

24 May 2024

PRIVATE AND CONFIDENTIAL

Dear Member,

**Significant Event Notice and Trustee information pack
Wind up of the Nissan Superannuation Plan (the Plan)**

Member Category: Accumulation member (Executive)

As previously advised to you in April 2024, Nissan Motor Co. (Australia) Pty. Ltd. (Nissan or the Company) has made the decision to cease its contributions to the Plan from 31 July 2024. The Trustee understands this decision was reached after careful consideration about the ongoing viability of the Plan and the significant challenges of running a corporate superannuation fund in the current regulatory environment.

Further to our previous letter, the Trustee is taking steps to wind up and permanently close the Plan. The scheduled closure date remains **31 July 2024**.

This Trustee information pack summarises what the Plan closure means for your benefit, future contributions, insurance and death benefit nominations, as well as what actions you need to take and by when.

You are being asked to nominate where you would like the Trustee to transfer your existing benefit. You will need to complete and return the enclosed *Transfer Form* no later than 17 July 2024.

If we do not receive your completed *Transfer Form* by 17 July 2024, the Trustee may be required to transfer your superannuation balance to the Australian Taxation Office (ATO) following the closure of the Plan. The ATO will then attempt to consolidate your balance with any other superannuation accounts you may have.

What's in this information pack?

In this pack, you will find:

- A "Frequently asked questions" sheet which details the changes;
- If you have insurance cover within the Plan, a *Statement of Insurance Cover* from the Trustee which confirms details of your current insurance cover in the Plan; and
- A *Transfer Form* – for you to tell us which superannuation fund you would like your benefit to be paid to.

What do I need to do?

These are the actions you are requested to take:

- Read the “Frequently asked questions” sheet.
- Attend an information session (see “Help and support” on page 6).
- Seek independent financial advice if required (see “Help and support” on page 6).
- Complete the *Transfer Form*, attach any required documentation and return it as instructed – by no later than 17 July 2024. Before transferring your benefit from the Plan, you should ensure that you have provided Nissan with the appropriate instructions on where you would like your future superannuation contributions made, by completing a *Standard Choice Form*.

Questions?

If you have any questions about your benefits in the Plan prior to 31 July 2024 or would like to know more about the information contained in this Notice, please contact the current Plan Administrator:

- Phone: **1800 127 953**
- Email: nissansuperadmin@linksuper.com

You can also contact:

Farah Billimoria

or

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The Trustee

On behalf of the Nissan Superannuation Plan

The information in this document is general information only and does not take into account your particular objectives, financial circumstances or needs. It is not tax or personal financial advice. Any examples included are for illustration only and are not intended to be recommendations or preferred courses of action. You should consider obtaining professional advice about your personal circumstances before making any financial or investment decision based on the information contained in this document. Please note that neither the Trustee, the Plan Administrator, nor any representative of Nissan Motor Co. (Australia) Pty. Ltd. will provide you with taxation or personal advice.

Frequently asked questions

General

What is happening to the Plan?

Nissan has advised the Trustee of its decision to cease making contributions to the Plan from 31 July 2024. The Trustee is required to act in your best financial interests and, as a result of Nissan's decision, is taking steps to permanently close the Plan, with the scheduled closure date being 31 July 2024.

Up until this closure date, the Plan's operations will continue as normal, as will the accrual of your benefits under the Plan. From this date, the Trustee will commence the winding up process as set out in the Plan's Trust Deed. The process includes determining each member's benefit in the Plan, making arrangements for members to transition out of the Plan, closing off accounts, settling taxes and expenses, and distributing residual assets (if any) to members.

The Trustee expects that the wind up will be completed by 31 December 2024.

Why is the Plan closing?

The Trustee understands that Nissan's decision to cease contributions to the Plan took into account the ongoing viability of the Plan and was considered necessary in light of the increasing challenges of running a corporate superannuation fund. Over the years, the regulatory environment has become more complex and increased the demands, risks and costs associated with running a small, stand-alone corporate superannuation fund. Further regulatory changes are scheduled for the future, and it has become clear that greater scale is needed for such funds to serve the needs of their members.

What does the Plan closure mean for me?

The Plan's closure means that after 31 July 2024, your benefits will cease accruing in the Plan and you will need to nominate a new superannuation fund to receive your existing benefit, which will be transferred as a lump sum.

Nissan will continue to make superannuation contributions on your behalf, but these will need to be paid to a new superannuation fund of your choosing.

The Trustee is seeking your instruction as to which superannuation fund you would like your Plan benefit moved to. You are required to complete and return the enclosed *Transfer Form* to let us know where you would like your lump sum benefit directed. Please complete and return this form to the Plan Administrator no later than **17 July 2024**.

If you do not nominate a new superannuation fund, the Trustee may be required to transfer your superannuation balance to the Australian Taxation Office which will attempt to consolidate it with any other superannuation you may have. The Trustee strongly encourages you to complete and return the *Transfer Form* by the due date.

When will my benefit be paid to my new superannuation fund?

You will be required to indicate on the *Transfer Form* whether you would like your benefit from the Plan transferred to your chosen superannuation fund:

- as soon as possible i.e. generally within 3-5 days of the Plan Administrator receiving your completed *Transfer Form* (this option is only available if you return your *Transfer Form* by no later than 17 July 2024); or
- as at 31 July 2024 – in which case the benefit will be transferred in August 2024.

Before transferring your benefit from the Plan, you should ensure that you have provided Nissan with the appropriate instructions on where you would like your future superannuation contributions made by completing a *Standard Choice Form*.

Upon the transfer of your benefit to your nominated fund, the Plan Administrator will issue you a letter and *Exit Statement* to confirm the amount that was transferred.

What happens to my benefits between now and the closure date?

Your superannuation arrangements in the Plan will continue unchanged between now and the closure date of 31 July 2024 (or your actual transfer date, if earlier). Where applicable, investment earnings (whether positive or negative) will continue to be taken into account up to the close of business on 31 July 2024 (or your actual transfer date, if earlier).

Upon the closure of the Plan, the Trustee will redeem all of the Plan's holdings with its investment managers and the proceeds will be held in the Plan's bank account.

Are there any fees for transferring out of the Plan?

There are no fees for transferring out of the Plan. Further, there will not be any deduction from your benefit in the Plan for expenses associated with the Plan's wind up as Nissan has agreed to make additional contributions to the Plan to cover these expenses.

Can I take this benefit in cash?

The Plan's closure does not in itself trigger a benefit payment (cash payment) to you. Superannuation payments are usually preserved in the superannuation system until you reach your preservation age, an age between 55 and 60 depending on your date of birth. There are only very limited circumstances where members will be eligible to take their payment in cash. All benefits not otherwise payable or that are subject to preservation requirements must be transferred to another superannuation fund – see "How do I choose which fund to nominate?" on page 6.

Benefits

What will happen to my existing benefit in the Plan?

Your superannuation benefit will cease accruing in the Plan on 31 July 2024 (or your actual transfer date, if earlier). The benefit that you have built up in the Plan will be available for you to transfer to a complying superannuation fund of your choice. The amount of benefit to be transferred will be equal to the benefit you would have received from the Plan had you voluntarily ceased service or opted to transfer your benefit to another fund on 31 July 2024 (or your actual transfer date, if earlier).

Benefit amounts will include the investment earnings of your chosen investment option(s) through to 31 July 2024 (or your actual transfer date, if earlier). Bank account interest will be applied to the date of payment if applicable.

Future superannuation contributions

Will Nissan continue to pay my super contributions after the closure date?

Yes. Nissan will continue to make employer contributions on your behalf to a superannuation fund of your choice.

We understand that Nissan will continue to make contributions for you at the current rate of 14% of relevant earnings. Nissan will make these contributions from 1 August 2024 or from your actual transfer date, if earlier.

Further details regarding Nissan's future contributions are outlined in the Company Notice.

Where will future super contributions be paid to?

As the Plan is closing, you will not be able to stay in the Plan after the closure date. You will need to nominate a complying superannuation fund for Nissan to pay your super contributions to after the closure date. If you decide to transfer your benefit out of the Plan prior to 31 July 2024, you must ensure that you have advised Nissan of your new fund prior to transferring your benefit.

The Company Notice from Nissan provides details about Nissan's default fund, AustralianSuper, a *Standard Choice Form* for you to nominate your preferred super fund for the receipt of future contributions and instructions on what actions you are required to take and by when.

Insurance

What will happen to any insurance I have in the Plan?

Any insurance cover provided by the Plan will cease on 31 July 2024 (or on your actual transfer date, if earlier).

If continuing to have insurance cover is important to you, you are encouraged to investigate your insurance options **well before the closure date (or actual transfer date, if earlier)**. This could be insurance through your preferred superannuation fund or through a separate arrangement.

Note that some superannuation funds may allow you to transfer any existing cover you may have in the Plan to the new fund, subject to meeting certain requirements. In some cases, a transfer of cover may mean that some of the requirements which usually apply to new members taking out insurance cover will not apply. However, transferring cover to a new fund can be a complex process and you are encouraged to seek appropriate financial advice to ensure any insurance cover is transferred successfully.

In the event that you apply to transfer your current insurance cover to your new fund, your new fund will generally request confirmation of your current insurance cover arrangements. The Trustee has enclosed a *Statement of Insurance Cover* for this purpose (which is provided only if you have insurance cover under the Plan).

Benefits on wind up

Assets remaining when the Plan winds up

In accordance with the Plan's Trust Deed, the Trustee will distribute the Plan's residual assets (if any) to members. The residual assets are expected to be minimal (i.e. less than 1% of the Plan's net assets).

Where applicable, a portion of the Plan's Operational Risk Financial Requirement reserve will be included in your final benefit transferred from the Plan in August 2024 to the super fund that you nominated on the *Transfer Form*.

If you choose to transfer your benefit from the Plan prior to 31 July 2024, your portion of the Plan's Operational Risk Financial Requirement reserve, if any, will be paid in September 2024 to the super fund that you previously nominated on your *Transfer Form*.

Death benefit nominations

What will happen to my nomination of beneficiaries?

All beneficiary nominations will cease on the date when your benefit is transferred to your chosen superannuation fund. You will need to contact your new super fund to set up a new nomination for your death benefit.

How do I choose which fund to nominate?

The choice of your new superannuation fund is entirely up to you and could be AustralianSuper, Nissan's default superannuation fund, or any other complying fund of your choice.

You are encouraged to do some research on the superannuation funds in the market including a consideration of their benefits, investment choices, insurance arrangements, fees and costs. If you would like to learn more about what to look for in a super fund and how to compare funds, go to the Government's MoneySmart website at <https://moneysmart.gov.au> and search for "Choosing a super fund".

You can also use the Australian Taxation Office's "YourSuper" comparison tool (search for the tool at www.ato.gov.au).

You should consider discussing your individual situation with an independent financial adviser.

Help and support

What support will be available?

The Trustee and Company have organised information sessions where you can hear more about the changes to your superannuation and have an opportunity to ask questions. These will be held in early June 2024. Session details will be provided closer to the date.

The Trustee also understands that you will be receiving information directly from AustralianSuper regarding its information sessions and more details about the fund.

You may wish to discuss your personal financial situation with an independent financial adviser. To locate a financial adviser in your area, visit the Financial Advice Association Australia at www.faaa.au or call 1300 337 301.

Summary of key dates

What happens next?

Date	Description
Now	Consider your decisions and seek financial advice
Early June 2024	Trustee, Company and AustralianSuper Information sessions
No later than 14 June 2024	Complete the <i>Standard Choice Form</i> , attach any required documentation and return it to Nissan payroll (refer to the Company Notice)
No later than 17 July 2024	Return your <i>Transfer Form</i> Note: Plan pays lump sum benefits to your new superannuation fund upon receipt of your completed <i>Transfer Form</i> if you have elected on the form to have your benefit transferred as soon as possible.
31 July 2024	Plan closes
August 2024	Plan pays lump sum benefit to your new superannuation fund if it has not been transferred prior to 31 July 2024. This amount will include residual assets distributed to members by the Trustee, if any. Plan Administrator issues a letter and <i>Exit Statement</i> to each member confirming the amount transferred.
September 2024	Residual assets, if any, distributed to members who had their Plan benefits transferred to a new superannuation fund prior to 31 July 2024.
December 2024	Trustee completes winding up of the Plan