

**BENEFIT CERTIFICATE**

**SUPERANNUATION GUARANTEE (ADMINISTRATION) ACT 1992**

**Hostplus Superannuation Fund, Maritime Divisions**

1. The Superannuation Guarantee (Administration) Act (SGAA) and Regulations require an employer to obtain a Benefit Certificate from an actuary in relation to a defined benefit superannuation scheme if contributions by the employer to that scheme are to be used to meet the employer’s obligations under the Act.
2. This certificate has been prepared at the request of Host-Plus Pty. Limited, the Trustee of the Hostplus Superannuation Fund (“the Fund”) pursuant to Section 10 of the SGAA.
3. This certificate is the initial certificate for the Maritime Divisions of the Fund.
4. Name of Complying Fund to which this Certificate relates:

Hostplus Superannuation Fund, Maritime Divisions:

- Division 5 – Maritime Division
- Division 6 – Stevedores Division
- Division 7 – Seafarers Division

References to “Trust Deed” or “Rules” in this certificate are references to the Trust Deed and Rules of the Fund, dated 1 September 2023, as amended.

In this certificate, terms with capital letters (other than common proper nouns) have the same meaning as they are given in their definition in the Rules.

5. Classes of Members covered by this Certificate:

*Division 5 - Maritime Division*

Members	Description
Maritime Trident Members	Members are covered under Schedule 1 of Division 5 of the Trust Deed
Accumulation Members	Maritime Accumulation Advantage members are covered under Schedule 2 of Division 5 of the Trust Deed

*Division 6 - Stevedores Division*

Members	Description
Maritime Permanent DB	Members are covered under Schedule A1 of Division 6 of the Trust Deed
Accumulation Members	Including members in the following classes: <ul style="list-style-type: none"> <li>• Maritime Accumulation Plus (Schedule A2 of Division 6 of the Trust Deed)</li> <li>• Maritime Accumulation Basic (Schedule A3 of Division 6 of the Trust Deed)</li> </ul>

*Division 7 - Seafarers Division*

Members	Description
Maritime Seafarers	Members covered under Schedule B1 of Division 7 of the Trust Deed
Maritime SVITZER Defined Benefit	Members covered under Schedule B3 of Division 7 of the Trust Deed
Accumulation Members	Including members in the following classes: <ul style="list-style-type: none"> <li>• Maritime SVITZER Accumulation (Schedule B2 of Division 7 of the Trust Deed)</li> <li>• Maritime AMOU Accumulation (Schedule B4 of Division 7 of the Trust Deed)</li> <li>• Maritime INCO Accumulation (Schedule B5 of Division 7 of the Trust Deed)</li> <li>• Maritime CSL Accumulation (Schedule B7 of Division 7 of the Trust Deed)</li> </ul>

6. Date of effect of this Certificate:

1 September 2023

7. Date this Certificate ceases to have effect:

This certificate has effect until 31 August 2028 (a period of 5 years from the effective date of this certificate), or until such earlier time as another benefit certificate is issued in respect of the Fund (or a class of members forming part of the Fund) or until benefits provided from the Fund are amended.

8. Minimum Requisite Benefits (MRBs) for each class of Member:

The Minimum Requisite Benefits (MRBs) for each class of member described above are specified in the Attachment to this certificate.

9. Regulation under which Notional Employer Contribution Rate (NECR) determined:

The Notional Employer Contribution Rate in respect of each class of Members described above has been determined in accordance with SG Regulation 8(2) and in accordance with Section 5 of Professional Standard 403 issued by the Institute of Actuaries of Australia.

10. Notional Employer Contribution Rates (NECRs):

The NECRs applicable to the MRBs for each Member, expressed as a percentage of the Notional Earnings Base, are as follows:

Period	NECR
1/7/1992 – 31/12/1992	4%
1/1/1993 – 30/6/1995	5%
1/7/1995 – 30/6/1998	6%
1/7/1998 – 30/6/2000	7%
1/7/2000 – 30/6/2002	8%
1/7/2002 – 30/6/2013	9%
1/7/2013 – 30/6/2014	9.25%
1/7/2014 – 30/6/2021	9.5%
1/7/2021 – 30/6/2022	10%
1/7/2022 – 30/6/2023	10.5%
<b>1/7/2023 onwards:</b>	
• During any period when the SG Charge <sup>1</sup> rate is 11%	11%
• During any period when the SG Charge <sup>1</sup> rate is 11.5%	11.5%
• During any period when the SG Charge <sup>1</sup> rate is 12%	12%

Prior to 1 July 2013, the NECR is zero for members over age 70 for Division 5 - Maritime Division Maritime Trident Members and Maritime Accumulation Advantage members.

11. Notional Earnings Base (NEB):

Notional Earnings Base (NEB) is Ordinary Time Earnings (OTE) as defined in Section 6(1) of the SGAA plus, from 1 January 2020 any sacrificed Ordinary Time Earnings amounts (Sacrificed OTE Amounts) as defined in Section 23 of the SGAA (i.e. Ordinary Time Earnings Base (OTE Base) from 1 January 2020).

OTE and OTE Base are subject to the Maximum Contribution Base specified from time to time in the Act.

Sacrificed contributions include Sacrificed OTE Amounts but may include additional salary sacrificed contributions not made from OTE.

The intent is that in this certificate OTE Base, sacrificed OTE amounts and sacrificed contributions be calculated consistently with the definitions in Section 23 of the SGAA for accumulation members.

This certificate prevents salary sacrifice contributions being used to reduce the Employer's SG obligations.

<sup>1</sup> SG Charge is defined as the Charge Percentage as set out in the SGAA, as amended from time to time.

12. I, Chris Porter, FIAA, being an actuary of Hostplus Superannuation Fund, certify that each Notional Employer Contribution Rate specified in this certificate has been determined using a method which:
- is applicable to the class of members specified;
  - is consistent with Section 9 or 10 of the SG Regulations as appropriate; and
  - determines a rate that is comparable to the rate at which the employer of the members of the specified class must contribute to Maritime Super to provide members of the specified class with the Minimum Requisite Benefit.
13. I confirm that:
- each Notional Employer Contribution Rate has been calculated in accordance with the SG Regulations and with Professional Standard 403 issued by The Institute of Actuaries of Australia; and
  - this certificate has been prepared in accordance with advice from the Australian Taxation Office (ATO) dated 3 June 1998 which states that "in calculating the minimum requisite benefit for Superannuation Guarantee purposes it is permissible to fully allow for the impact of the surcharge."
  - this certificate acknowledges that an individual's liability for tax under Division 291 and 293 of the Income Tax Assessment Act 1997 may be met by a release of monies from a superannuation plan.



Chris Porter  
Fellow of the Institute of Actuaries of Australia  
14 November 2023

DO:CR | TR: EC | CR/ER:CJP

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## ATTACHMENT TO BENEFIT CERTIFICATE

### Description of Minimum Requisite Benefits (MRBs)

#### 1. Schedule 1, Division 5 - Maritime Trident Members

The Minimum Requisite Benefit at a particular calculation date is equal to:

i. MRB Multiple x 1.08 x NFAS x DF

Plus

ii. The balance of the Member's Member Basic Contributions account, equal to the accumulation of member contributions made to the Fund, excluding any additional voluntary contributions, accumulated with the amount of investment earnings as advised by the Trustee.

Plus

iii. The balance of the accumulation of the Member's notional OTE top-up contributions<sup>1</sup>, equal to the accumulation of the OTE top-up account balance determined at 30 June 2023 (set out in the appendix to this certificate), plus notional contributions as calculated below from 1 July 2023 to the date of calculation, accumulated with the amount of investment earnings as advised by the Trustee.

Notional OTE top-up contributions from 1 July 2023 equal to:

$(NEB - Salary) \times NECR \times 0.85$ , subject to a minimum of zero.

Plus

iv. The balance of the Member's Additional Voluntary Contributions Account (including any Government co-contributions) and amounts rolled over, accumulated with the amount of investment earnings as advised by the Trustee.

Where

MRB Multiple is the multiple determined at 30 June 2023 (set out in the appendix to this certificate), plus  $NECR \times NY$ .

NFAS is the Member's Final Average Salary at the date of calculation, as defined in the Rules of the Fund, subject to a maximum of the annual amount of the maximum contribution base as defined in the Superannuation Guarantee (Administration) Act. For part-time members, NFAS is the average of the member's equivalent full-time salaries.

DF is a discount factor, being 1.0 at age 65 or more, reducing by a simple discount of 1.5% for each year (or part thereof) by which the age at the date of calculation precedes age 65, with a minimum discount factor of 0.7 for ages of 45 or below.

NEB is the Notional Earnings Base defined in section 11 of this certificate.

Salary is the Member's Salary defined in the Rules of the Fund.

NECR is the Notional Employer Contribution Rate defined in section 10 of this certificate.

NY is the number of years and fractions of a year based on complete days of membership from 1 July 2023 to the date of calculation. For periods of part-time employment, NY is ratioed by the number of hours contracted to be worked to the number of hours contracted to be worked had the member been employed full-time. NY excludes periods of leave without pay.

<sup>1</sup> Notional OTE top-up contributions form a part of the MRB only. Contributions are notional and not payable by employers, nor is the accumulation of these contributions payable on any benefit other than the MRB.

**PROVIDED THAT** to the extent not already allowed for in the above calculations, the benefit calculated above shall be reduced, for:

- a. Any amount advised from time to time by the Actuary as attributable to the member in relation to the Fund's liability under the Superannuation Contributions (Assessment and Collection) Act 1997, in accordance with the relevant legislation.
- b. Any amounts transferred out as a result of an election made by the member in relation to portability, contribution splitting or Transition to Retirement.
- c. Any amount permitted under the Family Law Act 1975 or its Regulations and consequential amendments to the Superannuation Industry (Supervision) Act 1993 and its Regulations.
- d. Any surcharge liability, being an amount relating to the superannuation contributions tax as provided for in the Superannuation Contributions Tax (Assessment and Collection) Act 1997 and includes any advance instalment of surcharge assessed under that Act.
- e. Any amount determined by the Trustee as attributable to the Member in relation to monies released by the Fund to meet an individual's tax liability under Section 291 or 293 of the Income Tax Assessment Act 1997 or a liability to pay tax on no-TFN contributions under Section 295-I of the Income Tax Assessment Act 1997.

## **2. Schedule A1, Division 6 - Maritime Permanent DB**

The Minimum Requisite Benefit at a particular calculation date is equal to:

- i.  $MRB \text{ Multiple} \times NEB \times DF$

Plus

- ii. The balance of the Member's Voluntary Contribution Benefit account and the balance in any other account used for the purpose of accumulating employer contributions made in respect of a Non-Contributory member plus any Government co-contributions, amounts rolled over and any deduction for the cost of voluntary death cover (if these amounts are not included in the Member's Voluntary Contribution Benefit account), accumulated with the amount of investment earnings as advised by the Trustee.

Where

MRB Multiple	is the multiple determined at 30 June 2023 (set out in the appendix to this certificate), plus $(NC / 0.85 + NC' + NECR) \times NY$ .
NEB	is the Notional Earnings Base defined in section 11 of this certificate.
DF	is a discount factor, being 1.0 at age 65 or more, reducing by a simple discount of 1.5% for each complete year (and fractions of a year based on complete months) by which the age at the date of calculation precedes age 65, with a minimum discount factor of 0.7 for ages of 45 or below.
NC	is the rate referred to in the calculation of Normal Contribution required from Contributing Members under Stevedores Division Schedule A1 Rule 5.1.
NC'	is the rate referred to in the calculation of Normal Contribution paid in respect of Contributing Members paid under Stevedores Division Schedule A1 Rule 5.2.
NECR	is the Notional Employer Contribution Rate defined in section 10 of the certificate.
NY	is the number of years and fractions of a year accrued by the Member from 1 July 2023 to the date of calculation, excluding any periods as a DB Non-Contributing Member. Less any adjustments (if any) in respect of a splitting agreement under the Family Law Act 1975, applied after 1 July 2023 and provided that this Family Law adjustment has not been met by an accumulation offset.

**PROVIDED THAT** to the extent not already allowed for in the above calculations, the benefit calculated above shall be reduced, for:

- a. Any amount advised from time to time by the Actuary as attributable to the member in relation to the Fund's liability under the Superannuation Contributions (Assessment and Collection) Act 1997, in accordance with the relevant legislation.
- b. Any amounts transferred out as a result of an election made by the member in relation to portability, contribution splitting or Transition to Retirement.
- c. Any amount permitted under the Family Law Act 1975 or its Regulations and consequential amendments to the Superannuation Industry (Supervision) Act 1993 and its Regulations.
- d. Any surcharge liability, being an amount relating to the superannuation contributions tax as provided for in the Superannuation Contributions Tax (Assessment and Collection) Act 1997 and includes any advance instalment of surcharge assessed under that Act.
- e. Any amount determined by the Trustee as attributable to the Member in relation to monies released by the Fund to meet an individual's tax liability under Section 291 or 293 of the Income Tax Assessment Act 1997 or a liability to pay tax on no-TFN contributions under Section 295-I of the Income Tax Assessment Act 1997.

### **3. Schedule B3, Division 7 - Maritime SVITZER Defined Benefit**

The Minimum Requisite Benefit at a particular calculation date is equal to:

- i. The Member's Minimum Requisite Benefit calculated based on membership up until 28 February 2009, being the date at which the former Seafarers' Retirement Fund became a part of the Fund, accumulated with the amount of investment earnings as advised by the Trustee.

Plus

- ii. The accumulation with the amount of investment earnings as determined by the Trustee to the date of calculation of the following amounts:

$$[(NECR - 3\%^1) \times NEB - EXP - INS] \times 0.85$$

Plus

- iii. The accumulation with the amount of investment earnings as determined by the Trustee to the date of exit of the following amounts:
  - a. The compulsory member contributions paid by the member post-tax to the Fund after 28 February 2009.
  - b. 85% of the compulsory member contributions paid by the employer or deemed to be paid by the member pre-tax to the Fund after 28 February 2009.
  - c. Any other amounts of contributions, payments or transfers to the Member Contribution Accounts after 28 February 2009 less any applicable contributions tax on those amounts, including any employer contributions made to the Member's Three Percent Accumulation Account (if applicable)<sup>2</sup>.

<sup>1</sup> The reduction of the NECR by 3% is only applicable for members receiving the additional 3% employer contribution.

<sup>2</sup> The 3% contribution is based on Superannuation Salary (which exceeds the OTEB for each member as confirmed by SVITZER)



Where

- NECR is the Notional Employer Contribution Rate defined in section 10 of this certificate.
- NEB is the Notional Earnings Base defined in section 11 of this certificate.
- EXP Any applicable allowance for administration expenses agreed by the Trustee from time to time.
- INS Any applicable allowance for insurance costs as agreed by the Trustee from time to time.

**PROVIDED THAT** to the extent not already allowed for in the above calculations, the benefit calculated above shall be reduced, for:

- a. Any amount advised from time to time by the Actuary as attributable to the member in relation to the Fund’s liability under the Superannuation Contributions (Assessment and Collection) Act 1997, in accordance with the relevant legislation.
- b. Any amounts transferred out as a result of an election made by the member in relation to portability, contribution splitting or Transition to Retirement.
- c. Any amount permitted under the Family Law Act 1975 or its Regulations and consequential amendments to the Superannuation Industry (Supervision) Act 1993 and its Regulations.
- d. Any surcharge liability, being an amount relating to the superannuation contributions tax as provided for in the Superannuation Contributions Tax (Assessment and Collection) Act 1997 and includes any advance instalment of surcharge assessed under that Act.
- e. Any amount determined by the Trustee as attributable to the Member in relation to monies released by the Fund to meet an individual’s tax liability under Section 291 or 293 of the Income Tax Assessment Act 1997 or a liability to pay tax on no-TFN contributions under Section 295-I of the Income Tax Assessment Act 1997.

**4. All other members**

The Minimum Requisite Benefit described below is applicable to the following members:

Maritime Division (Division 5)	Stevedores Division (Division 6)	Seafarers Division (Division 7)
Retained Benefits	Accumulation Plus	Maritime Seafarers
Trident Accumulation	Accumulation Basic	SVITZER Accumulation
Accumulation Advantage		AMOU Staff
		Inco Sub-fund
		CSL Super

The Minimum Requisite Benefit at a particular calculation date is equal to:

- i The balance of the Member’s Maritime Super Account Balance.







