

KiwiSaver membership report 2025

At a glance:

- **KiwiSaver has broad working-age reach.** More than 80% of people aged 18 to 64 are enrolled, and opt-outs remain low.
- **Participation is strongest where paid work and income are stable.** Around 90% of members earning more than \$50,000 contribute, while non-contribution is concentrated among low-income, under-18 and over-65 members.
- **Salary and wage earners are most likely to be saving regularly in KiwiSaver.** More than 2 million salary and wage earners are contributing to KiwiSaver, with fewer than 5% of salary and wage earners on a savings suspension.
- **Most contributions sit at the minimum.** Around two-thirds of employees contribute at 3%, and employer contributions are even more concentrated at the statutory minimum.
- **Contribution gaps reflect wider labour market gaps.** Women and men contribute the same average percentage of pay, but annual dollar contributions into men's accounts are 31% higher; Māori and Pacific workers also contribute less on average primarily due to lower average incomes.
- **Two-thirds of members receive a government contribution with most of the contribution paid to salary and wage earners.** Government contribution spending largely follows active contributors, while the cap limits the share going to higher income members.
- **Pre-65 withdrawals remain small overall, but hardship withdrawals are rising.** More than 40% of all hardship withdrawals by value since 2012 occurred in the last two years. In 2025 \$471 million was withdrawn.
- **First home withdrawals have lifted again after falling from their 2021 peak.** In 2025, \$1.86 billion was withdrawn for first homes, the highest annual dollar amount since 2012.
- **KiwiSaver is increasingly used after age 65.** More than a quarter of the over-65 population now has an open KiwiSaver account, supporting both continued saving and drawdown.
- **Members are increasingly invested in growth-oriented funds.** Growth funds now hold 48% of funds under management, most members make an active fund choice, and default membership has fallen to about 10%.
- **Balances are rising, but outcomes remain uneven.** Contributors average \$50,727, compared with \$19,553 for non-contributors, and men's average balances are 24% higher than women's.



Executive summary

As at 30 June 2025, KiwiSaver had 3.4 million enrolled members and more than 80% of those aged 18 to 64 are enrolled. Opt-outs remain low and have declined over time.

Overall, 68.4% of members contributed in the year to 30 June 2025, with around 2 million estimated to contribute regularly. Contribution status is strongly associated with labour market attachment and income: around 90% of members earning more than \$50,000 contribute, while non-contribution is concentrated among low-income earners, under-18s and those aged over 65.

Salary and wage earners are most likely to be saving regularly in KiwiSaver. More than 2 million salary and wage earners are contributing to KiwiSaver, with fewer than 5% of salary and wage earners on a savings suspension. Almost two-thirds of employees contribute at the 3% minimum rate, and employer contributions are more heavily concentrated at the statutory minimum.

Contribution amounts vary by gender, ethnicity and income. Although women and men contribute the same average percentage of salaries, the average annual dollar amount contributed into men's accounts is 31% higher. Māori and Pacific workers also have lower average contribution amounts than European workers, reflecting lower average earnings and slightly lower contribution rates.

The government contribution totalled \$1.02 billion in 2025. Around two-thirds of members received a full or partial contribution, while non-receipt was mainly associated with age ineligibility or very low income. The distribution of government contribution spending broadly tracks active contributors, with the cap limiting the share received by higher-income members.

Pre-65 withdrawals remain small relative to membership and funds under management, but hardship withdrawals have increased since 2022 and first home withdrawals rose again after 2023. In 2025, \$1.86 billion was withdrawn for first homes and \$471 million was withdrawn for hardship. More than 40% of all hardship withdrawals by value since 2012 occurred in the last two years reflecting deteriorating economic conditions combined with higher balances potentially being available for these withdrawals as the scheme has matured.

Post-65 account retention continues to increase. As at 30 June 2025, almost 240,000 members aged over 65 had an open KiwiSaver account, indicating use of KiwiSaver for both continued accumulation and retirement-phase drawdown.

KiwiSaver's fund-type profile has shifted from conservative to growth-oriented funds as the scheme has matured. Default fund membership has fallen from nearly 40% in 2008 to about 10% in recent years. 40% of members are now invested in growth funds, which now account for 48% of funds under management.

KiwiSaver balances are rising as the scheme matures, but remain uneven by gender and contribution status, with contributors averaging \$50,727 compared with \$19,553 for non-contributors, with non-contributors more likely to be on low incomes or not in paid work.



Key findings

- **KiwiSaver coverage is high across the working-age population.** As at 30 June 2025, 3.4 million people were enrolled. More than 80% of those aged 18 to 64 are enrolled. Enrolment is especially high among those aged 25 to 44, with 98% enrolled.
- **Opt-outs remain low and have declined over time.** The total number of people who had opted out was 187,735 as at 30 June 2025, down from a peak of 255,935 in 2012. People who opt out are generally on lower incomes, with 60% having incomes below \$50,000.
- **Most members contribute, but contribution is strongly linked to income and employment.** Overall, 68.4% of all members contributed in the year to 30 June 2025, with around 2 million estimated to contribute regularly. Around 90% of members earning more than \$50,000 contribute, while non-contribution is concentrated among low-income earners and members aged under 18 or over 65.
- **Salary and wage earners are most likely to be saving regularly in KiwiSaver.** More than 2 million salary and wage earners are contributing to KiwiSaver, with fewer than 5% of salary and wage earners on a savings suspension. Savings suspensions totalled 84,993 members as at June 2025 and have been trending down over time.
- **Contribution rates are clustered at the statutory minimum.** Around 64% of employees contribute at the 3% minimum rate, while about 10% receive employer contributions above 3%. Employers are therefore more concentrated at the minimum contribution rate than employees.
- **Contribution amounts differ materially by gender, ethnicity and income.** Women and men contribute the same average percentage of salary and wages, but the average annual dollar amount contributed into men's accounts is 31% higher. Māori and Pacific workers also have lower average annual employee contributions than European workers, reflecting lower average earnings and slightly lower contribution rates.
- **Two thirds of members receive a government contribution with the majority of the contribution paid to salary and wage earners.** The government contribution totalled \$1.02 billion in 2025. Around 51% of members received a full contribution, 15% received a partial contribution, and 34% received none (mainly associated with age ineligibility or non-contributors on very low income). Employees receive a much larger share of the government contribution than self-employed members (88% versus 7%).
- **The government contribution cap limits the share paid to higher-income members.** Members earning below \$50,000 received 27% of spending, while those earning over \$150,000 received 10%, broadly in line with their share of contributors.
- **Pre-65 withdrawals remain small overall, but hardship withdrawals have risen sharply.** From 2012 to 2025, first home withdrawals averaged 1% of members per year and hardship withdrawals averaged 0.6%. However, more than 40% of all hardship withdrawals by value since 2012 occurred in the last two years, with a total of \$772 million withdrawn in 2024 and 2025 combined.
- **First home withdrawals have increased again after falling from their 2021 peak.** In 2025, 43,600 people made first home withdrawals, representing 1.3% of members, and \$1.86 billion was withdrawn, the highest annual dollar amount in the period since 2012.
- **KiwiSaver is increasingly being used after age 65.** Between 2013 and 2025, 299,087 accounts were closed after members reached age 65, while 237,634 members aged over 65 still had an open account as at 30 June 2025. The share of the over-65 population with an open KiwiSaver account rose from 16% in 2016 to 26% in 2025.
- **KiwiSaver fund choices have become more growth oriented as the scheme has matured.** Default fund membership has fallen from nearly 40% in 2008 to about 10% in recent years, 40% of members are now invested in growth funds, which now account for 48% of funds under management.
- **KiwiSaver balances are rising, but outcomes are uneven.** Men's average balances were 24% higher than women's, and contributors averaged \$50,727, compared with \$19,553 for non-contributors.



Background

This monitoring report provides a baseline picture of KiwiSaver before the Budget 2025 changes¹ take effect. It is intended to support ongoing monitoring of how changes to contribution rates, government contribution settings, and eligibility for younger members affect participation, contribution behaviour, government contribution receipt, withdrawals and distributional outcomes over time.

The report draws mainly on Inland Revenue (IR) administrative data, both public data and customised data requests², and insights from Stats NZ's Integrated Data Infrastructure (IDI).³ For most indicators, the population is measured as at 30 June 2025. Income data relates to the 2024 tax year, while withdrawal data covers the year from 1 July 2024 to 30 June 2025. The IR data includes customised information on KiwiSaver membership, contribution status, contribution rates, savings suspensions, government contribution receipt, and first home and financial hardship withdrawals, with results reported by age, income, income type and gender where available.

The IDI analysis builds on work commissioned from the New Zealand Policy Research Institute at AUT in 2024 and 2025, which used linked administrative data to examine KiwiSaver contribution rates by gender, ethnicity and other demographic and socioeconomic characteristics. For this report, Te Ara Ahunga Ora Retirement Commission again worked with AUT to update this analysis for the year to end June 2025. The IDI results are restricted to KiwiSaver members earning PAYE salary and wage income and focus on Section 64 employee and employer contributions. They do not include self-employment income, voluntary contributions, lump-sum contributions, or contributions made outside the IR employer contribution system. As a result, the IDI analysis is most useful for understanding contribution patterns among salary and wage earners, including differences by gender and ethnicity, while the broader IR data is used for system-wide monitoring across all KiwiSaver members.

Supplemental data used in section 7 comes from FMA Annual KiwiSaver reports, which reflects information as at 30 March of each year. Finally, for section 8, KiwiSaver balances data is taken from MJW's latest report⁴, which contains data from KiwiSaver providers on 3,351,406 members with total balances of \$138.37 billion as at 31 December 2025. The survey covers approximately 98% of the KiwiSaver member base. MJW also collected contribution-status data. Because not all providers supplied this data, the contribution-status results are based on around 3.21 million members (about 93% of the overall KiwiSaver system); comparisons with system-wide totals should be treated with care.

Several limitations should be noted when interpreting the results. Contributions made outside IR systems may be only partially observed, particularly direct or ad-hoc contributions made to providers. Withdrawal data does not cover all withdrawal types. Gender in the IR data is based on a proxy derived from title, while ethnicity insights are available only through the IDI analysis for PAYE salary and wage earners. Rounding and aggregation have also been applied to protect confidentiality.

1 <https://www.ird.govt.nz/kiwisaver-changes>

2 Disclosure statement: Inland Revenue can disclose this revenue information in accordance with section 18(3) of the Tax Administration Act 1994 as it is 'revenue information' (as defined in the TAA) and release of the revenue information will not adversely affect the integrity of the tax system or prejudice the maintenance of the law.

3 Disclaimer: These results are not official statistics. They have been created for research purposes from the Integrated Data Infrastructure (IDI) which is carefully managed by Stats NZ. For more information about the IDI please visit <https://www.stats.govt.nz/integrated-data/>. The results are based in part on tax data supplied by Inland Revenue to Stats NZ under the Tax Administration Act 1994 for statistical purposes. Any discussion of data limitations or weaknesses is in the context of using the IDI for statistical purposes, and is not related to the data's ability to support Inland Revenue's core operational requirements.

4 <https://assets.retirement.govt.nz/public/Uploads/Research/2026/KiwiSaver-demographic-study-MJW-2026.pdf>



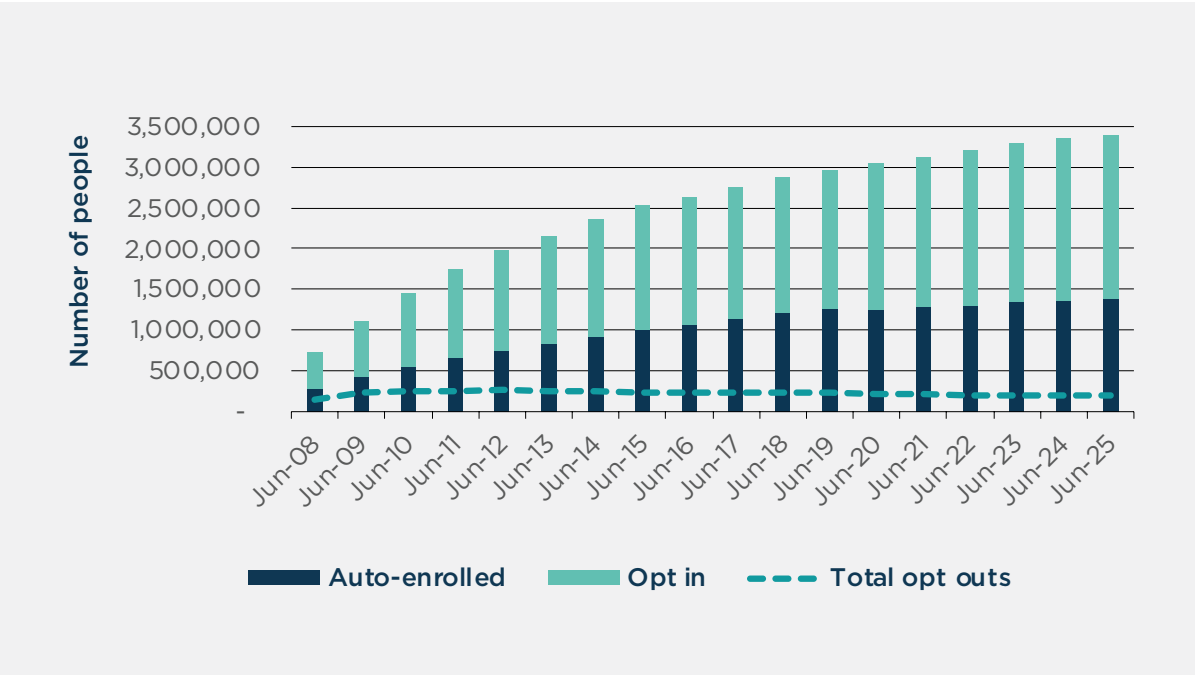
Detailed findings

1. Joining KiwiSaver

KiwiSaver has broad reach, with almost two-thirds of the total New Zealand population now enrolled in the scheme

- As at 30 June 2025 there were 3,405,406 members enrolled in KiwiSaver (total New Zealand population at 30 June 2025 is estimated at 5,321,900).
- 41% were automatically enrolled via an employer, 59% opted in via an employer or provider.
 - These ratios have been fairly stable over the past 10 years (in the early years of KiwiSaver opt-ins were slightly higher at 62%-63%)

Figure 1: KiwiSaver enrolments and opt-outs 2008-2025

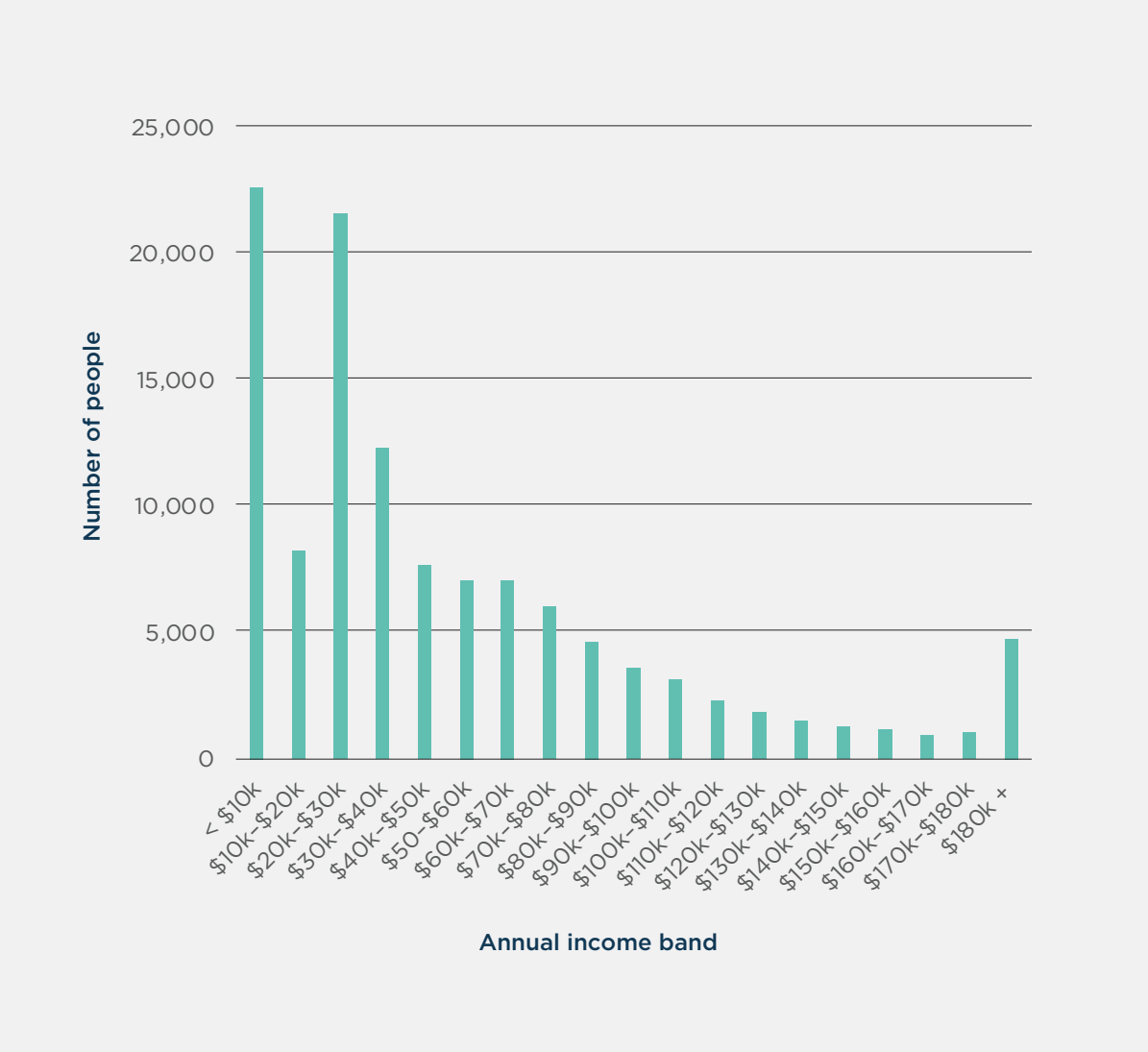


Source: IR data 2025

Only a small number of people have opted out, and this has trended down over time

- The total number of people who had opted out as at 30 June 2025 was 187,735. This is down from a peak of 255,935 in 2012.
- Those who opt out are generally on lower incomes, just over 60% of people who have opted out have incomes below \$50,000.

Figure 2: Number of people with opt-out status by income level as at 30 June 2025



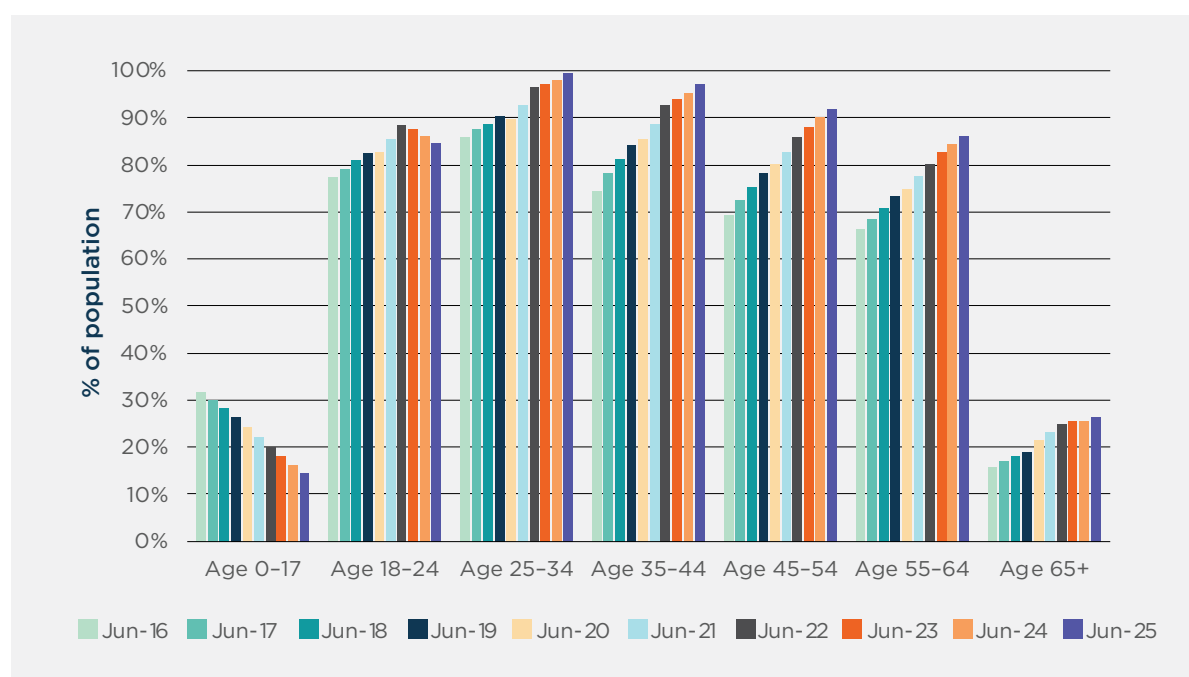
Source: IR data 2025

Note: Excludes people with no income

More than 80% percent of the population aged 18 to 64 is enrolled in KiwiSaver, with especially high enrolment among younger working age cohorts



Figure 3: KiwiSaver members as a percentage of total population by age group 2016–2025



Source: Calculated from Stats NZ population estimates and IR data 2025

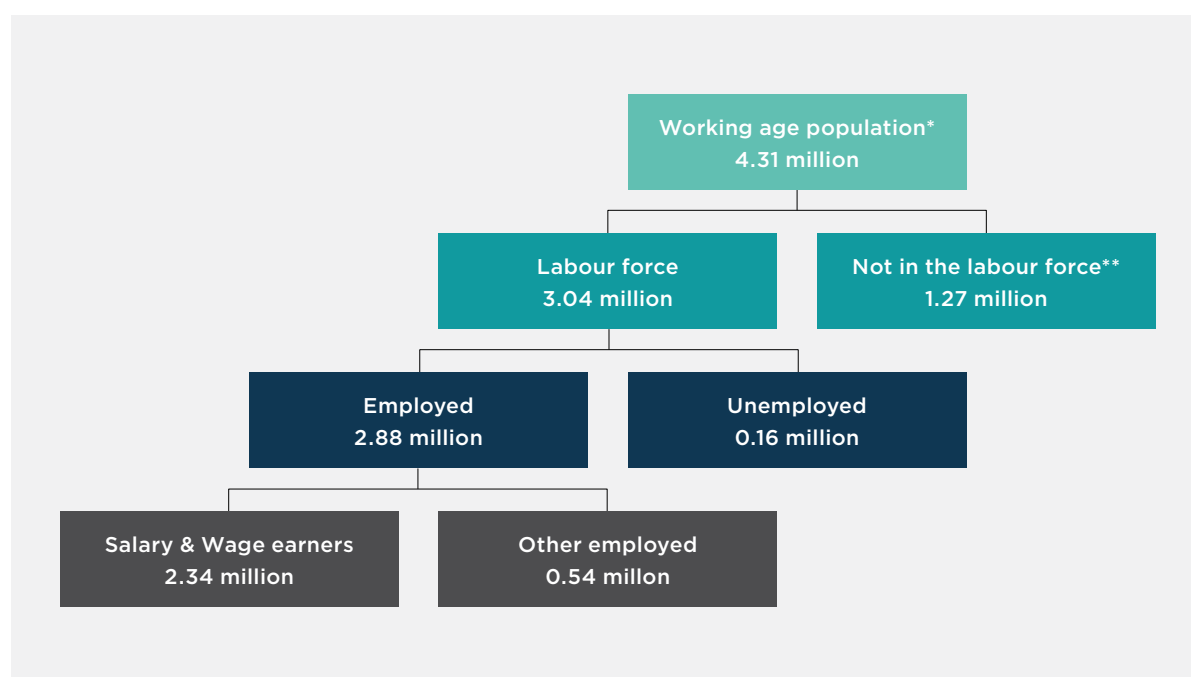
Note: KiwiSaver members may include people who have moved overseas and not closed their account. This analysis is limited to 2016–2025 as before 2016 members aged 65+ were included in the age bracket 55–64

- KiwiSaver membership is concentrated in the working-age population.
 - More than 80% of the population aged 18–64 is enrolled, with much higher levels seen in those aged 25–34 (99% of the population are enrolled) and aged 35–44 (97% of the population are enrolled).
- While most working-age cohorts have experienced continued upward trends in the number of people enrolled as a percentage of the population, for the cohort aged 18–24 there has been a slight decrease in the period 2022–2025.
 - This could be linked to the rise in youth unemployment⁵. While general unemployment has increased over the past few years, youth unemployment has been at a higher level. Because KiwiSaver auto-enrolment is tied to employment, fewer young people in work means fewer are automatically enrolled, which may affect membership numbers for this age group more than for others.
- There is a noticeable decrease in enrolments for under 18s. About one-third of under 18s were enrolled in KiwiSaver before the removal of the kick start in 2015.
 - Following changes to KiwiSaver settings in Budget 2025, which means that 16- and 17-year-olds will be eligible for both the government contribution and employer contribution, an increase in enrolments for this sub-group could occur in future.
- There is a growing cohort aged over 65, with more than a quarter of the over 65 population holding a KiwiSaver account. This reflects both people working after age 65 and those who may be using their account for drawdown after funds become accessible at age 65.

There are more KiwiSaver members than there are people in paid employment in New Zealand

5 [Unemployment rate at 5.3 percent in the September 2025 quarter | Stats NZ](#)

Figure 4: Labour market summary as at June 2025



Source: Household Labour Force Survey as at June 2025

*Working age population is defined as "the non-institutionalised population 15 years and over, who usually live in New Zealand".

**Not in labour force includes people who: are retired; have personal or family responsibilities, such as unpaid housework or childcare; are attending educational institutions; are permanently unable to work due to sickness, injury, or disability; are temporarily unavailable for work in the survey reference week; are not actively seeking work.

Most eligible people in paid employment are likely to be KiwiSaver members

- The number of people in employment as at June 2025 was 2.88 million (this includes anyone aged 15 and over).
- Not all of those in employment are eligible to join KiwiSaver as this total includes those on work visas.⁶ In addition there will be people who are members of other superannuation schemes who are not required to join KiwiSaver.
 - Around 170,000 people are on work visas and not eligible to enrol in KiwiSaver.⁷
 - Approximately 250,000 people were members of other superannuation schemes in 2023⁸. However, there is likely some overlap here, as some people in this group will also hold a KiwiSaver account (even if they are not contributing to both).
- Taking these factors into account, the estimated pool of people in paid employment who could be KiwiSaver members is likely in the range of 2.45 to 2.7 million, depending on the degree of overlap noted above.
- Customised data from IR categorises 2.7 million members as receiving the majority of their income from PAYE or self-employment. This suggests that most, if not all, eligible people in paid employment are likely to be KiwiSaver members.

6 Section 6 of the KiwiSaver Act 2006 requires that a person is a New Zealand citizen or is entitled, in terms of the Immigration Act 2009, to be in New Zealand indefinitely (those on resident class visas).

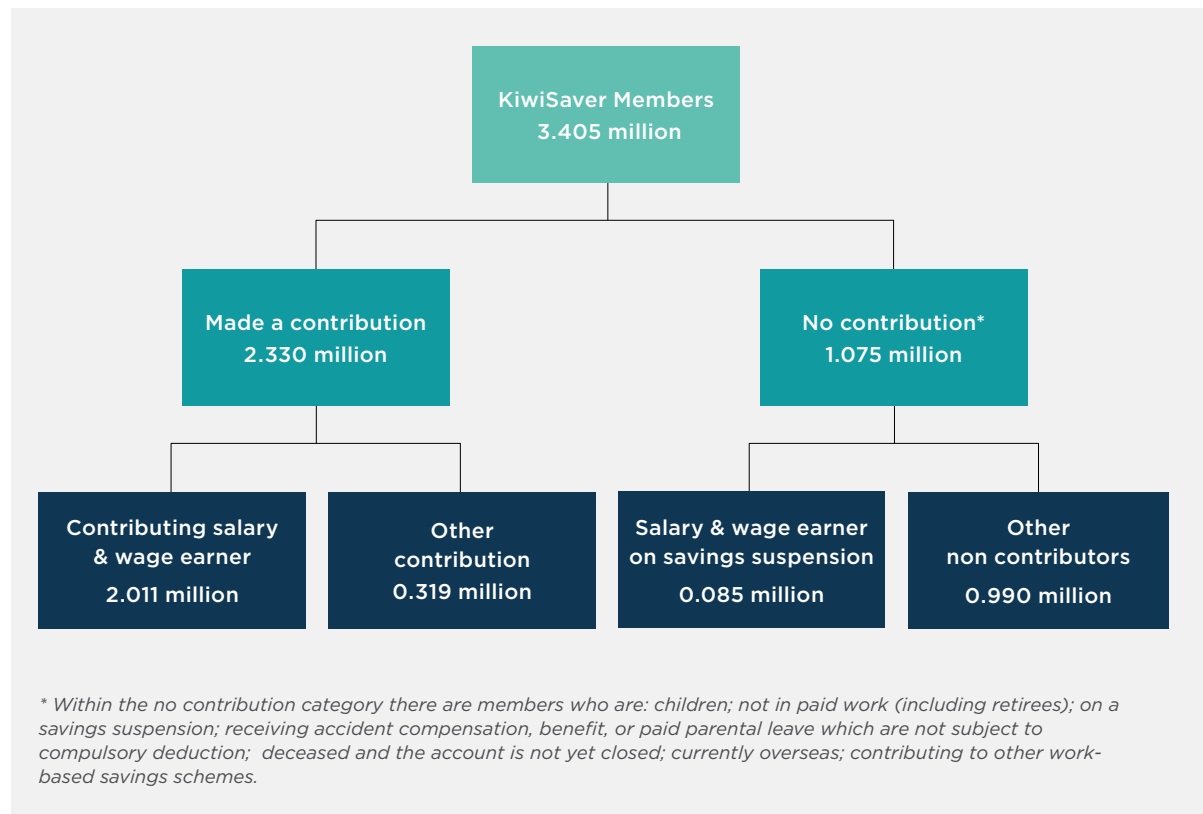
7 [Migrant Employment Data | Ministry of Business, Innovation & Employment](#)

8 Data provided by FMA: Superannuation and Restricted Schemes 2023

2. Contributing to KiwiSaver

Those contributing to KiwiSaver represent 80% of total population in paid employment (salary and wage earners and self-employed)

Figure 5: Contribution status of KiwiSaver members 2025



Source: IR data 2025

- Overall, 68.4% of all members made a contribution in the year ended 30 June 2025.
 - Women were slightly more likely to be contributing (69.5%) compared to men (67.3%).
- It is estimated that about 2 million members are regularly contributing to KiwiSaver, with the remainder of contributing members more likely to be making ad-hoc contributions.

Regular contributors versus ad-hoc contribution:

Inland Revenue splits all members into made a contribution/no contribution across the whole year. As members can change their contributions during the year (start/stop/increase/decrease contributions) there may be some members who made one-off contributions. This definition therefore captures members who make regular and ad-hoc contributions including people outside standard PAYE pathways (e.g. selfemployed). However, information on those who contribute directly to scheme providers is only held by IR if advised by scheme providers as part of a claim for the government contribution. Therefore, people who are not eligible for the government contribution and who make contributions directly to their provider are not included as contributors in IR data. Based on the year to end June 2025 IR data identifies 2.33 million members who made a contribution.

The FMA Annual KiwiSaver Report collects data directly from providers. The definition for a contributing member in this report is focused on identifying regularly contributing members and therefore generally excludes members who only make ad-hoc contributions. Based on the year to end March 2025 the FMA identified just over 2 million regularly contributing members, indicating that around 86% of the 2.33 million members who made a contribution as identified in IR data, were making regular contributions.

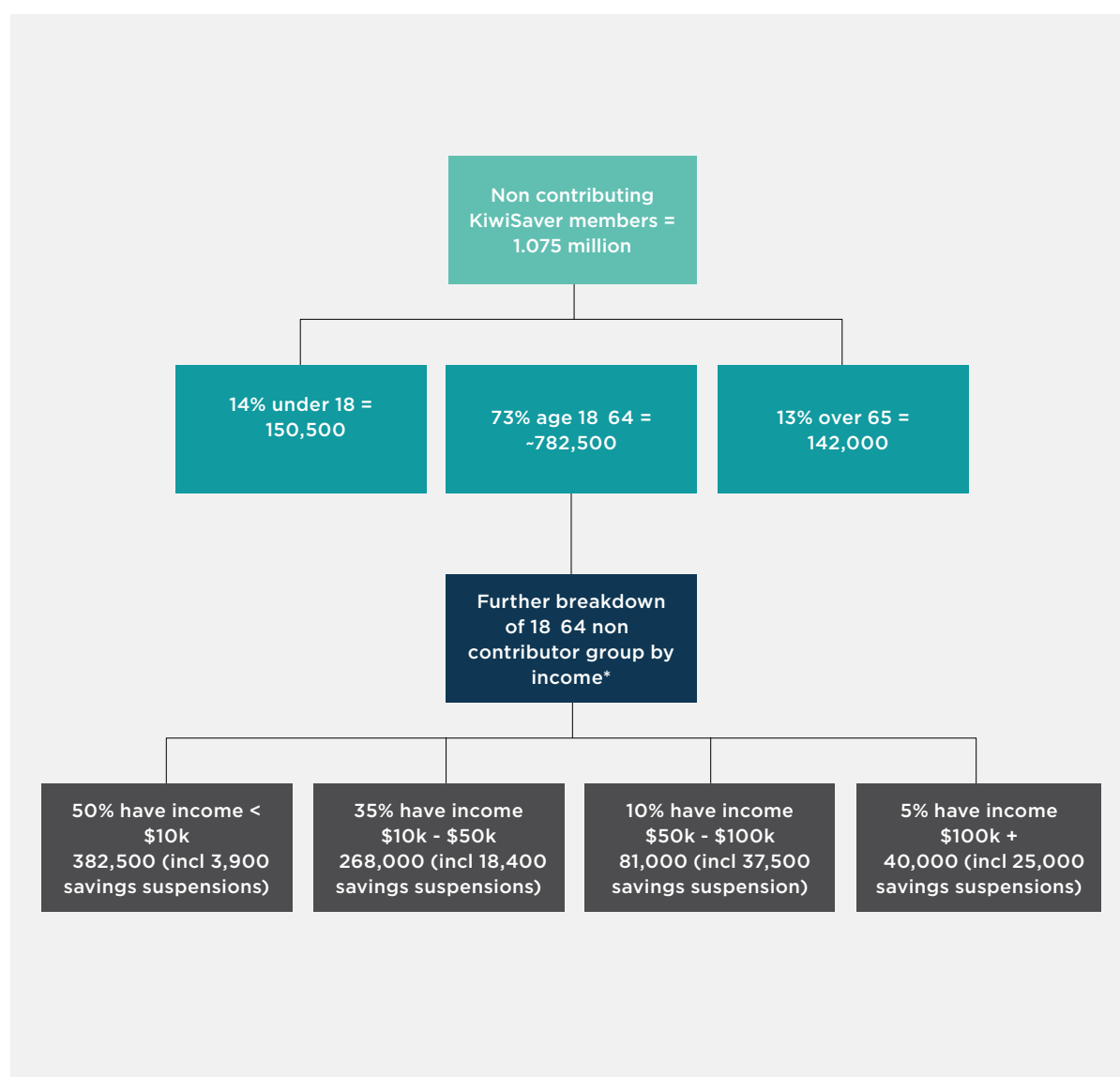
Based on the above definitions there is a group of contributing members who are not included in either of the definitions. These would be members who make ad-hoc contributions directly to their provider and who are not eligible for the government contribution. It is anticipated this group would generally be under 18 or older than 65, and therefore contribution rates might be understated for these groups.

Non-contribution is clustered among low-income earners, and those under 18 and over age 65

- According to IR data, about 27% of non-contributing members are under 18 or over 65, noting that there may be some in this group who make direct ad-hoc contributions to their providers (see box above for more details).
- Approximately 85% of non-contributing members aged 18–64 are those with incomes below \$50,000, which is what someone in a full-time position would earn if they were in a minimum wage position.
 - Almost 60% of this group have incomes below \$10,000 and 40% have income between \$10,001 and \$50,000.
 - This indicates that many in this group are in part-time positions or are self-employed people with low levels of income.
 - Some won't be in paid work, with their only income being from the investment return on their KiwiSaver fund.
- The remaining non-contributors (approximately 120,000 people) have incomes over \$50,000 a year and this group would include salary and wage earners on a savings suspension⁹, self-employed individuals, people who receive rental income, and those who receive income from passive sources such as investment returns.
 - Approximately half of non-contributors earning above \$50,000 (around 62,500) are on a savings suspension indicating that the other half are most likely self-employed or earning rental income, or other forms of passive income.

⁹ A KiwiSaver member who is a salary and wage earner aged 18 – 64 must take a savings suspension to pause contributions (unless they are a contributing member of another superannuation scheme).

Figure 6: Analysis of non-contributors by age and income 2025



Source: IR data 2025

*For approximately 10,000 people no income information is available. For confidentiality reasons, the income and age bands for those aged under 24 were aggregated by IR to reduce disclosure risk. To facilitate an analysis of the 18-64 group contributing versus non-contributing member ratios were used to recreate the income distribution for under 18 and 18-24 so the figures presented are approximations and not actuals.

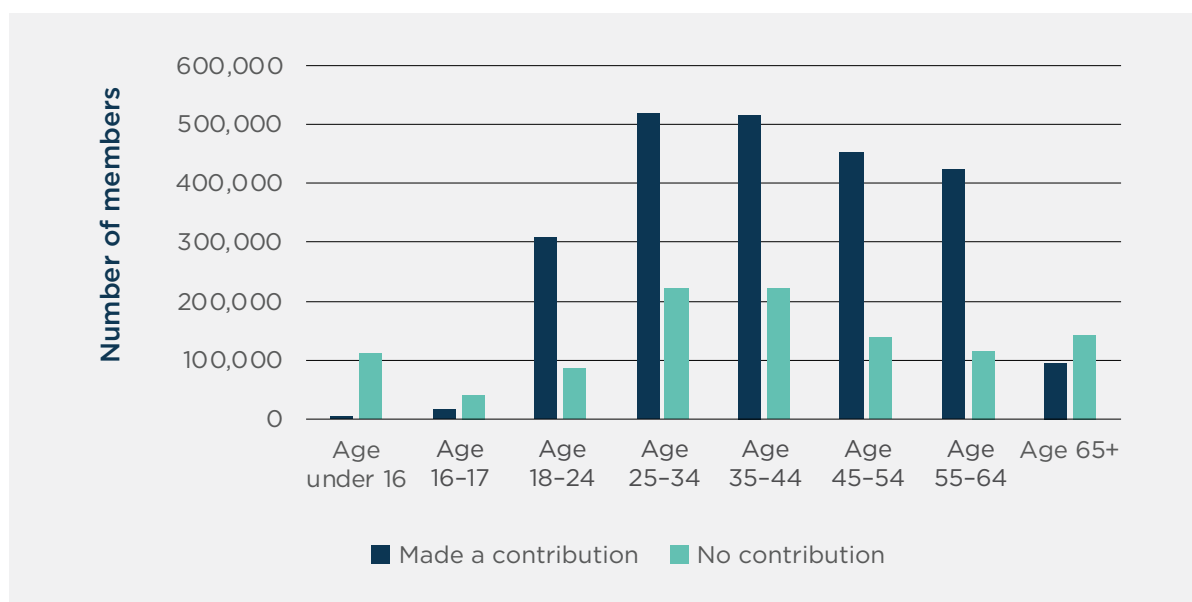
2.1 Further analysis of contribution status by age and income

Contribution status reflects the scheme's design as a workplace-based retirement savings scheme, those of working age are more likely to be contributing and contribution status for this group is closely tied to income

- Contribution to KiwiSaver peaks both in the early working years (78% of members aged 18-24 are contributing) and again in the years leading up to age 65 (79% of members age 55-64 are contributing).

- Contribution rates reported in IR data are very low for members aged under 18, but these figures are likely to understate contribution activity because they may not capture direct or ad-hoc contributions made to KiwiSaver providers.
 - Within the IR data, very few members aged under 16 are identified as contributing: only 3% made a contribution, which is consistent with most of this group being outside paid work.
 - Most 16- and 17-year-olds are also not identified as contributors in the IR data, with only 27% making a contribution. This may change following the Budget 2025 changes, as this group becomes eligible for both the government contribution and employer contributions.
 - Provider-level analysis carried out by MJW for the Retirement Commission as at December 2025¹⁰ provides additional insight into contribution activity of under 18s. It indicates that 33% of members aged under 18 made at least one contribution in the previous year. This suggests that direct provider contributions are material for this age group and are not fully reflected in IR contribution-rate reporting.
- After age 65, IR data shows that approximately 40% of members continue to contribute to KiwiSaver, despite employer contributions no longer being mandatory and this group no longer being eligible for the government contribution. The MJW analysis suggests contribution activity may be higher (at around 50%) once direct contributions to providers are taken into account.

Figure 7: Contribution status of members by age band 2025



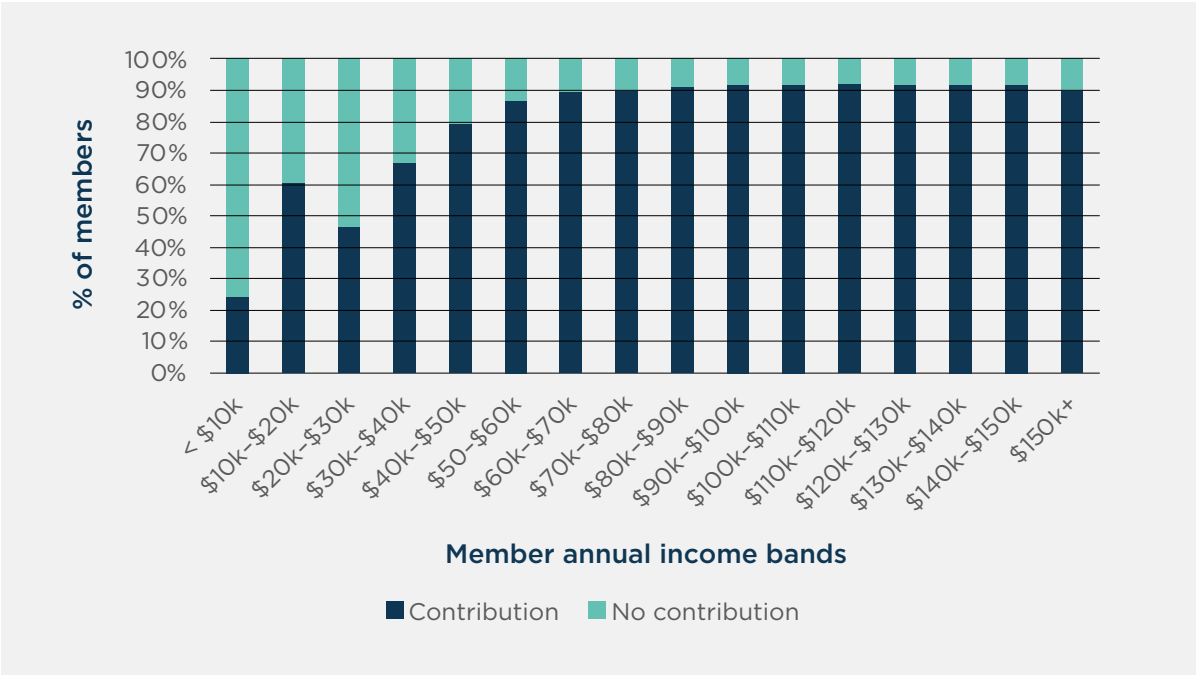
Source: IR data 2025

Around 90% of members earning more than \$50,000 per year are contributing

- Contribution status is closely linked to incomes.
 - Approximately 90% of members earning more than \$50,000 a year (around a full-time minimum-wage salary) are contributing.
 - Contribution drops at lower income levels.
- Non-contribution is concentrated among low-paid, part-time, and out-of-paid-work members.

¹⁰ [KiwiSaver Demographic Study](#)

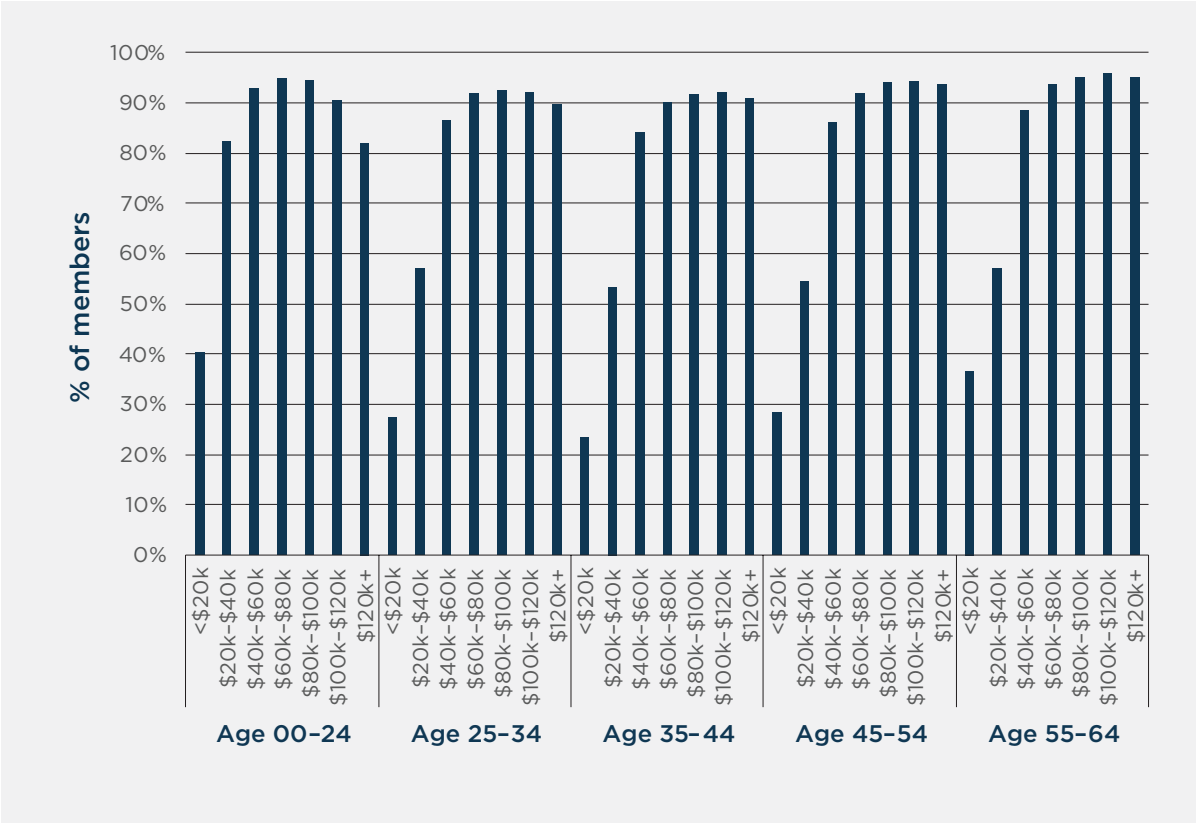
Figure 8: Proportion of contributors versus non-contributors by income level 2025



Source: IR data 2025

- These contribution patterns are found to be broadly consistent across age bands. Notably, after age 45 and up to age 64 an increasing percentage of members are contributing across all income levels

Figure 9: Proportion of members contributing by income and age 2025



Source: IR data 2025



3. Contributing to KiwiSaver as a salary and wage earner

The KiwiSaver setting applicable in the year to end June 2025:

- The minimum contribution rate for an employee who is a member of KiwiSaver is 3%. Employees can decide to contribute at a higher rate of 4%, 6%, 8% or 10%.
- The minimum rate that an employer is required to contribute is 3% for contributing employees aged 18–64.

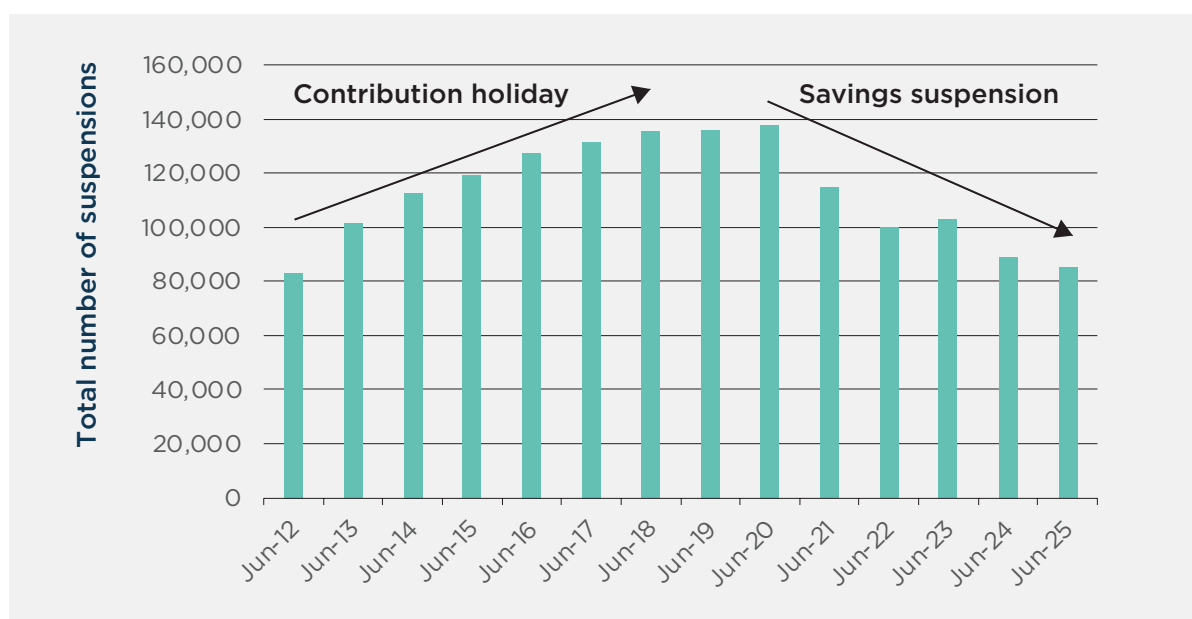
Salary and wage earners are most likely to be saving regularly in KiwiSaver

- About 2 million salary and wage-earning members contributed in the year to end June 2025.
 - Savings suspensions are generally the only way for KiwiSaver members aged 18–64 who are salary and wage earners to stop contributions.¹¹ As at June 2025, 84,993 members were on a savings suspension, representing less than 5% of members who are salary and wage earners.
 - Savings suspensions are predominantly ordinary (99%) rather than hardship-based (1%).¹²

Savings suspensions have trended down over time despite member numbers growing and the economic situation worsening over this time period

- Savings suspensions (previously known as contribution holidays) reached a peak in the period 2018–2020, thereafter they have generally declined each year despite the worsening economic conditions during this time period.

Figure 10: Total savings suspensions each year as at 30 June 2012 - 2025



Source: IR data 2025

¹¹ There is also an exception for those who are making contributions to another superannuation scheme.

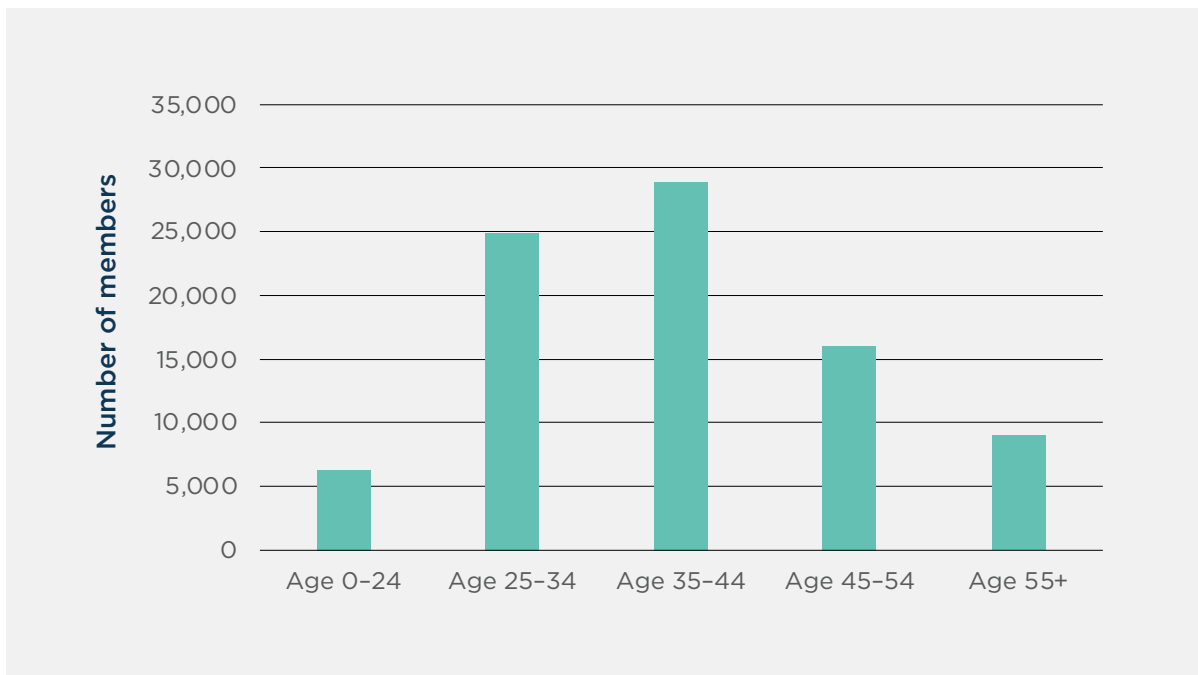
¹² A person going on a savings suspension in the first year of KiwiSaver membership needs to demonstrate hardship to activate the suspension, for anyone who has been a member longer than a year no reason needs to be given.

Behavioural nudges in action: Names and defaults in KiwiSaver

KiwiSaver settings were changed in 2019 with the name of the period during which salary and wage earners paused contributions changed from “contribution holiday” to “savings suspension”. The default time period of a suspension was reduced from 5 years to 1 year, however a person is not restricted from requesting multiple savings suspensions. Following these changes the upward trend in contribution holidays has reversed despite KiwiSaver member numbers increasing and worsening economic conditions in the past few years.

- Slightly more men than women were on a savings suspension as at 30 June 2025 (51% vs 49%).
- Most savings suspensions occur among those aged 35–44.

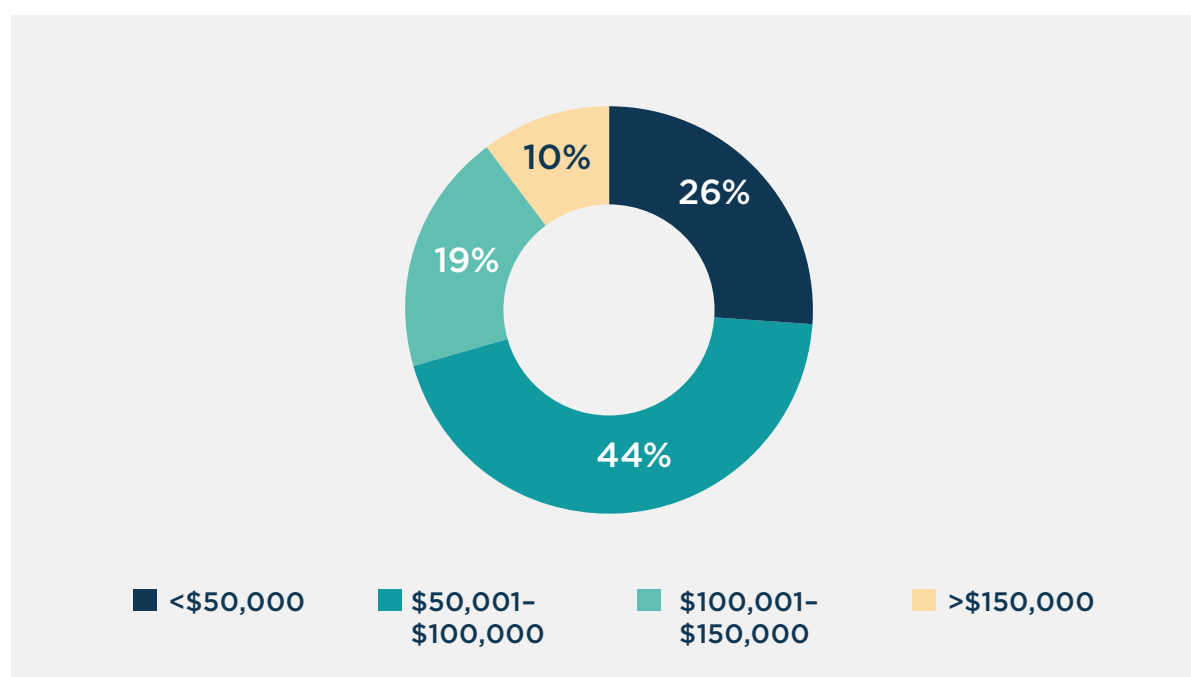
Figure 11: Members on a savings suspension by age as at 30 June 2025



Source: IR data 2025

- Approximately one quarter of suspensions (approximately 22,300) are for those earning less than \$50,000, with 74% (approximately 62,500) suspensions for those earning above \$50,000.

Figure 12: Percentage of savings suspensions by income band as at 30 June 2025



Source: IR data 2025

The remainder of section 3 focuses on salary and wage earners who are contributing members.

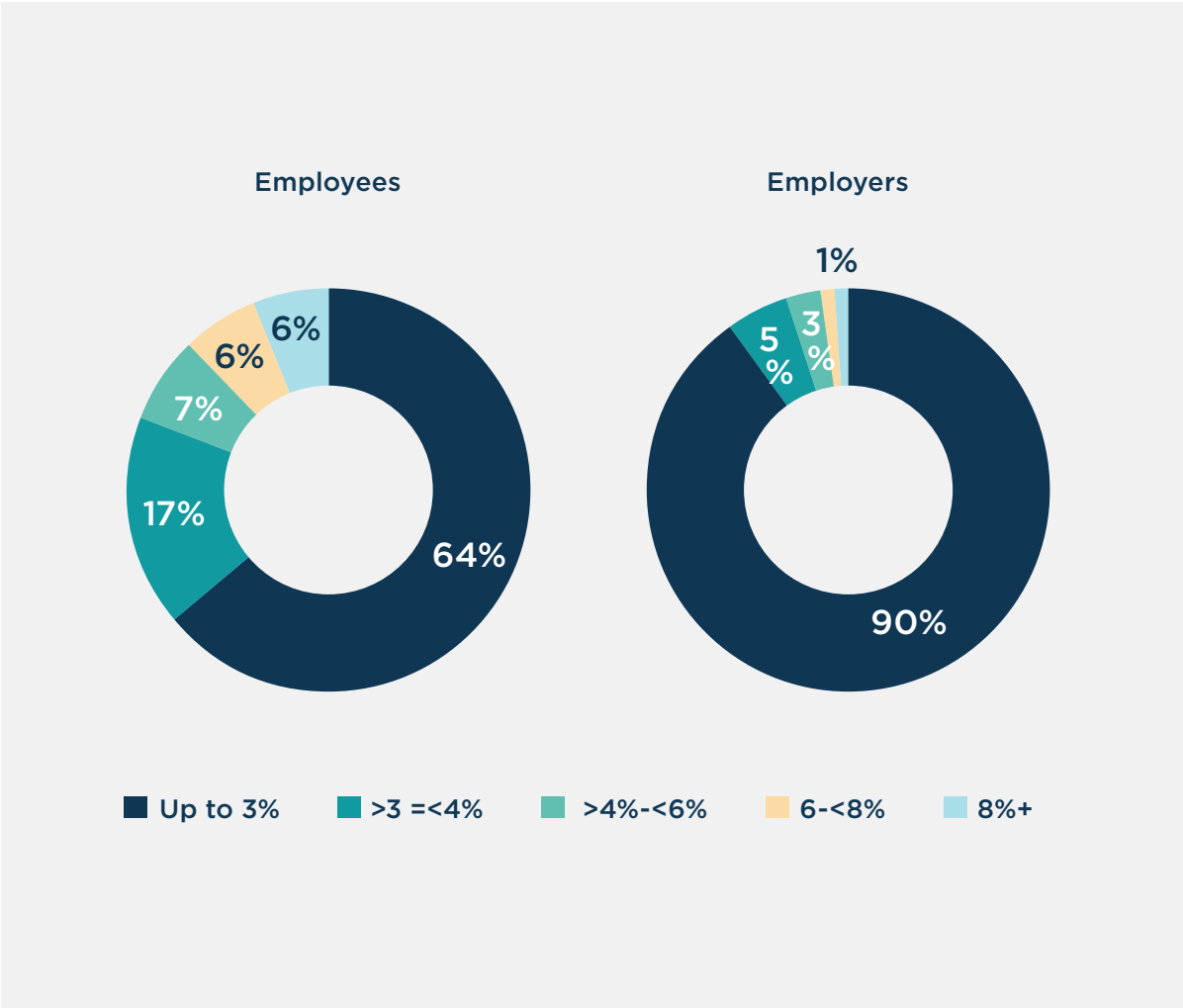
3.1 Contribution rates

About two thirds of KiwiSaver salary and wage earners contribute at the minimum (default) rate of 3%, while 90% receive an employer contribution at the minimum rate

- Just under two-thirds of employees who are contributing to KiwiSaver contribute at the minimum rate of 3%.¹³ About a third choose to contribute at higher rates. Almost half of those who select a higher rate contribute at 4%.
- Employers are far more likely to contribute only the minimum rate. Only 10% of employees receive an employer contribution above 3%. Once again about half of those on a higher rate receive a 4% contribution.

¹³ As the IDI statistics are yearly, a person could contribute less than the 3% minimum if they joined KiwiSaver part way through the year or were on a savings suspension for part of the year. Therefore, we classify those contributing up to and including 3% as members contributing at the minimum rate because members cannot select a rate lower than 3% (the same applies to employer contributions)

Figure 13: Contribution bands employee versus employer 2025



Source: AUT IDI data 2025

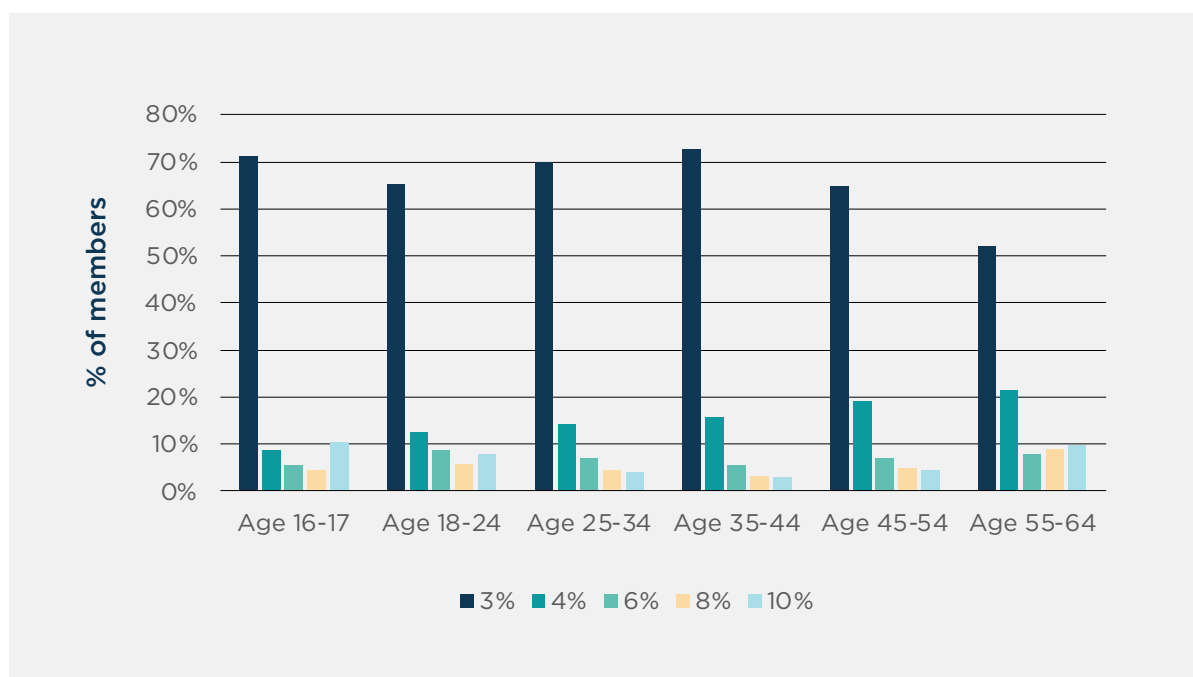
3.2 Income and age

Older age cohorts are more likely to be contributing above the default rate

- Nearly half of those aged 55–64 contribute more than the default rate.
- The group most likely to be contributing at the default rate are those aged 35–44 where almost three-quarters contribute at 3%.



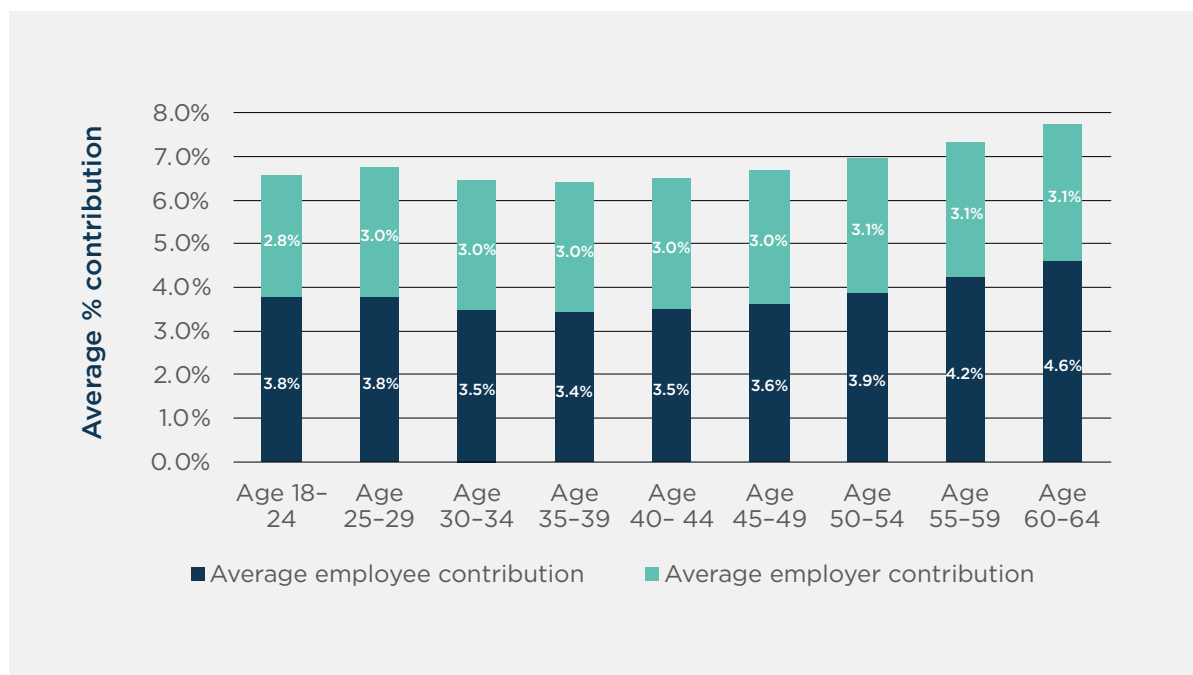
Figure 14: Proportion of members per employee contribution band by age group 2025



Source: IR data 2025

- The group with the highest average employee contribution rate are those aged 60-64 contributing 4.6%.
- The group with the lowest average employee contribution rate are those aged 35-39 contributing 3.4%.

Figure 15: Average employee and employer contribution % by age group 2025

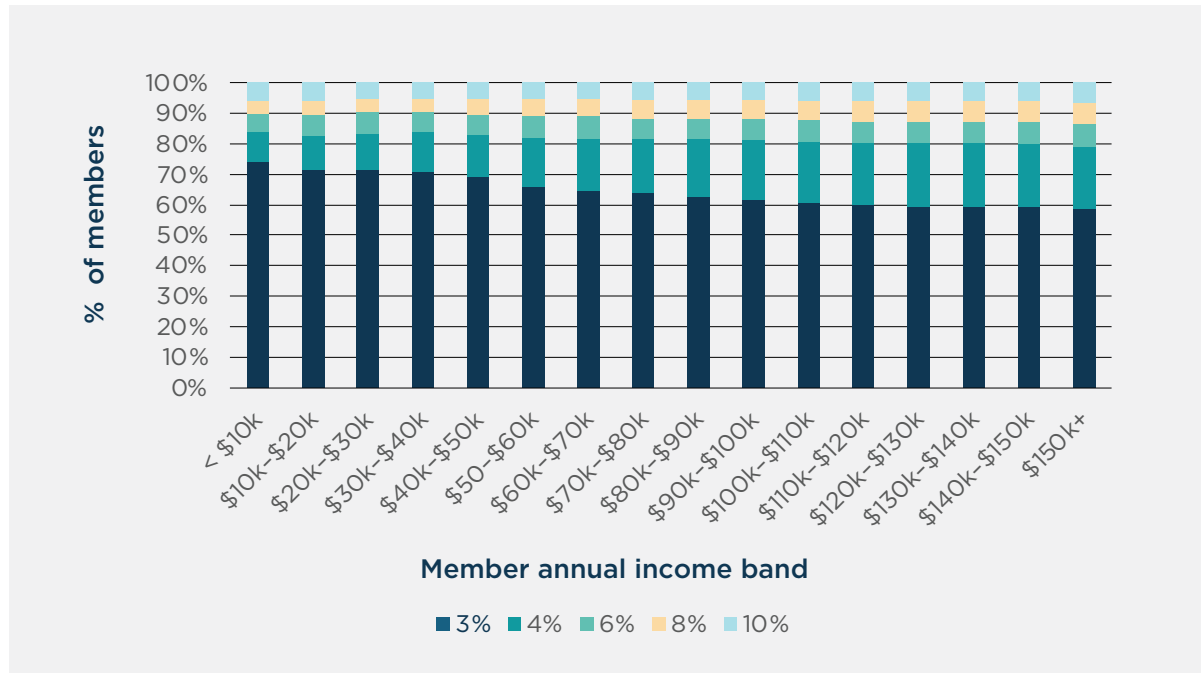


Source: AUT IDI data 2025

Those on lower incomes more likely to be contributing at default rate

- Almost three quarters of those earning below \$10,000 contribute at the default rate, compared to around 60% of members earning above \$100,000.

Figure 16: Proportion of members per employee contribution rate by income band 2025

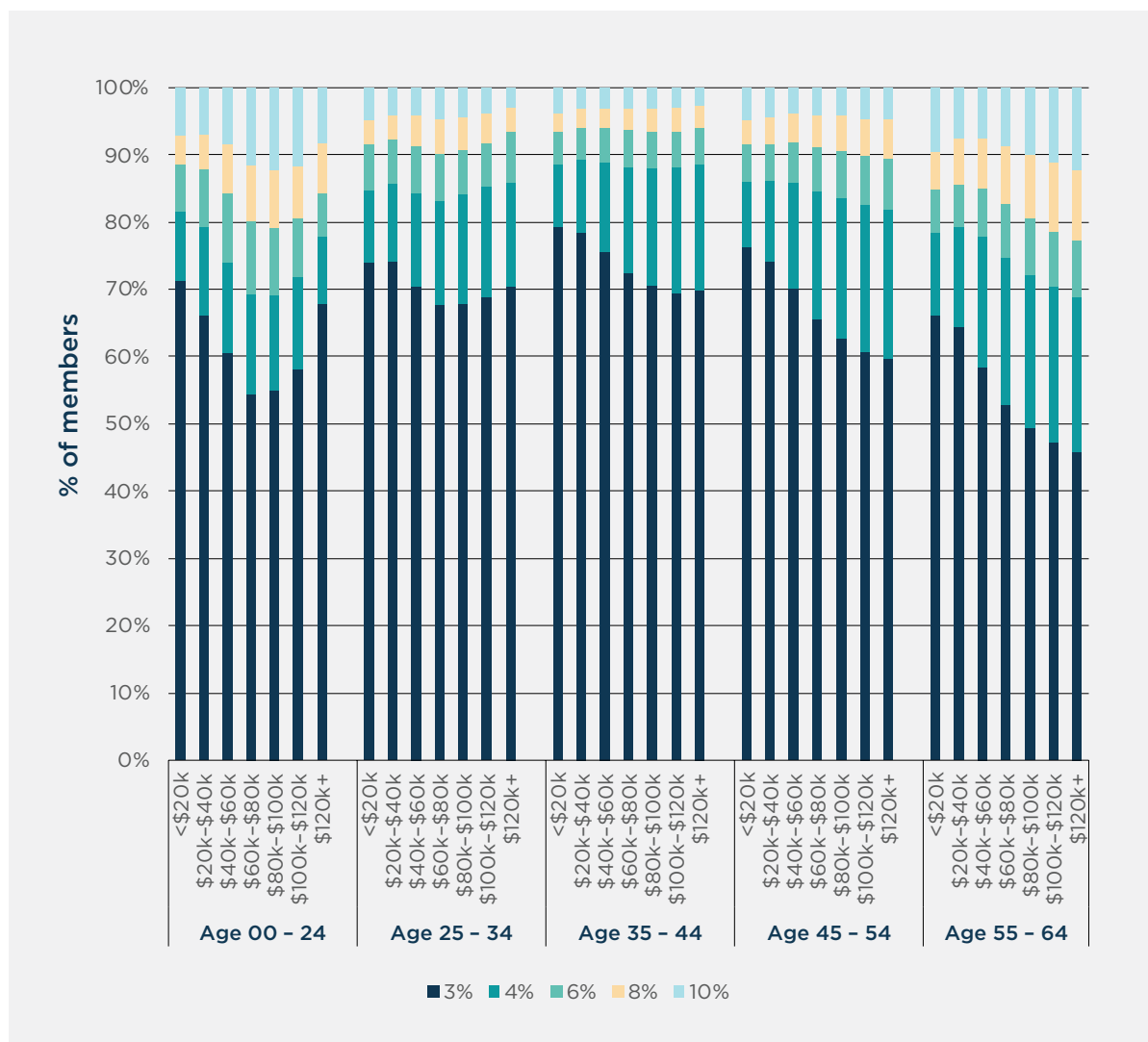


Source: IR data 2025

Those on higher incomes are more likely to contribute at higher rates and this is more pronounced at older ages

- More than half of those aged 55–64 earning above \$80,000 have employee contributions above 3%.
- Across age groups from 25–54 only a small percentage contribute at the highest rate of 10%, however, an increasing percentage of those over age 55 choose to contribute at higher rates, and this is more pronounced for those on higher incomes.
 - For those aged 25–54 between 3%–5% contribute at the maximum rate of 10%.
 - For those aged 55–64 earning above \$80,000 around 10% contribute at the maximum rate of 10%.

Figure 17: Proportion of members by employee contribution rate across age and income bands 2025

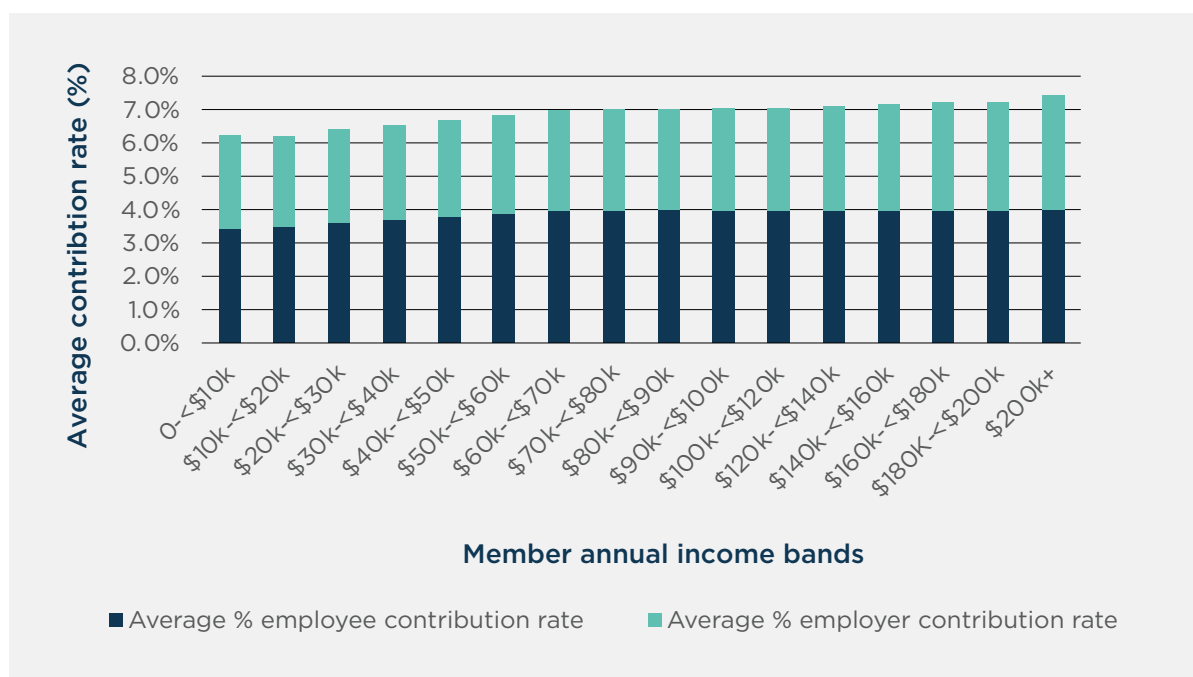


Source: IR data 2025

There are relatively small differences between the percentage of income contributed by low versus high income salary and wage earners, however as expected the dollar amounts differ substantially

- Those with lower incomes on average have both lower employee and employer percentage contributions compared to higher income earners.
 - For those earning under \$20,000 combined employer and employee contributions are 6.2% whereas the average combined employer and employee contributions are 7.4% for people earning above \$200,000

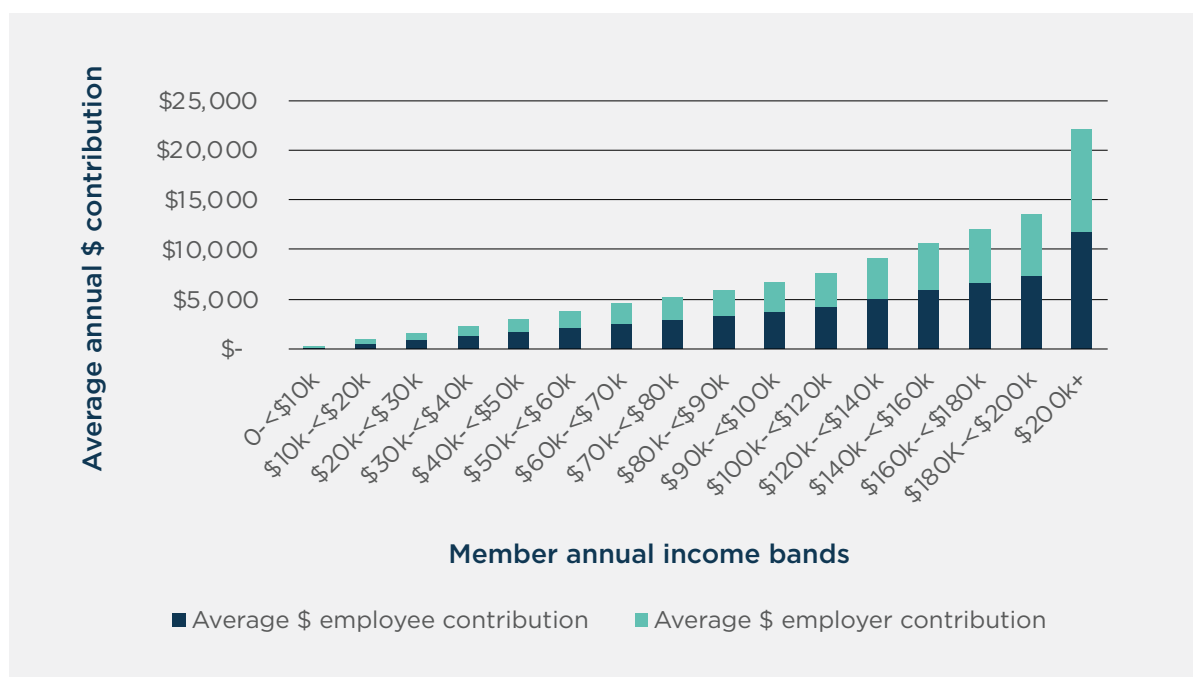
Figure 18: Average contribution rate % by income bands 2025



Source: AUT IDI data 2025

- When considering the average amount contributed from both employer and employee contributions over a year it ranges from just under \$270 for people earning below \$10,000 to more than \$22,000 for people earning above \$200,000.
- The average annual amount contributed to KiwiSaver for someone earning between \$70,000 and \$80,000 (the range within which a median income earner would fall) is just over \$5,200.

Figure 19: Average annual \$ contribution amount by income bands 2025

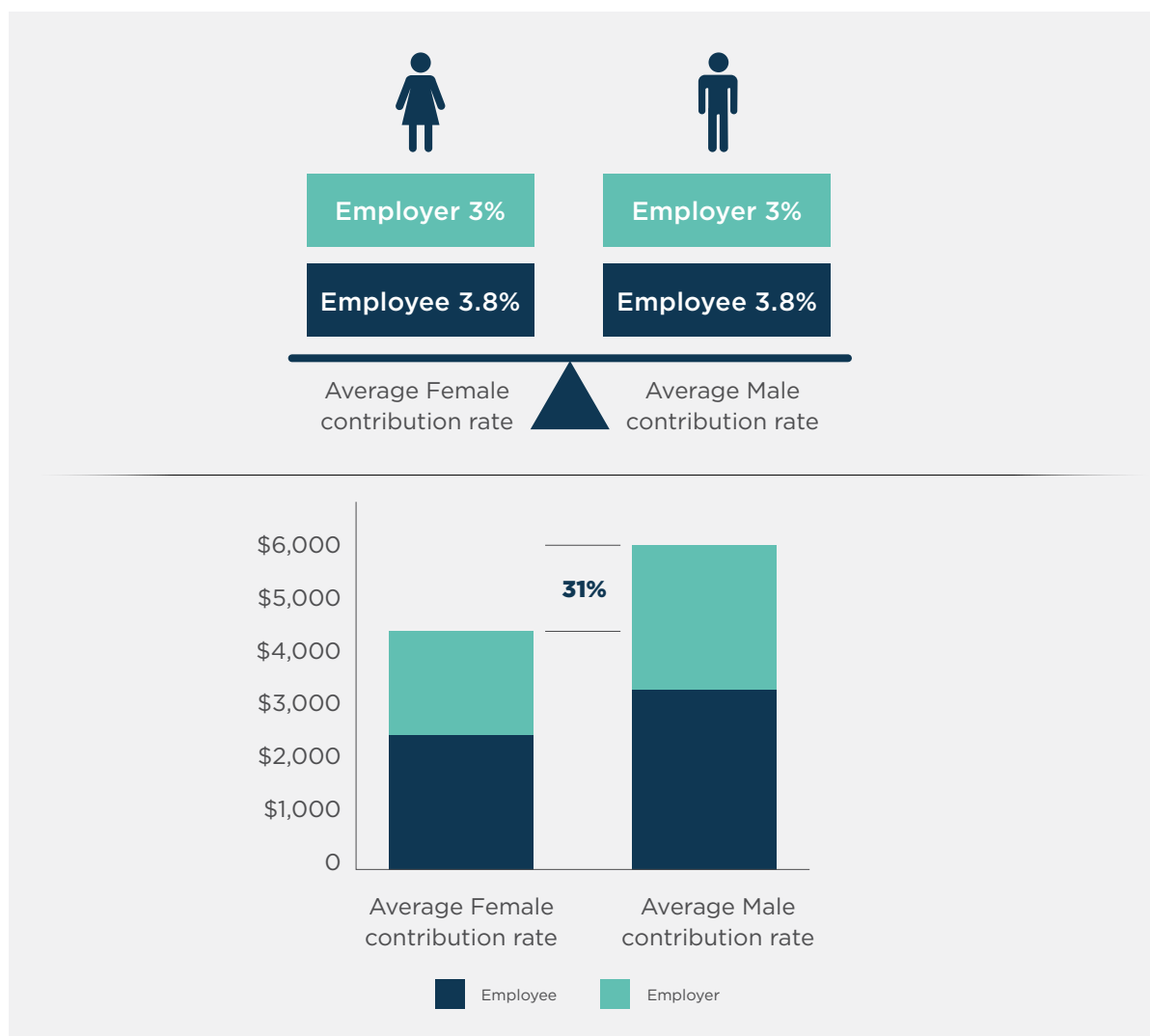


Source: AUT IDI data 2025

3.3 Gender gaps in KiwiSaver contributions

Women and men on average contribute the same percentage of their salary to KiwiSaver, but over a year the average dollar amount contributed by men is 31% higher than for women

Figure 20: Gender differences in average contribution rates and amounts 2025



Source: AUT IDI data 2025

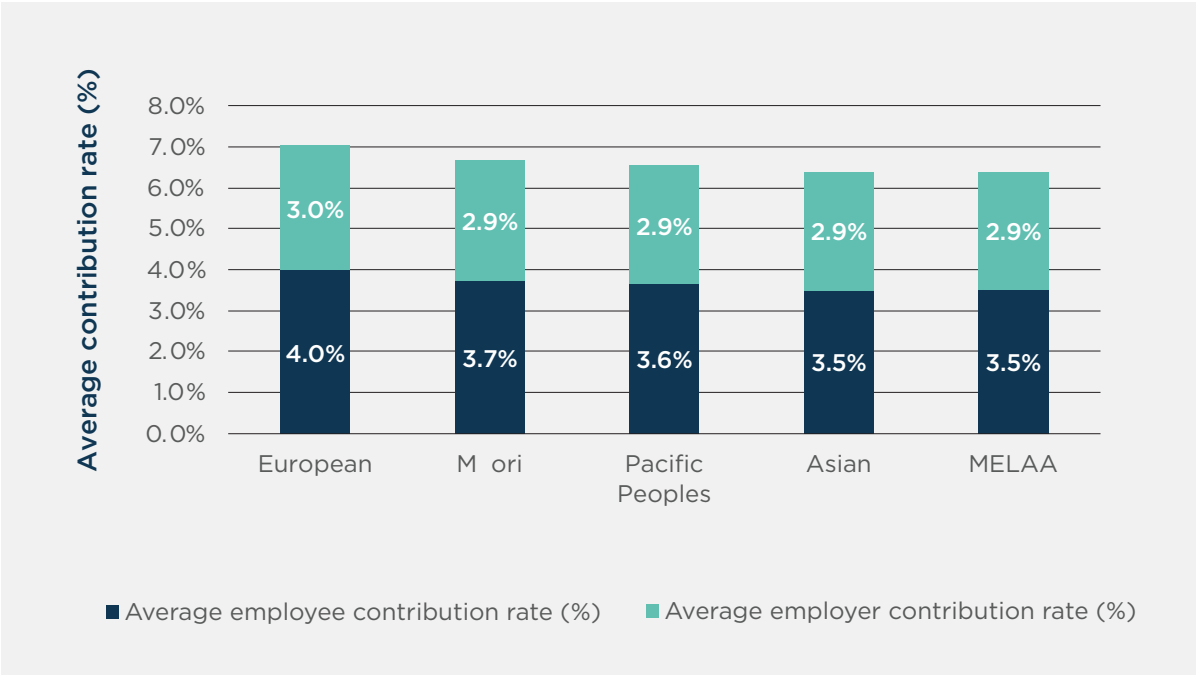
- On average, both men and women contribute to KiwiSaver at the same rate. However, due to differences in annual salary and wages (as a result of the gender pay gap, the higher prevalence of part-time work among women, and a higher likelihood of taking time out of paid work for care responsibilities) there are large differences between the average annual dollar amounts contributed by both employee and employer for men and women.
 - Employee contributions are 3.8% on average for both men and women, employer contributions are 3% on average for both men and women
 - In 2025, the average amount contributed (via both employee and employer contributions) into men's KiwiSaver accounts is 31% higher than the amount contributed into women's accounts.

3.4 Ethnicity gaps in KiwiSaver contributions

The ethnicity contribution gap is driven both by earnings and contribution rates

- European workers have the highest average employee contribution amount (\$3,242), reflecting higher average annual earnings (\$79,927) and higher average employee contribution rates (4%).
- Māori and Pacific workers have lower average annual earnings (\$61,466 and \$61,347 respectively) and lower average employee contribution rates (3.7% and 3.6% respectively), leading to lower annual average employee contributions to KiwiSaver of \$2,368 and \$2,295 respectively.

Figure 21: Average employee and employer % contribution by ethnicity 2025

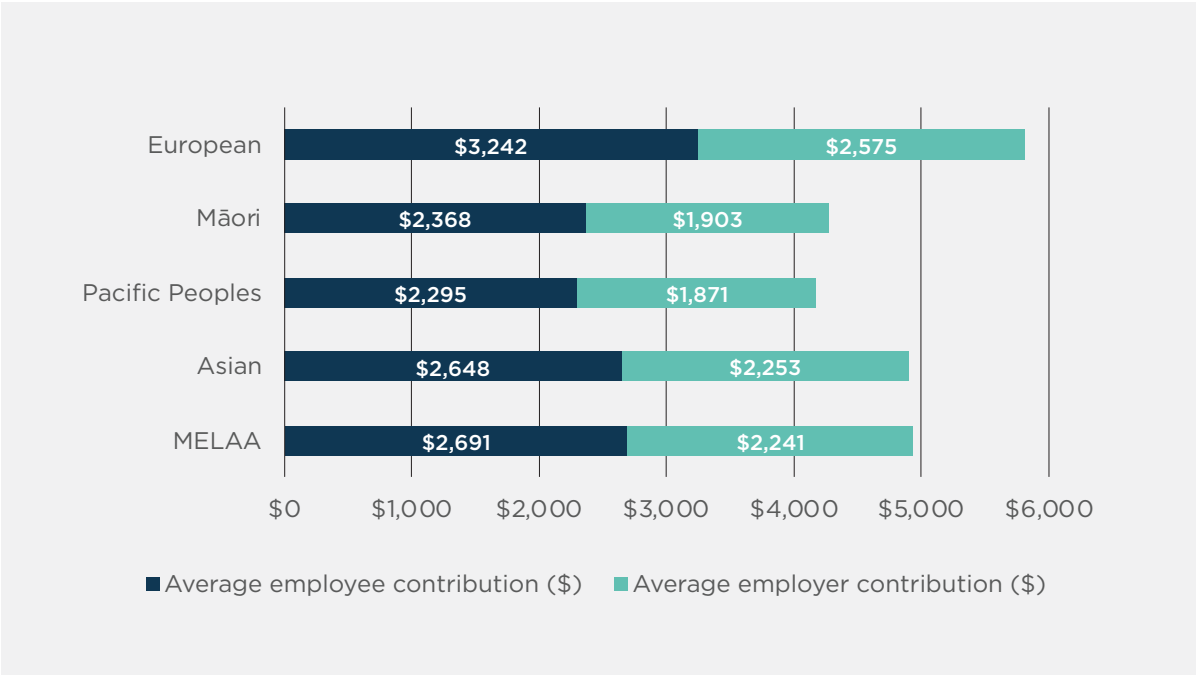


Source: AUT IDI data 2025.

Note: MELAA = Middle Eastern, Latin America, Africa



Figure 22: Average annual employee and employer \$ contribution by ethnicity 2025



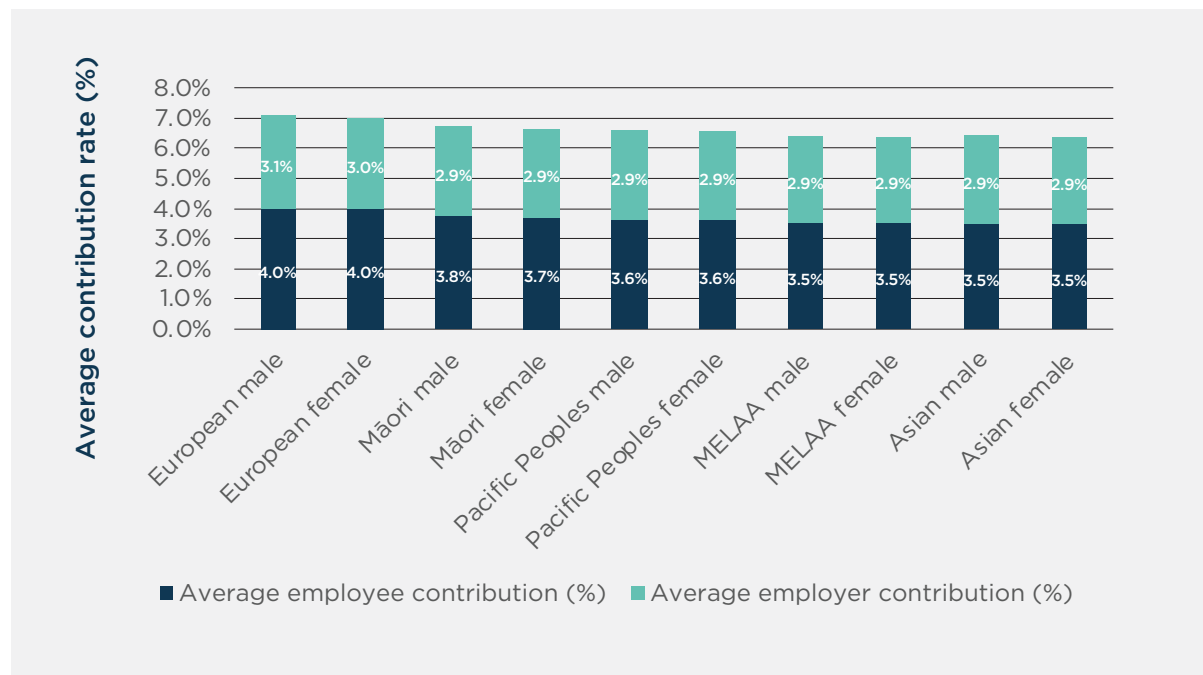
Source: AUT IDI data 2025

Contribution rates are similar across gender within each ethnicity, but contribution amounts differ substantially, reflecting both gender and ethnic pay gaps

- When men’s and women’s KiwiSaver contribution rates are broken down by ethnicity, the differences follow the same pattern as that observed in the gender gap analysis above, with very small or no differences between women and men’s contribution rates within each ethnicity.



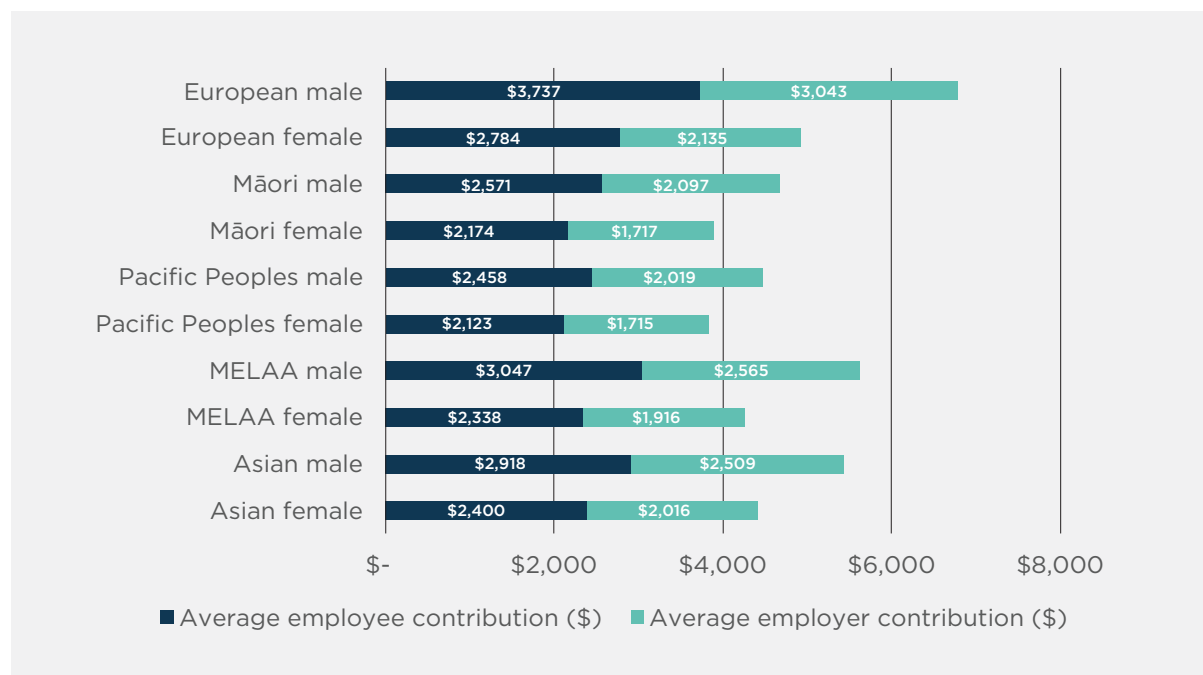
Figure 23: Average employee and employer contribution % by ethnicity and gender 2025



Source: AUT IDI data 2025

- However, when the contribution amount is analysed, there are significant gender differences in KiwiSaver contribution amounts among Māori and Pacific People and people of other ethnicities. Both the gender pay gap and the ethnic pay gap play a part.

Figure 24: Average annual employee and employer \$ contributions by ethnicity and gender 2025



Source: AUT IDI data 2025

- Among European men, higher annual average earnings (\$92,902) and an average employee contribution rate of 4% result in the highest average annual employee contribution of \$3,737, with employers contributing on average another \$3,043.
- In comparison, Māori and Pacific women have the lowest average employee contribution amount of \$2,174 and \$2,123 respectively (with employers on average contributing \$1,717 and \$1,715 respectively), this primarily reflects lower average annual earnings (\$56,319 and \$56,991 respectively) with lower average employee contributions also playing a role (3.7% for Māori and 3.6% for Pacific).

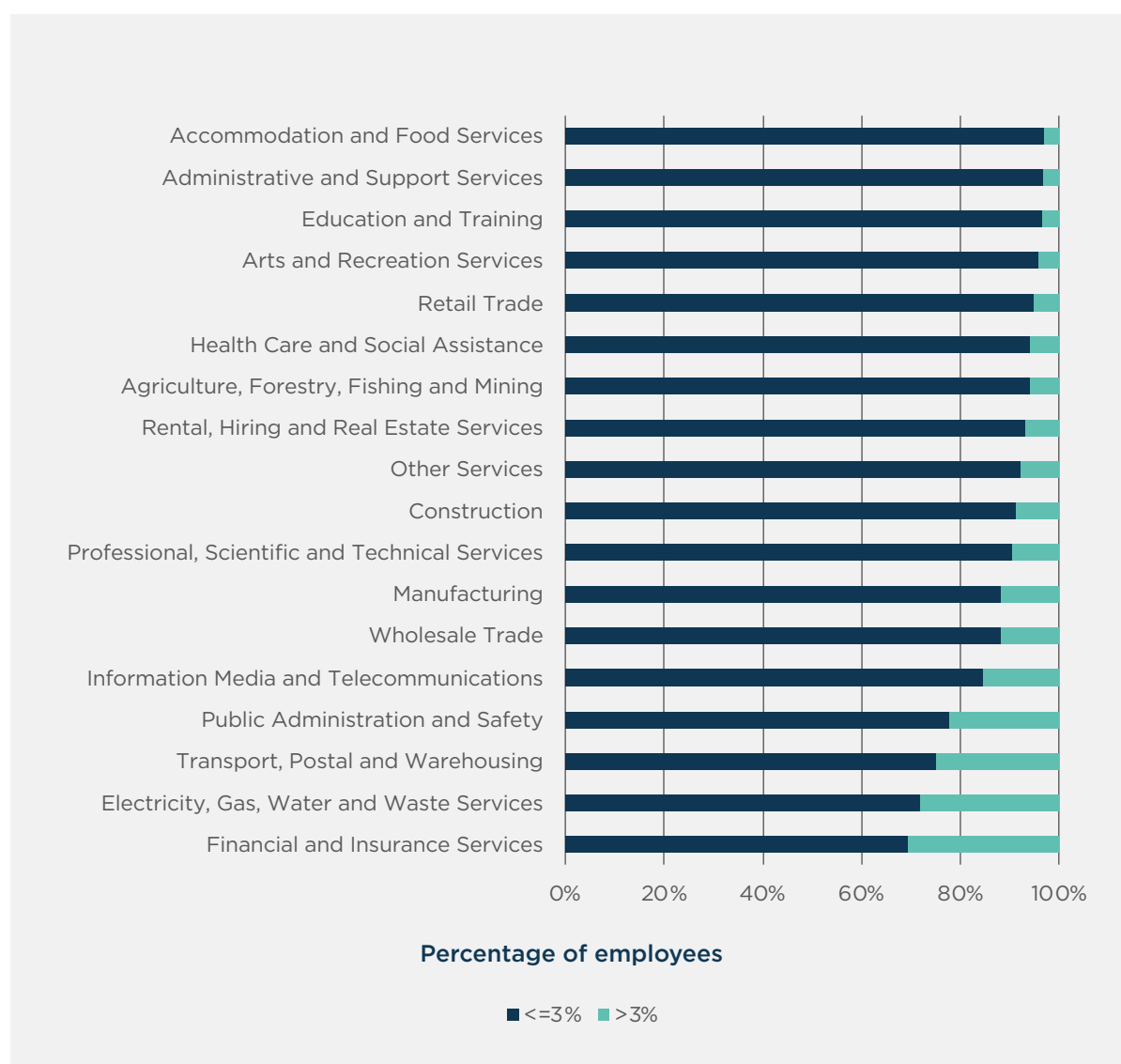
3.5 Employer contribution insights

***Most organisations contribute at the minimum rate of 3%,
however there are variations across industries***

- Only 13% of organisations contribute more than the minimum rate of 3%, but there are wide variations across industries.
 - 20% of Financial and Insurance Services organisations, and 21% of organisations in the Public Administration and Safety sector contribute above 3%.
 - Only 10% of organisations in the Accommodation and Food Services and 10% of organisations in Agriculture, Forestry, Fishing and Mining contribute at more than 3%.
- Considering all employees in KiwiSaver across all organisations, only 10% receive employer contributions above the minimum rate of 3%, however there are once again large variation across industries.
 - Employees in Financial and Insurance Services, are more likely to receive an employer contribution at a higher rate with more than 30% of employees working in this industry receiving a contribution at higher than the 3% minimum rate.
 - Around 97% of employees in Accommodation and Food Services, Administrative and Support Services, and employees in Education and Training receive only the minimum employer contribution of 3%.



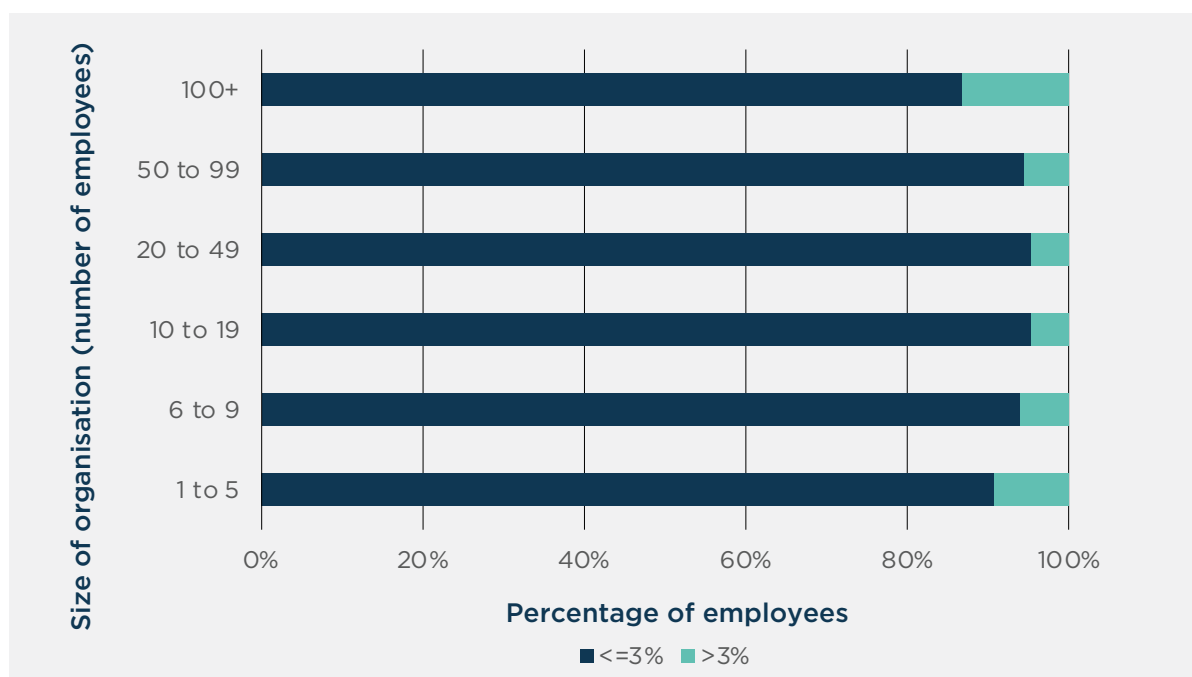
Figure 25: Employer contribution bands by industry 2025



Source: AUT IDI data 2025

- Employees working at both very small and very large organisations are more likely to receive a higher employer contribution than those working in mid-sized organisations.
 - Almost 10% of employees who work at organisations with 1 to 5 employees receive an employer contribution higher than 3%.
 - Approximately 5% of employees at organisations with 6 to 99 employees receive an employer contribution higher than 3%.
 - About 13% of employees who work at organisations with more than 100 employees receive an employer contribution higher than 3%.

Figure 26: Employer contribution bands by organisation size 2025



Source: AUT IDI data 2025

Voluntary employer contributions are more common for employees aged over 65 than for employees under 18, especially in larger organisations

- Approximately 40% of organisations pay KiwiSaver employer contributions for some or all of their employees aged under 18.
 - Larger organisations are more likely to contribute (about half of organisations with more than 100 employees contributing to KiwiSaver for some or all of their employees under age 18). In contrast, only a third of organisations with 1 to 5 employees contribute to KiwiSaver for some or all of their employees aged under 18.
- Looking at prevalence of organisations paying employer contributions for those aged over 66,¹⁴ 44% of organisations make employer contributions for some or all of their employees in this age group.
 - Larger organisations are more likely to contribute (77% of organisations with more than 100 employees contribute to KiwiSaver for some or all of their employees aged 66 and over). In contrast, only 29% of organisations with 1 to 5 employees contribute to KiwiSaver for some or all of their employees aged 66 and over.

¹⁴ We use 66+ in this analysis as the 65+ age group would include 64-year-olds who turn 65 during the year. We therefore create a group where everyone is at least 65 for the entire year.



4. Government contribution distributional analysis

The KiwiSaver setting applicable in the year to end June 2025:

- To be eligible a person needs to be aged 18 to 65 and live mainly in New Zealand.
- If an individual aged 18-65 contributed at least \$1,042.86 of their own money to their KiwiSaver fund during the year 1 July to 30 June, the Government made a contribution of \$521.43. If an individual contributed less, a government contribution was 50 cents for every dollar contributed.

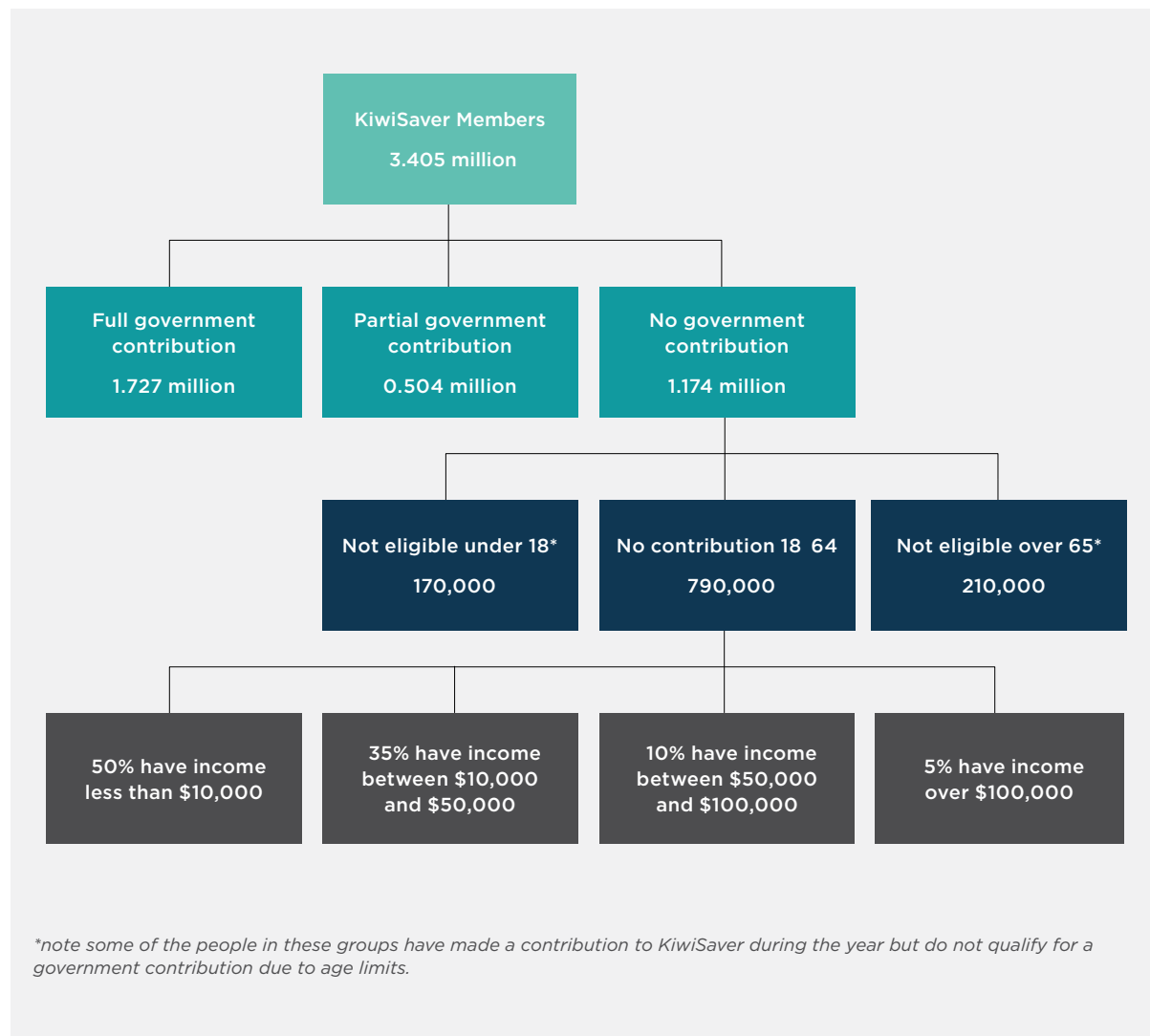
- The total government contribution paid to KiwiSaver members in 2025 was \$1,019,944,596, with 88% paid out as full contribution and the remainder paid out as a partial contribution.

About two thirds of all members receive either a full or partial government contribution. Most members receiving no government contribution are either outside the eligible age range or have very low incomes

- 51% of members received a full government contribution (1,727,104 members)
 - 80% of this group have incomes above \$50,000.
- 15% received a partial government contribution (504,341 members)
 - 70% of this group have incomes below \$50,000.
- 34% did not receive a government contribution (1,173,961 members)
 - a third of this group do not qualify due to age limits on eligibility (380,053 members)
 - the remaining two thirds (793,799 members) meet the age qualification but are primarily low-income earners. Using the information from Section 2, half (almost 400,000 members) have incomes below \$10,000 and a further 35% have incomes between \$10,000 and \$50,000 (almost 280,000 members). Only 15% (just under 120,000 members) have income above \$50,000.



Figure 27: Government contribution receipt of full, partial and none 2025

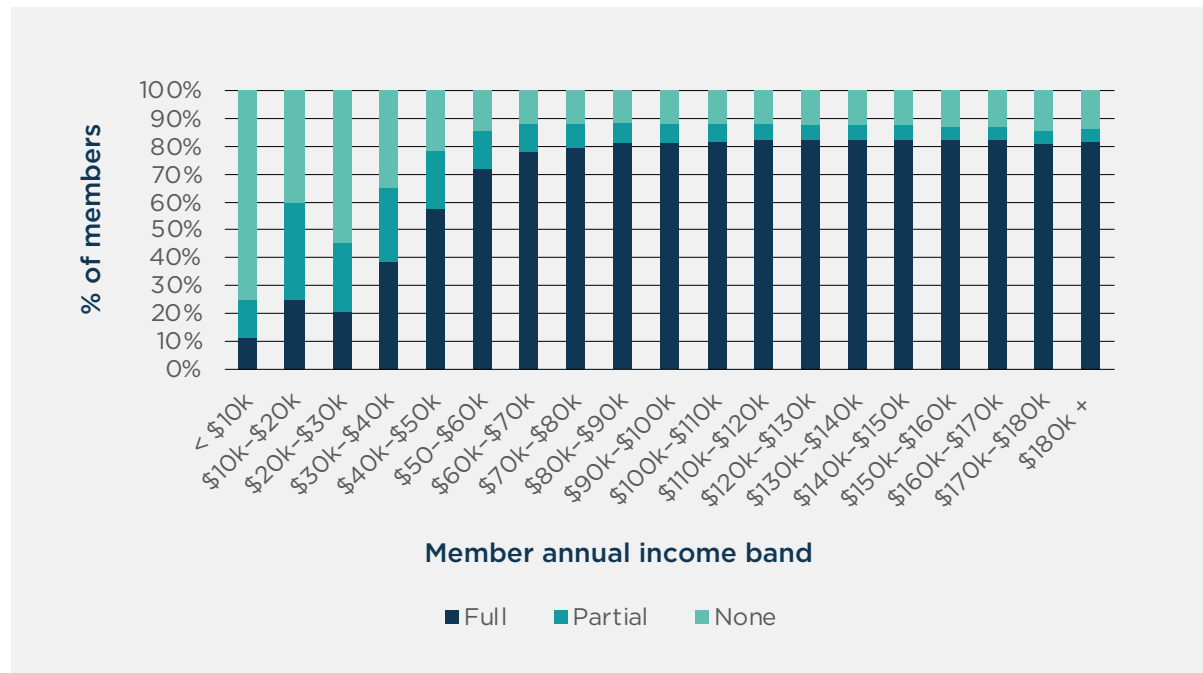


Source: IR data 2025

4.1 Income and age

- Higher income earners are more likely to receive a full government contribution, with around 80% of those earning above \$70,000 receiving a full contribution.
- Partial contributions are more likely to be paid to those earning below \$50,000.
- Just under 125,000 members earned above \$180,000, of this group 100,000 (81%) received the full contribution, with a further 4% receiving a partial contribution. Following the Budget 2025 changes members earning more than \$180,000 will no longer be eligible for the contribution from the year starting 1 July 2025.

Figure 28: Proportion of members receiving full, partial and no government contribution by income band 2025

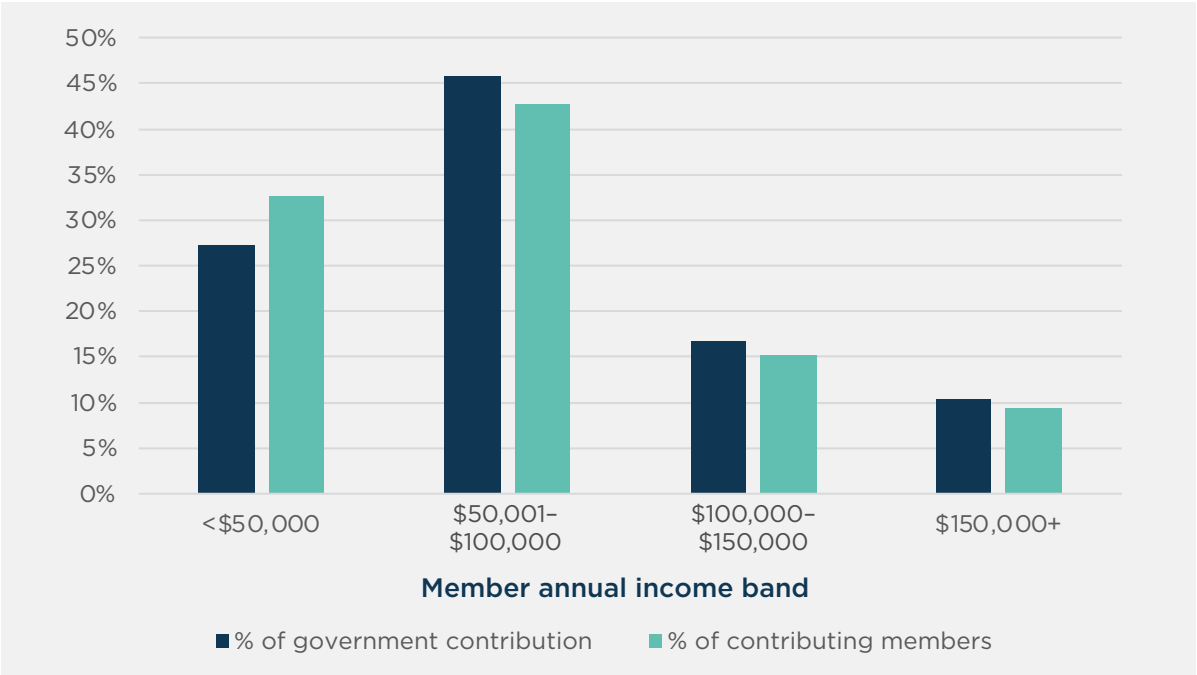


Source: IR data 2025

The distribution of government contributions largely mirrors the distribution of active contributors, but the cap limits the share flowing to the highest-income members

- 27% of the total spend was paid into the KiwiSaver accounts of those earning less than \$50,000 per year, representing a third of all contributing members.
- 46% of the total spend was paid into the KiwiSaver accounts of members earning between \$50,000 and \$100,000, representing 43% of contributing members.
- 17% of the total spend was paid into the KiwiSaver accounts of members earning between \$100,000 and \$150,000, representing 15% of contributing members.
- 10% of the total spend was paid into the KiwiSaver accounts of members earning more than \$150,000, representing 9% of contributing members.

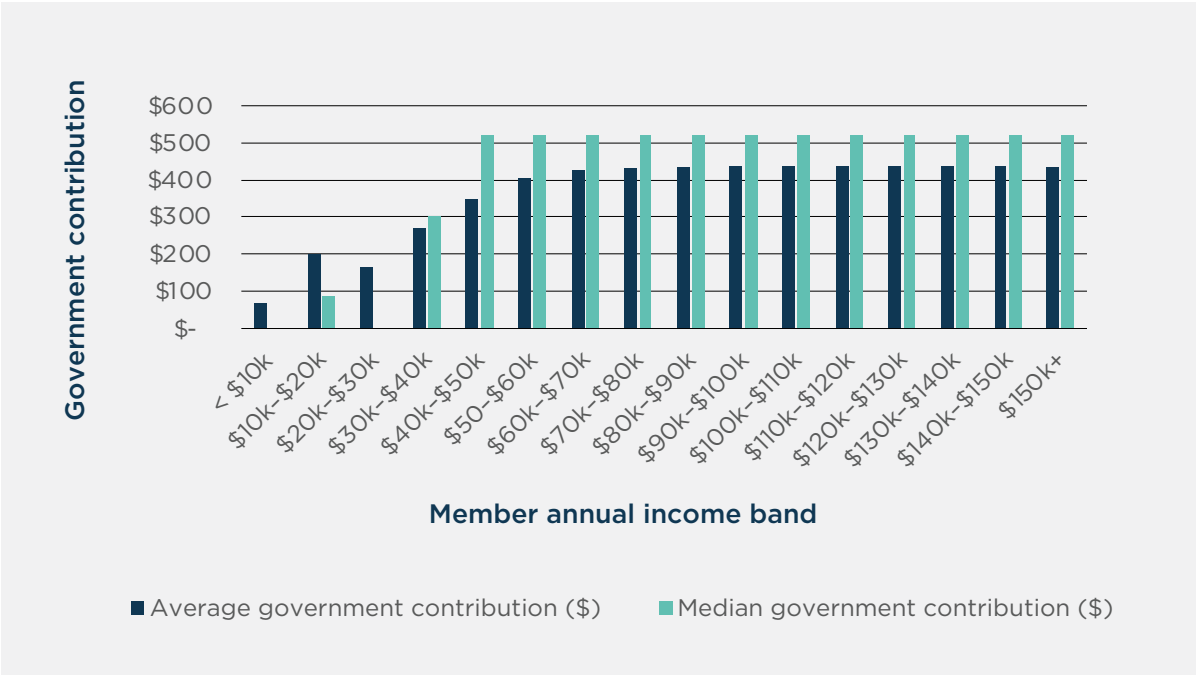
Figure 29: Distribution of total government contribution across contributing members by income bands 2025



Source: IR data 2025

- Due to the cap on the amount paid as a government contribution, for those earning above \$50,000 on average members receive very similar contributions from the government. The median government contribution is the maximum contribution amount (\$521.43) for all income bands above \$40,000.

Figure 30: Average and median government contribution by income band 2025



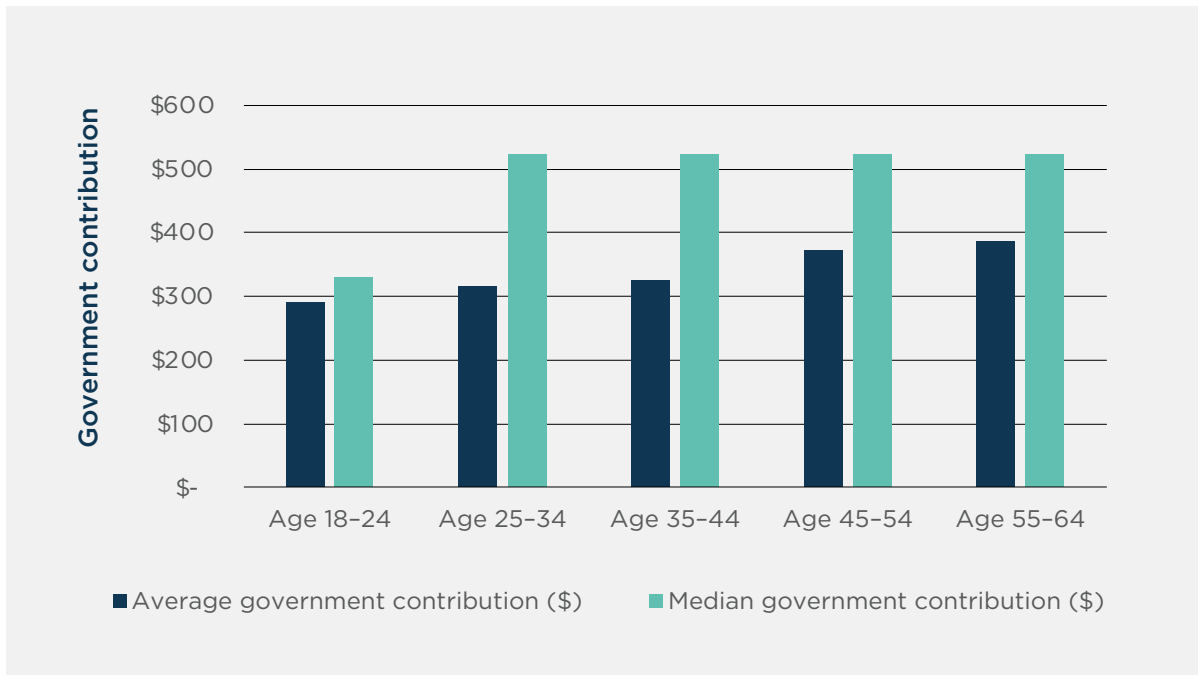
Source: IR data 2025



Younger members receive lower average government contributions, but this largely reflects lower earnings and fewer active contributors

- Reflecting differences in both income levels and number of contributing members, younger age groups receive lower average government contributions compared to older age groups:
 - those aged 18-24 on average received \$290 compared to an average of \$386 received by the group aged 55-64.
- The median contribution is at the maximum level of \$521.43 for all age groups, except the 18-24 group where the median contribution received is \$329.

Figure 31: Average and median government contribution across age bands 2025

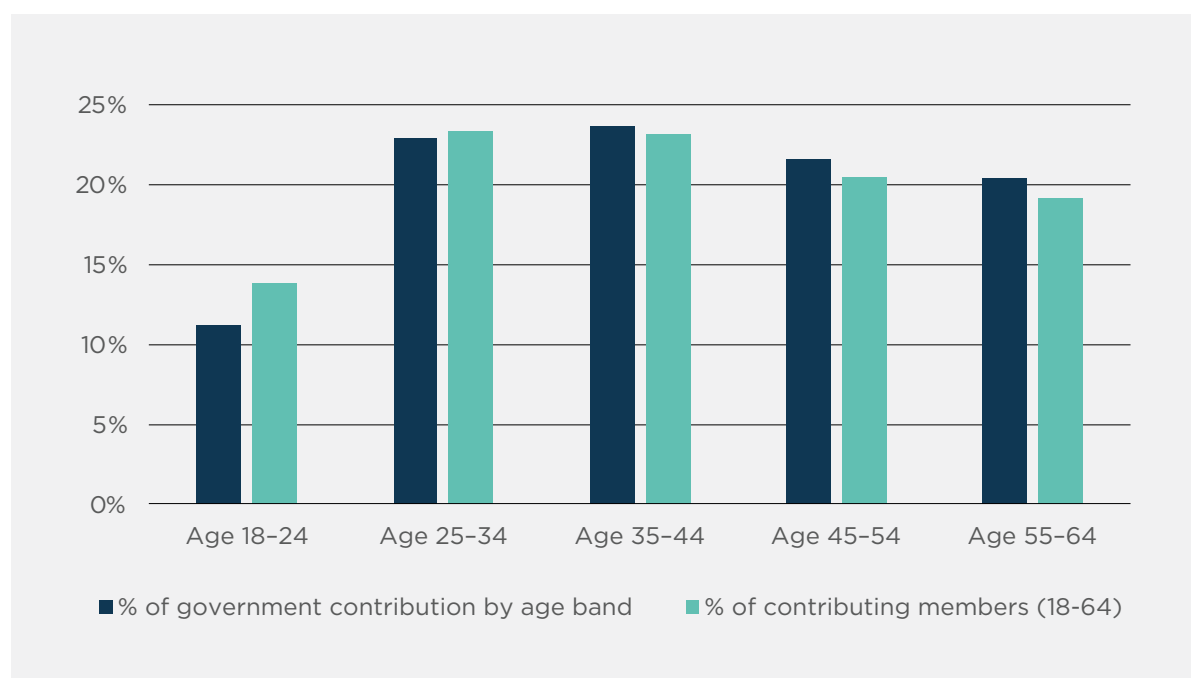


Source: IR data 2025

Government contributions broadly follow the distribution of active contributors across working-age cohorts

- The age group that receives the largest share of the total value of the government contribution are those aged 35-44 (24%), followed by those aged 25-34 (23%). These are also the age brackets with the highest percentage of contributing members aged 18-64 (23.2% and 23.3% respectively).
- Older age cohorts receive a slightly lower share of the total value of the government contribution (45-54 receives 22%; 55-64 receives 20%), but these groups represent fewer of the contributing members aged 18-64 (20.5% and 19.1% respectively).

Figure 32: Distribution of government contribution compared to contributing members across age bands 2025



Source: IR data 2025

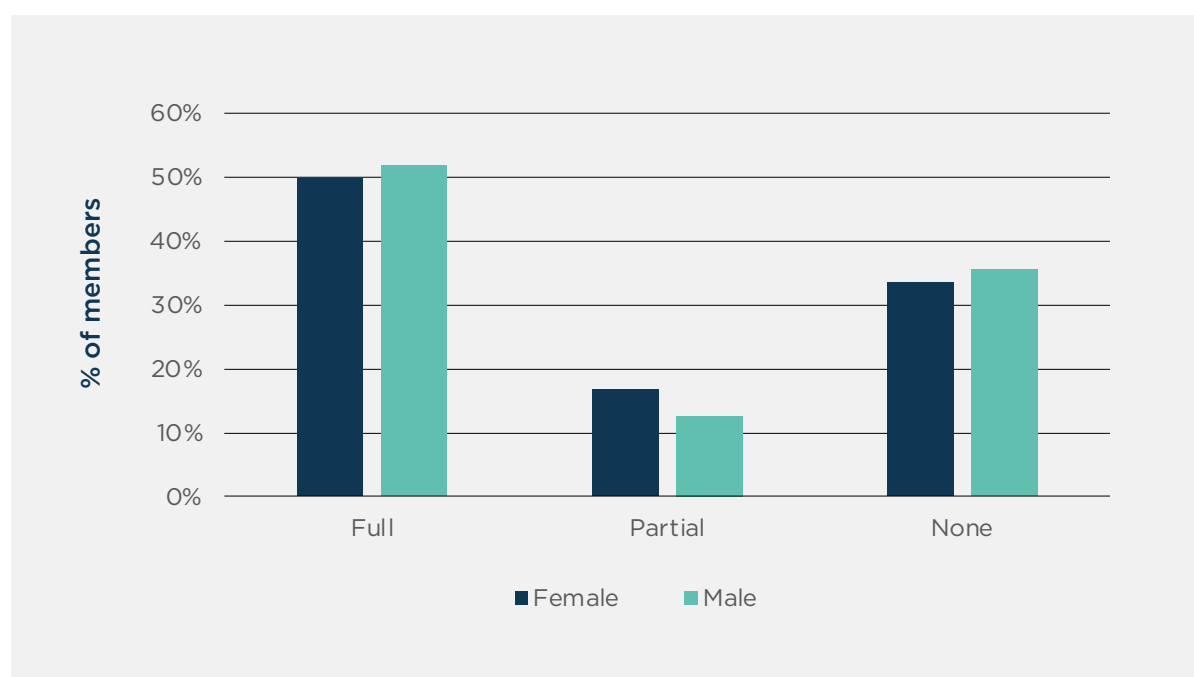
4.2 Gender

Women are slightly more likely to contribute to KiwiSaver, but slightly less likely to receive the full government contribution highlighting the impact of lower incomes

- For those where gender has been identified¹⁵ there are slightly more women than men enrolled in KiwiSaver (51% versus 49%).
 - As mentioned earlier, women are slightly more likely than men to be contributing to KiwiSaver (69% versus 67%).
 - Women receive slightly more of the total government contribution compared to men (50.6% versus 49.4%).
- Differences are seen in the proportion of women and men receiving either full, partial or no government contribution:
 - Women are slightly less likely to receive a full government contribution (49.8% versus 51.8%) and more likely to receive a partial contribution (16.7% versus 12.6%), this likely reflects women's lower average incomes.
 - However, they are slightly less likely to receive no government contribution (33.5% compared to 35.6%) reflecting the higher likelihood that they are contributing members.

¹⁵ IR doesn't specifically collect ethnicity or gender data. However, for statistical purposes, it uses the title as a proxy for gender. Gender has been allocated in following manner: 'Male' Includes Mr, Master, Lord, REVFR, Sir; 'Female' includes Miss, Mrs, Ms, Lady, RMTHR, Sister, Dame. 'Other' includes all other titles and where no title is provided. For the purposes of the statistical data presented in this report, 'Other' is excluded.

Figure 33: Receipt of full, partial or no government contribution by gender 2025



Source: IR data 2025

- The average government contribution received by both men and women is \$300.
- The median received by men is at the maximum contribution amount of \$521.43 whereas for women it is slightly below this level at \$520.

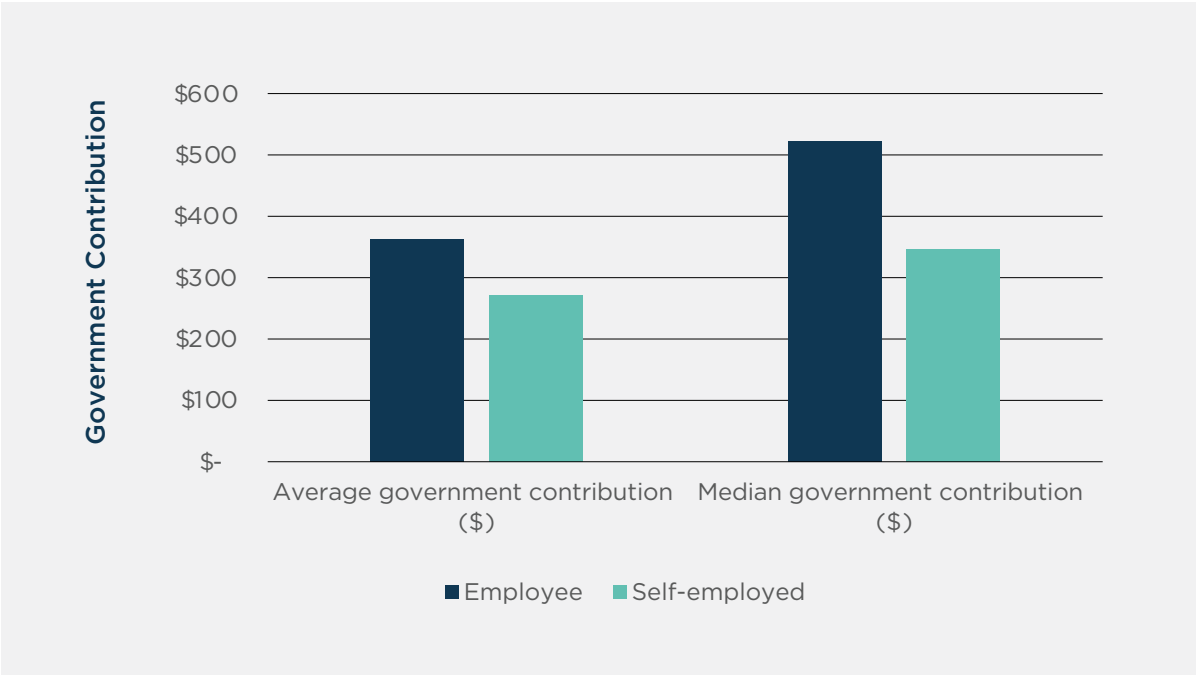
4.3 Employees versus self-employed

Employees are far more likely to benefit from the government contribution than the self-employed. 88% of the contribution is paid to employees and 7% to the self-employed

- When members are divided in terms of where the majority of their income comes from there are distinct differences between the government contribution paid to the KiwiSaver accounts of employees¹⁶ versus those in self-employment.
 - The average government contribution received by employees is \$363 compared to \$272 for someone who is self-employed.
 - The median government contribution for employees is \$521 (the maximum amount that is paid out as a government contribution) whereas for self-employed the median is \$344.

¹⁶ Defined for this study as all those who are taxed via PAYE, which would generally constitute salary and wage earners.

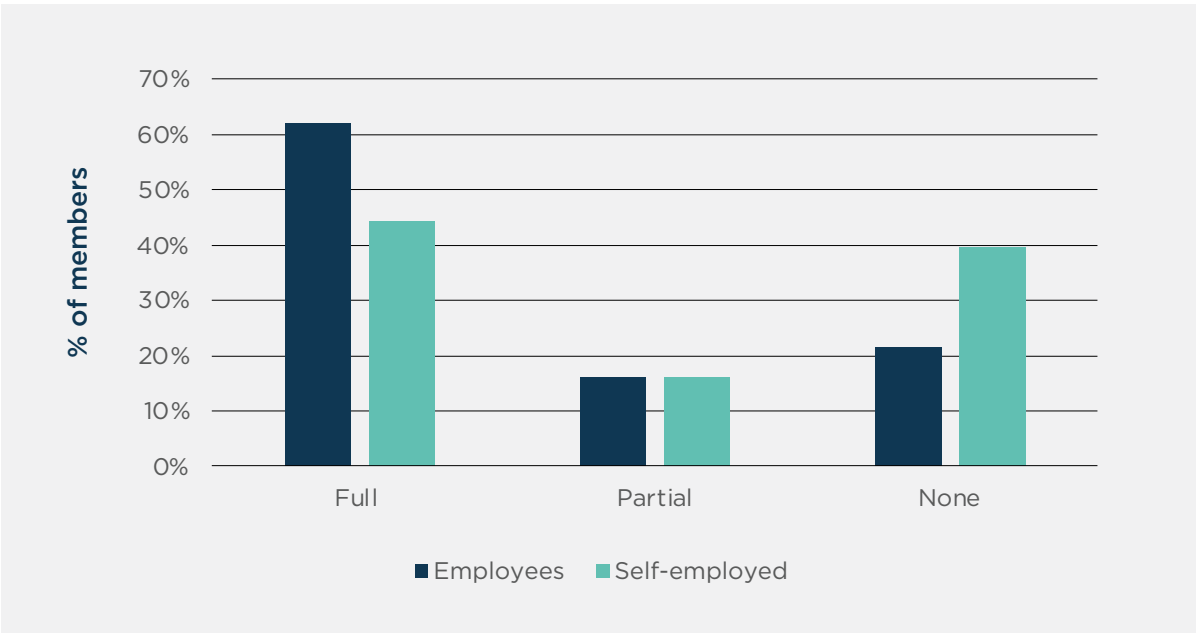
Figure 34: Average and median government contribution: employees compared to self-employed 2025



Source: IR data 2025

- Differences are also seen in the proportion of members who are self-employed compared to employees in terms of receiving either full, partial or no government contribution:
 - a larger proportion of employees who are KiwiSaver members received the full government contribution compared to self-employed KiwiSaver members (62% versus 44%)
 - a similar proportion received a partial contribution (16%)
 - a much larger proportion of self-employed KiwiSaver members received no government contribution compared to employees who are KiwiSaver members (40% versus 22%).

Figure 35: Employees versus self-employed: proportion receiving full, partial or no government contribution 2025



Source: IR data 2025

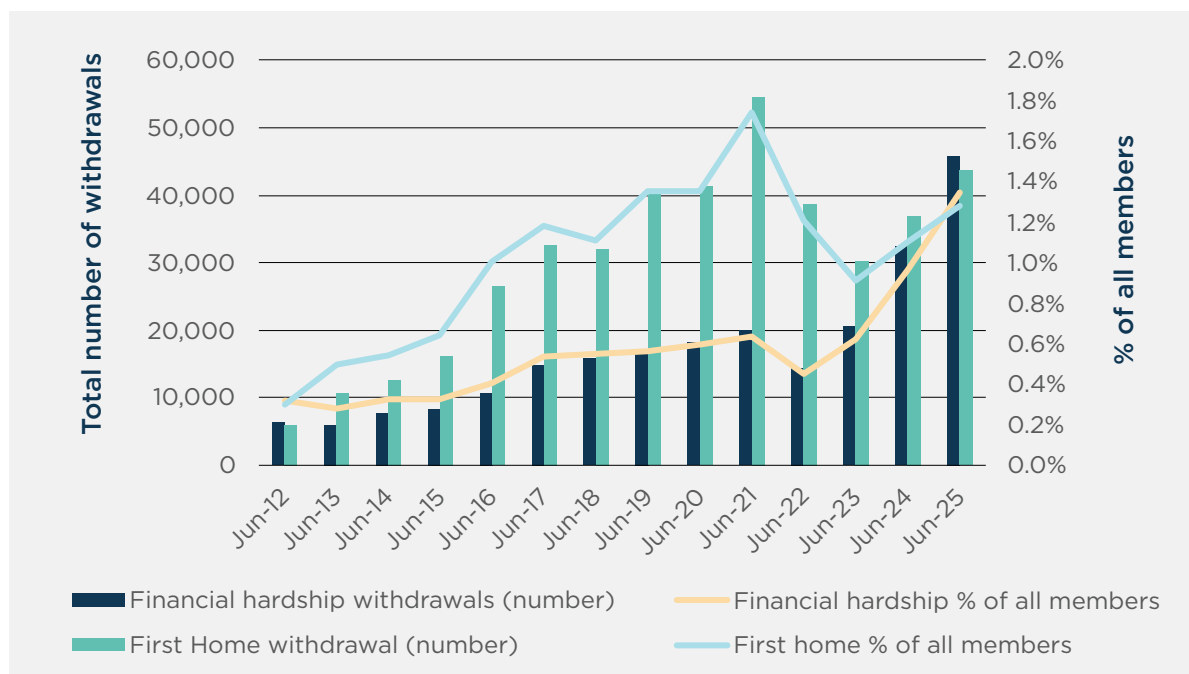


5. Withdrawals from KiwiSaver: before age 65

Each year a relatively small number of members access funds for first home withdrawals and financial hardship withdrawals, although there has been a large percentage increase in the number of people accessing funds for financial hardship in the last 3 years

- From 2012–2025 the average percentage of members accessing funds per year for first home withdrawals was 1% whereas for hardship withdrawals it was 0.6%.
- From 2012–2025 the average percentage of funds under management withdrawn per year for first home withdrawals was 1.2% and for hardship withdrawals it was lower at 0.18%.
- Hardship withdrawals have been trending up since 2022 as economic conditions have deteriorated in line with how the system is expected to function to support immediate hardship needs.
 - The total number of hardship withdrawals in 2025 represented 1.35% of members (noting that members may be making multiple withdrawals so this does not necessarily mean that 1.35% of members accessed their funds).
 - In total for the time period 2012–2025, \$1.77 billion has been withdrawn for financial hardship, however more than 40% of that total (\$772 million) was accessed in the last two years (\$301 million in 2024, \$471 million in 2025), representing 0.26% and 0.36% of total funds under management in 2024 and 2025 respectively.
 - The average withdrawal amount in 2025 is just above \$10,000 (above the longer-term average of about \$6,300 during the time period 2012–2025).

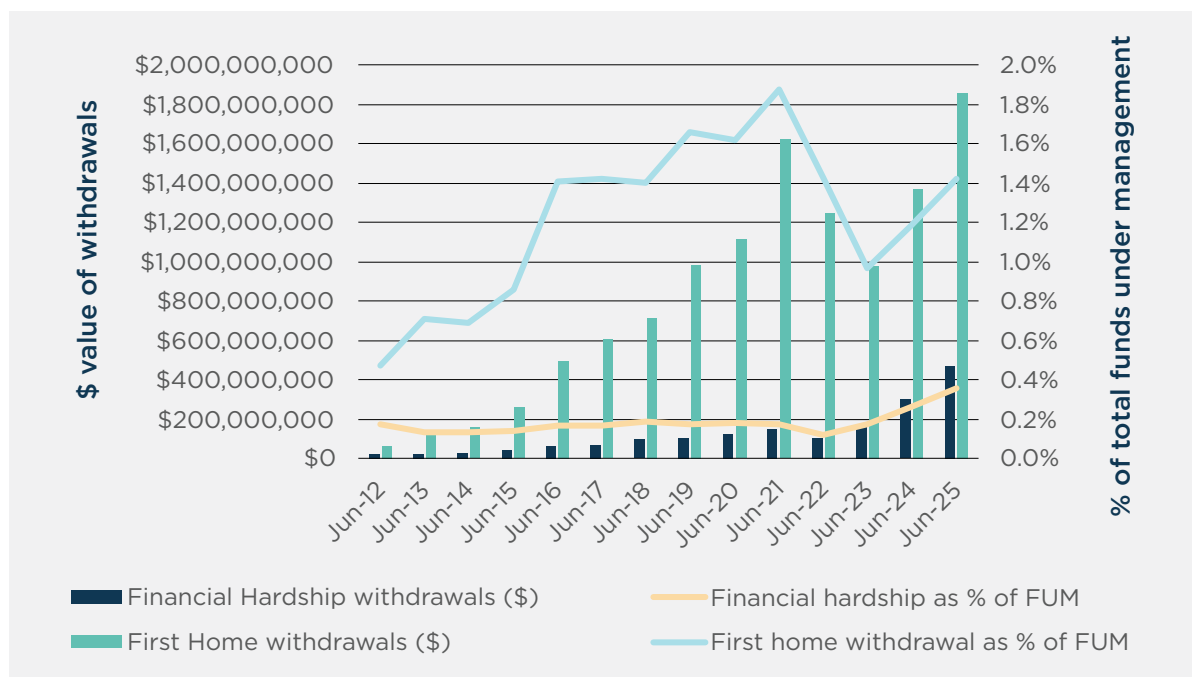
Figure 36: Number of pre-age 65 withdrawals 2012–2025



Source: IR data 2025

- In line with the overall property market, the number of first home withdrawals have fallen from their peak levels observed in 2021, and following a dip in 2023, have begun to rise again.
 - The total number of first home withdrawals in 2025 represented 1.3% of members.
 - In total for the time period 2012–2025, \$11.6 billion had been withdrawn for first home purchases. 2025 saw the highest dollar amount withdrawn in one year of \$1.86 billion (which represents about 1.4% of current funds under management).
 - The average withdrawal amount in 2025 was just under \$43,000 (above the longer-term average of about \$24,000 for the time period 2012–2025).

Figure 37: Dollar value withdrawn for pre-age 65 withdrawals 2012–2025



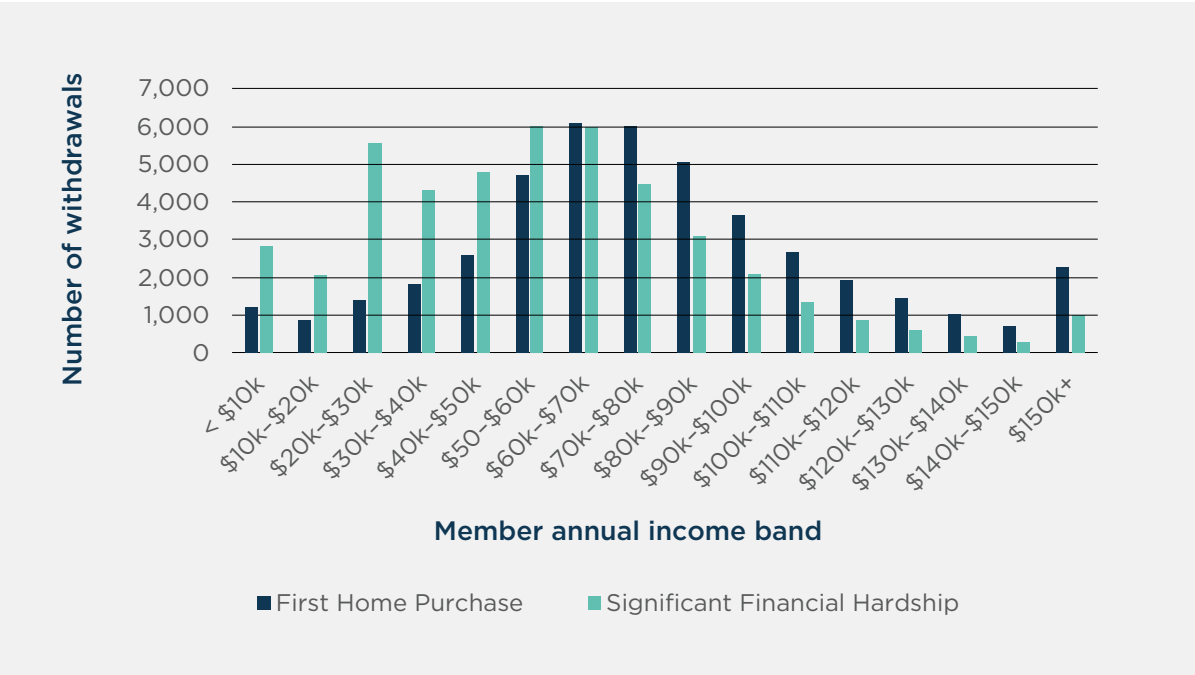
Source: IR data 2025

- In the year ended 30 June 2025, 43,600 people made first home withdrawals, while 45,870 made financial hardship withdrawals.
- There are slight variations by gender:
 - Men are slightly more likely than women to have made a first home withdrawal (51.4% versus 48.6%)
 - Men were slightly more likely than women to have made a hardship withdrawal (50.4% versus 49.6%).

The majority of first home withdrawals are made by those earning above the median income, whereas most hardship withdrawals are those earning below the median income

- The number of withdrawals varies by income:
 - The majority of first home withdrawals are for those earning above the median income (57% of withdrawals are made by those earning above \$70,000).
 - Hardship withdrawals are most likely to occur amongst those earning below the median income (70% of withdrawals are made by those earning below \$70,000).

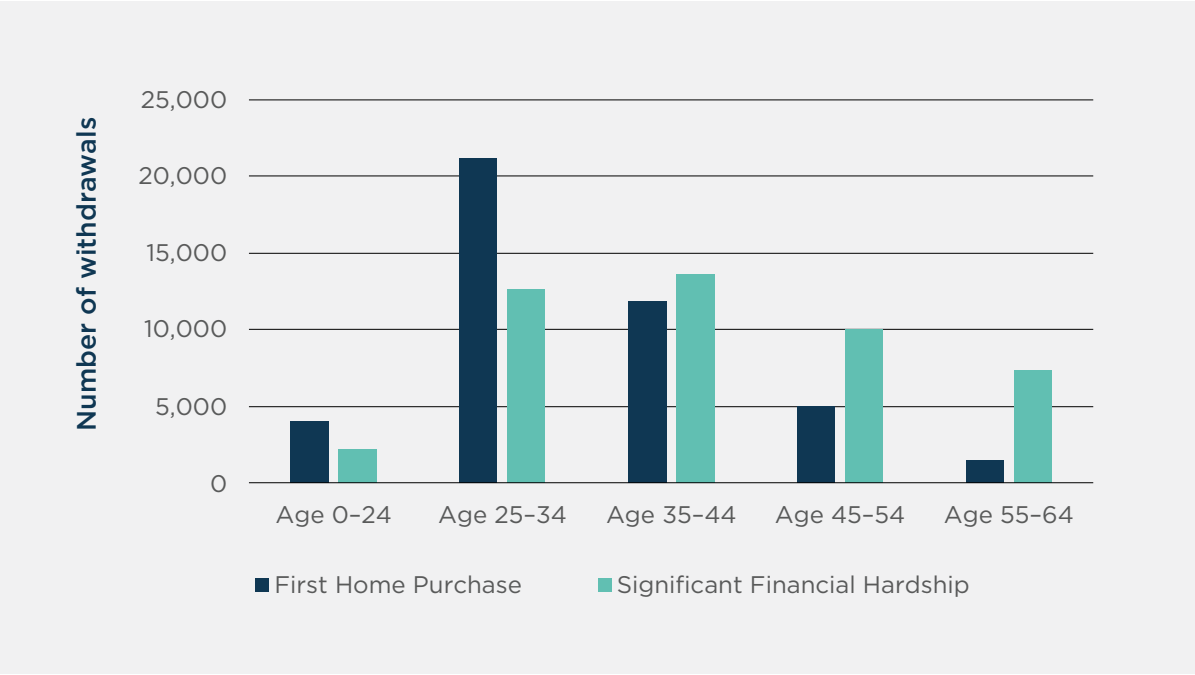
Figure 38: Number of pre-age 65 withdrawals by income band 2025



Source: IR data 2025

- Age variances are more obvious for first home withdrawals which are concentrated in younger cohorts (almost half of withdrawals are made by those aged 25–34).
- Hardship withdrawals more evenly distributed across age bands

Figure 39: Number of pre-age 65 withdrawals by age band 2025



Source: IR data 2025

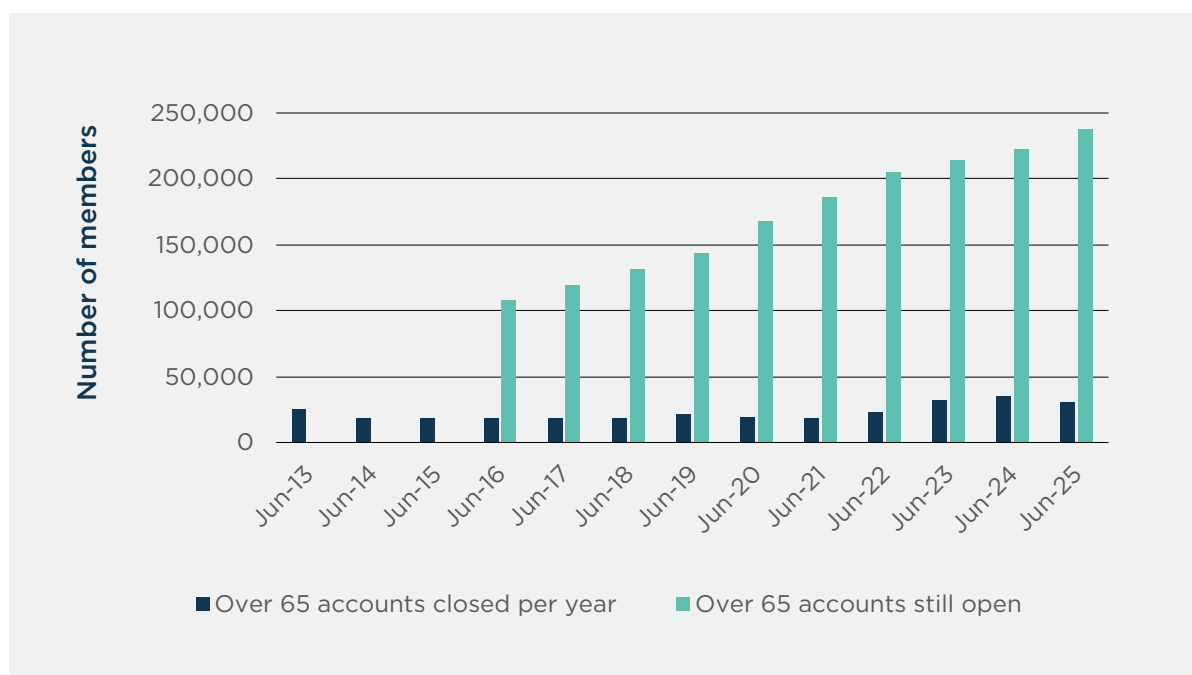


6. Withdrawals from KiwiSaver: after age 65

While a small portion close their accounts at age 65, many keep them open with accounts being used for both accumulation and decumulation after age 65

- In total, between 2013 (the first year that people became eligible to close their account for retirement after the scheme started in 2007) and 2025, just under 300,000 accounts had been closed due to retirement.
 - Only a small number of people over age 65 close their account each year with the average over the time period 2013–2025 around 23,000. However, this has trended up slightly over time as more members enter this age group.
 - In the year ended June 2025 just over 30,000 people closed their account.
- The number of people over age 65 with a KiwiSaver account has trended up over time, this is not just a numerical rise, but also a rise in the proportion of the overall population, from 16% of the over 65 population in 2016 to 26% of the population aged over 65 in 2025.
- There were 237,634 members aged over 65 as at 30 June 2025 who still have an open KiwiSaver account.
 - 40% of these members made a contribution in that year, indicating that accounts are being used for both accumulation and potentially as a drawdown account after age 65.

Figure 40: Number of open and closed KiwiSaver accounts for those aged over 65 (2013–2025)



Source: IR data 2025

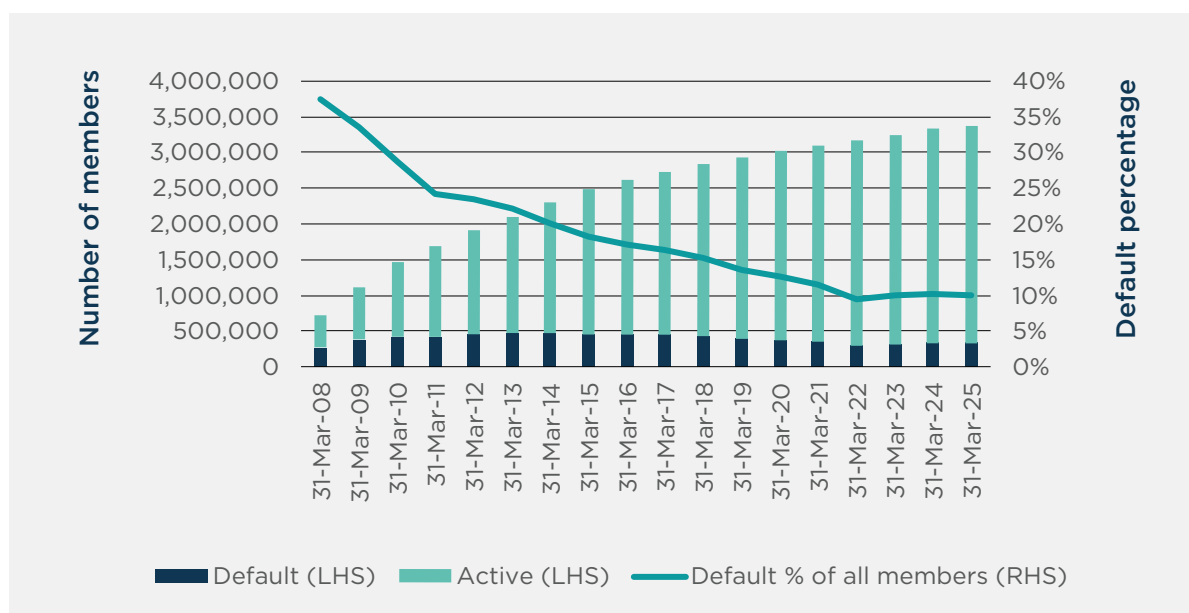
Note: Before 2016 the cohort of over 65s was included with the group aged 55–65 so they cannot be separated out for this analysis.

7. KiwiSaver default members and membership across fund types

Default fund membership has fallen from nearly 40% of KiwiSaver members in 2008 to about 10% in recent years, reflecting greater active fund choice as the scheme has matured

- People who do not choose a specific KiwiSaver fund when they start work and are not already a KiwiSaver member are automatically enrolled in a 'default fund'. The default fund at the launch of KiwiSaver was a conservative fund and this changed to a balanced fund from December 2021.
- The share of default members has fallen from nearly 40% in 2008 to about 10% in recent years, reflecting scheme maturity and provider engagement that encouraged more members to make an active fund choice, particularly ahead of the December 2021 default provider change.

Figure 41: Default members versus active members 2008 – 2025

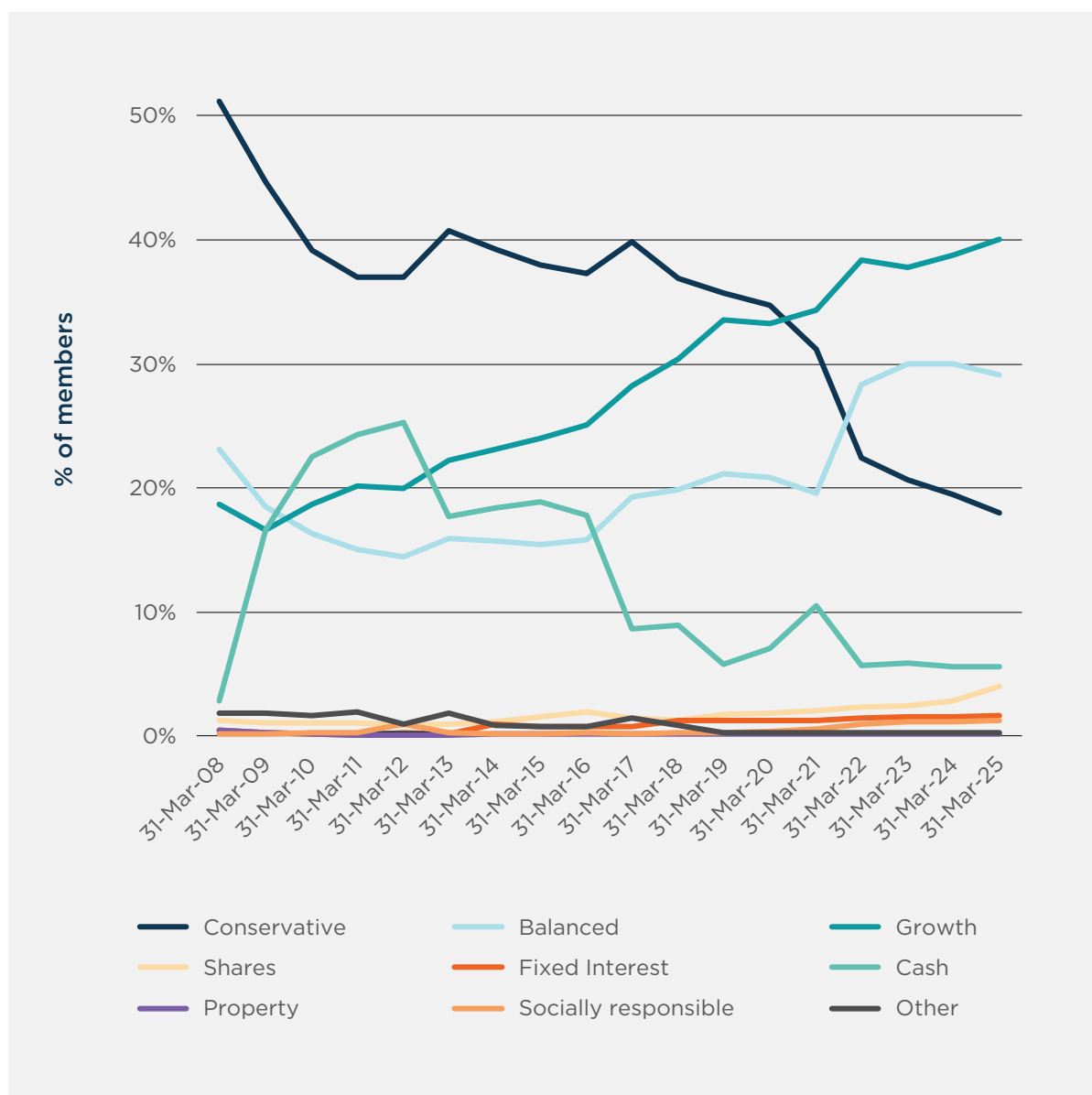


Source: Report of the Government Actuary 2008–2010; FMA Annual KiwiSaver Report 2011–2025

KiwiSaver members have shifted from conservative to more growth-oriented funds over time

- In the early years, more than half of members were in conservative funds; by 2025, 40% were in growth funds, 30% in balanced funds and less than one-fifth in conservative funds.
 - Conservative funds remained the most common member fund type until 2021, when growth funds overtook them.
 - The 2021 default fund change from conservative to balanced lifted the share of members invested in balanced funds as they were switched out of the conservative fund.
- Cash funds were more prominent in KiwiSaver's early years, with almost a quarter of members invested in cash funds between 2010 and 2012. This share has declined since 2016 to around 6% of members in 2025.
- Socially responsible and single-sector funds have generally accounted for only a small share of members.

Figure 42: Percentage of members by fund type 2008-2025



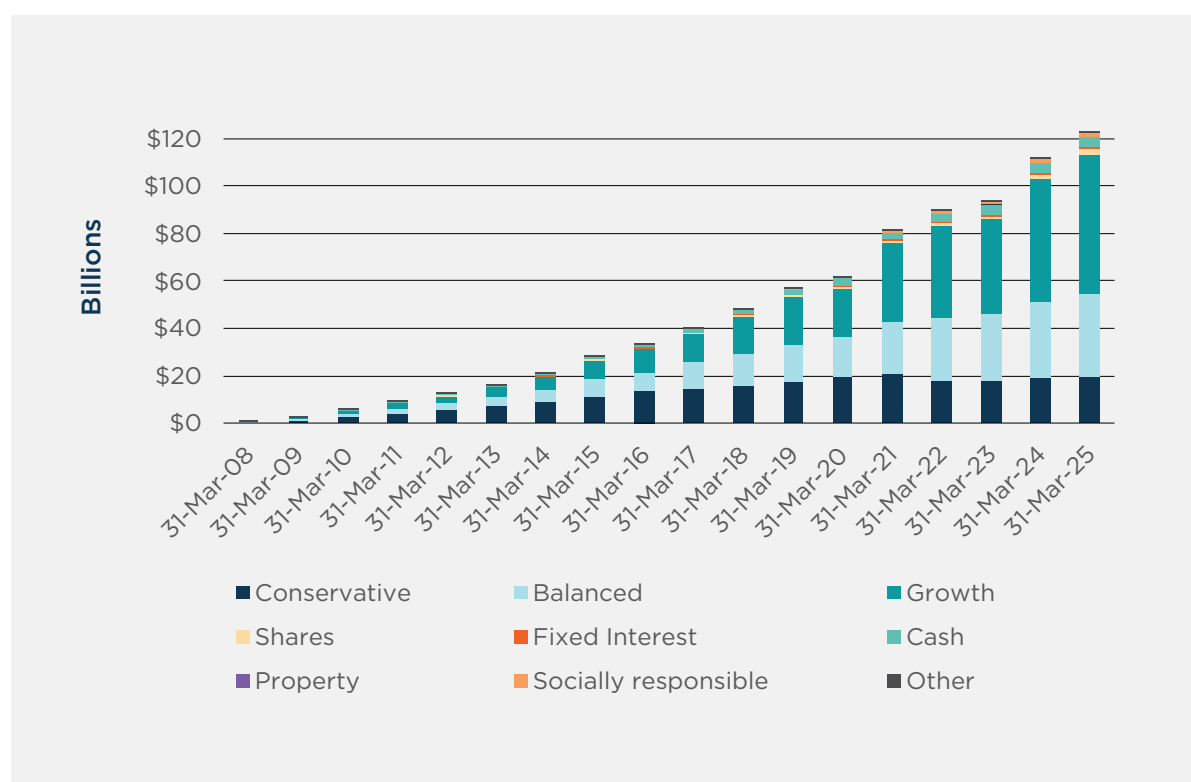
Source: Report of the Government Actuary 2008-2010; FMA Annual KiwiSaver Report 2011-2025

KiwiSaver assets have become increasingly concentrated in higher-risk funds over time, reflecting policy changes, investor preferences and market conditions

- Total funds under management grew from \$703 million in 2008 to \$123 billion as at March 2025.
- Fund-type allocations also changed over this period, reflecting rising member numbers, increased contributions and differences in asset-class returns.
- Funds with higher returns assume a greater share of funds under management over time.
 - In the 10 years to the end of March 2025, median KiwiSaver returns after fund charges but before tax were 7.3% per annum for growth funds, 6% for balanced funds and 3.8% for conservative funds.¹⁷

¹⁷ [KiwiSaver Market Study](#)

Figure 43: Total funds under management by fund type 2008–2025

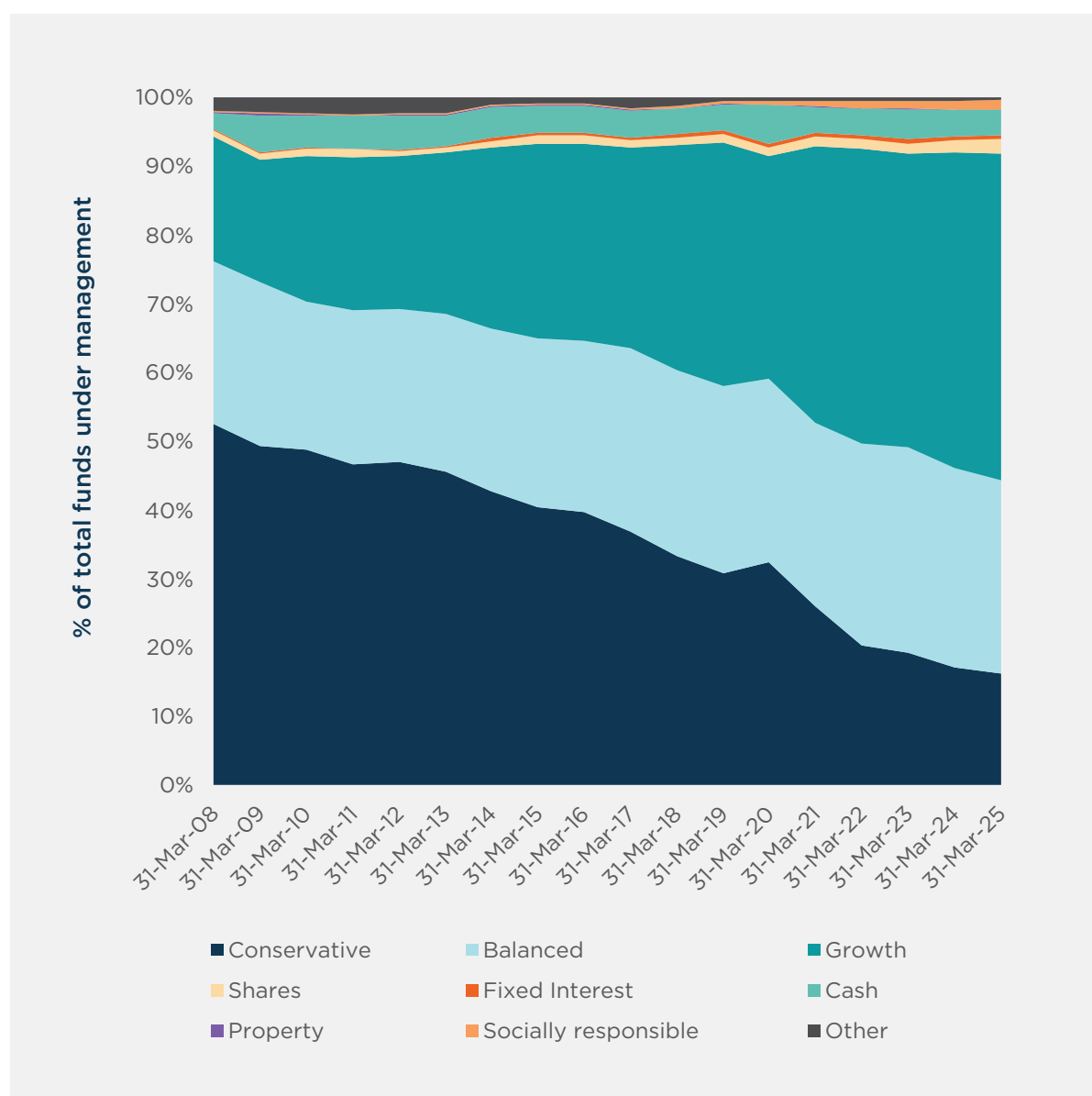


Source: Report of the Government Actuary 2008–2010; FMA Annual KiwiSaver Report 2011–2025

KiwiSaver funds under management have shifted from conservative to growth funds, with nearly half of all assets now invested in growth funds

- Conservative funds dominated KiwiSaver’s early years, representing more than 50% of funds under management in 2008 and remaining the largest fund type for a decade, but growth funds first overtook them in 2019 and, after a brief reversal in 2020, have been the largest fund type since 2021.
- By March 2025, growth funds held 48% of funds under management, compared with 28% in balanced funds and 16% in conservative funds.
- Balanced funds overtook conservative funds in 2021, likely reflecting the default fund change and stronger returns relative to conservative funds.
- Cash has consistently accounted for around 4% to 5% of funds under management, despite higher member allocations in KiwiSaver’s early years, reflecting lower returns relative to other fund types over time.

Figure 44: Proportion of funds under management by asset class 2008–2025



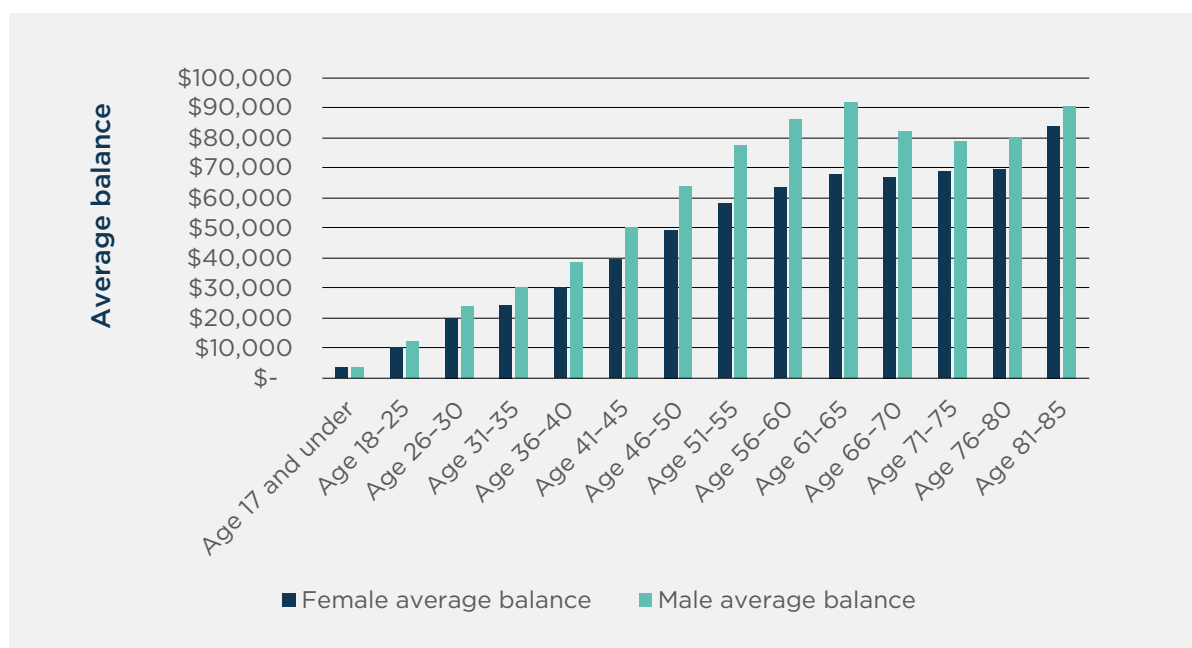
Source: Report of the Government Actuary 2008–2010; FMA Annual KiwiSaver Report 2011–2025

8. KiwiSaver balances as at 31 December 2025

KiwiSaver balances are growing, with the average reaching \$41,286 in 2025, but outcomes remain uneven across members

- Balances are gradually shifting upward as the scheme matures: the share of members with less than \$10,000 fell from about 41% in 2021 to about 33% in 2025, while the share with more than \$80,000 rose from about 8% to about 15%, or around 450,000 members.
- Balance outcomes remain uneven by gender: as at 31 December 2025, average male balances were \$47,452, 24% higher than average female balances of \$38,212, with the gap widening through the working years and peaking in the late-50s to mid-60s age cohorts.

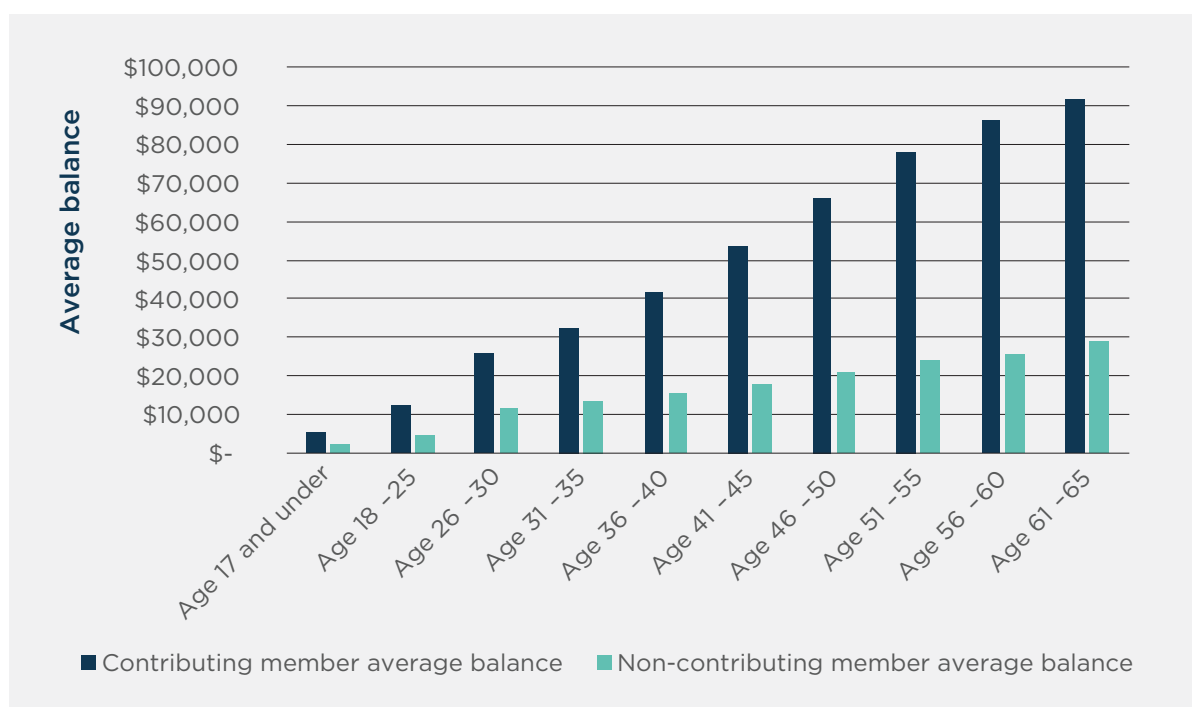
Figure 45: KiwiSaver average balance by age group and gender 2025



Source: Data from MJW 2026. Note: Age 86 and over is excluded due to low members numbers in this group.

- Contribution status is strongly associated with balances: 70% of members contributed in the year to 31 December 2025¹⁸, and contributing members had average balances of \$50,727 compared with \$19,553 for non-contributing members. As noted earlier in this report non-contribution is concentrated among lower-income, part-time and out-of-paid-work groups.

Figure 46: Average balances contributing versus non-contributing members 2025



Source: Data from MJW 2026

More information on KiwiSaver balances is available in the policy brief [here](#) and the full report [here](#).

¹⁸ A contributing member in this analysis is someone who made a contribution in the previous 12 months (1 January-31 December 2025), excluding provider transfers.



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