TPD) Benefit

The TPD Benefit is the same as for the Death Benefit.

Total and Temporary Disablement (TTD) Benefit

75 percent of salary payable in monthly instalments. This income is payable after a three-month waiting period and for a maximum period of 24 months (or up to age 65, whichever is earlier).

Resignation Benefit

Equal to the following formula:

Member Account + A x (DARB – Member Account)

where:

A = Complete years of Defined Benefit membership x 10 percent (maximum 100 percent)

DARB = Discounted Accrued Retirement Benefit

= Early Retirement Benefit x (1-b)

b = Potential membership from date of resignation to age 55 x 1 percent (maximum 20 percent)

Additional Accounts

Additional Voluntary Contribution Accounts and Rollover Accounts are in addition to all of the above benefits, except TTD benefit.

Surcharge Account

All benefits are offset by the Surcharge Account (if any). The Account is the accumulation, with investment earnings, of all surcharge amounts assessed for each member.

Additional Contributions Tax Account

All benefits are offset by the Additional Contributions Tax Account (if any). The Account is the accumulation, with investment earnings, of all additional contributions tax amounts paid by the Plan on behalf of the member.

Family Law Account

All benefits (except the TTD benefit) are also offset by the Family Law Account (if any). The Account is any amount paid to a former spouse (a family law split) accumulated at the rate determined by the Government Actuary which is calculated with reference to AWOTE + 2.5 percent p.a. from the date the split occurs to the date the non-spouse member's benefit is paid and then accumulated with investment earnings thereafter.

Partial Withdrawals

All benefits, except the TTD benefit, are offset by any partial payments made from the Plan accumulated with investment earnings.

Benefits – for Accumulation Members

Death Benefit

Lump sum benefit equal to the sum of:

- All account balances in the member's name; and
- The insured benefit, if any,

where the insured benefit is the minimum level of insurance cover as provided by the Aon Master Trust based on a fixed age related scale. The members can opt out of it.

Leaving Service Benefit

For all other reasons of leaving service the benefit is equal to the sum of all account balances held in the member's name.

Appendix B – Membership

Changes in membership 1 July 2022 – 1 July 2025

	Total
Active DB Membership at 1 July 2022	9
Plus	
New Entrants	0
Transfers from other funds	0
Transfers from other categories	0
Less	
Transfer to other funds	0
Transfers to other categories	0
Deaths	0
Total and Permanent Disablement	0
Early retirements	2
Normal retirements	2
Resignations	1
Retrenchments	0
Late retirements	0
Active DB Membership at 1 July 2025	4

In addition, there were:

- 1 Defined Benefit member with a pending benefit payment which has not been included in the assets or liabilities for the purposes of this report.
- 2,801 Accumulation members at the valuation date with total salaries of \$51,313,363.

Membership Characteristics as at 1 July 2025

The main characteristics of the Plan's Defined Benefit membership at the valuation date are summarised in the following table. For comparison, active figures for the previous valuation date (1 July 2022) are shown also:

Defined Benefit members	1 July 2022	1 July 2025
Number of members	9	4
Average age (years)	57.1	58.5
Average membership (years)	31.0	
Total annual salary (\$)	694,277	
Average annual salary (\$)	77,142	

Quality of Data

Member data was received electronically and was in good order for the purposes of preparing this Report. Defined benefit individual membership data as well as Defined Benefit asset information was reconciled to the last triennial actuarial investigation data.

Aon have relied on data and information provided by the Plan administrator and Employer. Aon did not audit the employee data and financial information used in this valuation. However, on the basis of our review of this data, we believe that the information is sufficiently complete and reliable, and that it is appropriate for the purpose intended.

If the data and information provided is revised for any reason and materially changes the results, then this report may need to be revised.

Administration

No significant variations were detected between the method of calculation of benefits on the administration system and our calculations. The data received was adequate and appropriate for the purposes of the regular triennial actuarial investigation. Data checking included:

- Accrued and normal retirement multiples;
- Final average salary and consistency of salaries from year to year; and
- All benefit calculations at the valuation date (resignation, retirement, death and total and permanent disablement benefits).

Appendix C – Accounts and Summary of Assets

Accounts

The following is a summary of the General Ledger provided by the Plan administrator for the regular triennial actuarial investigation period 1 July 2022 to 1 July 2025. The final accounts of the Smart Future Trust for 30 June 2025 have received audit clearance.

	1 July 2022	1 July 2023	1 July 2024	1 July 2022
	to	to	to	to
	30 June 2023	30 June 2024	30 June 2025	30 June 2025
	(\$)	(\$)	(\$)	(\$)
Plan Assets at start of period (A)	52,303,252	58,197,831	67,981,064	52,303,252
Accumulation accounts at start of period (B)	46,199,982	52,150,946	62,808,752	46,199,982
Defined Benefit related Plan Assets at start of period (C) = (A) - (B)	6,103,270	6,046,885	5,172,313	6,103,270
Plus				
Member contributions	42,681	37,094	25,958	105,733
Employer contributions	2,600	2,700	2,600	7,900
Rollovers/transfers in	0	0	0	0
Investment income (including capital appreciation/depreciation)	525,332	451,315	496,057	1,472,704
Less				
Group Life premiums (net of rebates)	15,505	10,290	8,215	34,010
Benefits (net of insurance recoveries)	564,223	1,295,273	611,389	2,470,885
Transfers out to other funds	0	0	0	0
Administration and other charges	57,531	58,769	55,249	171,549
Income tax	(10,261)	1,350	(18,034)	(26,945)
Defined Benefit related Plan Assets at end of period (D)	6,046,885	5,172,313	5,040,109	5,040,109
Accumulation accounts at end of period (E)	52,150,946	62,808,752	72,829,294	72,829,294
Plan Assets at end of period (F) = (D) + (E)	58,197,831	67,981,064	77,869,404	77,869,404

Summary of Assets

Accumulation members and Defined Benefit members, for non-defined benefit related assets, may invest their account balances in any option. Where an investment option is not chosen by Accumulation members, account balances are invested in the default MySuper option.

Defined Benefit related account balances are invested 50 percent in the Balanced Growth option and 50 percent in the Moderate option. Defined Benefit assets above account balances (i.e. defined benefit reserve assets) are invested 50 percent in the Balanced Growth option and 50 percent in the Moderate option.

The benchmark asset allocation of the Defined Benefit assets is as follows:

By Asset Class	1 July 2022*	1 July 2025
(based on benchmark asset allocation)	(%)	(%)
Australian Shares	27.0	19.0
International Shares	27.0	25.5
Property	6.0	0.0
Alternatives Asset - growth	10.0	8.0
Alternatives Asset - defensive	11.0	11.5
Australian Fixed Interest	7.5	11.5
International Fixed Interest	7.5	11.5
Cash	4.0	13.0
Total	100.0	100.0

*Defined Benefit assets were invested in 100 percent Balanced Growth option

The asset valuation method is in accordance with Professional Standard 404 published by the Institute of Actuaries of Australia. There were no material qualifications identified in the latest audit report that impact on the value of assets.

Crediting Rate Policy

The return on Defined Benefit assets for the period was:

	Year to 30 June 2023	Year to 30 June 2024	Year to 30 June 2025	3 Years to 30 June 2025
	(p.a.)	(p.a.)	(p.a.)	(p.a.)
Defined Benefit assets ^{1,2}	8.7%	7.9%	9.5%	8.7%

¹net of investment fees and of taxes

²Defined Benefit assets were invested in 100 percent Balanced Growth option at 1 July 2022 and switched to 50 percent Balanced Growth option and 50 percent Moderate option in December 2023.

The Plan credits the actual return after investment related expenses to members' accounts based on daily unit prices. This method of crediting interest is appropriate as members receive interest on their accounts in accordance with what the Plan has earned and there are no cross-subsidisations. Investment earnings can be positive or negative and are based on the changes in unit price of the relevant option.

Appendix D – Funding Method

Funding Method

The funding method is the manner in which the Employer's recommended contribution rate is determined. In this regular triennial actuarial investigation I have calculated the recommended Employer contribution rate using an actuarial funding method called the Attained Age Normal method (AAN).

In this method an initial contribution rate is determined for each category which will be sufficient to meet the benefits which will accrue to current members at the valuation date in respect of their future service only.

The contribution rate is constructed so that it is expected to remain constant until the last current member leaves the Plan (assuming the assumptions made are borne out and remain unchanged).

Secondly, the value of current members' Actuarial Value of Accrued Benefits is compared to the value of assets. The future service contribution rates are adjusted in the light of any surplus or deficiency.

This is the same method as was used at the last regular triennial actuarial investigation.

The reason this method is chosen is so that the Employer can be provided with the long-term future cost of providing the benefits based on the current membership which should not vary substantially as it is a smoothed rate. The usage of surplus or funding of a deficit can then be over a time horizon that is considered suitable from both the Trustee and Employer's point of view.

Summary of Method of Attributing Benefits to Past Membership

In order to determine if the Plan is in surplus or deficit it is necessary to determine what proportion of benefits payable in the future from the Plan is due to past service. The past membership components in respect of the current members are projected forward allowing for future assumed salary increases and then discounted back to 1 July 2025 at the valuation rate of interest assumption.

The past membership component for each type of benefit is:

Retirement Benefits

Based on a member's actual accrued retirement benefit multiple as at the date of valuation.

Death and Disablement Benefits

Based on a member's accrued retirement benefit multiple as at the date of valuation.

Resignation Benefit

In the case of benefits based on a multiple of Final Average Salary, the past component is based on members' actual accrued multiple as at the valuation date.

Superannuation Guarantee Minimum Benefit

In the case of Superannuation Guarantee benefits the past component is based on the accumulated contributions with investment earnings to the valuation date, allowing for future expected investment earnings and discounted from the projected date of termination to the valuation date.

Adjustments

Additional accumulation accounts for Defined Benefit members and Accumulation members' benefits (e.g. rollover, voluntary member contribution, etc.) have been added to the past membership liability at their face value and accounts such as the surcharge and/or family law liability account have been deducted.

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About Aon

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