



RFLAUN

Retirement Fund for Local Authorities
and Utility Services in Namibia

ANNUAL FINANCIAL STATEMENTS FOR THE REPORTING PERIOD ENDED 31 DECEMBER 2024

**ROOTED IN RESILIENCE.
DRIVEN BY PROGRESS.**

TABLE OF CONTENT

Regulatory Information*	3 – 5
Statement of Responsibility by the Board of Trustees *	6 – 9
Statement of Responsibility by the Principal Officer *	10
Report of the Board of Trustees *	11 – 15
Independent Auditor's Report	16 – 18
Statement of Net Assets and Funds	19
Statement of Changes in Net Assets and Funds	20
Notes to the Annual Financial Statements	21 – 31

* (not subject to audit)



REGULATORY INFORMATION FOR THE PERIOD ENDED 31 DECEMBER 2024

Registered office of the Fund

Postal address:

PO Box 29001, Windhoek, Namibia

Physical address:

1 Delius Street, Windhoek, Namibia

Financial reporting periods

Current period:

01 January 2024 to 31 December 2024

Previous period:

01 January 2023 to 31 December 2023

Board of Trustees

Title and name of trustee	Capacity *	Date appointed	Date last reappointed	Date resigned	Region
Councillor Gaudentia Krohne	E	2016/05/31	2022/09/01	2025/03/20	//Karas
Councillor McDonald W Hanse	E	2025/03/21			/Karas
Councillor Katoyima C Kupembona	E	2017/08/22	2024/09/01		Kavango East
Councillor Naemi Amuthenu	E	2019/08/01	2024/09/01		Oshana
Councillor Cornelius Tjizoo	E	2020/09/01		2024/08/31	Omaheke
Councillor Petra S Witbooi	E	2024/09/01			Omaheke
Councillor Erastus Mashina	E	2020/09/01		2024/08/31	Omusati
Councillor Selma N Kadhila	E	2024/09/01			Omusati
Councillor Samuel !Oe-Amseb	E	2020/09/01		2024/08/31	Kunene
Councillor Siglinde Amamus	E	2025/03/21			Kunene
Councillor Jafet M Muti	E/ C	2021/02/19	2022/09/01		Kavango West
Councillor Godhard Hoko	E	2021/04/29	2024/09/01		Otjondjupa
Councillor Mateus Hangula	E	2021/06/14		2024/08/31	Oshikoto
Councillor David S Kambonde	E	2024/09/01			Oshikoto
Councillor Darius Shaalukeni	E	2021/06/22	2024/09/01		Ohangwena
Councillor Christanah C Simanga	E	2021/10/28	2022/10/28		Zambezi
Councillor Justin J Coetzee	E	2022/05/13	2022/05/13		Hardap
Councillor Bernadus Araeb	E	2022/09/01			Khomas
Councillor Queen O Kamati	E	2022/09/01			Khomas
Councillor Clerens C Katorab	E	2023/03/10			Erongo
Ms Sirkka A Nashikaku	M	2022/09/01			Khomas
Mr Petrus S Sindimba	M	2010/09/01	2022/09/01		Kavango West
Mr Frederick Ueitele	M / VC	2013/12/01	2024/09/01		Omaheke
Ms Thandi P Shindi	M	2014/09/01	2022/09/01		//Karas
Mr Ronald R Windswaii	M	2014/09/01	2022/09/01		Hardap
Mr Godfrey M Sitwala	M	2016/08/26	2022/09/01		Zambezi
Mr Damian I Hamunjela	M	2016/09/01	2025/02/01		Oshana
Ms Tuwilika Ndjendja	M	2016/09/01	2020/09/01	2024/08/31	Ohangwena
Ms Selma Kapembe	M	2024/11/01			Ohangwena
Mr Athanasius N Maghumbo	M	2017/08/22	2022/09/01		Kavango East
Ms Anna Iiyambo	M	2018/09/01	2022/09/01		Khomas
Ms Ester N Haihambo	M	2018/09/01	2022/09/01		Erongo
Mr Oskar Kanime	M	2025/05/01	2025/05/01		Omusati
Ms Elizabeth NM Amuthenu	M	2024/09/01		2025/05/01	Omusati
Mr Immanuel Tjipura	M	2020/09/01	2024/09/01		Kunene
Mr Julius G Gaeseb	M	2020/09/01	2024/09/01		Oshikoto
Ms Rachel Engelbrecht	M	2020/09/01	2024/09/01		Otjondjupa

Title and name of trustee	Capacity *	Date appointed	Date last reappointed	Date resigned	Elected by
Mr Deon Gerber	P	2006/06/30	2024/09/01		Board of Trustees
Councillor Elwin L Gariseb	P	2022/05/07			Association of Local Authorities Namibia (ALAN)

*- 'C' denotes chairperson

*- 'VC' denotes vice-chairperson

*- 'M' denotes member elected

*- 'E' denotes employer appointed

*- 'P' denotes pensioner representative

REGULATORY INFORMATION FOR THE PERIOD ENDED 31 DECEMBER 2024

Principal officer

Full name:	Mr Dorian J Amwaandangi
Postal Address:	P O Box 29001, Windhoek, Namibia
Physical address:	1 Delius Street, Windhoek, Namibia
Telephone number:	+264 (0)61 423 710
Email address:	dorian.amwaandangi@rflaun.com.na
Date appointed:	01/06/2010

Professional service providers

Type of service	Service provider	Date appointed	Date terminated
Actuary/ Valuator	Mr Stephen Tom Walker of Old Mutual Corporate Consultants	2018/11/01	
Auditors PricewaterhouseCoopers	PricewaterhouseCoopers	2023/09/29	
Custodian and nominee	Standard Bank Namibia Ltd	2010/08/23	
Custodian and nominee	Firststrand Bank Limited (acting through its Rand Merchant Bank Division)	2022/12/13	
Benefit administrator	RFS Fund Administrators (Pty) Ltd	2008/07/01	
Investment consultant	NMG Consultants and Actuaries (Pty) Ltd	2005/01/01	
Benefit consultant	Sand City Investment Fifty (Pty) Ltd t/a i3 Actuaries and Consultants	2021/05/01	
Investment administrator	Allan Gray Namibia (Pty) Ltd	2003/04/01	
Investment administrator	Arysteq Asset Management (Pty) Ltd	2022/11/30	
Investment administrator	Cadence Capital (Pty) Ltd	2022/06/01	
Investment administrator	Capricorn Asset Management (Pty) Ltd	2015/10/01	
Investment administrator	Catalyst Investment Managers (Pty) Ltd	2022/11/08	
Investment administrator	EOS Capital (Pty) Ltd	2015/10/01	
Investment administrator	IJG Capital (Pty) Ltd	2015/10/01	
Investment administrator	M & G Investment Managers (Namibia) (Pty) Ltd	2004/10/01	
Investment administrator	Momentum Metropolitan Namibia Ltd	2022/10/01	
Investment administrator	Mopane Asset Management (Pty) Ltd	2022/11/07	
Investment administrator	MUMI Investment Managers (Pty) Ltd	2022/11/07	
Investment administrator	Namibia Asset Management Ltd	1997/11/01	
Investment administrator	Ninety One Asset Management Namibia (Pty) Ltd	2004/10/01	
Investment administrator	Old Mutual Life Assurance Company (Namibia) Ltd	1999/11/01	
Investment administrator	Orcas Investment Managers (Pty) Ltd	2022/11/30	
Investment administrator	Sanlam Life Namibia Ltd	2018/10/01	
Investment administrator	Sisedi Investment Group (Pty) Ltd	2022/11/10	
Investment administrator	Stanlib Namibia Unit Trust Management Company Ltd	2020/07/01	
Investment administrator	20Twenty Financial Solutions (Pty) Ltd	2022/10/01	
Risk insurer (Group life assurance)	Old Mutual Life Assurance Company (Namibia) Ltd	2022/05/01	
Risk insurer (Permanent health insurance)	Momentum Metropolitan Namibia Ltd	2006/04/01	
Risk insurer (Funeral cover and dread disease)	Sanlam Life Namibia Ltd	2008/10/01	

REGULATORY INFORMATION FOR THE PERIOD ENDED 31 DECEMBER 2024

Participating employers

The following employers participate in the fund in terms of the rules of the Fund:

1. Arandis Town Council
2. Aranos Town Council
3. Aroab Village Council
4. Berseba Village Council
5. Bethanie Village Council
6. CENORED Electricity (Pty) Ltd
7. Divundu Village Council
8. Eenhana Town Council
9. Gibeon Village Council
10. Gobabis Municipality
11. Gochas Village Council
12. Grootfontein Municipality
13. Helao Nafidi Town Council
14. Henties Bay Municipality
15. Kalkrand Village Council
16. Kamanjab Village Council
17. Karasburg Town Council
18. Karibib Town Council
19. Katima Mulilo Town Council
20. Keetmanshoop Municipality
21. Khorixas Town Council
22. Koes Village Council
23. Leonardville Village Council
24. Luderitz Town Council
25. Maltahöhe Village Council
26. Nkurenkuru Town Council
27. Office of the Principal Officer
28. Okahandja Municipality
29. Okahao Town Council
30. Okakarara Town Council
31. Okongo Village Council
32. Omaruru Municipality
33. Omuthiya Town Council
34. Ondangwa Town Council
35. Ongwediva Town Council
36. Oniipa Town Council
37. Opuwo Town Council
38. Oranjemund Town Council
39. Oshakati Town Council
40. Oshikuku Town Council
41. Otavi Town Council
42. Otjinene Village Council
43. Otjiwarongo Municipality
44. Outapi Town Council
45. Outjo Municipality
46. Rehoboth Town Council
47. Ruacana Town Council
48. Rundu Town Council
49. Stampriet Village Council
50. Swakopmund Municipality
51. Tsandi Village Council
52. Tses Village Council
53. Tsumeb Municipality
54. Usakos Town Council
55. Walvisbay Municipality
56. Windhoek Municipality
57. Witvlei Village Council



STATEMENT OF RESPONSIBILITY BY THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

Responsibilities

The Board of Trustees hereby confirms to the best of their knowledge and belief that, during the period under review, in the execution of their duties, they have complied with the duties imposed by the Pension Funds Act 24 of 1956 (hereafter referred to as Pension Funds Act) and other relevant legislation as well as the rules of the fund, including the following:

- ensured that proper registers, books and records of the operations of the Fund were kept, inclusive of proper minutes of all resolutions passed by the Board of Trustees;
- ensured that proper internal control systems were employed by or on behalf of the Fund;
- ensured that adequate and appropriate information was communicated to the members of the Fund, informing them of their rights, benefits and duties in terms of the rules of the Fund;
- took all reasonable steps to ensure that contributions, where applicable, were paid timeously to the Fund or reported where necessary in accordance with section 13A of the Pension Funds Act in Namibia;
- obtained expert advice on matters where they lacked sufficient expertise;
- ensured that the rules and the operation and administration of the Fund complied with the Pension Funds Act in Namibia and all other applicable laws;
- ensured that fidelity cover was maintained. This cover was deemed adequate and in compliance with the rules of the Fund; and
- ensured that investments of the Fund were implemented and maintained in accordance with the Fund's investment strategy.

Approval of the financial statements

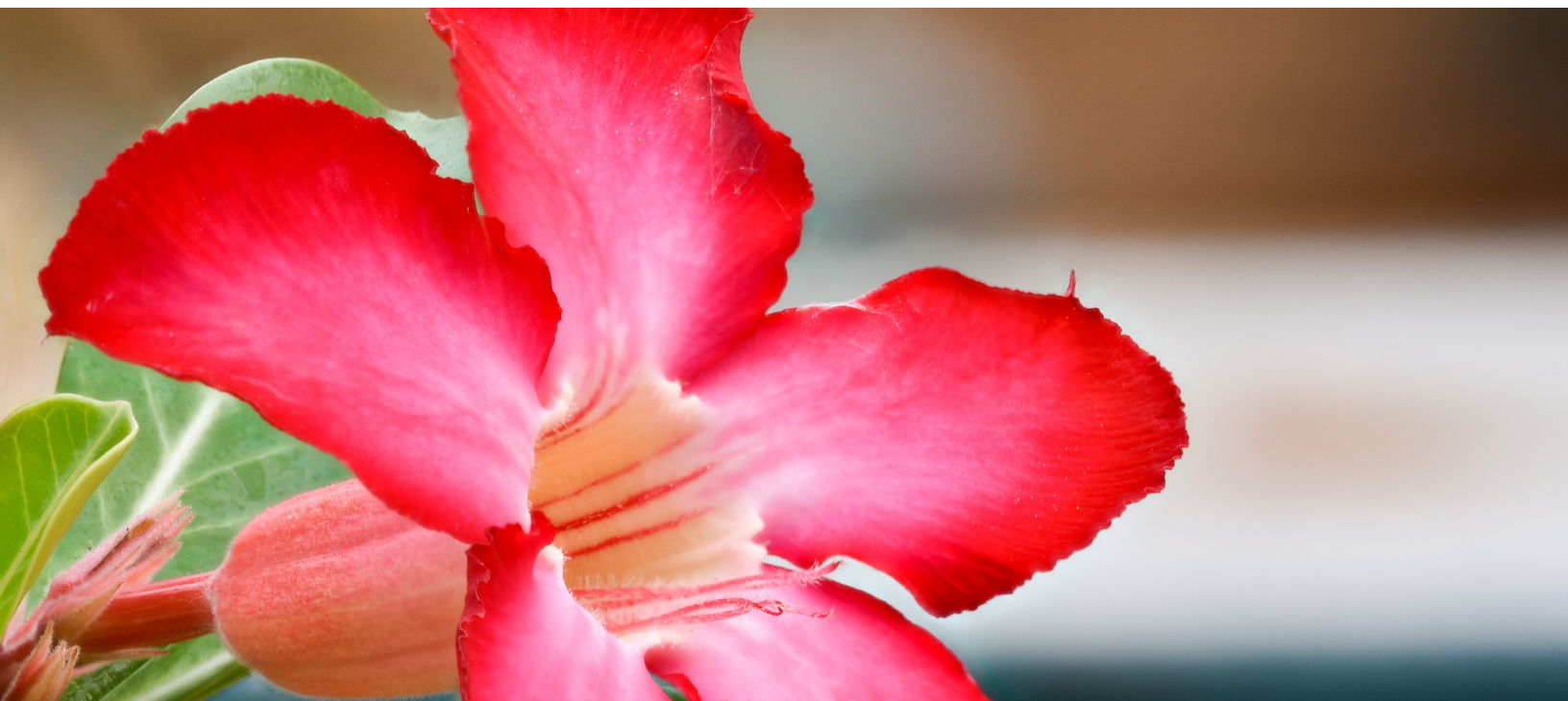
The financial statements of The Retirement Fund for Local Authorities and Utility Services in Namibia are the responsibility of the Board of Trustees. The Board of Trustees fulfils this responsibility by ensuring the implementation and maintenance of accounting systems and practices adequately supported by internal financial controls. These controls, which are implemented and executed by the Fund and/or its benefit administrators, provide reasonable assurance that:

- the Fund's assets are safeguarded;
- transactions are properly authorised and executed; and
- the financial records are reliable.

The financial statements set out on pages 19 to 31 and the Report of the Board of Trustees have been prepared for regulatory purposes in accordance with:

- the basis of accounting applied to retirement funds in Namibia;
- the rules of the Fund; and
- the provisions of the Pension Funds Act in Namibia.

These financial statements have been reported on by the independent auditor, PricewaterhouseCoopers, who were given unrestricted access to all financial records and related data, including minutes of all relevant meetings. The Board of Trustees believes that all representations made to the independent auditor during their audit were valid and appropriate. The report of the independent auditor is presented on pages 16 to 18.



STATEMENT OF RESPONSIBILITY BY THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

Participating employers

Notwithstanding the above-mentioned information, the Board of Trustees wish to draw attention to the following:

Specific instance of non-compliance (continued)	Remedial
<p>Not all contributions were received in accordance with section 13A of the Act. The following contributions were received later than 7 days after month end</p> <p>January Berseba Village Council Okakarara Town Council Otjinene Village Council</p> <p>February Berseba Village Council Grootfontein Municipality Karibib Town Council Okakarara Town Council Otjinene Village Council Outjo Municipality</p> <p>March Berseba Village Council Grootfontein Municipality Leonardville Village Council Okakara Town Council Otjinene Village Council Rehoboth Town Council Tsumeb Municipality</p> <p>April Berseba Village Council Khorixas Town Council Okakarara Town Council Otavi Municipality Otjinene Village Council Outjo Municipality</p> <p>May Berseba Village Council Grootfontein Municipality Khorixas Town Council Leonardville Village Council Maltahohe Village Council Okakarara Town Council Omuthiya Town Council Otjinene Village Council Rehoboth Town</p>	<p>Participating Employers are notified on a monthly basis. Employees, the CEO and Finance Officer of Local Authorities' related organisations have been engaged to rectify the problem. Roadshows are held to address the problem.</p> <p>The Fund will continue to engage directly with the Participating Employers to eliminate non-compliance. In a situation where time limits set in the Rules are breached, legal action and termination will be considered.</p> <p>The Principal Officer reports participating employers that paid contributions late to NAMFISA on a monthly basis.</p>

**STATEMENT OF RESPONSIBILITY BY THE BOARD OF TRUSTEES
FOR THE PERIOD ENDED 31 DECEMBER 2024**

Participating employers


Notwithstanding the above-mentioned information, the Board of Trustees wish to draw attention to the following:

Specific instance of non-compliance (continued)	Remedial
<p>June Berseba Village Council City Of Windhoek Helao Nafidi Town Council Kamanjab Village Council Maltahohe Village Council Okakarara Town Council Otjinene Village Council Outjo Municipality</p> <p>July Berseba Village Council Kalkrand Village Council Katima Village Council Khorixas Town Council Okakarara Town Council Otjinene Village Council Outjo Municipality Rundu Town Council</p> <p>August Berseba Village Council Khorixas Town Council Leonalddville Village Council Maltahohe Village Council Okakarara Town Council Otjinene Village Council Outjo Municipality Usakos Town Council</p> <p>September Berseba Village Council Khorixas Town Council Leonardville Village Council Maltahohe Village Council Okakarara Town Council Otjinene Village Council Outjo Municipality Witvlei Village Council</p> <p>October Berseba Village Council Maltahohe Village Council Okakarara Town Council Outjo Municipality Usakos Town Council</p> <p>November Okakarara Town Council Berseba Village Council Outjo Municipality Usakos Town Council Maltahohe Village Council Omaruru Municipality Rehoboth Town Council Kamanjab Village Council Keetmanshoop Municipality Leonardville Village Council Rundu Town Council</p>	

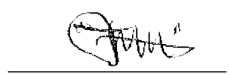
**STATEMENT OF RESPONSIBILITY BY THE BOARD OF TRUSTEES
FOR THE PERIOD ENDED 31 DECEMBER 2024**

Specific instance of non-compliance (continued)	Remedial
<p>December Aranus Village Council Berseba Village Council Maltahohe Village Council Okakarara Town Council Outio Municipality</p>	

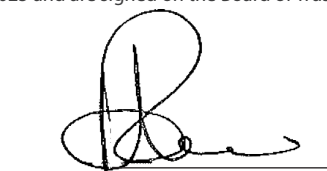
These financial statements were approved by the Board of Trustees on 25 SEPTEMBER 2025 and are signed on the Board of Trustees' behalf by:



 Chairperson
 Windhoek



 Employer Trustee
 Windhoek



 Member Trustee
 Windhoek

FREDERICK UITEK

 Name

JAFET MUTI

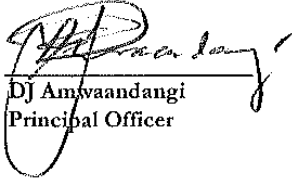
 Name

RONALD R. WINGWAAT

 Name

STATEMENT OF RESPONSIBILITY BY THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

I confirm that for the period under review The Retirement Fund for Local Authorities and Utility Services in Namibia has, with the exception of the instances of non-compliance noted in the Statement of Responsibilities of the Board of Trustees, tincously submitted all regulatory and other returns, statements, documents and any other information as required in terms of the Pension Funds Act in Namibia.


DJ Amvaandangi
Principal Officer

25 September
..... 2025
Date
Windhoek



REPORT OF THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

1. Description of the Fund

Type of fund

In terms of Section 1 of the Income Tax Act (Act 24 of 1981), as amended, the Fund is classified as a pension fund. The Fund is a defined contribution fund.

Benefits

The Fund provides lump sum benefits and pensions after retirement. Lump sum death benefits and annuities are payable in respect of members who die prior to retirement. If a member becomes disabled, disability income benefits are payable until normal retirement. If a member resigns or upon dismissal, his/her member's share is payable (accumulation of contributions plus investment returns).

Strategy of Board of Trustees towards unclaimed benefits: The Fund employs the Principal Employer's branch network to trace beneficiaries. In respect of unclaimed benefits, complete records, as prescribed, are maintained by the Fund. If a beneficiary does not claim a benefit payable to him/her within 5 years of the date of such benefit becoming payable, such benefit will be paid to the Guardian's Fund for the benefit of the beneficiary concerned, where after the Fund will have no further liability towards such beneficiary.

Contributions

Members' contributions

The members shall contribute at one of the following rates:

- 7.5%, or
- 9%, or
- 10%, or
- 11%, or
- 12%, or
- 14%, or
- 15%, or
- 16%, or
- 18%, or
- 20% of the member's monthly pensionable salary.

Members who joined prior to 1 September 2008 have, in addition to the above rates, the following options:

- 2.5%, or
- 5% of the member's monthly pensionable salary.

Members who joined on 1 March 1992 (commencement date of the Fund) who were members of a previous fund in which their employer participated, contribute at a rate at which such employees were contributing at that time.

Participating employers' contributions

Participating employers shall contribute 21.7% of the member's monthly pensionable salary. At least 14% of the member's monthly pensionable salary is to be applied towards the member's retirement benefit. The remaining 7.7% is to be applied towards the costs of insured benefits as well as administration expenses of the Fund. The balance of the 7.7%, if any, is to be applied towards the member's retirement benefit.

Rules

The following rule amendment was approved by the Registrar during the financial year:

Rule amendment no.	Date of Board of Trustee's Resolution	Effective Date	Date approved by the Registrar	Date Registered by Namibia Revenue Agency
Rule amendment 10	19/09/2024	14/10/2024	14/10/2024	18/10/2024

Rule amendment no.	Purpose of amendment
Rule amendment 10	Introducing new member contribution rates of 11%, 15%, 18% or 20% as elected by members.

Reserve account

The reserve account represents the balance of the difference between the market value of net assets less the share and pensioners accounts respectively. Transfers from the reserve account may be made to enhance the benefits of members and pensioners. The reserve account consists of monies that members are not entitled to on leaving service, additional contributions made by the employer which a member is not entitled to on leaving service, other income not specified in the rules to be allocated otherwise and all investment earnings earned by the Fund.

Any amount standing to the credit of the reserve account may be used towards meeting the Fund's expenses, transfers to the members' individual accounts and pensioners account. The level of the reserve and the pensioners account was determined as part of the actuarial valuation as at 31 December 2023.

REPORT OF THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

Pensioners' account

The pensioners' account comprises an account of all pensions in the course of payment to pensioners and to dependants of members or pensioners. The account consists of investment earnings, transfers received from the members' individual account and reserve account, and payments to pensioners.

2. Investments

Investment strategy

The investment strategy of the Fund is set by the Board of Trustees after due consideration of the advice of the Fund's investment consultant and other professional advisors. This investment strategy complies with the provisions of Regulation 13 of the Pension Funds Act in Namibia. The investments are managed according to the following principles:

General principles

The Fund's investments are managed by Old Mutual Life Assurance Company (Namibia) Limited, Allan Gray Namibia (Proprietary) Limited, Namibia Asset Management Limited, Ninety One Asset Management Namibia (Proprietary) Limited, M&G Investment Managers (Namibia) (Proprietary) Limited, Capricorn Asset Management (Proprietary) Limited, IJG Capital (Proprietary) Limited, EOS Capital (Proprietary) Limited, Cadence Capital (Proprietary) Limited, 20Twenty Financial Solutions (Proprietary) Limited, Sanlam Life Namibia Limited, Stanlib Namibia Unit Trust Management Company Limited, Momentum Metropolitan Namibia Limited, Arysteq Asset Management (Proprietary) Limited, Catalyst Investment Managers (Proprietary) Limited, Mopane Asset Management (Proprietary) Limited, MUMI Investment Managers (Proprietary) Limited, Orcas Investment Managers (Proprietary) Limited and Sisedi Investment Group (Proprietary) Limited. The assets are held in managed funds in order to achieve sound investment returns in the long term.

On attaining the age of 55 by either 1 April or 1 October of any year, members' accrued Fund Credit will automatically be transferred to the Capital Protection Option. Should the member however decide to remain invested in the market portfolios, the member has to inform the Fund in writing by completing the CPP Choice Form before either 28 February (for 1 April) or 31 August (for 1 October).

Overall responsibility for investment and performance lies with the Board. The Board and the Investment Committee meet from time to time to conduct the business of the Fund. Full details of investments and the related investment income are set out in notes 2 and 11 to the financial statements.

Cash-flow

As at year-end the following cash-flow policies were in place, as adopted by the Board of Trustees:

Market-linked portfolio:

Asset manager	Investment ratio	Disinvest-ment ratio
Allan Gray Namibia (Proprietary) Limited	22.50%	22.50%
Ninety One Asset Management Namibia (Proprietary) Limited	22.50%	22.50%
Namibia Asset Management Limited	22.50%	22.50%
M & G Investment Managers (Namibia) (Proprietary) Limited	22.50%	22.50%
Capricorn Asset Management (Proprietary) Limited	10.00%	10.00%

Capital Preservation Portfolio prior to 1 October 2018 (CPO1):

Asset manager	Investment ratio	Disinvest-ment ratio
Old Mutual Life Assurance Company (Namibia) Limited (Core Growth 1 Portfolio)	100.00%	100.00%

Capital Preservation Portfolio after 1 October 2022 (CPO2):

Asset manager	Investment ratio	Disinvest-ment ratio
Old Mutual Life Assurance Company (Namibia) Limited (Core Growth 2 Portfolio)	25.00%	33.00%
Sanlam Life Namibia Limited (Stable Bonus Portfolio)	25.00%	34.00%
Stanlib Namibia Unit Trust Management Company Limited	25.00%	33.00%
Momentum Metropolitan Namibia Limited	25.00%	0.00%

Unclaimed benefits

Members' benefits are invested in line with the overall investment strategy until all claim documentation has been received.

Pensioners

Pensioners are invested in the market-linked portfolio.

REPORT OF THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

2. Investments (continued) Investment strategy (continued)

Reserve accounts

The Fund's strategy is to invest in the market-linked portfolio in order to maximise investment returns.

The fair value of the Fund's investments, administered by the investment administrators at the end of the period is:

Asset manager	Current period N\$	Previous period N\$
Allan Gray Namibia (Proprietary) Limited	1 368 974 557	1 292 520 661
Arysteq Asset Management (Proprietary) Limited	125 381 547	110 102 127
Capricorn Asset Management (Proprietary) Limited	763 590 157	706 776 184
Catalyst Investment Managers (Proprietary) Limited	56 550 892	52 993 755
EOS Capital (Proprietary) Limited	138 207 560	43 629 983
Cadence Capital (Proprietary) Limited	34 310 720	31 891 188
Cadence Capital (Proprietary) Limited - CBS Guarantee	50 622 090	-
IJG Capital (Proprietary) Limited	8 832 431	10 815 578
M & G Investment Managers (Namibia) (Proprietary) Limited	1 307 566 590	1 204 434 112
Momentum Metropolitan Namibia Limited	124 765 176	64 502 512
Mopane Asset Management (Proprietary) Limited	60 442 001	53 038 323
MUMI Investment Managers (Proprietary) Limited	61 940 162	53 416 191
Ninety One Asset Management Namibia (Proprietary) Limited	1 292 892 430	1 184 454 466
Namibia Asset Management Limited	1 419 087 482	1 250 494 982
Old Mutual Life Assurance Company (Namibia) Limited	310 484 070	285 964 268
Orcas Investment Managers (Proprietary) Limited	94 760 328	80 251 356
Sanlam Life Namibia Limited	393 176 071	347 997 744
Sisedi Investment Group (Proprietary) Limited	60 235 909	53 963 925
Standard Bank Namibia Limited (Transition account)	24 454	23 194
Stanlib Namibia Unit Trust Management Company Limited	111 194 929	178 440 035
20Twenty Financial Solutions (Proprietary) Limited	174 829 600	127 795 727
Total investments managed by investment administrators	7 957 869 156	7 133 506 311

Investment return

During the period 1 January 2024 to 31 December 2024, the Fund produced a net annualised investment return of approximately 12.6% (2023: 15.5%).

3. Membership

Active members	Current period	Previous period
At beginning of period	4 664	4 722
Less: Late exits	-	(29)
Adjusted opening balance:	4 664	4 693
Additions	271	233
Less:		
Withdrawals	(114)	(128)
Deaths	(10)	(12)
Retirements	(112)	(122)
At end of period	4 699	4 664

Included in the active member count are 2 non-contributory members.

Active members	Current period	Previous period
At beginning of period	1 852	1 718
New pensioners	150	171
Reinstatement of suspended pensioners	179	284
Less:		
Deaths	(47)	(46)
Suspension of pensioners	(212)	(271)
Terminations	(20)	(4)
At end of period	902	1 852

Included in the retirements of active members are 13 pensioners who exited as at 31 December 2024 and were added as new pensioners on 1 January 2025.

REPORT OF THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

3. Membership (continued)

Unclaimed benefits	Current period	Previous period
At beginning of period	1	1
At end of period	1	1

4. Actuarial valuation

The financial statements summarise the transactions and net assets of the Fund. They do not the account of liabilities to pay pensions and other benefits in the future. In accordance with the rules of the Fund, the actuarial position of the Fund, which does the account of such liabilities, is examined and reported upon by the actuary at intervals not exceeding three years, however the Fund requested that an actuarial review be done on a yearly basis.

A statutory valuation was underthen for 31 December 2021. At this date the valuator reported that the Fund was in a sound financial position. The next statutory valuation of the Fund will be prepared as at 31 December 2024.

5. Housing loans

Housing loans are granted by the Fund to its members. The rate of interest on outstanding housing loans was 11.25% p.a. at the financial year end (2023: 11.75%). This rate is linked to the Namibian repo rate and can change from time to time. Loans to members were granted in terms of rule 13.2 and the provisions of section 19(5) of the Pension Funds Act in Namibia.

Housing loan guarantees

Housing loan guarantees were granted to members of the fund in terms of rule 13.2 and the provisions of Section 19(5) of the Pension Funds Act in Namibia. Each loan is secured by the withdrawal benefit of the respective member.

Guarantees of N\$ 194 506 247 (2023: N\$ 224 404 963) were provided to members of the Fund at 31 December 2024 for loans granted by First National Bank Namibia Limited. No guarantees were provided to members of the Fund at 31 December 2024 regarding Standard Bank Namibia Limited since no loans have yet been issued to members of the Fund.

6. Investments in participating employers

The Fund holds no direct investments in the participating employers.

7. Fidelity cover

Fidelity cover was maintained for the full year as required by the Rules of the Fund.

8. Commitments in terms of Regulation 13

The Fund has entered into subscription agreements with Allegrow Fund (Proprietary) Limited, Caliber Capital Fund, Euphrates Fund (Proprietary) Limited, IJG Frontier Investment Fund Limited, Green Housing Fund and Stimulus Investments Limited to comply with the requirements of Regulation 13 to invest in unlisted investments. Refer to note 2 of the annual financial statements for detail on committed and drawn-down capital as well as the fair value of the drawn capital and the overall compliance with Regulation 13 in this regard.

REPORT OF THE BOARD OF TRUSTEES FOR THE PERIOD ENDED 31 DECEMBER 2024

9. Subsequent events

On 19 June 2025 the trustees resolved to:

- -Appoint the following asset managers as unlisted investment managers: Bellatrix Investment Managers, Ino Harith Capital and Business Financial Solutions. The total investment in each manager is limited to N\$30 million.
- Reclassify the following investment managers as emerging managers: MUMI Investment Managers (Pty) Ltd, Mopane Asset Management (Pty) Ltd, Catalyst Investment Managers (Pty) Ltd, Sisedi Investment Group (Pty) Ltd, Arysteq Asset Management (Pty) Ltd and Orcas Asset Management (Pty) Ltd. Each asset manager's portfolio size is equalised to N\$100 million.
- The net monthly cashflow for the market portfolio be split as follows:

	Positive cashflow	Negative cashflow
Allan Gray Namibia (Pty) Ltd	14.0%	20.0%
Capricorn Asset Management (Pty) Ltd	14.0%	20.0%
M & G Investment Managers (Namibia) (Pty) Ltd	14.0%	20.0%
Namibia Asset Management Ltd	14.0%	20.0%
Ninety One Asset Management Namibia (Pty) Ltd	14.0%	20.0%
Arysteq Asset Management (Pty) Ltd	6.0%	0.0%
Mopane Asset Management (Pty) Ltd	6.0%	0.0%
MUMI Investment Managers (Pty) Ltd	6.0%	0.0%
Orcas Investment Managers (Pty) Ltd	6.0%	0.0%
Sisedi Investment Group (Pty) Ltd	6.0%	0.0%

No other matter which is material to the financial affairs of the Fund has occurred between the period ended 31 December 2024 and the date of approval of the financial statements.

10. Going concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of the assets and settlement of liabilities, contingent obligations, and commitments will occur in the ordinary course of business.

INDEPENDENT AUDITOR'S REPORT



INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of Retirement Fund for Local Authorities and Utility Services in Namibia

Opinion

We have audited the financial statements of Retirement Fund for Local Authorities and Utility Services in Namibia (the "Fund") set out on pages 19 to 31, which comprise the statement of net assets and funds as at 31 December 2024 and the statement of changes in net assets and funds for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. The financial statements are prepared for the purpose of reporting to the Registrar of Pension Funds.

In our opinion, the financial statements of Retirement Fund for Local Authorities and Utility Services in Namibia for the year ended 31 December 2024 are prepared, in all material respects, in accordance with Regulatory Reporting Requirements for Pension Funds in Namibia.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the Fund in accordance with the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* and other independence requirements applicable to performing audits of financial statements in Namibia. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter – Financial reporting framework and restrictions on use

We draw attention to the principal accounting policies in which the applicable financial reporting framework is identified, as prescribed by the Registrar and disclosed in notes to the financial statements. As a result, the financial statements may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other matter – Actuarial Reporting

We do not express an opinion on the financial condition of the Fund from an actuarial point of view.

Other matter

As mentioned under the *Basis for Opinion* paragraph, we conducted our audit in accordance with the International Standards on Auditing (ISAs) and issued our report in accordance with these ISAs. We draw attention to the fact that we did not use the audit report template as prescribed by the Registrar in the Pension Funds Regulations: Pension Funds Act 24 of 1956 as this is not in accordance with the ISAs.

Other information

The Board of Trustees is responsible for the other information. The other information comprises the following schedules as required by the Pension Funds Act 24 of 1956:

- Regulatory information
- Statement of responsibility by the Board of Trustees
- Statement of responsibility by the Principal Officer
- Report of the Board of Trustees

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Country Senior Partner: Chantell N Husselmann The Firm's principal place of business is at Unit No. 156, Maerua Mall, Centaurus Street, Windhoek, Khomas Region, Republic of Namibia Partners: Willem A Burger (Partner in charge: Coast), Gerrit Esterhuysen, Samuel N Ndahangwapo, Hans F Hashagen, Nina A Coetzer, Audrey C van Antwerpen Practice Number 9406, VAT reg no. 00203281-015

INDEPENDENT AUDITOR'S REPORT



Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If based on the work we have performed on the other information, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Trustees for the Financial Statements

The Board of Trustees is responsible for the preparation of the financial statements in accordance with the Regulatory Reporting Requirements for Pension Funds in Namibia and for such internal control as the Board of Trustees determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Board of Trustees is also responsible for compliance with the requirements of the Rules of the Fund and the Pension Funds Act 24 of 1956.

In preparing the financial statements, the Board of Trustees is responsible for assessing the Fund's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board of Trustees either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Trustees.
- Conclude on the appropriateness of the Board of Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.

INDEPENDENT AUDITOR'S REPORT



We communicate with the Board of Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

The Statement of Responsibility by the Board of Trustees describes instances of non-compliance with laws and regulations, including those that determine the reported amounts and disclosures in the financial statements that have come to the attention of the Board of Trustees and the corrective action taken by the Board of Trustees. There are no additional instances of non-compliance with the Pension Fund Act that came to our attention during the course of our audit of the financial statements.

PricewaterhouseCoopers

PricewaterhouseCoopers
Registered Accountants and Auditors
Chartered Accountants (Namibia)
Per: Gerrit Esterhuysen
Partner
Windhoek, Namibia
Date: 30 September 2025

STATEMENT OF NET ASSETS AND FUNDS AT 31 DECEMBER 2024

	Notes	Current period N\$	Previous period N\$
ASSETS			
Non-current assets		8 076 599 828	7 191 555 085
Property, plant and equipment	1	20 183 539	20 339 610
Investments	2	7 957 869 156	7 133 506 311
Housing loans	3	98 547 133	37 709 164
Current assets		102 421 787	139 102 487
Accounts receivable	5	4 818 401	3 965 556
Contributions receivable	6	23 792 122	26 185 931
Transfers receivable	10	-	-
Cash at bank		73 811 264	108 951 000
Total assets		8 179 021 615	7 330 657 572
FUNDS AND LIABILITIES			
Members' funds		7 872 667 089	6 775 555 194
Active members' individual accounts		5 809 291 013	5 158 121 249
Pensioners' account		2 063 376 076	1 617 433 945
Reserves		184 241 938	462 945 790
Reserve accounts		184 241 938	462 945 790
Total funds and reserves		8 056 909 027	7 238 500 984
Non-current liabilities		56 717	56 717
Unclaimed benefits	7	56 717	56 717
Current liabilities		122 055 871	92 099 871
Benefits payable	8	111 525 763	82 438 125
Accounts payable	9	10 530 108	9 661 746
Transfers payable	10	-	-
Total funds and liabilities		8 179 021 615	7 330 657 572

STATEMENT OF CHANGES IN NET ASSETS AND FUNDS FOR THE PERIOD ENDED 31 DECEMBER 2024

Current Period	Notes	Active Members' Individual N\$	Pensioners' Account N\$	Reserve Account N\$	Total N\$
Balance at beginning of period		5 158 121 249	1 617 433 945	462 945 790	7 238 500 984
Actuarial adjustment		-	237 005 055	(237 005 055)	-
Prior period adjustment	13	1 910 422	(13 745 746)	(1 910 422)	(13 745 746)
Contributions received and accrued	10	296 850 965	-	72 906 610	369 757 575
Net investment income	11	-	-	902 428 961	902 428 961
Revaluation of Property		-	-	1 160 386	1 160 386
Other income		-	-	138 188	138 188
Reinsurance proceeds - Deaths		-	-	8 629 098	8 629 098
Reinsurance premiums		-	-	(35 873 017)	(35 873 017)
Administration expenses	12	-	-	(43 429 158)	(43 429 158)
Transfers and benefits		(203 057 302)	(152 893 531)	(14 707 411)	(370 658 244)
Transfers from other funds	4	6 330 894	-	538 300	6 869 194
Benefits accrued	8	(209 388 196)	(152 893 531)	(15 245 711)	(377 527 438)
Investment income allocated to:		682 381 414	248 660 618	(931 042 032)	-
Pensioners		-	248 660 618	(248 660 618)	-
Active members		682 381 414	-	(682 381 414)	-
Transfer to Pensioners' Account – Capital lump sum on retirement		(126 915 735)	126 915 735	-	-
Balance at end of period		5 809 291 013	2 063 376 076	184 241 938	8 056 909 027

Previous Period	Notes	Active Members' Individual Accounts N\$	Pensioners' Account N\$	Reserve Account N\$	Total N\$
Balance at beginning of period		4 565 227 783	1 535 335 867	228 917 455	6 329 481 105
Contributions received and accrued	10	280 707 677	-	69 661 414	350 369 091
Net investment income	11	-	-	970 290 302	970 290 302
Revaluation of Property		-	-	760 386	760 386
Reinsurance proceeds - Disabilities		-	-	31 755	31 755
Reinsurance proceeds - Deaths		12 267 372	-	-	12 267 372
Reinsurance premiums		-	-	(36 005 355)	(36 005 355)
Administration expenses	12	-	-	(38 657 665)	(38 657 665)
Transfers and benefits		(228 966 600)	(120 091 249)	(978 158)	(350 036 007)
Transfers from other funds		1 045 449	-	-	1 045 449
Benefits accrued	8	(230 012 049)	(120 091 249)	(978 158)	(351 081 456)
Investment income allocated to:		692 307 509	38 766 835	(731 074 344)	-
Pensioners		-	38 766 835	(38 766 835)	-
Active members		692 307 509	-	(692 307 509)	-
Transfer to Pensioners' Account – Capital lump sum on retirement		(163 422 492)	163 422 492	-	-
Balance at end of period		5 158 121 249	1 617 433 945	462 945 790	7 238 500 984

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

Basis of preparation

The financial statements are prepared for regulatory purposes in accordance with the accounting policies described below and the Pension Funds Act in Namibia.

The financial statements are prepared on the historical cost and going concern basis except for items carried at fair value as set out in the accounting policies below. The financial statements are measured and presented in the Namibia dollar (N\$).

Principal accounting policies

The following are the principal accounting policies adopted and applied consistently for similar transactions, other events and circumstances for the reporting period, and are consistent in all material respects with those applied in the previous reporting period.

Property Plant and Equipment

Property, plant, and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the fund and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to changes in net assets and funds during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised in changes in net assets and funds and accumulated in reserves. Revaluations shall be made at an interval of three years to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These are included in the Statement of Changes in Net Assets and Funds.

Depreciation is provided over the useful life of each asset to write down its carrying value on a systematic basis to its estimated residual value. Property, plant and equipment are depreciated on the straight line basis over their expected useful lives to their estimated residual value. Land is not depreciated as it is deemed to have an indefinite life.

The expected useful lives applied are:

Computer equipment & software	3 years
Furniture & fittings	7 years
Office equipment	5 Years
Vehicles	5 Years
Buildings	25 years
Land	Indefinite useful life

The depreciation charge for each period is recognized in the Statement of Changes in Net Assets and Funds.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

Investments

Investments in financial instruments

A financial instrument is any contract that gives rise to both a financial asset of one entity and a financial liability or equity instrument of another entity. A financial asset or a financial liability is recognised when its contractual arrangements become binding.

Investments in financial instruments are classified and measured as follows:

Investment	Classification	Carrying value
Credit balances including cash and deposits	Loans and receivables	Amortised cost
Government Bonds	At fair value through statement of changes in net assets and funds	Fair value
Statutory body, public enterprise, local authority, and regional council Bonds	At fair value through statement of changes in net assets and funds	Fair value
Debentures	Loans and receivables	Fair value
Corporate Bonds	Loans and receivables	Fair value
Foreign Bonds	At fair value through statement of changes in net assets and funds	Fair value
Property	At fair value through statement of changes in net assets and funds	Fair value
Equity	At fair value through statement of changes in net assets and funds	Fair value
Exchange-Traded Funds	At fair value through statement of changes in net assets and funds	Fair value
Debt instruments	At fair value through statement of changes in net assets and funds	Fair value
Non-market-related insurance policies	At fair value through statement of changes in net assets and funds	Fair value
Market-related insurance policies	At fair value through statement of changes in net assets and funds	Fair value
Collective investment schemes	At fair value through statement of changes in net assets and funds	Fair value
Derivative market instruments	At fair value through statement of changes in net assets and funds	Fair value
Hedge funds	At fair value through statement of changes in net assets and funds	Fair value
Private equity funds	At fair value through statement of changes in net assets and funds	Fair value
Unlisted investments	At fair value through statement of changes in net assets and funds	Fair value
Loans (other than those listed elsewhere)	Loans and receivables	Amortised cost

At fair value through statement of changes in net assets and funds

A financial asset at fair value through the Statement of Changes in Net Assets and Funds is initially measured at cost on trade date, which includes transaction costs. Subsequent to initial recognition, these instruments are measured as set out below.

A financial asset at fair value through the Statement of Changes in Net Assets and Funds is measured at fair value, which is the fair value without any deduction for transaction costs that may be incurred on sale or other disposal.

Fair value is determined as follows:

Listed investments (including equities, bonds, property and collective investment schemes)

Investments listed on a recognised stock exchange are valued by reference to stock exchange quoted selling prices at the close of business on the reporting date.

Unlisted investments

Unlisted equity investments are calculated by the Board of Trustees, with reference to the unlisted investment managers' valuations as at the end of the reporting period.

Derivative market instruments

Derivative market instruments are valued at quoted selling prices at the close of business on the reporting date.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

Insurance policies

Market-related policies are valued at the equivalent to the market value of the underlying assets as certified by the investment insurers concerned.

Non-market-related policies are valued at the equivalent of the guaranteed amount and bonuses as certified by the insurer concerned. Non-vested income is included in the valuation.

Subsequent measurement

Any gain or loss arising on remeasurement to the fair value of a financial asset classified as at fair value through the Statement of Changes in Net Assets and Funds is recognised in net investment income in the reporting period of occurrence.

Derecognition

On derecognition, a financial asset classified as at fair value through the Statement of Changes in Net Assets and Funds, is remeasured to fair value at the date of derecognition.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are recognised when the asset is acquired using trade date accounting.

Loans and receivables are measured at amortised cost.

Amortised cost

Amortised cost is calculated by using the effective interest rate method as adjusted for any impairment. Transaction costs on acquisition are included in the cost of the asset on initial recognition.

Impairment

Losses measured on impairment and gains recognised on the reversal of impairments are recognised as an expense or income in the Statement of Changes in Net Assets and Funds in the reporting period of occurrence.

Gains and losses

A gain or loss on loans and receivables is recognised in the Statement of Changes in Net Assets and Funds when the financial asset is derecognised or impaired, and through the amortisation process.

Asset impairments

Assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows that are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

Impairment losses are initially adjusted against any applicable revaluation reserve and any excess above this is expensed.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit. If the recoverable amount of an individual asset subsequently exceeds the carrying value resulting from the application of its accounting policy, an impairment reversal is recognised to that extent. The impairment reversal is applied in reverse order to the impairment loss.

Transfers to and from other funds

Section 14 transfers to or from other funds are recognised on approval being granted by the Registrar. Individual transfers are recognised when the individual member's transfer is received or paid.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

Reserve accounts and specific fund accounts established in terms of the rules of the Fund

Reserve accounts comprise particular amounts of designated income and expenses as set out in the rules of the Fund and are recognised in the year in which such income and expenses accrue to the Fund.

The reserves are kept in terms of the rules of the Fund as set out in the Report of the Board of Trustees.

Benefits

Benefit expenses are recognised as the benefits occur, through the Statement of Changes in Net Assets and Funds on an accrual basis. A liability is raised for all benefits accruing at the end of the financial year, which has not been paid.

Other financial instruments

Financial instruments other than investments and transfers to and from other funds are recognised at amortised cost. Other financial assets are tested for impairment annually and adjusted for any impairment write offs and reversals.

Contributions

Gross contributions are brought to account on the accrual basis.

Dividend income

Dividend income is recognised when the right to receive payment is established.

Insurance policy income

Insurance policy income is recognised when the right to receive payment is established.

Interest income

Interest income is recognised and accrued to the investment using the effective interest rate method and recognised in net investment income. Interest received is credited to the investment on receipt.

Collective investment schemes income

Income on collective investment schemes is recognised when the right to receive payment is established.

Comparatives

Where necessary, comparative figures have been reclassified to conform to changes in presentation in the current reporting period.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

1. Property, plant and equipment

Current period	At beginning of period N\$	Additions N\$	Disposals N\$	Revaluation reserve N\$	Other movements N\$	At end of period N\$
Gross carrying amount						
Land and buildings	18 977 762	-	-	1 160 384	-	20 138 146
Computer equipment and software	2 366 399	195 570	-	-	-	2 561 969
Furniture and fittings	528 592	47 603	-	-	-	576 195
Office equipment	457 699	29 205	-	-	-	486 904
Assets under construction	1 206 093	-	-	-	(1 206 093)	-
	23 536 545	272 378	-	1 160 384	(1 206 093)	23 763 214

Current period	At beginning of period N\$	Depreciation charges N\$	Accumulated depreciation on disposals N\$	Impairment N\$	Other movements N\$	At end of period N\$
Accumulated depreciation and impairment						
Land and buildings	-	(285 386)	-	-	-	(285 386)
Computer equipment and software	(2 296 867)	(68 346)	-	-	-	(2 365 213)
Furniture and fittings	(512 235)	(9 669)	-	-	-	(521 904)
Office equipment	(387 833)	(19 339)	-	-	-	(407 172)
	(3 196 935)	(382 740)	-	-	-	(3 579 675)

Net carrying amount

	2024 N\$
Land and buildings	19 852 760
Computer equipment and software	196 756
Furniture and fittings	54 291
Office equipment	79 732
Assets under construction	-
Net carrying amount end of period	20 183 539

Land and buildings comprise of:

Erf 540 (a portion of block LXXII), measuring 1 540 m², Windhoek purchased during 2010 for N\$900 000. The property is housing the operating activities of the Fund.

Erf 536 (a portion of block LXXII), measuring 1 171 m², Windhoek purchased during 2020 for N\$7 134 642. The property is an extension to the housing for the operating activities of the Fund.

The valuation was done on the property by Pierewiet Wilders Valuation on 01 November 2024.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

1. Property, plant and equipment (continued)

Previous period	At beginning of period N\$	Additions N\$	Disposals N\$	Revaluation reserve N\$	Other movements N\$	At end of period N\$
Gross carrying amount						
Land and buildings	18 217 376	-	-	760 386	-	18 977 762
Computer equipment and software	2 366 399	-	-	-	-	2 366 399
Furniture and fittings	526 017	2 575	-	-	-	528 592
Office equipment	384 302	73 397	-	-	-	457 699
Assets under construction	779 337	426 756	-	-	-	1 206 093
	22 273 431	502 728	-	760 386	-	23 536 545

Previous period	At beginning of period N\$	Depreciation charges N\$	Accumulated depreciation on disposals N\$	Impairment N\$	Other movements N\$	At end of period N\$
Accumulated depreciation and impairment						
Land and buildings	-	-	-	-	-	-
Computer equipment and software	(2 179 731)	(117 136)	-	-	-	(2 296 867)
Furniture and fittings	(505 261)	(6 974)	-	-	-	(512 235)
Office equipment	(367 736)	(20 097)	-	-	-	(387 833)
	(3 052 728)	(144 207)	-	-	-	(3 196 935)

	2023 N\$
Net carrying amount	
Land and buildings	18 977 762
Computer equipment and software	69 532
Furniture and fittings	16 357
Office equipment	69 866
Assets under construction	1 206 093
Net carrying amount end of period	20 339 610

2. Investments

2.1 Investment summary

	Local N\$	Common Monetary Area N\$	Foreign N\$	Total current period N\$	Total previous period N\$
At fair value					
Government Bonds	1 638 114 603	-	-	1 638 114 603	1 486 203 756
Corporate bonds	139 532 224	-	-	139 532 224	115 896 148
Foreign bonds	-	160 671 172	247 779 387	408 450 559	322 547 987
Investment properties	245 339 506	41 373 480	20 208 714	306 921 700	252 582 421
Listed shares	780 756 891	1 279 849 312	1 671 828 711	3 732 434 914	3 406 996 551
Insurance policies	488 547 145	160 586 652	179 291 520	828 425 317	698 464 524
Other assets	26 673 768	-	-	26 673 768	14 589
Credit balances including cash and deposits	832 136 687	(165 309 273)	16 239 128	683 066 542	747 741 629
Unlisted investments (note 2.2)	194 249 529	-	-	194 249 529	103 058 706
Total investments	4 345 350 353	1 477 171 343	2 135 347 460	7 957 869 156	7 133 506 311
Effective exposure	54.6%	18.6%	26.8%	100.0%	

The investments are disclosed based on the look-through principle as applied by Regulation 13.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

2. Investments (continued)

2.2 Unlisted investments

Asset manager	Special Purpose Vehicle	Fair value of drawn-down capital N\$	Undrawn committed capital N\$	Total N\$
Allan Gray Namibia (Proprietary) Limited	Stimulus Investments Ltd	24 962 206	-	24 962 206
Capricorn Asset Management (Proprietary) Limited	Caliber Capital Fund	22 247 332	20 000 000	42 247 332
EOS Capital (Proprietary) Limited	Allegrow Fund	19 812 160	687 195	20 499 355
EOS Capital (Proprietary) Limited	Euphrates Agri Fund	118 395 400	932 233	119 327 633
IJG Capital (Proprietary) Limited	IJG Frontier Investment Fund	8 832 431	1 230 188	10 062 619
Total unlisted investments		194 249 529	22 849 616	217 099 145
Percentage of total assets as per regulation 13				3.00%

3. Housing loans

3.1 Housing loans

	At beginning of period	Granted	Repaid	Interest capitalised	Loan fees and other adjustments	At end of current period	At end of previous period
Loans granted	37 709 164	64 116 031	(11 591 232)	8 006 324	306 846	98 547 133	37 709 164
Total housing loans	37 709 164	64 116 031	(11 591 232)	8 006 324	306 846	98 547 133	37 709 164

Housing loans are granted to members in terms of the rules of the fund (rule 13.2) and the provisions of section 19(5) of the Pension Funds Act in Namibia, as amended. Housing loans are granted by the Fund to its members by making a portion of the member's fund credit available for this purpose. The rate of interest on outstanding loans at year end was 11.25% (2023: 11.75%). Housing loans are secured by members' withdrawal benefits.

3.2 Housing loan guarantees

The Fund provides guarantees to First National Bank Namibia Limited and Standard Bank Namibia Limited to secure housing loans for its members. Each guarantee is secured by the withdrawal benefit of the respective members on whose behalf the guarantees were granted. The amount of the guarantee may not exceed 1/3 of the withdrawal benefit of the respective members. The total guarantee facility available to the Fund is based on the fund credits of all members, subject to the 1/3 which they are allowed to borrow. Guarantees of N\$ 194 506 247 (2023: N\$ 224 404 963) were provided to members of the Fund at 31 December 2024 for loans granted by First National Bank Namibia Limited. No guarantees were provided to members of the Fund at 31 December 2024 regarding Standard Bank Namibia Limited since no loans have yet been issued to members of the Fund.

4. Transfers from other funds

Current period	No. of members	Transfers approved N\$	At beginning of period N\$	Net investment return N\$	Assets transferred and adjustments N\$	At end of period N\$
Individual transfers	2	-	1 360 000	-	(1 360 000)	-
In terms of Section 14	24	-	4 970 894	538 300	(5 509 194)	-
Total transfers approved	26	-	6 330 894	538 300	(6 869 194)	-

Section 14 transfers were received for the Berseba Village Council and the Tses Village Council. Both were transferred from the Government Institutions Pension Fund on 10 June 2024.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

4. Transfers from other funds (continued)

Prior period	No. of members	At beginning of period N\$	Transfers approved N\$	Net investment return N\$	Assets transferred and adjustments N\$	At end of period N\$
Individual transfers	1	-	1 045 449	-	(1 045 449)	-
In terms of Section 14	-	-	-	-	-	-
Total Transfers approved	1	-	1 045 449	-	(1 045 449)	-

Individual transfer in respect of TC Conradie was received from Ohlthaver & List Retirement Fund on 31/10/2023.

5. Accounts receivable

	Current period N\$	Previous period N\$
Reinsurance proceeds	3 489 709	3 844 398
Sundry debtors	1 328 692	121 158
	4 818 401	3 965 556

6. Contributions receivable

	Current period N\$	Previous period N\$
Members' contributions	10 706 455	9 226 338
Employers' contributions	13 085 667	16 959 593
Balance at end of period	23 792 122	26 185 931

Aging of contributions receivable

Received within 7 days after reporting period	21 866 858	22 565 384
Not received within 7 days after reporting period	1 925 264	3 620 547
	23 792 122	26 185 931

7. Unclaimed benefits

	Current period N\$	Previous period N\$
At beginning of period	56 717	56 717
New unclaimed benefits	-	-
Benefits paid:		
- Paid to beneficiaries	-	-
- Paid to Master of the High Court	-	-
Balance at end of period	56 717	56 717

Aging of unclaimed benefits

Unclaimed for more than 5 years at reporting date	56 717	56 717
	56 717	56 717

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

8. Benefits payable

	Benefits accrued		Benefits payable	
	Current period N\$	Previous period N\$	Current period N\$	Previous period N\$
Post retirement	152 893 529	120 091 249	15 921 454	-
Monthly pensions - Pensioners	152 500 529	119 678 249	15 921 454	-
Lump sums on death of pensioners	393 000	413 000	-	-
On retirement	114 757 728	90 760 797	41 953 419	19 995 831
Lump sums on retirement	114 757 728	90 760 797	41 953 419	19 995 831
Pre-retirement lump-sums	103 259 566	139 251 252	53 650 891	62 442 294
Death benefits	19 414 790	27 950 608	31 100 386	30 964 494
Withdrawal benefits	83 844 776	111 300 644	22 550 505	31 477 800
Other	6 616 615	978 158	-	-
Benefits awarded – adjustments	-	(4 597 077)	-	-
Late payment interest	6 616 615	5 575 235	-	-
	377 527 438	351 081 456	111 525 763	82 438 125

Section 37D deductions from benefits were N\$ 5 695 650 (2023: N\$ 142 714). These deductions are then into account in the benefit amounts in the table above.

9. Accounts payable

	Current period N\$	Previous period N\$
Administration fees	1 279 958	1 188 818
Benefit consulting fees	37 372	35 077
Namibia Revenue Agency: Pay As You Earn	5 072 635	2 225 704
Payments and deposits unallocated	-	755 500
Reinsurance premiums		
- Group life assurance	1 755 471	1 835 903
- Permanent health insurance	689 087	646 058
- Funeral cover	132 391	129 116
- Dread disease cover	409 564	384 938
Sundry creditors	1 132 068	2 453 533
Valuator fees	21 562	7 099
	10 530 108	9 661 746

10. Contributions received and accrued

	Towards retirement	Towards risk benefits and expenses	Total contributions	Total contributions
	N\$	N\$	Current period N\$	Previous period N\$
Members' contributions	130 347 765	-	130 347 765	123 500 333
Employers' contributions	166 503 200	72 906 610	239 409 810	226 868 758
	296 850 965	72 906 610	369 757 575	350 369 091

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

11. Net investment income

	Current period N\$	Previous period N\$
Income from investments		
- Dividends	77 284 440	175 373 076
- Interest	176 013 745	213 829 315
- Insurance policies	75 650 959	66 522 058
- Other	7 387 910	2 239 670
- Realised	262 344 229	399 436 185
Interest on late payment of contributions	-	224 327
Interest on housing loans	8 008 202	420 525
Current account interest	4 748 322	6 110 773
Adjustment to fair value	333 030 955	140 052 415
	944 468 762	1 004 208 344
Less: Expenses incurred in managing investments		
Investment manager fees	(42 039 801)	(32 885 027)
Investment administration fees	-	(1 033 015)
	902 428 961	970 290 302

12. Administration expenses

	Current period N\$	Previous period N\$
Actuarial fees		
- Standard	143 163	121 271
Administration fees		
- Standard	11 115 606	10 549 713
- Non standard	212 766	368 419
Advertising expenses	377 306	396 038
Audit fees	887 398	654 757
Bank charges	194 990	166 227
Benefit consulting fees	623 379	419 085
Consulting & professional fees		
- Claxton International Actuaries	739 438	-
- Cirrus Capital	172 500	-
- NMG Consultants	17 814	88 936
- EBL Consulting	-	25 000
- ENSAFRICA NAMIBIA	57 031	37 215
- Vital Financial Consulting	1 033 568	-
Courier fees	50 772	52 835
Depreciation	382 741	144 206
Insurance	106 860	107 469
Investment consulting fees	2 061 128	1 160 838
Legal expenses	81 789	-
Member communication	572 650	922 438
NAMFISA levies	649 688	587 812
NAMFISA penalties and interest	-	1 000
Office expenses	2 722 522	1 560 111
Payroll services	15 877	13 049
Postage	35 095	72 050
Retirement Fund Institute fees	48 003	61 502
Telephone expenses	44 097	40 927
Staff salaries	11 385 299	13 620 455
Staff training	399 807	980 055
Security expenses	122 484	116 945
Trustee expenses		
- Meeting allowances	4 686 740	1 602 741
- Travel & accomodation	1 859 469	2 989 477
- Training	1 991 942	1 216 684
- Trustee liability insurance	193 608	178 306
VET levies	118 117	106 885
Water and electricity	325 511	295 219
	43 429 158	38 657 665

NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2024

13. Prior period adjustment

The prior period adjustment relates to a member who was exited from the Fund in 2023, but in fact only transferred between participating employers and should not have been exited. There fund credit was reinstated on 1 January 2024.

The prior period adjustment on the pensioner reserve is due to the suspended pensioners now reflecting as creditors under the benefits payable note 8.

14. Contingent liability

Suspended pensioners

The Fund sends out a certificate of existence to each pensioner at the start of each financial year to verify if members, that get paid regular pension payments, exist. Members who do not respond to these certificates get suspended if the certificate is not returned by the end of June each year. Children over the age of 18 receiving pensions also get suspended in December each year if they do not provide the Fund with proof that they are enrolled at an educational institution.

As it is not possible to determine with absolute certainty which of these pensioners that are suspended at year end will submit a claim to the Fund for their suspended pension, no liability is raised.

The amount of suspended pensions for pensioners as at 31 December 2024 is N\$ 15 043 035 (2023: N\$ 12 521 758).

15. Related party transactions and balances

The following are considered to be related parties of the Fund:

Related party	Nature of relationship
Principal Officer of the Fund	Governing body
Board of Trustees of the Fund	Governing body
Employers participating in the fund in terms of the rules of the Fund (refer to list disclosed under Regulatory information)	Participating employer

Principal Officer office fees

During the current financial period, fees amounting to N\$ 11 785 106 (2023: N\$ 14 600 510) were paid to the office of the Principal Officer.

Board of Trustees

- Some trustees of the Fund make contributions to the Fund and are entitled to benefits from the Fund,
- The trustees of the Fund incurred expenses to the amount of N\$ 8 731 759 (2023: N\$ 5 987 208) during the current financial period.

Participating employers

The following transactions between the participating employers and the Fund occurred during the period:

The participating employers made contributions to the Fund for members' retirement and towards the Fund's expenses to the value of N\$ 296 850 965 (2023: N\$ 280 707 677) and N\$ 72 906 610 (2023: N\$ 69 661 414) respectively (refer to note 10 of the financial statements).

