

2025 Supplementary Annual Report (Fund Information Statement) — Part 3

Mercer Super Trust
BAE Systems Australia Superannuation Plan (your Plan)

Issued December 2025.

Your Mercer Super Trust 2025 Annual Report (Fund Information Statement) consists of three parts:

Part one – The Mercer Super Trust 2025 Annual Report (Fund Information Statement) - which contains a general update on the Mercer Super Trust and tells you about the changes that have been made to the Mercer Super Trust during the year to 30 June 2025. These changes may have an impact on your super now and in the future so it's important that you carefully read the section entitled 'Changes to the Mercer Super Trust' to see how this applies to you.

Part two – The Investment Options Details booklet - which contains information relating to the investment options available in the Corporate Superannuation Division and Allocated Pension Division. This includes investment objectives, investment performance, asset allocation, investment fees and costs and transaction costs for these investment options for the year ended 30 June 2025.

Part three – This 2025 Supplementary Annual Report (Fund Information Statement) - which contains additional information specific to your Plan for the year ended 30 June 2025.

All parts should be read in conjunction and kept together for future reference. A reference to this Annual Report (Fund Information Statement) means parts one, two and three collectively unless the context requires otherwise.

About your Plan

Membership numbers

At 30 June 2025 1,976

Plan assets

As at 30 June 2025¹ 434,358,057

¹ This figure is prepared on a cash basis. This means that it does not allow for any accruals such as outstanding contributions or benefits due as at 30 June 2025.

Your Plan style

Your Plan provides members with accumulation and/or defined benefit style super.

For members with accumulation style super, your super relates to the amounts contributed by you or in respect of you and by your employer, the investment returns (which may be positive or negative) of the investment options in which your super is invested less deductions for fees, taxes and any insurance premiums.

For members with defined benefit style super, generally some or all of your super relates to salary and years of membership/service.

Employer Superannuation Guarantee contributions

By law, your employer is generally required to provide a minimum level of super for its employees – the Superannuation Guarantee (SG). There may be some circumstances where your employer is not required to meet the SG. The SG is the amount the employer must provide for each employee, not a minimum amount to be contributed to each fund. Your employer may provide the SG through more than one fund. The SG rates are set out below:

Period	SG – % of Ordinary Time Earnings (OTE ¹)
1 July 2024 to 30 June 2025	11.50%
1 July 2025 to 30 June 2026	12.00%

¹ OTE is generally remuneration including your regular salary or wages, salary sacrifice superannuation contributions, any over-award payments, shift allowances, bonuses and commissions. It generally does not include overtime payments or benefits subject to fringe benefits tax.

An employer is only required to provide SG on OTE up to the maximum contribution base, which is \$65,070 per quarter for the year ending 30 June 2025 (\$62,500 per quarter for the year ending 30 June 2026).

For members with only accumulation style super, your employer will generally be required to make super contributions at least equal to the SG amount.

For employees who are members with defined benefit style super, the benefits paid by the plan must be equal to or greater than a minimum level specified by your plan's actuary which is deemed to be equivalent to an employer contribution equal to the SG amount. Please see 'Financial position of the plan' for more information about employer contributions and the financial position of the plan generally.

If you are a defined benefit member, concessional contributions include notional taxed contributions, which are determined based on the notional taxed contribution rate that applies to you. Please note, this rate may be affected by changes in the Superannuation Guarantee. You can find details of your notional taxed contributions and your notional taxed contribution rate by using your personal login at merceraustralia.com.au and viewing *Contribution Caps*.

Financial position of the Plan

For members with defined benefit style super, the amount your employer contributes varies depending on the advice of an actuary. At least every three years, the plan's actuary prepares an investigation report that states how much your employer needs to contribute so that plan assets are expected (on the actuary's assumptions) to be sufficient to meet any super payouts now and in the future. For members with only accumulation style super, your employer will generally be required to make super contributions at least equal to the SG amount.

As at 30 June 2025, the value of the plan's assets was 100% of (i.e. approximately equal to) the sum of all members' (employed members, retained members and life time pensioners) super payouts assuming all employed members ceased employment at that date and other members were paid their Accrued Benefit amount. This means, the plan was in a satisfactory financial position at that date, as defined by superannuation legislation.

Since the last actuarial investigation, 1/07/2024, your employer has contributed in line with the contributions recommended by the plan's actuary.

In the event of your plan being wound up while the value of the plan's assets is lower than the sum of all members' super payouts assuming all employed members ceased employment at that date, your actual super payout may be less than your leaving service payout i.e. your leaving service payout may be reduced. Benefit entitlements of life time pensioners and former employees with retained benefits may also be reduced. However, your employer may choose to make an additional contribution at that time to make up the difference.

Note that the trustee has not been advised of any intention to wind up the plan at the date of this report - the above is provided for information purposes only.

*Note: A reference to members in the above section includes defined benefit members, accumulation members and lifetime pensioners of the plan.

Accrued benefits calculations

As at 30 June 2025, the value of the Plan's assets was 100% of (i.e. approximately equal to) the Plan's accrued benefits. As at 30 June 2025, the Plan's accrued benefits amounted to \$433,847,893.

The Plan's accrued benefits are:

- For accumulation members, the sum of their super payout assuming they ceased employment at that date, plus
- For defined benefit members the actuarial present value at the valuation date of the amount required to meet the proportion of future benefit payments attributed to membership completed at the valuation date.
- For pensioners, the present value of their future pension payments.

The main assumptions used to determine the value of accrued benefits for defined benefit members and pensioners are shown below.

The plan's Actuary considers the following movements in the assumptions used to calculate the accrued benefits are reasonably possible for the reporting period:

Assumption	Rate used at 30 June 2025	Reasonably possible change	Amount of increase in accrued benefits	Amount of decrease in accrued benefits
Discount Rate (or Investment earning rate)	6%	+1%		\$35,665
		-1%	\$38,683	
Salary adjustment rate	6%	n/a	\$-	
		n/a		\$-
Pension indexation rate (if applicable)	3%	+0.50%	\$14,694	
		-0.50%		\$14,267

Policy committee

Your Plan has a policy committee made up of 6 member and employer representatives. This policy committee has been set up with members' interests in mind.

As at 30 June 2025 your representatives were:

Member-elected

- Gina Lim
- Peter Childs
- Leanne Dunn

Employer-appointed

- Sheena Jackson
- Ric Dunstan
- John Dickson

Appointment and removal of policy committee members

Member representatives are elected by the members. Employer representatives are appointed by your employer.

Member representatives generally serve for a term of three years. The term of office for the current member representatives expires on 30/09/2027. A new election will be held shortly before this date. You're entitled to see a copy of the election rules for the Mercer Super Trust. Call the Helpline on **1800 682 525** for more details.

Member representatives will cease to hold office sooner if they:

- Cease to be a member of the Plan
- Become ineligible under the law
- Resign as a member representative
- Are removed by a notice in writing to the trustee signed by a majority of members.

Filling casual vacancies

If there is a casual vacancy for a member representative, the remaining member representatives on the policy committee may be asked to assist the trustee in determining how the vacancy will be filled in accordance with the election rules.

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Past performance is not a reliable indicator of future performance. The value of an investment in Mercer Super may rise and fall from time to time. The investment performance, earnings or return of capital invested are not guaranteed.

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Financial Summary for the Mercer Super Trust

A summary of the financial information for the Mercer Super Trust for the year ended 30 June 2025 can be found in the Mercer Super Trust - Annual Report (Fund Information Statement) 2025 - Part one available at [mercersuper.com/annual-reports](https://www.mercersuper.com/annual-reports).

A copy of the full audited accounts and auditor's report for the Mercer Super Trust can be accessed at [mercersuper.com.au/governance](https://www.mercersuper.com.au/governance) or by contacting the Helpline on 1800 682 525, 8am to 7pm AEST Monday to Friday.