



Announcement to Members – 23 March 2026

Important update about your superannuation

The Trustee of the **SA Metropolitan Fire Service Superannuation Scheme (the Scheme)** is writing to let you know that it is reviewing how the Scheme is managed to ensure it continues to operate in the best interests of members.

We understand that changes to superannuation can feel uncertain. Please be assured that providing the most appropriate benefits to members is the Trustee's highest priority. All decisions are being made carefully, based on professional advice, and we are committed to keeping you informed as the review progresses.

Why is the Trustee reviewing the Scheme?

The Scheme's administration is currently provided by Mercer, an external administrator that has provided services to the Scheme for many years. Mercer recently announced that it will stop offering standalone administration services for schemes like ours in Australia and sell this part of its business to the Apex Group.

As a result, the Trustee has commenced a comprehensive review of the Scheme's administration arrangements and benefit structure. The purpose of this review is to ensure the Scheme continues to be managed in a way that best supports members' long-term interests.

Will my benefits change?

While the review is still ongoing, the Trustee has decided that the Scheme's defined benefit structure will cease and be converted to an accumulation arrangement.

- If you are a permanent employee, you have defined benefits. Your current defined benefit entitlements will be converted to an accumulation-style benefit. This decision has been made because professional advice indicates that, overall, this change is expected to be in members' best financial interests. There will not be any change to your additional voluntary contributions, as these are already accumulation-style benefits.
- Some members have accumulation benefits rather than defined benefits. If you are a Retained Fire Fighter, Parked Member, Deferred Member or a Spouse Member, you have accumulation benefits and these will not change.

When will the new benefit structure for permanent employee members commence?

The Trustee is continuing to work closely with its advisers to complete the review, however the conversion of defined benefits to accumulation benefits is expected to occur in late 2026 (referred to as the Conversion Date).

What happens to the Scheme after conversion?

The Trustee is currently exploring options for the Scheme after conversion, including a potential transfer of members and assets to the Southern State Superannuation Scheme (Triple S Scheme). These options are subject to the review by the Trustee that is currently underway, and we will keep you informed as this progresses.

Are there any changes happening now?

The Trustee has changed how the assets supporting defined benefits are invested, by moving them to a Cash Investment Option with Funds SA on 19 February 2026. The change to the investment structure only applies to the assets that support the defined benefit entitlements. If you have accumulation accounts (Additional Voluntary Contribution Account, Surplus Account, and Rollover Account) they will remain unchanged and will continue to be invested in the investment option(s) that you have selected.

This is a protective measure to help ensure that the Scheme's defined benefit assets remain greater than the value of members' defined benefits while the review is underway and to ensure there are sufficient monies available when all your defined benefits are converted to accumulation accounts.

What does this mean for permanent employees with defined benefits between now and the Conversion Date?

The Scheme design means that the impact of this change will depend on your age.

If you are under age 50

Your benefit is usually linked to the investment returns of the High Growth investment option. Until the Conversion Date, you will instead receive Cash returns on your benefit.

Cash returns are generally less volatile than High Growth returns, although they may be higher or lower than what you would otherwise have received depending on movements in investment markets.

If you are aged 50 to 60

Most members in this age group have a defined benefit that does not depend on investment performance. As a result, most members aged 50 to 60 are not expected to see any change to their defined benefit during this period.

A few members may have their benefit linked to the High Growth investment option. Until the Conversion Date, they will receive Cash returns instead.

If you are aged 60 or over

Your benefit may be linked to the Conservative investment option depending on your personal circumstances. Until the Conversion Date, any investments earnings allocated to your benefit will be the Cash returns instead.

Cash is generally less volatile than the Conservative option, although returns may be higher or lower than what you would otherwise have received depending on movements in investment markets.



Do I need to do anything?

No. There is nothing you need to do right now. Your benefits will continue under the current structure subject to the changes to the investment of the defined benefit assets while the review is underway.

How will my benefits be calculated on the Conversion Date?

We understand you will be eager to understand how this will work. The conversion will be undertaken on the basis of professional actuarial advice. We will not be able to finalise this until the review is further progressed, but we will share more information to help you understand the conversion basis as soon as we can.

How will I get more information?

We will continue to work with our advisers and provide updates as the review progresses. When there is important additional information to share, we will let you know.

Closer to the Conversion Date, you will receive further communication explaining what the changes mean for you and your benefits in more detail.

If you have any questions, please do not hesitate to contact this office.

Yours sincerely

Darren Royals
Manager
SA Metropolitan Fire Service Superannuation Scheme

Important Information: The information in this Announcement is not intended to be advice. It has been prepared without taking account of your personal objectives, financial situation or needs. Therefore, before acting upon any of the information in this notice, you should consider its appropriateness having regard to your objectives, personal situation and needs. It is recommended that you seek professional financial advice from a licensed or appropriately authorised financial adviser before making any decisions in respect to your membership of the Scheme. Please note that there are no guarantees, the investment performance of the Scheme's assets and the value of your investment in the Scheme may rise or fall from time to time. You should also note that past performance is not an indicator of future performance. For further information about the Scheme, you should read and consider the Scheme's Member Benefit Guide which you can obtain by calling the Manager on (08) 8204 3826.

Issued by SA Metropolitan Fire Service Superannuation Pty Ltd ACN 068821750 as Trustee for SA Metropolitan Fire Service Superannuation Scheme ABN 99439309855 on 13 March 2026