

2025 Supplementary Annual Report

For defined benefit members of the Chesuper Superannuation Defined Benefits (CUE) Plan

For the year ended 30 June 2025

Your annual report from NGS Super consists of 2 parts:

Part 1:

Annual report to members which contains an update on how your super in NGS Super has performed and provides details about general changes that have impacted on your benefits during the year ended 30 June 2025.

This report is available online at **ngssuper.com.au/annualreport**

Part 2:

This **supplementary annual report** to Cuesuper members which contains an update on information specific to your section of membership, including how your defined benefits are determined.

Both parts of your annual report should be read carefully and kept for future reference.

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This report has been prepared for defined benefit members of the Cuesuper Superannuation **Defined Benefits (CUE) Plan.**

Please read this report carefully as it contains information about your benefits in NGS Super.

1. Accessing your account online

From 1 November 2025, your Defined Benefit plan details will no longer be available via Member Online. We're still here to support you – please call our Helpline on 1300 133 177. We'll also continue to send your account information by post, including your annual statement, so you stay informed.

2. NGS Super with you for life

If you resign or retire from your current employer, you will remain with NGS Super. Your benefit will transfer to an NGS Accumulation account and will be invested in our Cash and Term Deposits investment option.

Your new employer will be able to contribute into your NGS Accumulation account and you will be able to access your benefit once you meet a condition of release.

If you are retiring, you will have the option of opening an NGS Income account giving you flexible payment options during your retirement. Please refer to section 4 for details of the maximum amount that you can transfer into the retirement phase of super.

It is important to note that once you leave employment, your benefit will be subject to fluctuations in investment markets. This means you bear the risk that your super benefit could be lower if financial markets drop. For more information, read the NGS Accumulation or NGS **Retirement Product Disclosure** Statement (PDS) available at ngssuper.com.au/pds

3. Transition to retirement

An NGS Transition to retirement (TTR) account can provide you with limited access to your retirement funds while you are still working, giving you the opportunity to save tax and boost your super at the same time.

If you are a defined benefit member and you have reached your preservation age, you can transfer your Additional Account to an NGS TTR account and start a transition to retirement income stream.

Your defined benefit accounts cannot be transferred unless you receive approval from your Employer and the Trustee. Such a transfer will relinquish any future entitlement you have to a defined benefit and should be carefully considered before any such request is made.

Getting advice on your NGS Super account is easy. Whether it's a simple check in to understand your options or comprehensive advice for you and your family, we have you covered. Contact us on 1300 133 177 to make an appointment or learn more at ngssuper.com.au/advice

How does a Transition to retirement account work?

If you have reached your preservation age, 1 an NGS TTR account can allow you to take an income even though you have not retired.

This works in exactly the same manner as the NGS Income (pension) account except that:

- investment earnings are taxed
- you cannot access any lump sum withdrawals until you retire, except under restricted conditions
- there are different government rules for the minimum and maximum annual pension payments that can be taken and
- your payments are drawn down from any non-preserved money (unrestricted or restricted) that you have before any preserved money is used.

For more details and to commence an NGS TTR account read the NGS Retirement Product Disclosure Statement (PDS) and Transition to retirement fact sheet at ngssuper.com.au/pds and complete the application form in the PDS.

Financial advice recommendation

Before implementing a transition to retirement strategy, we recommend that you obtain financial advice from a qualified financial planner.

In the first instance, you can call us on 1300 133 177 to access general and personal advice.

^{1.} If you were born before 1 July 1964 then you have already reached your preservation age. If you were born after this time, your preservation age will be age 60. See our fact sheet Gaining access to your super available at ngssuper.com.au/factsheets for more details.



4. Your transfer balance cap

A transfer balance cap² is applied on the amount you can transfer into the retirement phase (e.g. NGS Income account) where you receive tax-free investment earnings.

You can continue to make multiple transfers into the retirement phase as long as you remain below your cap.

If you exceed your transfer balance cap, you may have to:

- transfer the excess amount back into your NGS Accumulation account or take a lump sum payment and
- pay tax on the notional earnings related to that excess.

Further details can be found at **ato.gov.au**.

5. Your total superannuation balance

Your total superannuation balance³ is calculated at the end of the previous financial year and is relevant when working out your eligibility on contributions in the next financial year for:

- carry-forward concessional contributions
- non-concessional contributions cap and the bring forward of your nonconcessional contributions cap
- government co-contributions
- spouse tax offset.

You can view your total super balance through your Australian Taxation Office (ATO) linked account by logging into your **mygov** account at **my.gov.au**

6. Maximum contribution limits

There are limits (caps) that apply to the amount of before-tax and after-tax contributions that can be made to superannuation. If you exceed a cap, extra tax is payable on the excess amount.

There are factors that may impact your eligibility to make contributions. See our fact sheet **Opportunities and limits for super contributions** for more details.

Concessional (before-tax) contributions include:

- any employer contributions paid to your NGS Accumulation account
- any additional contributions paid from pre-tax salary to your Additional (Voluntary) account
- any personal contributions for which you claim a tax deduction
- notional taxed contributions (as a member of a defined benefit fund) see further details in section 8.

Tax rate	Details from 1 July 2025
• 15% (unless you are a high-income earner ⁴)	You can contribute up to \$30,000 per financial year. In addition, you may also be able to contribute any unused concessional contributions if eligible (see note below).
Excess contributions (above your cap) All excess contributions will be: included as taxable income and taxed at your personal tax rate less a 15% tax offset.	If you exceed the limit, you can choose: to withdraw up to 85% of your excess contributions from your account or leave it in your super account and it will count towards your after-tax contributions cap.

Carry-forward any unused concessional contributions cap

You can carry forward any unused amount of your concessional contributions cap on a rolling basis for 5 years. Amounts carried forward that have not been used after 5 years will expire.

You will only be able to take advantage of your unused concessional contributions cap if you are eligible to make concessional contributions and your total super balance at 30 June of the previous financial year was less than \$500,000.

You can view your unused concessional contributions cap available to carry forward through your ATO linked account by logging into your **mygov** account at **my.gov.au**

Please refer to Section 8, Notional Taxed Contributions, for details of how testing against the concessional contribution limit works for defined benefit members.

- 2. All individuals have their own personal transfer balance cap which is managed by the ATO. You can view your transfer balance cap through your ATO linked account by logging into your **mygov** account at **my.gov.au**
- 3. Your total super balance is generally the total value of your super interests in both accumulation phase and retirement phase at the end of the previous financial year, noting that:
 - for accumulation phase, this is generally the withdrawal value at 30 June
 - for the retirement phase, this is the balance of your personal transfer balance cap which is managed by the ATO.
- 4. For individuals with a combined income exceeding \$250,000, part or all of your concessional contributions will be taxed at the rate of 30%. This high income tax threshold will be assessed by the ATO as part of your annual tax return. The definition of income for this purpose, called combined income, includes taxable income, reportable fringe benefits and concessional superannuation contributions (including defined benefit contributions). This is referred to as Division 293 tax.



Non-concessional (after-tax) contributions include:

- personal contributions where you do not claim an income tax deduction
- spouse contributions and
- any excess concessional contributions unless these are refunded.

Tax rate	Details from 1 July 2025
Nil up to your cap	The limit on after-tax contributions if your total super balance is less than \$2 million at 30 June 2025 is:
	• \$120,000 per financial year or • up to \$360,000 over a 3-year period using the bring-forward rule if you are under age 75 (at any time within the financial year) and eligible. ⁵ Where your total super balance as at 30 June 2025 is \$2 million or more, you are unable to make non-concessional contributions to your super. An after-tax contribution received will be treated as an excess contribution.
Excess contributions (above your cap)	If you exceed the limit you can choose: • to withdraw from super or
If withdrawn from super:	 leave it in your super account.
 no additional tax on the contribution and 85% of the associated earnings will also be withdrawn and taxed at your personal rate of tax less a 15% tax offset. If left in super: 	
 taxed at 47% (including Medicare levy). 	

7. Superannuation Guarantee (SG) and your benefit

Since 1 July 2025, employers must contribute a minimum of 12% of your ordinary time earnings (OTE)6 up to the maximum contributions base (\$62,500 per quarter for the 2025-26 financial year) into a complying superannuation fund.

However, because you are a defined benefit member, the employer does not have to actually make these contributions, but instead, the benefit being earned must be at least equivalent to the value of these SG contributions (SG minimum benefit), as determined by the actuary.

As a defined benefit member, your benefits are calculated as shown in section 11 of this report. As mentioned, your benefit must be at least equal to the SG minimum benefit, which is determined in accordance with a certificate produced by the actuary. To ensure you receive at least the SG minimum benefit when you leave NGS Super, we keep a separate record of this benefit.

^{5.} For more information on the bring-forward rule, see our fact sheet Opportunities and limits for super at ngssuper.com.au/factsheets

^{6.} More information on OTE is available from the ATO at ato.gov.au



8. Notional Taxed **Contributions (NTC)**

Each year all superannuation providers report to the ATO all concessional contributions received during the year. Based on this information as well as information from your income tax return, the ATO will assess if your total concessional and non-concessional contributions are in excess of the maximum limits. Refer to section 6, Maximum contribution limits, for details of the treatment of excess contributions.

You should carefully monitor your concessional contributions to avoid exceeding the limits.

To test against the concessional contribution limit, rather than using the actual employer and salary sacrifice contributions made to your defined benefit during a given financial year, Notional Taxed Contribution (NTC) rates are used.

Your NTC is a concessional contribution, so you need to know how much it is to work out how much you can contribute before the higher tax rates apply.

Your NTC is only in respect of your defined benefit. It does not extend to:

- any employer contributions paid to your NGS Accumulation account and/or
- any additional voluntary contributions paid from pre-tax salary to your Additional Voluntary Account

as these contributions are outside of the NTC formula.

Your total concessional contributions are the sum of your:

- NTC amount and
- any additional concessional contributions.

How your NTC is calculated

Your NTC% x your super salary at the start of the financial year

1.2 x your compulsory contributions, if paid from after-tax salary made over the financial year to fund your defined benefit.

Provided you meet certain conditions, the NTC is capped at the maximum concessional contributions limit when reporting to the ATO (except for Division 293 tax purposes see footnote 4 on page 3).

How to work out your own NTC for 2025-26 financial year

To use the above formula you need to know:

NTC calculation details		
NTC% applicable to your defined benefit membership category	Category – CUE	13.2%
Your super salary as per your most recent <i>Member</i>	This salary should be reduced time work during the year (if an	, ,
Statement	The NTC calculation may not a the year:	pply to you if, during
	 you ceased service 	
	 you took leave without pay 	
	 you changed benefit categories 	
	 you became eligible for a late 	e retirement benefit
	 you received a benefit greate benefits provided or 	r than the normal
	• the benefits in the Plan are ch	nanged.
Your Member Mandatory	If paid from before-tax salary	5.9%
contribution rate	If paid from after-tax salary	5.0%
Employer Additional (Accumulation) contribution rate		1.5%

How to calculate your available additional Member Voluntary contributions without exceeding the cap

Your concessional cap - (Employer additional + NTC)

Where Employer additional = Employer Additional (Accumulation) contribution rate x your super salary.

Where NTC = $(NTC\% \times your \text{ super salary}) - (1.2 \times Member Mandatory rate if paid)$ from after-tax salary x your super salary).



9. Examples to determine concessional (before-tax) contribution limits using NTCs for 2025-26 financial year:

EXAMPLE 1 — Member Mandatory paid from before-tax salary

Sarah is age 45 with a total superannuation balance at 30 June 2025 of less than \$500,000. The compulsory contributions which she is required to make toward her defined benefit are paid from before-tax salary.

Note: this example assumes there are no other concessional contributions being made by the member to another super fund.

Category of membership	CUE
NTC %	13.2%
Part time percentage	100% (full time)
Super salary at 1 July 2025	\$100,000
Member Mandatory contribution rate (paid from before-tax salary)	5.9%
Employer Additional (Accumulation) contribution rate	1.5%
Concessional cap for 2025-26 financial year	
	•

She has an accrued unused cap amount of \$25,000.

Her concessional contribution limit for 2025-26, if her total super balance at 30 June 2025 was:

- greater than \$500,000, will be \$30,000 only. She would not be able to take advantage of her accrued unused cap amount.
- less than \$500,000, will be \$55,000 (\$30,000 cap plus \$25,000 unused cap carried forward).

See section 6 for more details on caps.

Calculation of Sarah's available additional Member Voluntary contributions without exceeding her cap

Concessional cap – (Employer additional + NTC)

30 June 2025 total super balance	<\$500,000
Unused concessional cap	\$25,000
Employer Additional contributions: 1.5% x \$100,000	\$1,500
Notional Taxed contributions (NTC): 13.2% x \$100,000 less (1.2 x \$0)	\$13,200
Employer additional + NTC: \$1,500 + \$13,200	\$14,700
Available additional Member Voluntary (before-tax) contributions: \$30,000 – (Employer additional + NTC) + unused cap \$30,000 – \$14,700 + \$25,000	\$40,300

If Sarah's salary

and the Employer

remain unchanged during the 2025-26

financial year, then

additional Member Voluntary (**before-tax**) contributions up to **\$40,300** without incurring additional concessional contributions tax.

she could make

Additional contributions



9. Examples to determine concessional (before-tax) contribution limits using NTCs for 2025-26 financial year:

EXAMPLE 2 — Member Mandatory paid from <u>after-tax</u> salary

Scott is age 52. The compulsory contributions which he is required to make toward his defined benefit are paid from *after-tax* salary.

Note: this example assumes there are no other concessional contributions being made by the member to another super fund.

Category of membership	CUE
NTC %	13.2%
Part time percentage	100% (full time)
Super salary at 1 July 2025	\$80,000
Member Mandatory contribution rate (paid from after-tax salary)	5.0%
Employer Additional (Accumulation) contribution rate	1.5%

Concessional cap for 2025-26 financial year

- \$30,000 for members with a total super balance (as defined in section 5) at 30 June 2025 over \$500,000
- \$30,000 plus any unused cap for members with a total super balance at 30 June 2025 under \$500,000.

He has an accrued unused cap amount of \$30,000.

His concessional contribution limit for 2025-26, if his total super balance at 30 June 2025 was:

- greater than \$500,000, will be \$30,000 only. He would not be able to take advantage of his accrued unused cap amount.
- less than \$500,000, will be \$60,000 (\$30,000 cap plus \$30,000 unused cap carried forward).

See section 6 for more details on caps.

Calculation of Scott's available additional Member Voluntary contributions without exceeding his cap

Concessional cap - (Employer additional + NTC)

30 June 2025 total super balance	<\$500,000
Unused concessional cap	\$30,000
Employer Additional contributions: 1.5% x \$80,000	\$1,200
Notional Taxed contributions: 13.2% x \$80,000 less [1.2 x (5.0% x \$80,000)]	\$5,760
Employer additional + NTC: \$1,200 + \$5,760	\$6,960
Available additional Member Voluntary (before-tax) contributions: \$30,000 – (Employer additional + NTC) + unused cap \$30,000 – \$6,960 + \$30,000	\$53,040

If Scott's salary and the

Employer Additional

contributions remain unchanged during the

2025-26 financial year,

then he could make additional Member Voluntary **(before-tax)** contributions up to

\$53,040.



10. How the CUE Plan works

The benefits payable depend on when and why you leave service. Your benefit may be based on the accumulation of contributions plus investment earnings or a defined benefit based on a multiple of your salaries near the time of leaving service or a combination of both. The multiple is determined as a percentage (depending on your category of membership) and the number of years of your contributory membership.

Benefits paid from the CUE Plan are financed by:

- member contributions
- employer contributions and
- investment earnings achieved in the Diversified (MySuper) investment option.

Further details can be found in the tables following:

Defined benefit accounts		
Member Mandatory account	Employer Mandatory account	Employer account
5.9% from your before-tax salary or5% from your after-tax salary.	8% of your salary.	Nil

Additional (Voluntary) accounts ⁷ (sub account)		
Member Additional Account Employer Additional account		
Any voluntary contributions you make and rollovers received.	Up to age 65: • 1.5% of your salary plus • the mandated Superannuation Guarantee rate (currently 12%) of any allowances or bonuses.	

At least once every 3 years the Plan Actuary prepares a valuation that states how much your employer is required to contribute in order to ensure sufficient assets are available to pay benefits now and in the future. The Plan Actuary also undertakes a short review quarterly to ensure the financial position of the CUE Plan remains on track between full valuations

At 30 June 2025 the Cue Plan as a whole is in an unsatisfactory position with plan assets providing coverage for 83.4% of vested benefits. This is below the "shortfall limit" which is set at 96.5%.

The Plan has two sub-groups:

- 1. CUE (Schedule 1B) sub-group which is below funding levels, and
- 2. CUNA sub-group which is in surplus

The Plan's actuary has updated the calculations for the purpose of additional contribution funding required from one employer which will return the Plan to a satisfactory financial position.

While no member payments are currently due, any request for benefit payment relating to that employer will be limited to the amount of current assets held, until actuarial funding is remitted to the Plan by the employer.

11. How to calculate **your benefits**

Please note that the following details do not constitute a Product Disclosure Statement. For a full description of the method of calculating your benefits, you should refer to your CUE Plan documentation, including the NGS Super Transfer Guide dated 1 April 2011. The Transfer Guide provides details of the terms and conditions of your death and disablement benefits.

If you have additional insurance cover in place with NGS Super, you should

Defined benefit members cannot choose their own investment option. This sub-account is invested in the Diversified (MySuper) investment option — please refer to the Investment guide available at ngssuper.com.au/pds for more information on the Diversified (MySuper) investment option.



Your benefits

Benefit type	Benefit payable	
Age 55-65 Early Retirement Benefit	The greater of: a) the sum of: • your Member Mandatory account • your Employer Mandatory account • your Employer account or b) your accrued defined benefit c) your member mandatory account multiplied by 2.3. Your accrued defined benefit is determined as your accrued retirement benefit multiple based on your years and months of membership, to the date of your early retirement multiplied by your final average salary. Your benefit will be adjusted for any period of part-time service.	Plus your • Member Additional account • Employer Additional
Death and Total & Permanent Disablement (TPD) benefit	The greater of: a) the sum of: • your Member Mandatory account • your Employer Mandatory account • your Employer account • 16% for each complete year (and pro-rated for each additional month) of membership from date of death/TPD to age 65 multiplied by your salary or b) your projected defined benefit at age 65. Your projected defined benefit is determined as your projected accrued retirement benefit multiple based on your years and months of membership to age 65, multiplied by your projected final average salary. Your projected defined benefit will be adjusted for any period of part-time service.	account Rollover/Transfer In account Less your Surcharge account
Age 65+ (Retirement benefit)	 At age 65, your benefit will be calculated in the same way as it is calculated for your early retire 55–65 (as above). After age 65, this benefit will accrue with investment returns only. 	ment benefit from age
Income protection benefit (if under age 65)	Any income protection benefit payable has a: • waiting period before payment commences: 60 days • benefit payment period: up to age 65. Payments will cease on return to work or when a TPD benefit is paid. If you have Income Protection, your benefit is calculated as: • up to 75% of your monthly pre-disability income (subject to any maximum limits that apply). The monthly benefit you receive will be based on your pre-disability income and whether you are nother sources. Member contributions to your NGS Accumulation account cease while this benefit is being paid.	eceiving income from

Some useful definitions

Your accrued retirement benefit multiple

16% for each year of membership on or after 1 April 2011 (transfer date) plus your transfer accrued multiple at 1 April 2011. Membership is measured in years and complete months.

Your final average salary

Your final average salary is based on the highest average salary paid in any 36 consecutive months in the ten years immediately prior to the date you leave the service of your Employer. For Death/TPD benefits, final average salary is calculated assuming that your salary at the date of death/TPD remained unchanged to age 65.



12. Statement of change in financial position

	2024–25 (\$)	2023–24 (\$)
Net assets at start of period	3,392,948	3,940,561
Benefits payable reversed [^]	957,066	_
Adjusted net assets at 30 June 2024	4,350,014	_
Revenue		
Net investment revenue	563,290	383,402
Member contributions	_	-
Employer contributions*	136,218	135,051
Rollovers and transfers in	_	-
Insurance proceeds	_	-
Total revenue	699,508	518,453
Less expenditure		
Benefits paid and payable	_	(958,375)
Insurance policy premiums	(25,843)	(14,116)
Contributions tax	(15,344)	(17,794)
Administration costs**	(101,923)	(75,781)
Total expenses	(143,110)	(1,066,066)
Net revenue after income tax	556,398	547,613
Net assets at end of period	4,906,412	3,392,948

[^] The figure for 30 June 2024 was subsequently found to be in error and has been reversed for the 30 June 2025 financial position disclosures.

This information has been prepared on a cash basis with an adjustment for the latest quarter's defined benefit actuarial and administration expenses. It does not allow for accruals such as outstanding contributions or other expenses.

The financial information contained in this report for Cuesuper members has not been individually audited, however this information does form part of the full financial statements for NGS Super.

The annual report (Part 1 available at ngssuper.com.au/annualreport) provides details of the full financial statements for NGS Super.

You can request a copy of the full audited accounts and the auditor's report by contacting us on 1300 133 177.

13. Fees and charges that apply to your super

The fees and charges of NGS Super are set out in our Fees, costs and tax guide available online at ngssuper.com.au/pds

What happens to your benefit when you cease employment

You can access your super benefits once you have reached your preservation age. More detail can be found in our fact sheet Gaining access to your super available at ngssuper.com.au/factsheets

When you cease employment, your defined benefit will be calculated up to and including the date you ceased employment and transferred to an NGS Accumulation account. At this time, your account will be invested in our Cash and Term Deposits investment option until your benefit is paid to you, transferred to an NGS Income account to start a pension, transferred to another complying superannuation fund or you choose an alternative investment option.

It is important to note that once you leave employment, your benefit will be subject to fluctuations in investment markets. This means you bear the risk that your super benefit could be lower if financial markets drop.

 $[\]mbox{^{\star}}$ Includes salary sacrifice contributions contributed by employers on behalf of members.

^{**} The administration costs relate to the CUNA sub-group.



14. Have you updated your beneficiary details?

Your Annual Member Statement shows the names of the people you have nominated to receive your super if you die. It's very important to check these details and update them if your circumstances have changed (e.g. if you have had a child or you have married or remarried or you have separated or divorced).

You may choose to have a binding (lapsing or non-lapsing) or a non-binding nomination. If you have a binding lapsing nomination, the expiry date of the nomination is shown on your statement.

You may update, confirm, amend or revoke your nomination at any time by completing a **Death benefit nomination form.**

Binding (lapsing or non-lapsing) nomination

In the event of your death, the Trustee will pay your death benefit according to your instructions where there is a valid binding nomination.

Non-binding nomination

If you have not made a binding nomination, payment of your death benefit will be made at the discretion of the Trustee. However, the Trustee will take into account any non-binding nominations you have made. The Trustee will also take into consideration the circumstances of all potential beneficiaries. These may include your Estate, your legal or de facto spouse or partner, your children, anyone who has an interdependency relationship with you and anyone who is financially dependent on you. You can nominate different proportions of the benefit for different people.

You can find out more about making a beneficiary nomination in our fact sheet Nominate your beneficiaries available at ngssuper.com.au/factsheets

Are your contact details up-to-date?

To receive updates on your super, remember to let us and your employer know if you change your address.

To update your contact details, call us on 1300 133 177.



Contact details



Your Customer Relationship Manager Brett Hawkins

E: bhawkins@ngssuper.com.au

M: 0455 682 158

Trustee office:

NGS Super

Level 1, 44 Market Street Sydney NSW 2000

Telephone: (02) 9273 7900

Postal address: PO Box 21236 World Square SYDNEY NSW 2002

Contact us

You can contact us at **ngssuper.com.au/contact-us** or call us on **1300 133 177**, Monday to Friday, 8am–8pm (AEST/AEDT) Postal address: **GPO Box 4721 Melbourne VIC 3001**

NGS Financial Planning

To make an appointment, call us on **1300 133 177** or complete the *Financial advice enquiry form* on our website at **ngssuper.com.au/advice**

ngssuper.com.au

This information is general information only and does not take into account your objectives, financial situation or needs. Before acting on this information, or making an investment decision, consider whether it is appropriate to you and read our **Financial Services Guide, Product Disclosure Statements** and **Target Market Determinations** at **ngssuper.com.au**. You should also consider obtaining financial, taxation and/or legal advice tailored to your personal circumstances before making a decision. Financial products are issued by NGS Super Pty Ltd ABN 46 003 491 487 and AFSL 233 154.

NGS Financial Planning Pty Ltd, ABN 89 134 620 518, is a corporate authorised representative #394909 of Guideway Financial Services Pty Ltd, ABN 46 156 498 538, AFSL #420367 and offers financial planning services on behalf of NGS Super ABN 73 549 180 515.

Issued by NGS Super Pty Limited ABN 46 003 491 487, AFSL No 233 154 (Trustee) as trustee of NGS Super ABN 73 549 180 515 (the Fund).