

24/25



GEPFTM
your investment, your future

ANNUAL REPORT

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PARLIAMENT

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PART 01

MINISTER'S NOTE TO PARLIAMENT



To the speaker of Parliament

I have the honour, in terms of Section 9(6) of the Government Employees Pension Law, 1996 (Proclamation 21 of 1996), as amended, to submit the annual report of the Government Employees Pension Fund (GEPF or the Fund) for the period from 1 April 2024 to 31 March 2025.

Enoch Godongwana

Minister of Finance

October 2025



PART 02

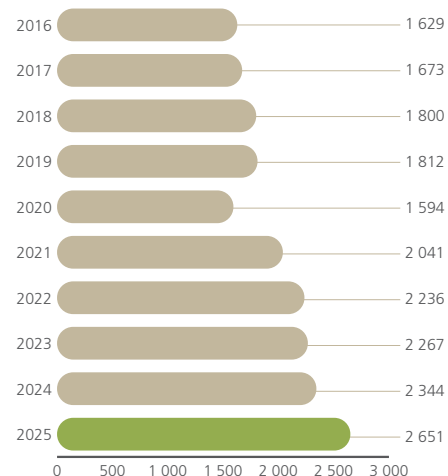
SNAPSHOT OF FINANCIAL AND ADMINISTRATIVE HIGHLIGHTS

FINANCIAL AND ADMINISTRATIVE HIGHLIGHTS

Accumulated funds and reserves

The GEPF's accumulated funds and reserves amounted to R2.65 trillion as of 31 March 2025. An amount of R6 billion is currently held in the reserve account. Accumulated funds and reserves grew at an average rate of 5.7% per year during the 2016–2025 period.

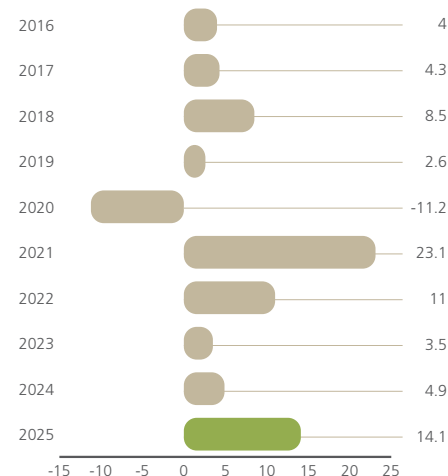
R'billion



Return on investments

During the reporting period, GEPF investments yielded a return of 14.1% compared to 4.9% in 2023/24, based on net investment income of R379 billion (2024: R116 billion).

%



Movement of major asset classes*

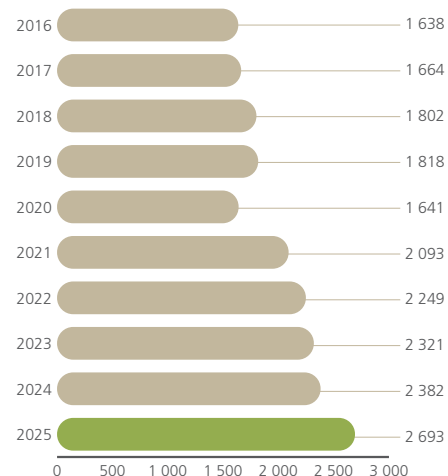
	2025 R'000	2024 R'000	Movement R'000	% change
Domestic and foreign listed equities	1 629 638 039	1 149 800 134	479 837 905	42
Domestic and foreign bills and bonds	830 439 622	698 665 761	131 773 861	18.9
Domestic and foreign unlisted equities	108 535 375	66 839 824	41 695 551	62
Domestic and foreign collective investment schemes	25 046 722	259 601 972	(235 555 250)	(91)

* In the current year, investment held by foreign asset managers were segregated into relevant asset categories. For more information on the segregation refer to note 22 in the annual financial statements.

Growth in investment portfolio

The GEPF investment portfolio increased by 13.1% from R2.38 trillion in 2024 to R2.69 trillion in 2025.

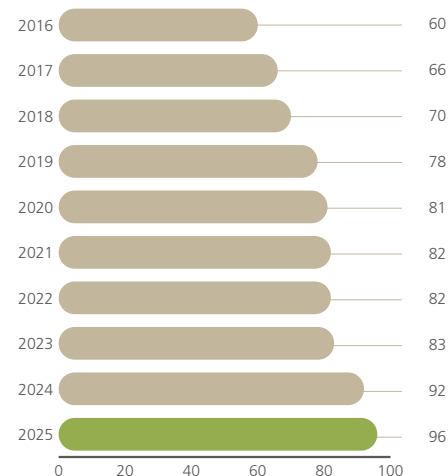
R'billion



Member contributions received

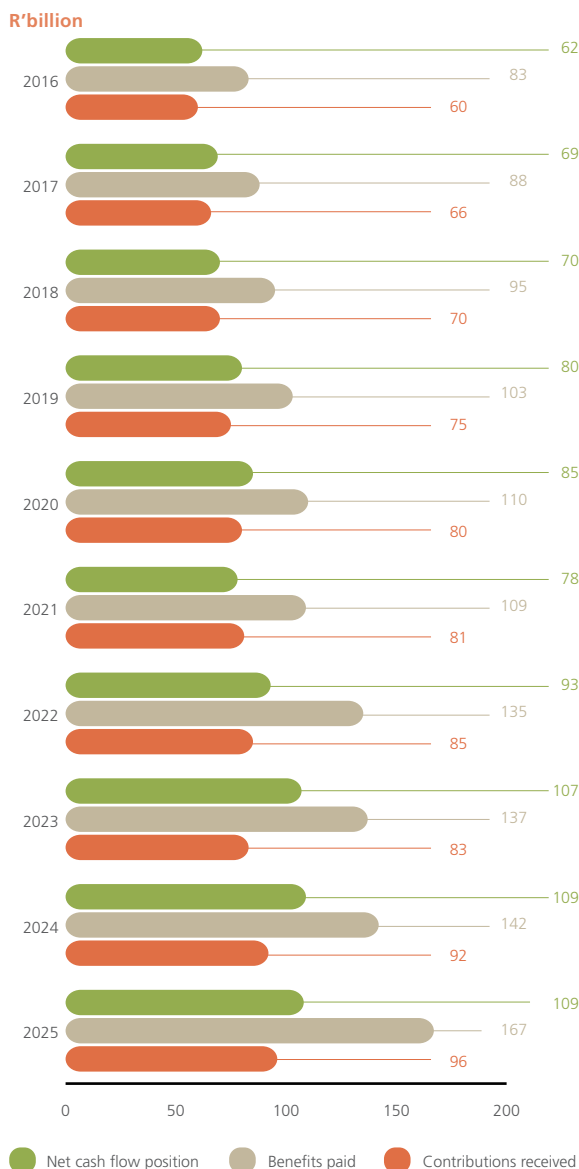
Contributions income increased by 4.0% during the reporting period from R91.93 billion in 2023/24 to R95.63 billion in 2024/25.

R'billion



Net cash flow assessment

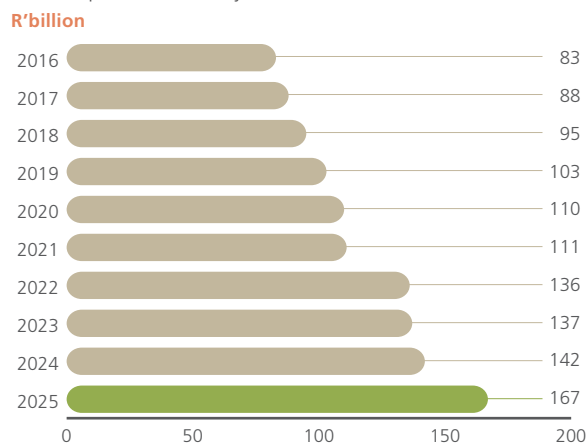
Net cash flow position at 31 March 2025 is R37.58 billion, largely attributable to R167.16 billion benefits paid, R108.58 billion net investment income (excluding non-cash items) received and R95.63 billion contributions received.



The Fund receives sufficient cash flows from its investment returns and contributions to ensure all benefits are paid without having to dispose of investment assets.

Benefits paid*

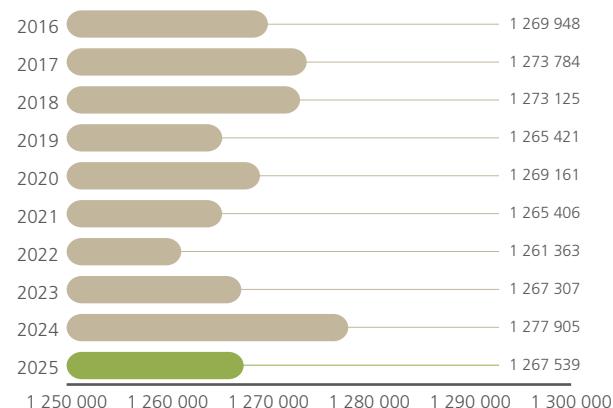
Benefits paid increased by 17.6% from R142.36 billion to R167.16 billion.



* The GEPF pays benefits when members resign, retire or die as well as funeral and savings withdrawal benefits when applicable.

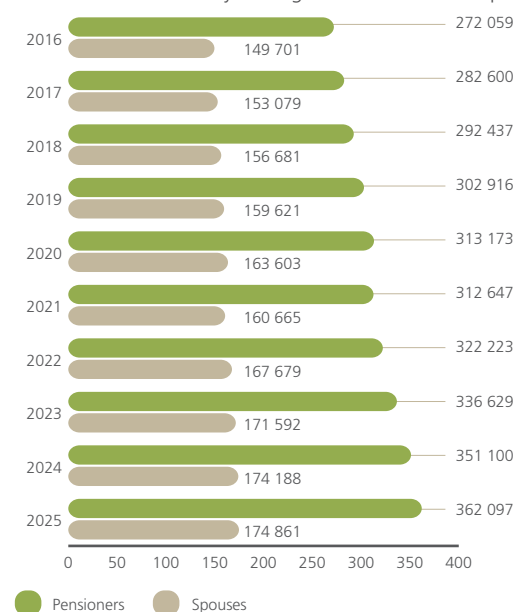
Active members

The GEPF awards benefits upon a member's resignation, retirement or death. The Fund also pays funeral benefits when applicable. The active membership remained fairly stable over the past five financial years with a 0.81% decrease in the number of in 2024/25 compared to the previous financial year.



Pensioner movement

The number of pensioners and spouse beneficiaries has been increasing steadily over the past five years. In the current financial year, the number increased by a margin of 2.2% from the previous year.





PART 03

GEPPF AT A GLANCE

GEPF AT A GLANCE

The GEPF, established in 1996, is Africa's largest pension fund and one of the largest globally. The Fund manages retirement and related benefits for over 1.26 million active members and 565 221 pensioners and beneficiaries across all levels of government.

As a defined benefit fund governed by the Government Employees Pension Law, the GEPF provides guaranteed benefits in retirement regardless of market conditions. As of March 2025, the Fund managed over R2.69 trillion in assets with the majority of the investments administered by the Public Investment Corporation (PIC).

The GEPF is underpinned by a strong governance framework and is committed to transparency, ethical stewardship and sustainability. Benefits include retirement, resignation, death and funeral support, complemented by inflation-linked pension increases and member services across digital and regional platforms.



OUR VISION

The GEPF is committed to being a global leader and reputable pension fund that delivers quality service to its beneficiaries.



OUR MISSION

As the custodian of a significant portion of the wealth of public servants, our mission is to:

- Ensure the sustainability of the Fund.
- Provide efficient delivery of benefits.
- Empower our beneficiaries through effective communication.

It is the responsibility of the GEPF to safeguard and build financial wealth for current and future generations. As a team, we ensure the sustainability of the Fund so that all beneficiaries can derive maximum benefit from placing their faith in us.



OUR VALUES

We value integrity, transparency, client-centricity, accountability and innovation.

Integrity

- Being ethical and truthful.
- Maintaining good governance practices.
- Not misrepresenting or withholding information to which our stakeholders are entitled.

Transparency

- Communicating openly and frequently with our stakeholders.
- Setting out information in a format that is clear and understandable.
- Being open to scrutiny and oversight.

Client centricity

- Working collectively and cooperatively with our stakeholders.
- Caring.
- Maintaining customer focus.

Accountability

- Acting with due diligence, competence, confidentiality and reliability.

Innovation

- Championing research and development in the retirement industry worldwide.

OVERVIEW OF THE FUND

The GEPF is governed by the Government Employees Pension Law (Proclamation 21 of 1996). Its core business is to manage and administer pensions and related benefits for government employees and employees of other participating employers.

The GEPF Board of Trustees is the Fund's executive authority, holding fiduciary responsibility in terms of the Government Employees Pension Law and Rules. It ensures:

- Proper records, registers and Board resolutions are maintained
- Effective internal controls are implemented
- Members receive clear information on their rights, benefits and duties
- Timely payment of contributions
- Expert advice is obtained when necessary
- Compliance with all applicable laws and Fund Rules
- Investments align with the approved strategy

The Board governs the Fund and is accountable for its administration and investment performance.

Board composition

The GEPF Board comprises 16 Trustees: eight employer nominees and eight employee nominees, including a pensioner and a representative from the South African National Defence Force and intelligence sector.

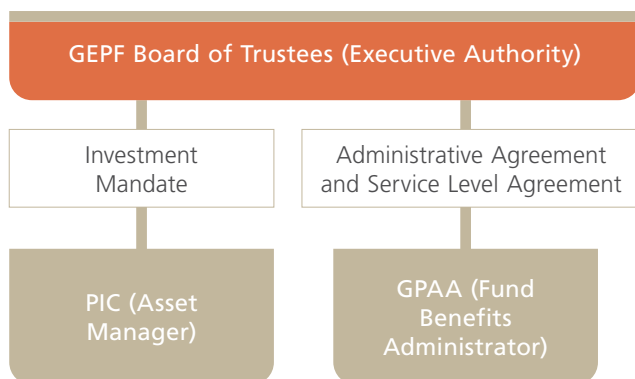
At its first meeting, the Board elects a Chairperson and Deputy Chairperson from among its members. Each Trustee has an appointed or elected substitute to ensure consistent representation.

The Board has established six permanent committees and two subcommittees (outlined in the diagram below) to give effect to its strategic direction and to ensure proper oversight and monitoring of outsourced services.



Outsourced investment and administration

The GEPP outsources its administration to the Government Pensions Administration Agency (GPAA) and investment management to the PIC. The GPAA handles daily operations while the PIC manages investments. Both entities operate under formal agreements and report to the Board via its committees.



Oversight and monitoring of investments by the GEPP

The GEPP's Investment Committee oversees the Fund's investments and ensures the effective implementation of its investment policy and strategy. It considers changes in liabilities, asset returns and market volatility to assess their impact on funding levels, contributions and benefits.

Key responsibilities include:

- Setting the Fund's investment policy (Board-approved)
- Aligning strategic asset allocation with future liabilities
- Monitoring implementation by investment managers, primarily the PIC
- Overseeing quarterly independent performance reviews of returns and risks
- Reviewing investment reports and referring key issues to the Board

The Board established an Advisory Board in December 2022 to oversee the PIC managed unlisted investment portfolio. Two Independent Specialists were appointed by the Board to strengthen the skills and experience on the Advisory Board.

The Advisory Board oversees implementation of the GEPP's unlisted investment strategy and ensures the PIC:

- Reviews buy-to-sell investments held over five years and their disposal plans
- Reports on value creation, material events and electronic monitoring outcomes
- Flags politically exposed persons linked to investments
- Updates investment classifications, pipelines and capital calls
- Shares details on deal sourcing, due diligence and approvals
- Seeks strategic guidance from the GEPP
- Discloses any conflicts of interest



Established in 1911, the PIC is South Africa's largest Asset Manager and a government-owned entity represented by the Minister of Finance. It is a registered financial services provider regulated by the Financial Sector Conduct Authority (FSCA).

The PIC manages investments on behalf of the GEPP and other public-sector entities under a formal investment mandate. In 2021/22, the GEPP revised its mandate agreements – covering listed and unlisted investments, risk parameters, benchmarks, fees and voting policies – with updated versions signed in early 2022/23.

The PIC directly oversees 97% of the GEPP's portfolio while private equity fund managers handle part of the Fund's unlisted investments.

The PIC is regulated by the PIC Act (Act 23 of 2004) as amended by the PIC Amendment Act (Act 14 of 2019), the Public Finance Management Act (Act 1 of 1999) (PFMA), the Companies Act (Act 71 of 2008) and the Prevention of Organised Crime Act (Act 121 of 1998). The organisation also adheres to the provisions of the Financial Intelligence Centre Act (Act 38 of 2001). Its Board sets the strategic direction, supported by eight committees:

- Audit
- Risk
- Social, Ethics and Transformation
- Investment – Listed
- Investment – Unlisted
- Directors' Affairs
- Human Resources and Remuneration
- Information and Communication Technology (ICT) Governance

The Valuations Subcommittee under the Audit, Finance, and Risk Committee advises on the complexities of valuing the GEPP's PIC managed unlisted investments.

GEPP management leads investment oversight. Its investment management unit ensures implementation of the investment mandate, facilitates processes and streamlines communication with the PIC.

Monthly (or ad hoc) meetings occur between the GEPP and PIC, supported by quarterly engagements between executive committees to manage the investment agreement. The respective investment committees and boards meet at least twice a year with their Chairpersons convening as needed on strategic matters.

OVERVIEW OF THE FUND continued



the gpaa

Department:
Government Pensions Administration Agency
REPUBLIC OF SOUTH AFRICA

GOVERNMENT PENSIONS ADMINISTRATION AGENCY

Established under Section 7A(4) of the Public Service Act (Act 103 of 1994), the GPAA began operating on 1 April 2010. It administers benefits for the GEPF and National Treasury with 93% of its services dedicated to the GEPF. The relationship is governed by an administration agreement and service level agreement (SLA).

The GPAA is led by a Chief Executive Officer (CEO) and executive management, supported by internal Risk and Audit committees. It reports to an independent Audit Committee.

The GEPF's Benefits and Administration Committee monitors GPAA performance through quarterly reviews of SLA compliance, resignations, unclaimed benefits and modernisation efforts. The GEPF and GPAA executive committees meet quarterly, and ad hoc when required, to assess performance and strategic issues.

The GPAA submits its annual budget to the GEPF's Audit, Finance, and Risk Committee and Board of Trustees with regular financial reporting to ensure

oversight of expenditure.

Headquartered in Pretoria, the GPAA operates service centres in:

- Gauteng (Johannesburg)
- Limpopo (Polokwane and Thohoyandou)
- Mpumalanga (Mbombela)
- North West (Rustenburg and Mahikeng)
- Northern Cape (Kimberley)
- Free State (Bloemfontein and Phuthaditjhaba)
- KwaZulu-Natal (Durban and Pietermaritzburg)
- Eastern Cape (Mthatha, Bisho and Gqeberha)
- Western Cape (Cape Town)

Contact GPAA at:

Toll free: 0800 117 669

Fax: 012 326 2507

Email: enquiries@gepf.co.za

Website: www.gepf.gov.za

Our footprint

The GPAA head office is in Pretoria with a separate service centre. Members and beneficiaries also have access to the GPAA via its service centres in:

LIMPOPO

- Thohoyandou
- Polokwane

NORTH WEST

- Rustenburg
- Mahikeng

NORTHERN CAPE

- Kimberley

WESTERN CAPE

- Cape Town

MPUMALANGA

- Mbombela

GAUTENG

- Johannesburg

FREE STATE

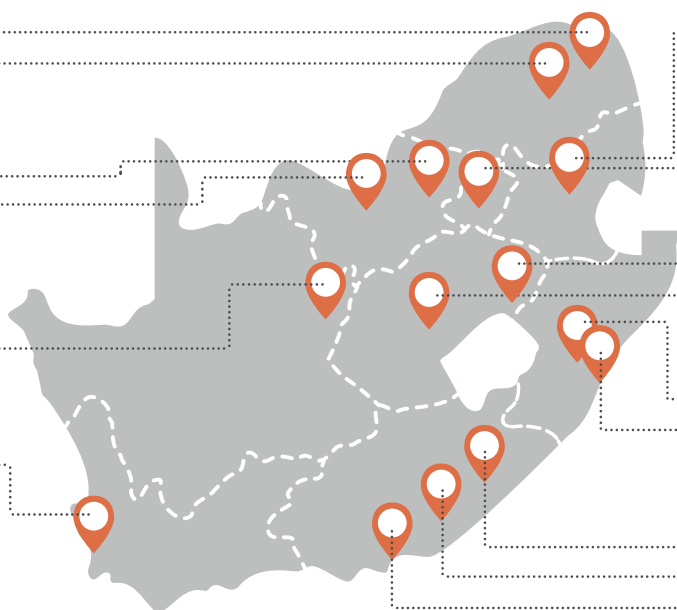
- Phuthaditjhaba
- Bloemfontein

KWAZULU-NATAL

- Pietermaritzburg
- Durban

EASTERN CAPE

- Mthatha
- Bisho
- Gqeberha



GPAA CONTACT
DETAILS:

Toll free number: 0800 117 669

Email: enquiries@gepf.co.za

Fax: 012 326 2507

Web: www.gepf.gov.za



PART 04

GOVERNANCE

CHAIRPERSON'S REVIEW

I am honoured to present the GEPF's 2024/25 annual report to our stakeholders.

Since joining the Board of Trustees on 1 December 2024 and being elected Chairperson, I am dedicated to serving the GEPF until the end of my term in 2026, supported by Mr Eddie Kekana as Deputy Chairperson and my fellow Trustees who have a wealth of knowledge, experience and expertise.

Under new leadership, the Fund remains committed to navigating the evolving economic landscape with resilience, purpose and a clear strategic vision

Economic environment

Globally, persistent geopolitical tensions, particularly in Eastern Europe and the Middle East, continued to disrupt supply chains and elevate energy costs. Inflationary pressures remained stubborn and investor sentiment was cautious across developed and emerging markets. Together, these dynamics contributed to a volatile environment for international asset classes and posed significant challenges for long-term investment strategies.

South Africa continued to experience low gross domestic product (GDP) growth despite positive developments around the formation of the Government of National Unity (GNU) and the end of intensive load shedding. Key sectors such as agriculture and transport underperformed while mining and manufacturing were constrained by volatile commodity prices and ongoing logistical inefficiencies. The country also faced high unemployment, currency volatility and infrastructure challenges as well as water scarcity.

While inflation remained within the South African Reserve Bank's target range throughout the year, providing a stable benchmark for the Fund's pension increase decisions, the introduction of the two-pot retirement system reshaped household consumption and liquidity dynamics. This influenced member behaviour and contributed to shifts in Fund inflows.

Navigating the economic landscape with clarity and conviction, the Fund continued to prioritise inclusive governance, ethical investment practices and risk mitigation.



Regulatory environment

The GEPF Board, through its Benefits and Administration Committee, successfully implemented the new two-pot retirement system following the signing into law of the Revenue Laws Amendment Bill on 1 June 2024. The GEPF provided members with clear, comprehensive communication and educational resources to help them understand the complexities. Clear member communication, updated tools and app-based access ensured a smooth rollout. The Fund paid 70 679 claims to the value of R167.16 billion from 1 April 2024 to 31 March 2025.

Additionally, the GEPF may have to comply with the Pension Funds Act (Act 24 of 1956) once the Conduct of Financial Institutions (COFI) Bill has been signed into law. This anticipated legislative change is expected to impact several key areas within the GEPF including our investment policy, benefits structure and governance arrangements. We are proactively working to ensure compliance with this legislation and to align our operations with the evolving regulatory landscape.

Performance of the Fund

In the 2024/25 financial year, the GEPF continued to demonstrate its resilience and strategic stewardship, closing with total assets valued at R2.69 trillion. Despite global market volatility, the Fund achieved an investment return of 14.1%, maintaining a strong funding level of 119%, which confirms our ability to meet long-term obligations to members and pensioners.

The Fund continued to support a growing base of over 1 267 million active members and 565 221 pensioners and beneficiaries. Member contributions increased by 4%, reaching R95.63 while benefit payments increased to R167.16 billion.

The Fund approved a 6% pension increase (effective 1 April 2024). Pensioners who retired on or before 1 April 2024 received the full adjustment while those who retired after that date received a proportionate increase. Based on a 5.5% inflation rate, the increase equals 109.1% of consumer price index (CPI) and aligns with GEP Law and Rules. This decision reflects the Fund's commitment to supporting pensioners while maintaining financial sustainability with any discretionary increases subject to Board review and affordability.

The investment portfolio showed good performance across major asset classes. Domestic and foreign listed equities increased by 22.49% and 2.54% in rand terms respectively, while domestic bonds grew by 19.67% and foreign bonds surged by 5.5%, resulting in good overall performance of the diversified investment strategy.

This performance underscores the GEPF's role as Africa's largest pension fund and as a cornerstone of South Africa's retirement system, balancing prudent investment with member-focused service delivery.

Cybersecurity breach

During 2024/25, the GEPF continued working to restore services disrupted by a cybersecurity breach at the GPAA in February and March 2024. The breach triggered a full system shutdown and an extended outage while infrastructure was rebuilt to strengthen and enhance the cybersecurity resilience in our digital environment.

By mid-2024, most GEPF systems affected by the cybersecurity breach were back online although a backlog of claims remained under review.

Preliminary investigations revealed that some personal data was compromised, prompting the GEPF and GPAA to report the breach to the Information Regulator. Fortunately, no reports of identity theft were received. External specialists completed assessments and containment measures and implemented advanced security protocols to safeguard member information and prevent future breaches.

We share expert views that cybersecurity is not just a technical concern; it is a strategic management responsibility that demands proactive risk mitigation. The impact of the escalating sophistication of cyberattacks, driven by artificial intelligence (AI) automation, extends well beyond service disruptions but include reputational risk, financial loss and long-term operational risk.

Enhanced service delivery and benefits

In the previous GEPF annual report, the Board noted that a review of the operating model would strengthen the delivery of effective and efficient administration services. As this project is currently in its early stages, I look forward to providing further updates in my next Chairperson's review.

The Board is exploring models to introduce value-added benefits for members and beneficiaries. This strategic initiative is expected to be finalised by the end of the upcoming financial year with outcomes reported in the next annual report.

Looking forward

Responding to negative media coverage involving the PIC and the GPAA, I want to reassure all stakeholders that the Board is taking decisive steps to strengthen its oversight of both entities. We are actively engaging with the Minister of Finance to embed governance processes and ensure that robust accountability measures are in place. These efforts are central to safeguarding the Fund's assets and upholding the integrity of its administration and investment operations.

As part of alignment with the COFI Bill, the Fund is working to ensure that the PIC and the GPAA are adequately prepared to meet regulatory requirements. The GEPF's executive management team has been actively engaging with the FSCA and National Treasury to reinforce a consistent and unified approach to governance and compliance across all entities.

While the Board prepares for the transition to a new leadership team, to be inaugurated by the Minister of Finance, we remain focused on delivering priorities outlined in the Fund's strategic plan.

The Fund's announcement of a 2.9% pension increase in the new financial year beginning 1 April 2025, aligned with sustainability objectives and the year-on-year inflation rate, has not been well received by beneficiaries. In response, the Board has initiated a communication campaign to explain the financial constraints limiting a higher adjustment under prevailing economic conditions.

Appreciation

I extend my sincere gratitude to the Board of Trustees, Principal Executive Officer (PEO) Mr Musa Mabesa, his executive team and all GEPF employees and stakeholders for their unwavering commitment throughout the past year.

Your dedication in navigating complex challenges has reinforced confidence in the Fund's financial strength and affirmed that it remains in capable, responsible hands.



Frans Baleni
GEPF Chairperson

BOARD OF TRUSTEES

Frans

Baleni (65)

Independent non-executive director on various boards



GEPF positions:

- Employer-nominated Trustee
- Chairperson of the Board of Trustees
- Member of Investment Committee
- Member of Benefits and Administration Committee
- Member of Advisory Board

Qualifications:

- BA in Social Development Studies
- Member of Golden Key International Honour Society
- Build On Talent Certificate from IMD Switzerland
- Political Science and Trade Unionism (Whitehall College: Bishop's Stortford, UK)
- Project and Infrastructure Finance Programme (London Business School)

Meeting attendance

- Board: 2/2
- Special Board: 2/2
- Advisory Board: 3/3
- Investment Committee: 1/1
- Benefits and Administration Committee: 1/1
- Board training and strategic planning session: 3/3

Eddie

Kekana (61)

Provincial Chairperson: South African Democratic Teachers' Union (SADTU), Gauteng



GEPF positions:

- Employee-nominated Trustee
- Deputy Chairperson of the Board of Trustees
- Chairperson of the Social and Ethics Committee
- Member of Governance and Legal Committee
- Member of Investment Committee

Qualifications:

- Secondary Teacher's Diploma
- Advanced Certificate in Education
- Higher Certificate in Economic Development
- Certificate in Human Resource Management, University of South Africa (UNISA)
- Certificate in Project Management, Regenesys Business School
- Advanced Programme in Human Resource Management (APHRM), UNISA
- BEd Hons in Educational Management, UNISA
- Board Effectiveness Programme, University of Toronto, Canada
- Trustee Effectiveness Programme, Gordon Institute of Business Science (GIBS)

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Governance and Legal Committee: 4/4
- Investment Committee: 8/8
- Social and Ethics Subcommittee: 4/4
- Board training and strategic planning session: 7/7

Thandi Khoza (63)

Chief Director: Human Resource Management, Development and Labour Relations at Department of Basic Education



GEPF positions:

- Employer-nominated Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee
- Member of Human Resources and Remuneration Committee

Qualifications:

- Bachelor in Social Work, University of the North
- BSocSci (Hons), UNISA
- Advanced Diploma in Social Work, North-West University
- Master in Public Administration, University of Pretoria
- Executive Education in Pension Management, University of Toronto

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Human Resources and Remuneration Committee: 7/7
- Board training and strategic planning session: 7/7

Kgomotso Makhupola (55)

National Treasurer: National Health, Education and Allied Workers' Union (NEHAWU)



GEPF positions:

- Employee-nominated Trustee
- Chairperson of Benefits and Administration Committee
- Member of Investment Committee

Qualifications:

- Diploma in Public Relations, Allenby College
- Certificate in Human Resource Development and Management, Damelin College
- Certificate in Economic Development, University of the Western Cape
- Executive Education in Pension Management, University of Toronto

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Benefits and Administration Committee: 8/8
- Investment Committee: 8/8
- Board training and strategic planning session: 7/7

BOARD OF TRUSTEES continued

Ntsoareng Marotholi (55)

Chief Financial Officer: State Security Agency



GEPF positions:

- Employer-nominated Trustee
- Chairperson of Audit, Finance, and Risk Committee
- Member of Investment Committee
- Standing invitee to Valuations Subcommittee

Qualifications:

- Postgraduate Diploma in Business Administration, UNISA
- Certificate in Leadership Development, Wits Business School
- Associate Member, Chartered Institute of Secretaries and Administrators (ACIS)
- Certificate in Public Finance, Harvard Kennedy School of Government
- National Diploma in Accounting, Mangosuthu University of Technology
- Executive Education in Pension Management, University of Toronto

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Audit, Finance, and Risk Committee: 12/12
- Investment Committee: 8/8
- Valuations Subcommittee (standing invitee): 4/4
- Board training and strategic planning session: 7/7

Thabo Matsose (53)

President: South African Police Union (SAPU)



GEPF positions:

- Employee-nominated Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee

Qualification:

- National Diploma in Policing, UNISA

Meeting attendance

- Board: 6/6
- Special Board: 12/14
- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 3/4
- Board training and strategic planning session: 7/7

Barnie Ntlou (59)

*Admitted Attorney
Manager: Corporate legal,
Housing Development Agency*



GEPF positions:

- Employer-nominated Trustee
- Member of Audit, Finance, and Risk Committee
- Member of Governance and Legal Committee

Qualifications:

- BProc, University of Transkei
- Advanced Certificate in Law, Tshwane University of Technology

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Audit, Finance, and Risk Committee: 12/12
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 6/7

Zethu Msindo (59)

*Independent Non-Executive
Director on various boards*



GEPF positions:

- Employer-nominated Trustee
- Chairperson of Advisory Board
- Member of Benefits and Administration Committee
- Member of Investment Committee
- Member of Valuations Subcommittee

Qualifications:

- Master of Management in Finance and Investments, Wits Business School
- MBA, North-West University
- BSc (Chemistry and Chemical Sciences), University of the Witwatersrand
- Diploma in Investment Analysis and Portfolio Management, University of Johannesburg
- Program in Business Leadership, UNISA Business School
- Management Advancement Programme (MAP), Wits Business School
- Executive Education in Pension Management, University of Toronto
- Certificate in Fundamentals of Group Benefits, International Foundation of Employee Benefit Plans
- Retirement Plans Associate Certificate, International Foundation of Employee Benefit Plans and Dalhousie University
- FSCA Regulatory Examination RE 5: Representative, Financial Planning Institute (FPI)
- FSCA Regulatory Examination RE 1: Key Individual, Moonstone
- Batseta Recognition of Prior Learning (RPL) Programme

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Advisory Board: 9/9
- Benefits and Administration Committee: 8/8
- Investment Committee: 8/8
- Valuations Subcommittee: 4/4
- Board training and strategic planning session: 7/7

BOARD OF TRUSTEES continued

Board of Trustees

Sipho Nkambule (60)

Police and Prisons Civil Rights Union (POPCRU)



GEPF positions:

- Employee-nominated Trustee
- Member of Benefits and Administration Committee
- Member of Human Resources and Remuneration Committee
- Member of Social and Ethics Subcommittee

Qualifications:

- Advanced Diploma in Labour Law, University of Johannesburg
- Postgraduate Diploma in Labour Law, North-West University
- National Diploma in Policing, Technikon South Africa

Meeting attendance

- Board: 4/6
- Special Board: 10/14
- Benefits and Administration Committee: 5/8
- Human Resources and Remuneration Committee: 5/7
- Social and Ethics Subcommittee: 4/4
- Board training and strategic planning session: 5/7

Musa Nkosi (53)

Senior Manager: Human Resources Services: State Security Agency



GEPF positions:

- Employee-elected Trustee
- Member of Advisory Board
- Member of Benefits and Administration Committee
- Member of Investment Committee

Qualifications:

- BAdmin, University of the North
- Postgraduate Diploma in Business Management, MANCOSA
- MDP, Wits Business School

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Advisory Board: 9/9
- Benefits and Administration Committee: 8/8
- Investment Committee: 8/8
- Board training and strategic planning session: 7/7

Lebo Mokgabudi (42)

*Independent Non-Executive
Director on various boards*



GEPF positions:

- Employer-nominated Trustee
- Member of Advisory Board
- Member of Audit, Finance, and Risk Committee
- Member of Investment Committee
- Member of Valuations Subcommittee

Qualifications:

- MBA, Gordon Institute of Business Science
- BCom (Hons) in Financial Management, UNISA
- BCom in Finance and Information Systems, University of the Witwatersrand
- Certificate in Fintech, Saïd Business School, University of Oxford
- Certificate in Digital Finance, The Fletcher School, Tufts University
- Certified Director, Institute of Directors, UK

Meeting attendance

- Board: 6/6
- Special Board: 12/14
- Advisory Board: 8/9
- Audit, Finance, and Risk Committee: 11/12
- Investment Committee: 7/8
- Valuations Subcommittee: 4/4
- Board training and strategic planning session: 4/7

Buyiswa Nkunjana (49)

*Director: Human Resources
Governance, Risk Management
and Compliance, Department
of Defence*



GEPF positions:

- Employer-nominated Trustee
- Chairperson of Human Resources and Remuneration Committee
- Member of Benefits and Administration Committee
- Member of Investment Committee

Qualifications:

- BSocSci, University of KwaZulu-Natal
- Postgraduate Diploma in Applied Social Science, University of KwaZulu-Natal
- Honours in Public Administration, Stellenbosch University
- Executive Education in Pension Management, University of Toronto
- Batseta RPL Programme

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Benefits and Administration Committee: 8/8
- Investment Committee: 8/8
- Human Resources and Remuneration Committee: 7/7
- Board training and strategic planning session: 7/7

BOARD OF TRUSTEES continued

Board of Trustees

Lieutenant General Lineo Nkhuoa (51)

*Deputy Director-General:
Personnel Management, South
African Police Service (SAPS)*



GEPF positions:

- Employer-nominated Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee
- Member of Social and Ethics Subcommittee

Qualifications:

- Postgraduate Diploma in Public Administration, University of the Free State
- Baccalaureus Degree, Vista University
- Diploma in Secondary Education, Vista University
- Executive Development and Leadership Programme, Potchefstroom University
- Strategic Management Programme, UNISA
- Leadership Development Programme, Wits Graduate School of Business Administration
- Law Enforcement Executive Development Programme, FBI Academy, Quantico, Virginia, USA
- Executive Education in Pension Management, University of Toronto
- Batseta RPL Programme

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Social and Ethics Subcommittee: 4/4
- Board training and strategic planning session: 7/7

Greg Rafferty (55)

*Chairperson: Health and Other
Services Personnel Trade Union of
South Africa (HOSPERSA)*



GEPF positions:

- Employee-nominated Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee

Qualification:

- National Senior Certificate

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 7/7

**Pierré Snyman
(CD:SA) (52)**

Public Service Association of South Africa (PSA) and Vice President: Public Sector, Federation of Unions of South Africa



GEPF positions:

- Employee-nominated Trustee
- Chairperson of Governance and Legal Committee
- Member of Human Resources and Remuneration Committee

Qualifications:

- Postgraduate Diploma in Labour Law, University of the Western Cape
- Advanced Labour Law Programme, UNISA
- Executive Education: Chartered Director SA Institute of Directors in South Africa (IoDSA)
- Executive Education in Pension Management, University of Toronto

Meeting attendance

- Board: 6/6
- Special Board: 14/14
- Governance and Legal Committee: 4/4
- Human Resources and Remuneration Committee: 5/7
- Board training and strategic planning session: 7/7

Christo van Dyk (65)

GEPF pensioner



GEPF positions:

- Employee-elected Trustee
- Member of Audit, Finance, and Risk Committee
- Member of Investment Committee

Qualifications:

- BCom (Hons), UNISA
- BCom, UNISA

Meeting attendance

- Board: 5/6
- Special Board: 11/14
- Audit, Finance, and Risk Committee: 11/12
- Investment Committee: 7/8
- Board training and strategic planning session: 5/7

SUBSTITUTE TRUSTEES

Anadele Coetzee (56)

Director: PSA



GEPF positions:

- Employee-nominated Substitute Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee

Qualifications:

- HIV/AIDS Awareness Peer Educator
- Skills Development Facilitator
- Investment Fundamentals in Active Ownership
- Leadership Development and Emotional Intelligence

Certificates in:

- Labour Relations and Advanced Labour Skills
- Records Management
- Customer Service Excellence
- Business Management

Meeting attendance

- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 6/7

Rev David Jantjies (73)

GEPF Pensioner



GEPF positions:

- Employee-elected Substitute Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee

Qualifications:

- MEd, University of the Western Cape
- BEd, University of the Western Cape
- BA, UNISA
- Primary Teacher's Diploma, Southern Cape Teachers' College

Meeting attendance

- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 7/7

Lindy Bodewig (45)

Chief Director in the Office of the Accountant General: National Treasury



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Advisory Board
- Member of Audit, Finance, and Risk Committee
- Member of Governance and Legal Committee
- Member of Valuations Subcommittee

Qualifications:

- CA(SA)
- BCom (Hons) in Accounting Sciences and CTA, University of Pretoria

Meeting attendance

- Advisory Board: 5/9
- Audit, Finance, and Risk Committee: 7/12
- Governance and Legal Committee: 2/4
- Valuations Subcommittee: 3/4
- Board training and strategic planning session: 5/7

Sidney Kgara (55)

Head of Policy Development Unit at NEHAWU



GEPF positions:

- Employee-nominated Substitute Trustee
- Member of Audit, Finance, and Risk Committee
- Member of Investment Committee

Qualifications:

- Master of Town and Regional Planning, University of KwaZulu-Natal
- BSocSci, University of KwaZulu-Natal

Meeting attendance

- Audit, Finance, and Risk Committee: 8/12
- Investment Committee: 7/8
- Board training and strategic planning session: 2/7

Major General Nicholas Lushaba (41)

Chief Financial Officer: Crime Intelligence, Secret Service Account



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Audit, Finance, and Risk Committee
- Member of Investment Committee

Qualifications:

- Master of Management, Southern Business School
- Postgraduate Diploma in Risk Management, UNISA
- Advanced Programme in Risk Management, UNISA
- BAdmin (Hons), Southern Business School
- BCom (Accounting), University of KwaZulu-Natal

Meeting attendance

- Audit, Finance, and Risk Committee: 10/12
- Investment Committee: 5/8
- Board training and strategic planning session: 6/7

SUBSTITUTE TRUSTEES continued

Lerato Makwetla (58)

Admitted Attorney



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Advisory Board
- Member of Governance and Legal Committee
- Member of Investment Committee

Qualifications:

- LLM, University of the Witwatersrand
- MDP, University of Cape Town
- LLB, University of the Witwatersrand
- BA, University of the Witwatersrand

Meeting attendance

- Advisory Board: 9/9
- Governance and Legal Committee: 4/4
- Investment Committee: 7/8
- Board training and strategic planning session: 6/7

Advocate Makhubalo Ndaba (54)

Independent Non-Executive Director on various boards



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Advisory Board
- Member of Governance and Legal Committee
- Member of Investment Committee
- Member of Social and Ethics Subcommittee

Qualifications:

- Fellow, Harvard Business School, USA
- LLM, University of Central Lancashire, UK
- LLB, University of Transkei
- BJuris, University of Transkei
- Diploma in Legislation Drafting, University of Johannesburg
- Advanced Research Diploma, International Institute of Social Studies, Netherlands
- Executive Education in Corporate Governance, GIBS
- Executive Education in Corporate Governance, IoDSA
- Executive Education in Impact Investments, Saïd Business School, University of Oxford, UK
- Executive Education in Responsible Investment, Hauser Institute, Harvard University, USA
- Executive Education in Pension Management, International Centre for Pension Management, University of Toronto, Canada

Meeting attendance

- Advisory Board: 9/9
- Governance and Legal Committee: 4/4
- Investment Committee: 7/8
- Social and Ethics Subcommittee: 4/4
- Board training and strategic planning session: 6/7

Solly Malema (46)

General Secretary: National Union of Public Service and Allied Workers



GEPF positions:

- Employee-nominated Substitute Trustee
- Member of Audit, Finance, and Risk Committee
- Member of Governance and Legal Committee

Qualifications:

- Diploma in Business Management, Capricorn FET College
- Certificate in Labour Dispute Resolution, Stellenbosch University
- Certificate in Management Development Practices, University of Pretoria
- MDP

Meeting attendance

- Audit, Finance, and Risk Committee: 12/12
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 7/7

Sibusiso Malinga (57)

President: National Teachers' Union (NATU)



GEPF positions:

- Employee-nominated Substitute Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee

Qualifications:

- Senior Secondary Teacher's Diploma, University of Zululand
- Certificate in Outcome-Based Education, UNISA
- Certificate in Adult Basic Education and Training, UNISA

Meeting attendance

- Benefits and Administration Committee: 4/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 7/7

SUBSTITUTE TRUSTEES continued

Dr Mugwena Maluleke (60)

General Secretary: SADTU



GEPF positions:

- Employee-nominated Substitute Trustee
- Member of Benefits and Administration Committee
- Member of Audit, Finance, and Risk Committee

Qualifications:

- LLM in Labour Law, Nelson Mandela Metropolitan University
- MBA
- BA, UNISA
- Primary Teacher's Diploma
- Diploma in Negotiations
- Certificate in Project Management, Regenesys Business School
- Certificate in Personal Finance Management, UNISA

Meeting attendance

- Benefits and Administration Committee: 4/8
- Audit, Finance, and Risk Committee: 7/12
- Board training and strategic planning session: 4/7

Emily Mmola (51)

Director: Internal Audit (Chief Audit Executive), Department of Basic Education



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Audit, Finance, and Risk Committee
- Member of Investment Committee
- Member of Social and Ethics Subcommittee

Qualifications:

- Professional Internal Auditor
- Postgraduate Certificate in Executive Leadership, North-West University
- Postgraduate Diploma in Internal Auditing, Tshwane University of Technology
- BCom, University of the North
- Batseta RPL Programme

Meeting attendance

- Audit, Finance, and Risk Committee: 12/12
- Investment Committee: 7/8
- Social and Ethics Subcommittee: 3/4
- Board training and strategic planning session: 7/7

Modibedi Maledu (53)

Acting Manager: Management Accounting, State Security Agency



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Governance and Legal Committee
- Member of Benefits and Administration Committee

Qualifications:

- BCompt, UNISA
- National Diploma in Cost and Management Accounting, Technikon South Africa

Meeting attendance

- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 7/7

Dr Zamokuhle Shabane (44)

Deputy Director: Human Resources Separation, Department of Defence



GEPF positions:

- Employer-nominated Substitute Trustee
- Member of Governance and Legal Committee
- Member of Benefits and Administration Committee

Qualifications:

- DTech (Human Resources Management), Tshwane University of Technology
- MTech (Human Resources Management), Tshwane University of Technology
- BTech (Human Resources Management), Tshwane University of Technology
- National Diploma in Human Resources Management, Durban University of Technology
- Executive Education in Pension Management, International Centre for Pension Management, University of Toronto, Canada

Meeting attendance

- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 7/7

SUBSTITUTE TRUSTEES continued

Vusumuzi Tshabalala (64)

Programme Manager: POPCRU



GEPF positions:

- Employee-nominated Substitute Trustee
- Member of Benefits and Administration Committee
- Member of Governance and Legal Committee

Qualifications:

- Leadership Development Programme, University of the Witwatersrand
- Leading and Managing Programme, University of the Witwatersrand
- Certificate in Leadership and Management, MSC College

Meeting attendance

- Benefits and Administration Committee: 8/8
- Governance and Legal Committee: 4/4
- Board training and strategic planning session: 6/7

Lt-Col (Dr) Bernard van Nieuwenhuyzen (57)

Senior Lecturer: Military Academy, Stellenbosch University



GEPF positions:

- Employee-elected Substitute Trustee
- Member of Advisory Board
- Member of Benefits and Administration Committee
- Member of Investment Committee

Qualifications:

- PhD (Public and Development Management), Stellenbosch University
- MComm, Stellenbosch University
- Master of Science (MSc) in Property Studies, University of Cape Town
- BMil (Hons), Stellenbosch University
- BMil, Stellenbosch University
- Postgraduate Diploma in Financial Planning, Stellenbosch University
- Certified Financial Planner®
- Occupational Certificate: Professional PEO, Retirement Fund Trustee, SAQA ID no: 99574 in March 2025

Meeting attendance

- Advisory Board: 9/9
- Benefits and Administration Committee: 8/8
- Investment Committee: 8/8
- Board training and strategic planning session: 7/7

INDEPENDENT SPECIALISTS

Phyllicia Kekana (48)

Independent Director and Consultant



Pearl Maphoshe (57)

Retirement Fund Trustee and Human Resources Professional



The terms of reference of all the committees provide for the appointment of Independent Specialists to augment the skills, expertise and experience of the Trustees. Two Independent Specialist Trustees currently serve on the Audit, Finance, and Risk Committee:

- Hale Qangule
- Zandisa Fredericks

The above specialists also serve on the Valuations Subcommittee together with Roy Rajhdar. The terms of reference of the Human Resources and Remuneration

Committee require that three Independent Specialists serve on the committee together with four Trustees. The three Independent Specialists are:

- Phyllicia Kekana
- Pearl Maphoshe
- Simphiwe Ndwalaza

Two Independent Specialist Trustees currently serve on the Advisory Board:

- Xolani Nhlapo
- Roy Rajhdar

GEPF positions:

- Independent Specialist

- Member of Human Resources and Remuneration Committee

Qualifications:

- MBA, Management College of Southern Africa
- Postgraduate Certificate in Business Management, Buckinghamshire Chilterns University
- National Diploma in Business Management, Kempton Park College
- Higher Certificate in Payroll Administration, Damelin College

Meeting attendance

- Human Resources and Remuneration Committee: 7/7
- Board training and strategic planning session: 7/7

GEPF positions:

- Independent Specialist
- Member of Human Resources and Remuneration Committee

Qualifications:

- Certified Director, IoDSA
- Driving Performance through Talent Management, Harvard Strategic Management and Planning in Retailing, College of William and Mary Programme in Educational Policy and Planning, Harvard
- Executive Development Programme, University of the Witwatersrand
- Higher Diploma in Education, University of Durban Westville
- Masters (Economics of Education and Planning), Institute of Education, London University

Meeting attendance

- Human Resources and Remuneration Committee: 7/7
- Board training and strategic planning session: 6/7

INDEPENDENT SPECIALISTS

continued

Simphiwe Ndwalaza (59)

Retirement Fund Trustee and Human Resources Professional



GEPF positions:

- Independent Specialist
- Member of Human Resources and Remuneration Committee

Qualifications:

- MBA, University of the Witwatersrand's Graduate School of Business Administration
- Master's Degree in Human Resources Management, Wits Business School
- PDM, Wits Business School

Meeting attendance

- Human Resources and Remuneration Committee: 7/7
- Board training and strategic planning session: 6/7

Zandisa Fredericks (40)

Manager: Market and Credit Risk Management, South African Reserve Bank



GEPF positions:

- Independent Specialist
- Member of Valuations Subcommittee
- Member of Audit, Finance, and Risk Committee

Qualifications:

- BCom (Actuarial Science), University of the Free State
- Financial Risk Managers Certification, Global Association of Risk Professionals
- International Executive Development Programme, Henley Business School and Banking Sector Education and Training Authority

Meeting attendance

- Audit, Finance, and Risk Committee: 1/1
- Valuations Subcommittee: 1/1
- Board training and strategic planning session: 2/2

Hale Qangule (60)

Independent Director on various company boards



GEPF positions:

- Independent Specialist
- Chairperson of Valuations Subcommittee
- Member of Audit, Finance, and Risk Committee

Qualifications:

- CA(SA)
- BAcc, University of the Witwatersrand

Meeting attendance

- Audit, Finance, and Risk Committee: 12/12
- Valuations Subcommittee: 3/4
- Board training and strategic planning session: 7/7

Xolani Nhlapo (48)*Independent Director***GEPF positions:**

- Independent Specialist
- Member of Advisory Board

Qualifications:

- Chartered Financial Analyst (CFA)
- BCom (Accounting)
- BSc (Applied Mathematics and Statistics)
- FAIS Regulatory Examination Level 1 (Key Individual)
- FAIS Regulatory Examination Level 5 (Representative)
- SAFEX Certification in Equity and Commodity Derivatives
- Registered FAIS Representative

Meeting attendance

- Advisory Board: 9/9
- Board training and strategic planning session: 7/7

Roy Rajdhar (59)*Independent Director***GEPF positions:**

- Independent Specialist
- Member of Valuations Subcommittee
- Member of Advisory Board

Qualifications:

- CA(SA)
- Postgraduate Diploma in Accountancy (CTA)
- BCompt
- Higher Diploma in Tax Law
- Certificates in Advanced Company Law (Parts 1 and 2)
- Certificate in Ethics in Public Service
- CFA – Level I
- Regulatory Examinations, Financial Sector Conduct Authority (FSCA):
 - RE 1 – Key Individuals (Categories I, II, III and IV)
 - RE 3 – Key Individuals (Categories II and IIA)
 - RE 5 – Representatives

Meeting attendance

- Advisory Board: 9/9
- Valuations Subcommittee: 1/1
- Board training and strategic planning session: 6/7

THE GEPF BOARD

The Board, appointed under the GEP Law and Rules, was inaugurated by the Minister of Finance on 4 July 2022 and will serve until 3 July 2026.

At its first meeting on 4 July 2022, the Board elected Dondo Mogajane as Chairperson and Eddie Kekana as Deputy Chairperson. Following Mr Mogajane's resignation on 4 November 2024, the Minister of Finance appointed Frans Baleni as an employee-nominated Trustee. In line with the GEP Law and Rules, Mr Baleni was elected Chairperson by the Board on 11 December 2024. He serves on the Investment Committee and Advisory Board as well as the Benefits and Administration Committee, and chairs the Investment Committee.

The Board, supported by the PEO and executive management, meets annually to set the Fund's long-term strategies with quarterly meetings mandated by the Board Charter. During the period under review, the Board held six regular meetings alongside 14 special meetings convened to address urgent matters – such as the two-pot system, investment decisions and executive security concerns – between scheduled sessions. Trustees received hourly fees (not full meeting fees) for these mostly virtual special meetings, which did not materially affect remuneration or travel costs but significantly improved decision-making agility.

The Board's six permanent committees and two subcommittees comprise Trustees and their substitutes each operating under formal terms of reference outlining their mandate and responsibilities.

GEPF Board committees

The GEPF's Board committees comprise:

- Audit, Finance, and Risk Committee
 - Valuations Subcommittee
- Benefits and Administration Committee
- Governance and Legal Committee
 - Social and Ethics Subcommittee
- Investment Committee
- Advisory Board
- Human Resources and Remuneration Committee

The GEPF and PIC boards hold regular meetings to align on strategic interests while their respective investment committees convene as needed with a minimum of two meetings annually.

Board composition

Trustees are appointed in accordance with Section 6 of the GEP Law and Rules.

Employer nominees

Department	Trustee	Substitute Trustee
Specialist	Lebo Mokgabudi	Adv Makhubalo Ndaba
Specialist	Zethu Msindo	Lerato Makwetla
National Treasury	Frans Baleni (Chairperson)	Lindy Bodewig
Department of Basic Education	Thandi Khoza	Emily Mmola
Department of Defence	Buyiswa Nkunjana	Dr Zamokuhle Shabane
SAPS	Lieutenant General Lineo Nkhuoa	Major General Nicholas Lushaba
Department of Public Service and Administration	Vacant	Barnie Ntlou
State Security Agency	Ntsoareng Marotholi	Modibedi Maledu

Employee nominees

Department	Trustee	Substitute Trustee
Police and Prisons Civil Rights Union	Sipho Nkambule	Vusumuzi Tshabalala
Health and Other Service Personnel Trade Union of South Africa	Greg Rafferty	Sibusiso Malinga (National Teachers Union)
South African Police Union	Thabo Matsose	Solly Malema
National Education, Health and Allied Workers' Union	Kgomotso Makhupola	Sidney Kgara
Public Servants Association of South Africa	Pierré Snyman	Anadele Coetzee
South African Democratic Teachers' Union	Eddie Kekana (Deputy Chairperson)	Dr Mugwena Maluleke
South African National Defence Force and intelligence community	Musa Nkosi	Lt-Col (Dr) Bernard Van Nieuwenhuyzen
Pensioner	Christo van Dyk	Rev David Jantjes

Independence of Trustees

GEPF Trustees are non-executives with no involvement in daily operations. The Board functions collectively, drawing on members' judgment, experience and independence to serve the Fund. Constructive discussions promote balanced decision-making and foster diverse, independent perspectives.

Skills, knowledge and experience of Trustees

As stipulated in sections 4.2.2(a) and (b) of the GEP Rules, at least one of the eight employer-nominated Trustees must possess expertise in financial management, investments or pension fund governance. Currently, two specialists fulfil this requirement, supported by two specialist substitutes.

The remaining Trustees and their substitutes have the expertise required to govern the Fund effectively. Trustee profiles appear on pages 14–31.

All Board committees may appoint specialists to strengthen Trustee expertise. Specialists currently serve on the Advisory Board, Human Resources and Remuneration Committee, Valuations Subcommittee, and Audit, Finance, and Risk Committee.

Board Charter

The GEPF Board is collectively responsible for securing the Fund's prosperity and meeting stakeholder expectations. The Board Charter defines the roles of individual members, committees and the Board, outlines governance principles, and ensures compliance with policies and procedures.

Governance Charter

The GEPF Board operates under a Governance Charter informed by the GEP Law and Rules, Circular PF130 of the FSCA and the King IV Report on Corporate Governance for South Africa, 2016 (King IV)*. The Governance Charter is periodically reviewed to maintain alignment with local and international best practices in governance.

The Governance Charter outlines Trustee conduct and ethics, fit and proper standards, roles and responsibilities, training, performance assessments, remuneration and expenses. It also includes policies on media, confidentiality, conflicts of interest, discipline, compliance, risk management, committee mandates and delegation of authority.

Trustee Education and Training Policy

The GEPF Trustee Education and Training Policy requires all Trustees, including substitutes, to complete induction within six months of appointment. Current Board members participated in a two-day session covering governance,

benefits, investment policies, actuarial valuations and key service providers.

Compulsory training ensures Trustees and substitutes gain a sound understanding of the GEPF operating environment. In 2024/25, sessions covered:

- Financial insights for non-financial directors
- ICT governance
- Actuarial matters and valuations
- Combined assurance
- Risk management

The International Centre for Pensions Management presented the Board Education Programme to all Board members

GEPF Trustees and substitutes pursued ongoing development through various training sessions and conferences locally and internationally. All are members of the IoDSA.

Six Trustees enrolled in the Council of Retirement Funds' RPL programme and successfully completed it. Several also completed the FSCA's online Trustee toolkit training.

Trustee Remuneration Policy

Trustee remuneration is governed by the GEP Law and the Trustee Remuneration Policy, covering meeting fees and an annual retainer. Remuneration details for 2024/25 appear in the annual financial statements, and are benchmarked against comparable organisations.

Board performance assessment

Board, committee and Chairperson performance were assessed online during 2024. The Governance and Legal Committee reviewed the results and found no major concerns. The findings were shared with the Board.

Management of GEPF's ethics risks

The GEPF Board upholds its ethical duty to the Fund, society, other stakeholders and the environment through a formal Code of Conduct, reinforcing its reputation as a responsible corporate citizen.

The GEPF's ethics principles

- Trustees oversee the Fund's assets and activities and are expected to take corrective action to uphold ethical and sustainable strategic direction
- Trustees are collectively and individually accountable for their decisions and actions, which must be justifiable to pensioners, GEPF members, regulators and the Fund's guarantor, and may be held personally or jointly liable for governance breaches that result in losses
- Trustees must engage with stakeholders to identify ethics risks and opportunities and, ensuring fairness, implement strategies to keep those risks within acceptable limits
- Trustees must consider legitimate interests and expectations when making decisions to act in the best interests of the Fund

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THE GEPF BOARD continued

- Trustees must disclose relevant information clearly and comprehensively to enable stakeholders to assess the Fund's performance, sustainability, governance and benefits delivery, fostering trust and credibility
- Trustees must demonstrate honesty, integrity and independent judgement, acting solely in the best interests of the Fund, its pensioners and members
- Trustees must promote stakeholder inclusion and consider legitimate interests and expectations as a cornerstone of sustainability
- Trustees must perform their duties diligently, dedicating sufficient time to GEPF matters to uphold Fund performance and ensure compliance
- Trustees must possess the knowledge, skills and competencies to govern the Fund effectively and maintain the capacity to fulfil their duties with diligence and thoroughness

Board committees

Advisory Board Committee

Four meetings during the year

Five special meetings/workshops during the year

Chairperson	Members
Zethu Msindo	• Frans Baleni • Lindy Bodewig • Lerato Makwetla • Lebo Mokgabudi • Advocate Makhubalo Ndaba • Xolani Nhlapo • Musa Nkosi • Roy Rajhdar • Lt-Col (Dr) Bernard van Nieuwenhuyzen

Responsibilities

The Advisory Board is tasked with reviewing the GEPF's unlisted investment Portfolio managed by the PIC. Its role is to oversee the execution of the unlisted investment strategy and ensure that the PIC, as the appointed Manager, fulfils its responsibilities in accordance with the investment management agreement.

- Trustees must use annual appraisal results to identify skills or competency gaps and secure relevant training to fulfil their responsibilities effectively
- Trustees must demonstrate courage in taking appropriate risks and consistently make decisions with integrity to lead a sustainable and successful Fund.

The Board established a Social and Ethics Subcommittee, despite no legal obligation, underscoring its commitment to ethical leadership and responsible corporate citizenship.

An Ethics Officer oversees implementation of the ethics programme, submitting quarterly reports to the Social and Ethics Subcommittee and a formal report to the Governance and Legal Committee and the Board.

HIGHLIGHTS

- ➔ Recommended the GEPF's investment in Gateway Real Estate Africa (GREa) and supported the nomination of a GEPF-appointed director to the GREa Board
- ➔ Participated in a workshop to review the GEPF's unlisted property portfolio and endorsed the development of a comprehensive property strategy
- ➔ Facilitated the approval of the Century City investment, which exceeded the R2 billion threshold, requiring escalation beyond the PIC's mandate
- ➔ Recommended condonation of a breach by the PIC relating to the Unlisted Investment Mandate to ensure procedural compliance and governance alignment
- ➔ Reviewed the Fund's commitments to the Isibaya portfolio and made recommendations to the Board

Future focus

- Evaluate potential implementation models for a multi-manager strategy within the unlisted investment portfolio

Audit, Finance, and Risk Committee

Four meetings during the year

Eight special meetings/workshops during the year

Chairperson	Members
Ntsoareng Marotholi	• Lindy Bodewig • Sidney Kgara • Major General Nicolas Lushaba • Solly Malema • Dr Mugwena Maluleke • Emily Mmola • Lebo Mokgabudi • Richard Morris • Barnie Ntlou • Hale Qangule • Christo van Dyk • Zandisa Fredericks

Responsibilities

The committee oversees audit, risk and financial management, safeguards auditor independence and effectiveness, and reviews the governance and strategic direction of the Fund's information technology (IT) function.



HIGHLIGHTS

- Recommended the appointment of service providers (recruitment, external auditors, media buying, legal and marketing) for Board approval
- Facilitated the approval of the following revised documents:
 - Enterprise Risk Management Policy
 - Enterprise Risk Management Framework
 - Anti-Fraud and Corruption Policy and Response Plan
 - Fraud Risk Management Strategy
 - Debt Collection Policy
 - Combined Assurance Framework
 - Change Management Policy
 - Data Protection Policy
 - Firewall Management Policy
 - EndPoint Security Policy
 - Logical Access Management Policy
 - Network Security Management Policy
 - Internal Audit Charter
- Finalised the annual report and financial statements for 2023/24, incorporating fair value adjustments to the GEPP's unlisted portfolio, and recommended them to the Board for approval
- Recommended the GEPP's strategic objectives and annual budget for 2025/26 to the Board for approval
- Facilitated the approval of the GPAA budget for the 2025/26 financial year
- Facilitated the approval of the engagement letter and external audit plan for the 2024/25 external audit
- Monitored the GPAA system's security following the breach and provided quarterly reports to the Board
- Revised the GEPP's Strategic Risk Register and obtained Board approval
- Facilitated the approval of the Fraud Risk Register

Future focus

- Implement and monitor the Combined Assurance Framework
- Ensure participation of the PIC and GPAA in the GEPP's combined assurance processes

THE GEPF BOARD continued

Benefits and Administration Committee

Four meetings during the year

Four special meetings/workshops during the year

Chairperson	Members
Kgomotso Makhupola	• Frans Baleni • Anadele Coetzee • Rev David Jantjies • Thandi Khoza • Modibedi Maledu • Sibusiso Malinga • Dr Mugwena Maluleke • Thabo Matsose • Zethu Msindo • Sipho Nkambule • Musa Nkosi • Buyiswa Nkunjana • Lieutenant General Lineo Nkhuo • Greg Rafferty • Dr Zamokuhle Shabane • Vusi Tshabalala • Lt-Col (Dr) Bernard van Nieuwenhuyzen

Responsibilities

The Benefits and Administration Committee reviews the Fund's administrative activities – covering policies, strategies, procedures and management matters – and advises the Board on benefits and communications strategy implementation.

Future focus

- Initiate the first phases of the revised operating model subject to requisite approval by the Minister of Finance
- Enable enforcement mechanisms and impose consequences for SLA non-performance
- Implement the GPAA systems modernisation project to enhance operational efficiency and service delivery
- Establish dedicated capabilities to effectively administer benefits for minor beneficiaries
- Strengthen oversight of the Guardian Fund interface to ensure improved transparency and control
- Enhance functionalities of the self-service platform and mobile app to improve user experience and accessibility
- Implement measures to minimise unclaimed benefits
- Review and implement the approved additional voluntary contributions and in-fund preservation vehicle to enhance member savings and retention

HIGHLIGHTS

- ➔ Submitted annual pension increases for Board approval, which were subsequently approved
- ➔ Recommended the approval of the Additional Financial Obligations Policy to the Board
- ➔ Recommended and secured approval to revise benefit accrual rates, enabling implementation of the two-pot system
- ➔ Facilitated approval of the Rule amendments required to enable implementation of the two-pot system
- ➔ Facilitated Board approval of the Statutory Actuarial Valuation and associated actuarial factors
- ➔ Recommended the amalgamation of the Temporary Employees Pension Fund and the Associated Institutions Pension Fund into the GEPF to streamline pension administration and enhance Fund governance
- ➔ Closely monitored the rollout of the two-pot system to ensure effective implementation and governance alignment
- ➔ Recommended the revised SLA with the GPAA for Board approval

- Implement tangible and feasible member value-added benefits to enhance service offerings and stakeholder satisfaction
- Maintain strategic relationships and actively participate in policy forums that may impact the GEPF
- Create awareness initiatives to deepen understanding of GEPF benefits, streamline claim processes and promote financial literacy
- Position the GEPF brand strategically and expand the Fund's national footprint to strengthen visibility and stakeholder reach

Governance and Legal Committee

Four meetings during the year

No special meetings/workshops during the year

Chairperson	Members
Pierré Snyman	- Lindy Bodewig - Anadele Coetzee - Rev David Jantjies - Eddie Kekana - Thandi Khoza - Lerato Makwetla - Modibedi Maledu - Solly Malema - Sibusiso Malinga - Thabo Matsose - Advocate Makubalo Ndaba - Barnie Ntlou - Lieutenant General Lineo Nkhuoa - Gregg Rafferty - Dr Zamokuhle Shabane - Vusi Tshabalala

Responsibilities

The committee oversees the Fund's governance, legal and compliance matters, providing advice and recommendations to the Board.

Future focus

- Enhance monitoring of the litigation framework to improve oversight, risk management and timely resolution of legal matters
- Monitor the approval and implementation of COFI to ensure alignment with legislative developments and institutional readiness

HIGHLIGHTS

- Reviewed and approved the following governance-related policies:
 - Delegation of Authority Policy
 - GEPF/PIC Litigation Framework and Policy establishing procedures to strengthen the Fund's legal processes
 - Compliance Policy and Framework reviewed to align with current industry standards, strengthen compliance culture and address key legislative priorities with full compliance cycle implemented and reported to the Governance and Legal Committee
- Revised the terms of reference for the Advisory Board and the Human Resources and Remuneration Committee to strengthen governance and role clarity
- Constituted a task team to support implementation of the Board-approved investigation initiated in the previous financial year
- Reviewed Section 4 of the GEP Rules to ensure continued alignment with governance and regulatory requirements
- Facilitated the development and approval of the Election Policy to ensure transparent and inclusive governance practices
- Facilitated the development of the Employee Code of Conduct and Ethics to promote integrity, professionalism and ethical behaviour
- Reviewed the PIC's request to revise the Nominee Director Policy and provide recommendations to the Board to support sound governance and alignment
- Protection of Personal Information Act (Act 4 of 2013) (POPIA) assessment and Promotion of Access to Information Act (Act 2 of 2000) (PAIA) alignment following GPAA security breach and Information Regulator assessment of GEPF and GPAA with all findings addressed and the GEPF PAIA Manual revised and approved to align with POPIA
- Full compliance with Conflict of Interests Policy with all Board members and employees submitting annual financial disclosure forms, supported the Gifts Register

THE GEPF BOARD continued

Human Resources and Remuneration Committee

Four meetings during the year

Three special meetings/workshops during the year

Chairperson	Members
Buyiswa Nkunjana	- Pearl Maphoshe - Thandi Khoza - Siphiwe Ndwalaza - Phyllicia Kekana - Sipho Nkumbula - Pierré Snyman

Responsibilities

The Human Resources and Remuneration Committee advises the Board on human resources policies and strategies, ensuring the Fund's remuneration practices, including those for Trustees, align with industry best practice.

Future focus

- Restructure the organisation to align with market best practices and enhance operational efficiency

HIGHLIGHTS

- Reviewed Trustee remuneration rates and secure Board approval to ensure alignment with governance and industry standards
- Secured Board approval for salary increases and short-term incentives (STIs) for GEPF employees for the 2024/25 financial year
- Secured Board approval for long-term incentive (LTI) payments to eligible GEPF employees
- Oversaw the job architecture project and recommended its outcomes to the Board for approval
- Recommended Board approval for the allocation of additional resources within the GEPF organisational structure
- Reviewed and obtained approval for the following policies:
 - Recruitment Policy
 - Study Policy
 - Job Evaluation Policy
 - Total Rewards Policy
 - Grievance Policy
 - Service Benefits and Terms of Employment Policy
 - Trustee Remuneration Policy
 - Performance Management Policy
- Developed and successfully implemented the comprehensive Wellness Policy to support employee health and wellbeing

Valuations Subcommittee

Three meetings during the year

One special meeting/workshops during the year

Chairperson	Members
Hale Qangule	- Lindy Bodewig - Lebo Mokgabudi - Zethu Msindo - Zandisa Fredericks - Ntsoareng Marotholi (invitee) - Richard Morris - Roy Rajhdar

Responsibilities

The committee advises the Audit, Finance, and Risk Committee on the complex valuation of the Fund's unlisted investments.

HIGHLIGHTS

- Facilitated Board approval for fair value adjustments, impairments and reversals of impairments related to unlisted investments
- Reviewed the PIC's mid-year internal valuations to assess alignment with investment performance and reporting standards

Investment Committee

Six meetings during the year

Two special meetings/workshops during the year

Chairperson	Members
Frans Baleni	- Eddie Kekana - Sidney Kgara - Major General Nicolas Lushaba - Kgomotso Makhupola - Lerato Makwetla - Ntsoareng Marotholi - Emily Mmola - Lebo Mokgabudi - Zethu Msindo - Advocate Makubalo Ndaba - Musa Nkosi - Buyiswa Nkunjana - Christo van Dyk - Lt-Col (Dr) Bernard van Nieuwenhuyzen

Responsibilities

The committee reviews the Fund's investment activities and advises the Board on asset management, policies, strategy and procedures.

Social and Ethics Subcommittee

Four meetings during the year

No special meetings/workshops during the year

Chairperson	Members
Eddie Kekana	- Emily Mmola - Advocate Makubalo Ndaba - Sipho Nkumbule - Lieutenant General Lineo Nkhua

Responsibilities

The committee evaluates and advises on the development of an ethics strategy that aligns with the Fund's values and governance objectives.

HIGHLIGHTS

- ➔ Facilitated the approval of the following investments:
 - GREA
 - Afrexim
 - Harith InfraCo
 - AP Venture Fund III
 - Ninety-One Credit Fund
- ➔ Facilitated the approval of the following policies and frameworks:
 - Responsible Investing Policy
 - Investment Guidelines
 - Internally Managed Investment Procedure
- ➔ Reviewed PIC fees for the listed portfolio and recommended proposed adjustments to the Board

Future focus

- Implement the Write-Off Policy to ensure consistent handling of irrecoverable debts and financial adjustments
- Develop a reporting guideline to enhance transparency across legal, assurance, ICT and ethics functions
- Implement a management fee review to ensure cost-effectiveness and alignment with service value
- Strengthen active ownership to drive industry transformation and promote sustainable investment practices
- Review master custodian services to assess performance, compliance and service alignment with Fund objectives
- Review and implement the policy governing the appointment of nominee Directors to ensure transparent and accountable Board representation

HIGHLIGHTS

- ➔ Reviewed and reported on quarterly submissions addressing material, social and ethical considerations
- ➔ Considered and discussed matters of mutual interest impacting the GEPP, PIC and GPAA
- ➔ Considered organisational ethics, noting no concerns were reported by GEPP employees through existing channels
- ➔ Recommended the Employee Code of Conduct and Ethics for Board approval to reinforce accountability and ethical standards.

OFFICE OF THE PRINCIPAL EXECUTIVE OFFICER

The Office of the PEO, comprising the PEO and executive management, supports the Board in safeguarding the interests of members, pensioners and beneficiaries while managing daily operations. The structure includes heads of Corporate Services, Investments, Actuarial and Benefits, Finance, Stakeholder Management and Communication, and the Company Secretary.

The PEO ensures compliance with the GEP Law and other regulations, represents the Board in strategic forums, oversees financial reporting and disclosures, manages rule amendments, and leads liability and asset valuations.

The PEO also implements Board decisions and drives strategy execution through the executive team.

Executive management



Musa Mabesa

PEO

Qualifications:

- MSc – University of London
- Fellow of the Association of Chartered Certified Accountants
- BCompt – University of South Africa
- Leadership – Stellenbosch University Business School
- Member of the Institute of Directors South Africa



Babs Naidoo*

Head: Stakeholder Management and Communications

The Head of Stakeholder Management and Communications executes a comprehensive stakeholder management communication and education strategy.

Qualifications:

- BA, University of Durban Westville
- BA (Hons), University of Durban Westville
- Member of IoDSA
- Member of International Association of Business Communicators
- Chartered Public Relations Practitioner, Public Relations Institute of South Africa

** Babs Naidoo retired during the reporting period.*



Emmanuel Lekgau

Acting Head: Corporate Services

The Head of Corporate Services oversees internal operations, including legal and compliance, human resources, ICT and facilities management.

Qualifications:

- LLB, University of Pretoria
- LLM (Labour Law), UNISA
- LLM (Corporate Law), University of Pretoria
- Postgraduate diplomas in Compliance and Banking Law, University of Johannesburg and University of the Witwatersrand
- Admitted Attorney, High Court of South Africa
- Member of Pension Lawyers Association, International Pension Lawyers Association and IoDSA



Bulelwa Kotta

Head: Finance

The Head of Finance oversees financial and administrative services, ensuring effective financial management, accounting and procurement. The role includes directing supply chain practices and responding to audit findings related to financial reporting and compliance.

Qualifications:

- BCom (Accounting), University of KwaZulu-Natal
- Associate Chartered Management Accountant
- Postgraduate diplomas in Financial Planning and Business Management
- MBA, Henley Business School (University of Reading)
- Certified Director, IoDSA
- International Women's Forum South Africa Executive Leadership Programme, Duke University (The Fuqua School of Business)



Sifiso Sibiya

Head: Investments

The Head of Investments oversees the Fund's assets and liabilities, advises the PEO and Board on investment strategy and execution, and ensures the implementation of responsible and developmental investment policies. The role also includes managing outsourced investment services, such as those provided by the PIC and other external providers.

Qualifications:

- Master of Management in Finance and Investments (MMFI), University of the Witwatersrand
- BSc (Hons) in Mathematical Statistics, University of the Witwatersrand
- BSc (Actuarial Science), University of the Witwatersrand
- Fellow of Institute and Faculty of Actuaries (FIA)
- Fellow of the Actuarial Society of South Africa
- Chartered Enterprise Risk Actuary, Institute and Faculty of Actuaries
- CFA, Chartered Financial Analyst Institute
- Chartered Alternative Investment Analyst, Chartered Alternative Investment Analyst Institute



Brian Karidza

Head: Actuarial and Benefits Administration

The Head of Actuarial and Benefits Administration advises the PEO and Board on asset-liability management and Fund monitoring. The role oversees benefit administration and actuarial services, including outsourced activities, and manages SLAs with the Administrator. It also provides strategic input to enhance benefits and administrative effectiveness.

Qualifications:

- BSc (Hons), University of the Witwatersrand
- MBA, University of Johannesburg
- Fellow of Actuarial Society of South Africa Institute and Faculty of Actuaries (UK)
- Certified Enterprise Risk Actuary, Actuarial Society of South Africa



Adri van Niekerk

Company Secretary

The Company Secretary ensures the Board upholds good governance, advises Trustees on their duties, and provides executive secretariat support to the GEPP Board and its committees. The role also includes coordinating Trustee induction and training.

Qualifications:

- BAdmin (Hons) in Public Management, University of Pretoria
- BAdmin in Public Management, University of Pretoria
- Fellow of IoDSA
- Member of International Corporate Governance Network



PART 05

KEY CORPORATE MATTERS

PRINCIPAL EXECUTIVE OFFICER'S REPORT

I am pleased to report that the GEPF has reached its highest asset value to date at R2.69 trillion in the year under review – growth of 13.1% despite South Africa's subdued economic climate and global challenges. These results underscore the Fund's resilience while reflecting the broader economic and developmental constraints affecting its performance.

Furthermore, the GEPF remains financially sound with a funding level of 119% before contingency reserves as at 31 March 2024 – an improvement on the previous statutory actuarial valuation funding level of 110.1%. This position confirms the Fund's enhanced ability to meet its obligations and marks a significant milestone in securing the financial future of our 1 267 539 active members and 565 221 pensioners, including their beneficiaries.

Investment strategy

The GEPF portfolio remains firmly anchored in South African assets with 85.9% market exposure. This demonstrates the Fund's enduring commitment to its home country.

The year under review was shaped by themes of uncertainty, resilience and gradual growth reflected across local and global economies. Rising global instability intensified protectionist policies, sanctions, tariffs and widespread supply chain disruptions, which added pressure to an already fragile economic landscape.

The South African economy grew modestly by 0.6% during the calendar year (2024), compared to 0.7% recorded a year ago (2023). The economy showed resilience with a quarter-on-quarter expansion of 0.6% in the final quarter (Q4 2024) following the contraction of 0.1% in the previous quarter (Q3 2024). Recovery remains constrained by global trade disruptions and escalating risks.



The GEPF maintains a long-term investment strategy rooted in its policy and guiding beliefs, which inform decisions across the Fund and its managers. It continues to lead in responsible investing, embedding sustainability into investment and ownership practices through a strong policy framework. Committed to a developmental approach, the Fund seeks sound, risk-adjusted returns that generate enduring economic, social and environmental value for its members, pensioners, beneficiaries, South Africa and the wider continent.

Service delivery challenge

The GPAA continues to oversee member and pensioner management for the GEPF, including contributions and benefit payments. During the period under review, it faced notable challenges, particularly system vulnerabilities after the cybersecurity breach in 2024.

Following the breach, the Information Regulator initiated a review of the breach and issued a draft report outlining key findings and recommendations. Although a final report is yet to be issued by the Information Regulator, in response, substantial measures have been implemented to strengthen data protection for members, pensioners and beneficiaries. To support this, the GPAA has accelerated and enhanced its modernisation roadmap aimed at building a more resilient and secure IT system.

Despite this challenge, when the two-pot retirement system was introduced on 1 September 2024, the GEPF received 691 501 withdrawal applications and paid 564 547 claims amounting to R14.37 billion. This was a significant achievement, especially given the limited preparation time from the time the applicable legislation was passed ahead of the rollout and the sharp increase in application volumes once implemented.

PRINCIPAL EXECUTIVE OFFICER'S REPORT

continued

We continue to support the GPAA in delivering services to GEPF stakeholders with focus on enhancing the daily experiences of members, pensioners and beneficiaries in their interactions with the Fund. Discussions with the Minister of Finance on a strengthened service delivery operating model are also at an advanced stage.

Regulatory reform and corporate governance

South Africa's retirement industry remains in a period of transition with further regulatory reform anticipated in the coming financial year. The GEPF has initiated preparations for the COFI Bill, which aims to standardise market conduct regulation across all financial institutions. In response, the Fund is strengthening its compliance framework and enhancing its administrative capabilities to align with the new legislative requirements.

Good corporate governance remains a cornerstone of the GEPF's operations. Through our Board's Audit, Finance, and Risk Committee, the Fund applies rigorous compliance, risk and Internal Audit strategies, which ensure the protection of members, pensioners and beneficiaries.

Strengthening the Fund

During the reporting period, the Fund strengthened its compliance and governance foundations by reviewing its policies and frameworks to align with industry standards and legislative requirements. Structured processes were applied across laws with progress monitored by the Governance and Legal Committee. For instance, in response to the GPAA cybersecurity breach, the GEPF updated its PAIA Manual in accordance with directives from the Information Regulator. Additionally, the Board approved the revised Litigation Framework to guide the Fund's approach to legal matters and dispute resolution.

Parallel to these efforts, the Fund advanced its ICT strategy by completing the implementation of its enterprise resource planning (ERP) system, launching an upgraded website and intranet, and implementing enhanced, robust cybersecurity measures including multi-factor authentication, endpoint protection and cloud migration. This ICT modernisation project reached 30% completion with procurement underway for key services. Enhanced business continuity and disaster recovery planning – supported by cloud-based backups, penetration testing and updated frameworks – further strengthened the Fund's digital resilience and regulatory alignment.

In alignment with strategic goals advancing the GEPF's human capital strategy to attract, retain and develop top talent, initiatives approved by the Board included updates to the total

rewards strategy, performance-linked salary increases and incentive payouts. Policies on recruitment, job evaluation, study support and performance management were revised to reflect market trends and Internal Audit findings. The Fund also implemented job architecture and pay scale design principles, strengthened its corporate scorecard and reinforced fair labour practices.

With 46 employees, including seven interns, the GEPF continues to build a resilient talent pipeline, promote internal mobility and foster a learning culture through diverse development opportunities. Remuneration practices remain market-aligned and equity-focused, supported by a total-cost-to-company model and a values-driven culture of innovation, accountability and client centricity.

The ERP system has streamlined operations across payroll, finance, human resources and supply chain while financial oversight is reinforced by strategic budgeting, cash flow management and close coordination between Asset Managers and the PIC.

With support from the Audit, Finance, and Risk Committee, Internal Audit executes its mandate independently and in line with King IV and global standards – completing planned audits, identifying control gaps and providing assurance on governance and risk management. Of 47 audit findings during the year, 26 were fully resolved and 21 partially addressed with no material deficiencies identified.

Internal Audit also maintained its quality assurance programme, oversaw GPAA-related audit risks and advanced the GEPF's combined assurance model by establishing a dedicated forum, clarifying roles, aligning oversight efforts and embedding the framework into executive and Board processes. These initiatives strengthened assurance visibility, decision-making and governance across the Fund.

Acknowledgements

I extend my sincere appreciation to Mr Frans Baleni, Chairperson of the GEPF Board, as well as the Board of Trustees, its committees and the entire management team and employees for their dedicated service throughout the past financial year.

It is a privilege to serve the GEPF and I remain committed to leading our exceptional team in the years to come.



Musa Mabesa
Principal Executive Officer

KEY MATTERS



Legal and compliance

Compliance matters

During the reporting period, the Fund undertook a comprehensive review of its Compliance Policy and Framework to strengthen its compliance culture and ensure alignment with prevailing industry standards. This framework remains foundational to the Fund's ability to meet all legislative, regulatory and supervisory obligations.

The policy update was driven by the need to reflect current compliance norms and to prioritise specific legislation identified as key focus areas for the year under review. The Fund applied a structured compliance process – identifying, assessing, managing, monitoring and reporting compliance risks – across each of these laws. Progress and outcomes were formally reported to the Governance and Legal Committee in accordance with the Fund's Compliance Policy and Framework.

In response to a security compromise at the GPAA, the Information Regulator conducted an assessment under Section 89 of POPIA on 22 and 23 April 2024, targeting the GEPF (as responsible party) and the GPAA (as operator). An interim report was issued on 29 January 2025 in terms of Section 93(1) of POPIA. All findings and recommendations were addressed in full. The Board also revised and approved the GEPF PAIA Manual to ensure alignment with POPIA requirements.

In line with the Fund's Conflict of Interests Policy, all Board members and employees are required to disclose any potential conflicts at least annually – or as determined by the Board – via the financial disclosure form. This includes identifying any relationships, roles or circumstances that may give rise to a conflict.

Full compliance with this requirement was achieved during the reporting period.

Additionally, the Fund maintains a Gifts Register, which Board members and employees are required to complete upon receipt of any gifts, further reinforcing transparency and ethical conduct.

Legal matters

The GEPF Litigation Framework and Policy was reviewed and formally approved by the Board during the reporting period. This policy is designed to establish a structured and effective litigation framework along with clear procedures to guide the Fund's approach to legal matters and dispute resolution.



Information and communication technology

The GEPF's ICT function aligns IT strategy with the Fund's objectives, ensures governance through frameworks like the Control Objectives for Information and Related Technologies and Open Group Architecture Framework, and leads digital transformation. It also manages infrastructure, cybersecurity and service delivery, reporting to the Audit, Finance, and Risk Committee and the ICT Governance Committee.

The ICT function has advanced key priorities in the GEPF's 2024/25 Annual Performance Plan, demonstrating strong alignment between operations, digital transformation and governance objectives.

ERP implementation and digital transformation

The ERP project was completed in the fourth quarter with the final performance management module launched in March 2025. The system now fully supports 2025/26 performance management with all modules live and post-implementation support in place.

GEPF website and intranet

The upgraded GEPF website and intranet, launched by March 2025, delivers an improved user experience and stronger internal communication.

Cybersecurity and risk management

The Cybersecurity Plan was 99% complete by end of the reporting period with major controls implemented, including:

- Multi-factor authentication
- Endpoint security
- Immutable backups
- Phishing simulations
- Geolocation-based virtual private network restrictions
- Cloud migration and infrastructure

The Microsoft Azure migration is complete with GEPF now managing its own ERP hosting environment – eliminating risks tied to shared infrastructure.

Network upgrades, including increased bandwidth and new boardroom equipment, were also finalised to support the office relocation.

KEY MATTERS

continued

Strategic procurement and modernisation

By the end of the reporting period, the GEPF had initiated long-term procurement processes for:

- Email security gateway (Mimecast)
- Backup and disaster recovery
- Security Operations Centre (SOC)
- Information Security Management Services

Cybersecurity incident and recovery

In February and March 2024, the GPAA experienced two ransomware attacks linked to LockBit 3.0, which gained access through phishing and exploited elevated privileges. The breaches severely disrupted operations, especially benefits administration, by encrypting critical files.

To contain the breach, the GPAA shut down system access. The GEPF appointed Vodacom and IGuardSA to lead recovery efforts and established a Cybersecurity Recovery Steering Committee to coordinate the response. System restoration was largely completed by April 2024 although full threat removal requires ongoing efforts.

By the end of the reporting period, the Information Regulator of South Africa had issued a preliminary report on the GPAA cybersecurity incident. The GPAA addressed 83% of findings issued and improved overall compliance.

Policy and infrastructure updates

Key policies – including patch management, incident response and privacy standards – were reviewed and aligned with POPIA.

The GPAA strengthened its cybersecurity posture through network hardening and endpoint security measures. Firewall ports were audited, outdated infrastructure was replaced, and Linux operating systems were upgraded. In parallel, the transition from Trellix AV to Microsoft Defender was initiated, and over 1 000 critical and 2 800 urgent vulnerabilities were identified.

Ongoing remediation

Privileged access management and zero trust network access were being implemented by the end of the reporting period, alongside security posture assessments and penetration testing, under the oversight of the GEPF and Internal Audit teams.

Modernisation project

The GEPF's multi-year ICT modernisation project is aiming to transform digital infrastructure and service delivery by integrating core systems – pension administration, financial management and customer relationship management – to improve efficiency, user experience and long-term sustainability.

By the end of the reporting period, the project was 30% complete, following key milestones:

- Finalisation of the modernisation roadmap and request for information
- Approval to initiate the request for proposal stage
- Establishment of the Business Specification and Bid Evaluation committees for procurement oversight
- Terms of reference for the modernisation solution were under review
- Procurement was underway for key ICT services, including email security gateways (Mimecast), backup and disaster recovery, and information security management

SOC and IT service management system procurement remained in the long-term pipeline.

To support the transition, a change management resource was seconded from Human Capital Management and a formal service provider was appointed. The Modernisation Risk Register was updated, and mitigation measures are underway to manage scope, cost and time risks.

The initiative is aiming to streamline processes, enhance data accuracy and reporting, strengthen cybersecurity and regulatory compliance, and enable scalable, cloud-based infrastructure for future growth.

IT business continuity

The GEPF significantly enhanced its IT business continuity and disaster recovery capabilities in 2024/25, supporting broader risk management and digital resilience goals.

The GEPF now uses a dedicated cloud hosting and backup provider to ensure seamless disaster recovery. Backups are immutable to prevent ransomware tampering and are scanned for malware to avoid restoring infected data.

Internal and external penetration tests were conducted in June 2024 and February 2025 with most vulnerabilities patched. Weak passwords remain an issue and are being addressed through user awareness campaigns and active directory cleanup. A phishing simulation campaign is also underway to identify and train vulnerable users.

The GPAA initiated a business continuity management maturity assessment and is working with ICT to establish a formal disaster recovery programme. The business continuity strategy, finalised by 31 December 2024, includes ICT-specific recovery time and recovery point objectives, and designates the Gallo Manor site as a contingency location. Revised business continuity planning also integrates cybersecurity continuity measures to enable rapid recovery from cyber incidents.



Human capital report

During the period under review, the Board of Trustees reviewed and approved the following activities, as recommended by the Human Resources and Remuneration Committee in alignment with its annual work plan:

- Revisions to the total rewards strategy to ensure alignment with the overarching human resources strategy
- Total Rewards Policy updates aligned with evolving market trends
- Salary increases tied to performance for employees on total remuneration packages
- STI and LTI performance outcomes and corresponding payments for eligible participants
- Recruitment Policy updates addressing Internal Audit gaps and reinforcing fair labour practices across GEPF's employment practices
- Outcomes of the job architecture project as well as the development and implementation of pay scale design principles
- Updates to the Job Evaluation Policy to enable its implementation through internal processes
- Updates to the Study Policy supporting the GEPF's commitment to expanding employees' knowledge and professional development through ongoing education and training
- Updates to service benefits and terms of employment in response to market developments
- Updates to the Performance Management and Development Policy to align with the organisation's capacity to assess and achieve results
- The Corporate Scorecard ensuring strategic alignment and effective measurement, achievement and recognition of performance against targets

The GEPF places employees at the centre of delivering on its mandate and strategic goals. Our human resources strategy aims to position the GEPF as a preferred employer in the global retirement fund sector by attracting, developing and retaining top talent, supported by a values-driven culture of innovation, accountability, integrity, transparency and client centricity.

We recognise the need for a sustained talent pipeline to fill key roles and achieve strategic goals. Our human resources team has successfully established talent pools that support business continuity and promote internal mobility for professional growth.

The GEPF's total rewards strategy integrates performance management and rewards policies to align with the broader human resources strategy, driving organisational performance and employee engagement. Our holistic approach includes a commitment to continuous learning, reflected in the review of the Study Policy as a key element of talent development.

To remain competitive in attracting, motivating and retaining talent, the GEPF continuously enhances its employee value proposition. During the reporting period, the organisation had

46 employees

including seven interns.

The GEPF's remuneration practices are aligned with market dynamics and the broader retirement fund sector to promote equity within the industry, reinforcing our reputation for leadership and achievement.

Remuneration is key to attracting and retaining top talent essential to the GEPF's strategic delivery. Our Total Rewards Framework integrates tangible and intangible benefits, offering competitive, market-aligned salaries while balancing external benchmarks with internal pay equity.

The GEPF prioritises pay-for-performance to unlock employee potential and drive value-added contributions, supported by a total-cost-to-company remuneration model that includes guaranteed pay, benefits and variable incentives.

Short-term incentive scheme

The STI is a cash incentive awarded to employees for sustained performance above expectations. It is paid separately from salary increases in line with the scheme's criteria.

Long-term incentive scheme

The LTI scheme, introduced in 2018/19, awards cash incentives based on long-term organisational performance over a three-year period. In the period under review, qualifying employees received payouts following the third vesting cycle.

Learning and development

The GEPF fosters a learning culture that supports employee growth. Employees benefit from diverse external development opportunities.

KEY MATTERS continued



Finance monitoring and oversight

The GEPF's Finance function is central to maintaining the Fund's financial integrity and sustainability. It oversees financial planning, budgeting, reporting, cash flow and treasury operations – ensuring accurate transaction records and regulatory compliance. On a quarterly basis, the GEPF's Finance function reviews the investment management fees paid to the PIC as well as the administration costs incurred by the GPAA against the approved budgets.

Key duties include budgeting in line with strategic goals, cash flow forecasting, preparing financial reports, coordinating with Asset Managers and the PIC on investment income and disbursements, and upholding internal controls and pension fund reporting standards.

The GEPF Executive Committee has delegated its investment mandate responsibilities to the Finance Liaison Committee. The committee's role is to strengthen collaboration among the GEPF, GPAA, PIC and the Master Custodian (Standard Bank); support implementation of the Board's reporting requirements, investment mandate and SLAs; and facilitate audits and information flow between the GEPF and all third-party service providers.

ERP solution

In 2023, the GEPF Board approved a software provider to license and implement an ERP solution to streamline and integrate business operations. The system aims to automate manual processes, enhancing efficiency, productivity and decision-making across key functions: payroll, financial management, fixed asset management, supply chain management (SCM) and human resources.

ERP implementation began in March 2024 with the payroll module going live. By year-end, all modules were deployed, staff training completed, and a robust change management programme launched to support full adoption.

Internal audit report

The Internal Audit unit is the GEPF's third-line independent internal assurance provider. In line with the King IV, the unit provides objective and relevant assurance to management and the Board through the Audit, Finance, and Risk Committee. This contributes to the effectiveness of risk management, control and governance processes. Internal Audit conforms with the International Standards for the Professional Practice of Internal Auditing in carrying out its activities.

SUPPLY CHAIN MANAGEMENT

The SCM unit oversees the full procurement life cycle to support the GEPF's operations and strategic goals.

In 2024/25, its capacity was enhanced through an additional team member, enabling greater process insourcing and stricter enforcement of SCM policies.

A new SCM module, launched in February 2025 as part of the ERP rollout, began improving procurement workflows, turnaround times and auditability.

During the year, several key tenders were successfully awarded, including the establishment of legal and recruitment panels, and the appointment of a new external audit firm, amongst others.

With upgraded systems and increased capacity, the SCM unit is well-positioned to meet the Fund's evolving needs.

The Internal Audit Manager reports functionally to the Audit, Finance, and Risk Committee and administratively to the PEO, thereby promoting and safeguarding independence. The Internal Audit Manager has direct access to the committee through its Chairperson.

The Audit, Finance, and Risk Committee approved the 2024/25 risk-based and three-year rolling Internal Audit plans. Internal Audit delivered reports as planned, identified control weaknesses, agreed on corrective actions, and provided an overall assurance opinion on the control environment. The unit also reviewed its charter in line with Global Internal Audit Standards and submitted it for Board approval, discharging its duties accordingly.

Internal Audit also oversees the GPAA's Internal Audit activities relating to outsourced risks, contributes to the GPAA's annual audit coverage plan, and reviews audit reports tabled at joint Executive Committee meetings.

A risk-based approach guided audit priorities with all planned engagements completed except for the fraud risk management and data migration reviews, which were deferred and reported to the Audit, Finance, and Risk Committee. In line with the combined assurance model, reliance was placed on third-party

providers – Deloitte & Touche for the PIC and PwC for Standard Bank of South Africa.

Audits conducted included:

- Fraud risk management
- ERP (data migration)
- Legal and compliance
- Cybersecurity
- ICT governance
- Investment management – environmental, social and governance (ESG) perspective
- Corporate governance

Tenders observed included:

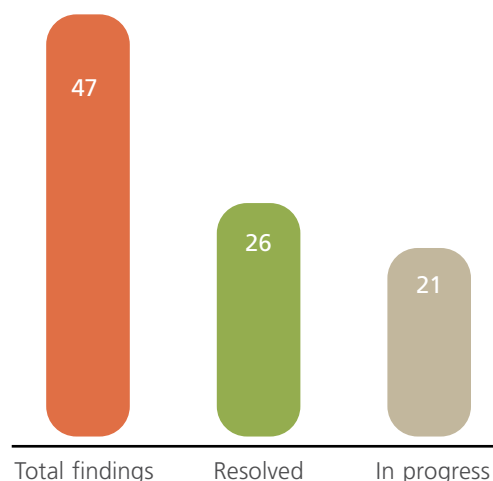
- Employee assistance programme
- Recruitment services
- Legal and compliance
- Modernisation implementation
- Catering and decoration
- Media buying
- Two-component front-end solution
- External audit services
- Investment research consulting
- Value-added benefits programme
- Marketing, advertising and public relations

Consulting reviews requested by management included:

- Performance management
- STI bonus and salary increases
- Trustee remuneration and attendance
- LTI bonus review
- GEPF Golf Day reconciliation
- Findings and remedial actions

At the start of 2024/25, 29 findings were outstanding. During the year, 18 new findings were raised. By 31 March 2025, 26 had been fully resolved and 21 partially resolved, reflecting management's commitment to strengthening internal controls.

Summary of findings raised and resolved



Internal Audit identified no material control deficiencies affecting the effectiveness of the GEPF's governance, risk management or control processes. Management continues to implement corrective actions to strengthen the control environment. The unit also maintains a quality assurance and improvement programme, including internal and external assessments in line with Institute of Internal Auditors standards.



COMBINED ASSURANCE

Internal Audit serves as coordinator and champion of the GEPF's combined assurance model, which promotes integrated, risk-informed assurance across five lines of assurance (listed below). The model enhances assurance coverage, reduces duplication and strengthens governance through structured collaboration among assurance providers.

The five lines of assurance:

1. Management of risk

- Risk owners or line management
- External outsourced service providers (including the GPAA and PIC)
- Master custodian
- Core functions:
 - Administrator
 - Asset Manager
 - Actuaries

2. Management support and oversight functions

- Risk Management
- Legal and Compliance
- SCM
- Finance
- Human Capital
- Investments and Actuarial
- ICT
- Payroll
- IT

3. Independent assurance

- Internal Audit (covering GEPF, Administrator, and Asset Manager)

4. External assurance providers

- External auditors (including the GEPF, Administrator and Asset Manager)
- Information Regulator
- Statutory bodies

5. Governing body

GEPF Board of Trustees

Board of Subcommittees:

- Benefits and Administration
- Investment Committee
- Advisory Board Committee
- Audit, Finance, and Risk Committee
- Governance and Legal Committee

In 2024/25, Internal Audit advanced the model's maturity through key initiatives:

- Established the Combined Assurance Forum to coordinate efforts across the Fund and service providers
- Identified key role players with clear responsibilities under the Combined Assurance Framework
- Facilitated monthly forum meetings to align coverage and address risks

- Secured approval of the combined assurance composition and appointed forum members
- Ensured strategic positioning by making combined assurance a standing item on Executive Committee operations agendas
- Delivered Board training to enhance oversight of the model
- Monitored the combined assurance maturity action list to drive continuous improvement

These efforts are enhancing the visibility of assurance outcomes, strengthening decision-making, and supporting the governance responsibilities of the Audit, Finance, and Risk Committee and the Board of Trustees.

Internal Audit remains committed to embedding the model as a cornerstone of integrated assurance and sustainable governance at the GEPF.



PART 06

Investments

INVESTMENT REPORT

Economic overview

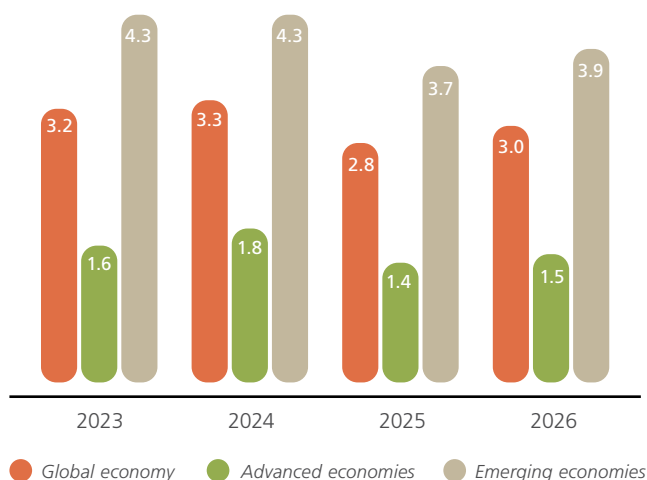
Revised global GDP growth

The main themes for the 2024 calendar year were uncertainty, resilience and slow but steady growth reflected across local and global economies. The volatility of the 2023 calendar year's global economic landscape provided valuable lessons for key policymakers, helping to strengthen resilience heading into 2024 calendar year. However, despite a record number of presidential elections globally, the actions of one president disrupted this growing resilience, highlighting the deep interconnectedness of global markets and the elevated economic risks.

Global GDP growth projections for the year were repeatedly revised downward, reflecting the ongoing turbulence in international markets and reinforcing policy uncertainty as the dominant economic theme of 2024. Growth in advanced economies continued to lag that of emerging markets with emerging economies achieving a growth rate of 4.3% – more than double the 1.8% recorded by advanced economies.

Looking ahead to calendar year 2025, the International Monetary Fund's World Economic Outlook forecasts subdued growth across all regions with global GDP expected to grow by 2.8%, down from 3.3% in the previous year. Advanced economies are projected to grow at 1.4% while emerging economies are expected to expand by 3.7% – both down from their respective 2024 growth rates of 1.8% and 4.3%. The downward revision on growth comes on the back of heightened trade tensions, which bring with it policy uncertainty, ultimately leading to a weakened global economic outlook for calendar year 2025.

GDP growth projections: Percentage change in real GDP growth



Source: IMF/GEPR Research

Increased global volatility

The final quarter of the 2024 calendar year was significantly shaped by the US presidential elections, which reignited geopolitical concerns and heightened market uncertainty. This backdrop complicated macroeconomic decision making for investors as political risks and the potential for shifts in US foreign and economic policy created an unpredictable environment. Historically, such periods of elevated uncertainty and volatility tend to drive investors towards safe-haven assets, particularly gold and government bonds. In line with this trend, gold prices experienced a notable rally during the quarter.

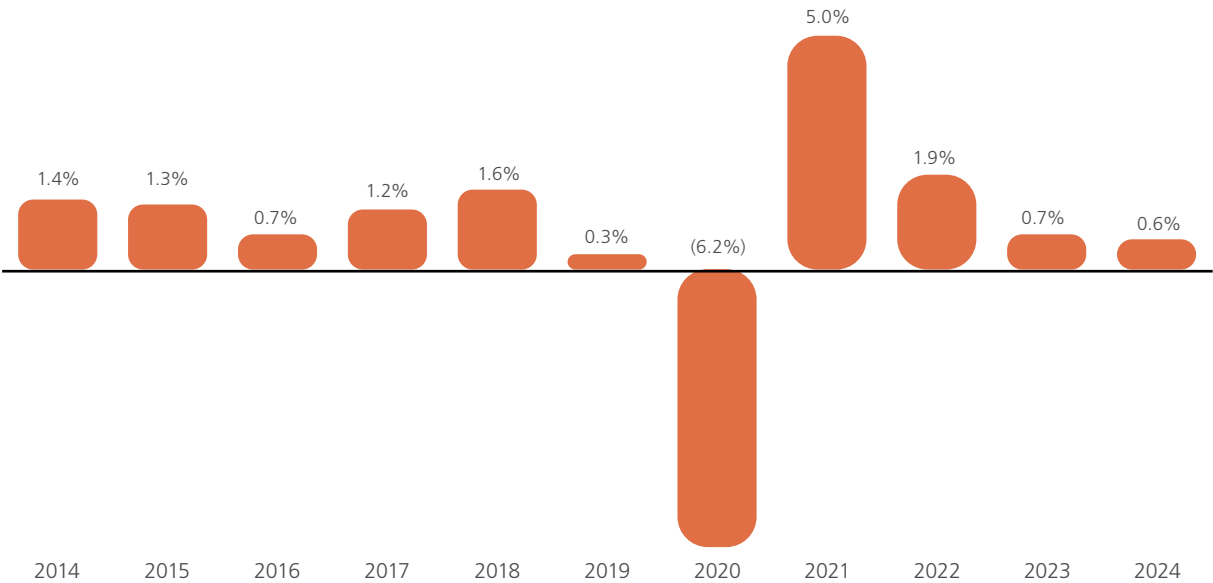
Global economic uncertainty has led to a rise in protectionist measures, sanctions, tariffs and supply chain disruptions. In this environment, anticipated interest rate cuts may be delayed or elevated rates could persist for longer, prompting shifts in fiscal priorities. As a result, the private sector is likely to adopt a more cautious stance, constrained by heightened uncertainty and high borrowing costs typically associated with geopolitical instability. These dynamics pose a significant risk to the global economy, which had previously shown signs of recovery. Moreover, any unexpected economic downturn, abrupt policy shifts or divergence from the anticipated disinflation trajectory could trigger sharp market corrections. Such developments may lead to substantial capital outflows and increased exchange rate volatility, particularly in emerging markets, which are more vulnerable to global financial shocks.

Growth remains sluggish in South Africa

The South African economy grew by 0.6% in 2024, slightly down from 0.7% in 2023. Although economic momentum remained modest, growth was supported by improvements in electricity supply, the successful formation of the GNU and reduced transportation costs driven by lower fuel prices. The main drivers of South Africa's GDP growth in 2024 were the services sector and improved consumer and business sentiment. However, persistent weakness in the agricultural and industrial sectors continued to weigh on overall growth. Despite these challenges, the South African rand performed relatively well against many emerging market currencies although it depreciated by 2% against the US dollar over the calendar year 2024.

In the first quarter of 2025, ongoing macroeconomic shocks continued to shape the economic landscape. Despite these challenges, the South African economy displayed some resilience, recording a flat quarter-on-quarter expansion of 0.1% compared to the final quarter of 2024. Of the 10 sectors contributing to economic output, four posted growth with agriculture standing out as a primary driver. On the demand side, the economy benefited from strong household consumption, increased export activity and a drawdown in inventories. Household spending rose for the fourth consecutive quarter, supported by higher expenditures on transport, particularly vehicle purchases and essential food items.

South African economic growth

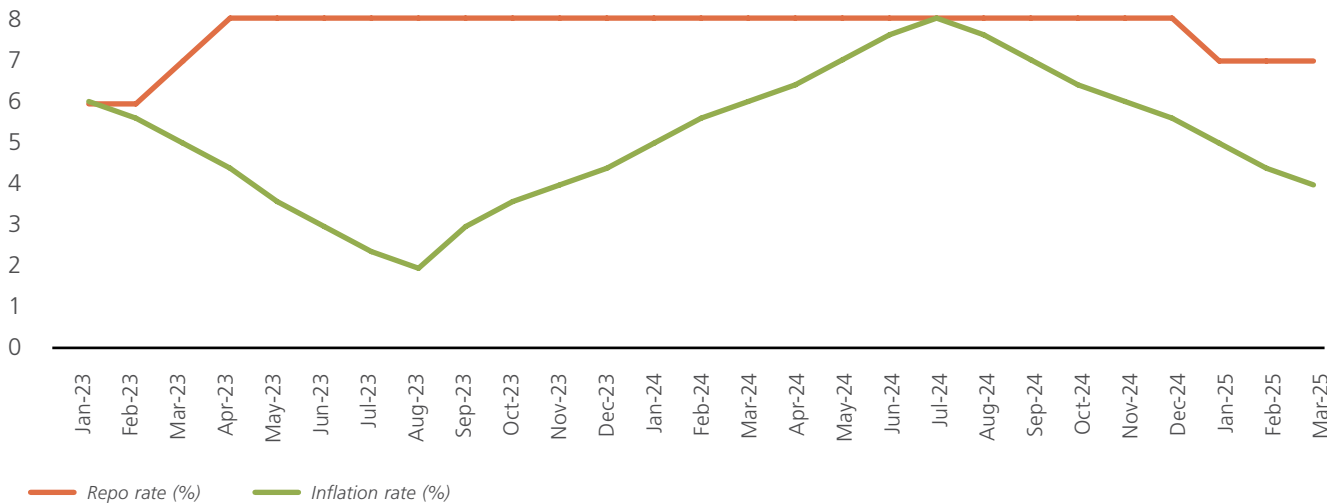


Source: Statistics South Africa/GEPF Research

Looking ahead, the South African Reserve Bank forecasts a growth rate of 1.7% for South Africa in 2025 – up from the modest 0.6% recorded in 2024. The local economic recovery faces headwinds from heightened uncertainty linked to global trade shocks and rising fiscal risks. On the positive side, improvements in rail freight capacity, port management and reduced electricity supply disruptions are expected to help offset some of these downside risks.

Inflation under control and interest rate cutting-cycle underway

The CPI fell from 5.2% in April 2024 to 2.7% in March 2025, marking the lowest level since June 2020 when it was 2.2%. Headline inflation, driven by the volatile contributors of food and electricity prices, also eased. Nonetheless, South African households continue to face economic pressures with a high unemployment rate significantly impacting economic growth. The Reserve Bank began its interest rate-cutting cycle in August 2024 with the Monetary Policy Committee reducing the repo rate by 25 basis points from 8.25% in April 2024 to 7.5% in March 2025 where it has remained steady amid renewed geopolitical tensions.



Source: South African Reserve Bank/GEPF Research

INVESTMENT REPORT

continued

The recent domestic interest rate cuts, along with signals from the South African Reserve Bank about a lower long-term inflation target, point to the potential for interest rates to remain elevated in the face of ongoing uncertainty. Economists highlight that South Africa’s inflation remains notably higher than that of its key trading partners, resulting in a persistent inflation premium embedded in short- and long-term interest rates. This premium acts as a drag on investment and economic growth. Additionally, faster-rising local price levels are eroding the country’s international competitiveness. For interest rates to decline meaningfully and for the economy to achieve more sustainable and broad-based growth, a consistent and credible reduction in inflation will be essential.

Financial markets

Strong equity markets

Global markets faced persistent inflationary pressures at the outset of the financial year. However, these concerns eased as central banks across major economies began implementing rate cuts during the second quarter of 2024. Equity market performance in the US was predominantly led by the technology sector for most of the financial year, buoyed by strong investor interest in AI. However, this momentum moderated in the first quarter of 2025 amid growing concerns around elevated valuations and the impact of renewed trade tariffs on the sector. Over the 12 months to 31 March 2025, the utilities sector led performance within the S&P 500, delivering a return

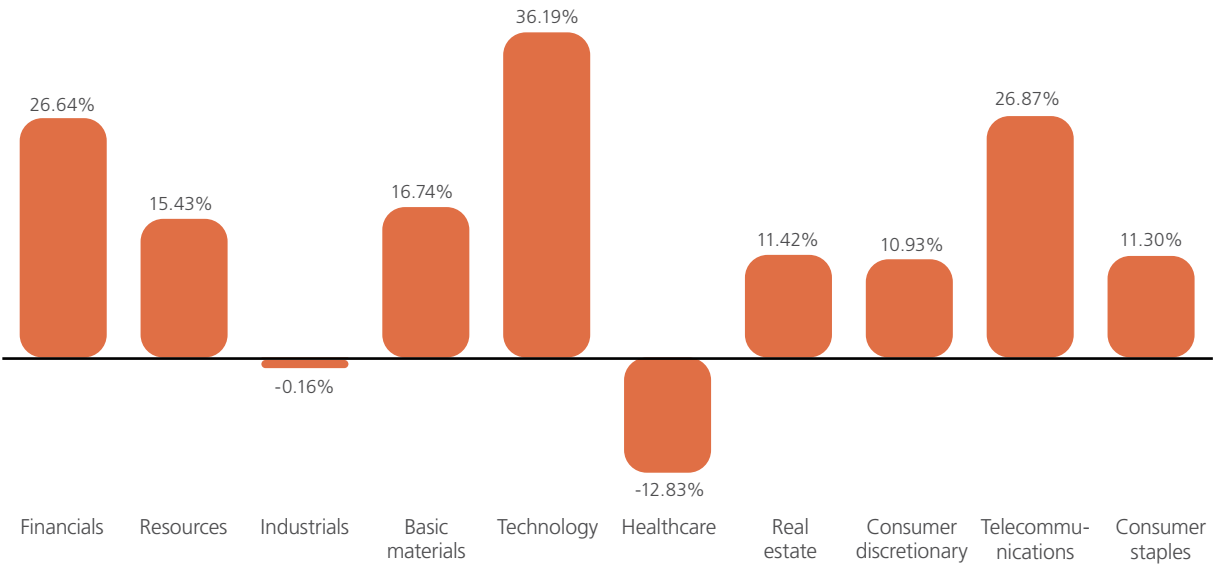
of 20.2%, followed closely by the financial sector, which returned 18.3% in US dollar terms.

European equities delivered strong relative performance, supported by more stable macroeconomic conditions and a consistent policy environment. However, the region faced headwinds during the year, particularly within the automotive sector, where rising competition from Chinese manufacturers, who continue to gain market share, posed a growing concern.

Developed market equities delivered stable performance over the year, with the MSCI World Index posting a 12-month return of 5.5% in US dollar terms.

The JSE Shareholder Weighted Index (SWIX) delivered a robust annual return of 18.9% for the year ended 31 March 2025. This performance was underpinned by strong double-digit gains across key sectors. The technology sector experienced a 36.2% surge, driven by strong global demand for innovation and digital transformation, alongside positive momentum in comparable stocks worldwide. Telecommunications and financials followed closely, returning 26.87% and 26.64% respectively. These gains reflect renewed investor confidence in domestic economic prospects and robust earnings resilience from both sectors. Healthcare was a noticeable laggard, signalling a shift by investors away from defensive positions towards higher-return opportunities in cyclical sectors within South Africa.

One-year JSE sector returns



Source: Bloomberg/GEPR Research

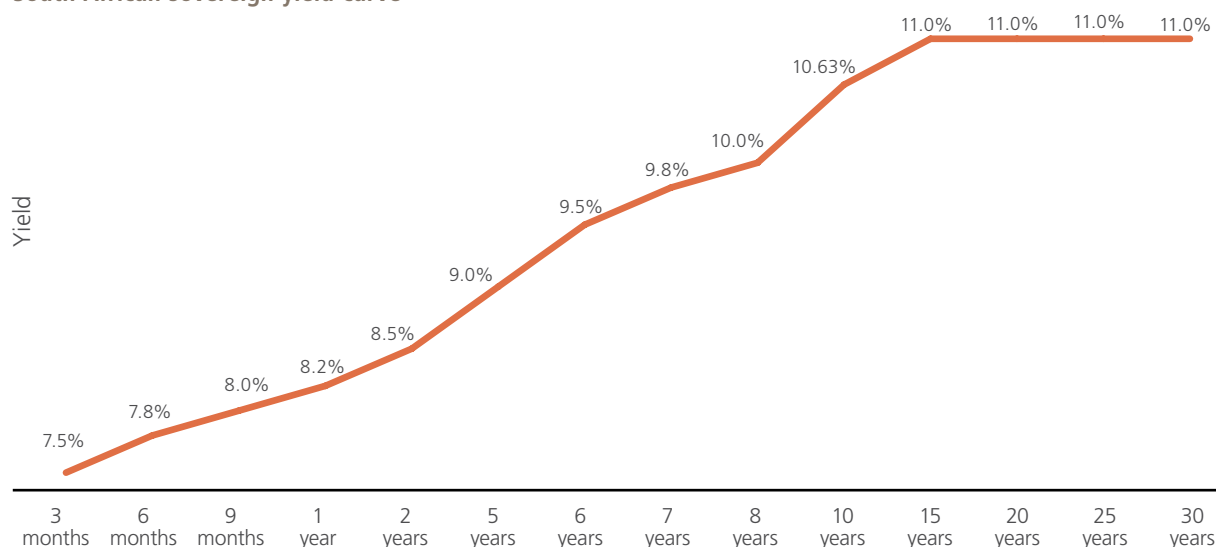
Stable bond markets

Investment-grade bonds as measured by the Bloomberg Global Aggregate Bond Index returned 3% for the financial year as political and fiscal uncertainties placed upward pressure on yields, weighing on fixed income performance despite a supportive interest rate environment.

The yield on South Africa's 10-year government bond peaked at 12.54% in early April before decreasing steadily throughout

the year. This was driven by increased demand and renewed investor confidence, supported by a more favourable political and economic outlook. By year-end, the yield had declined to 10.63%, contributing to a strong total return of 20.2% for the All Bond Index. This was further underpinned by the rand strengthening against major global currencies as it appreciated by 3.0% against the US dollar, 2.7% against the euro and 0.68% against the British pound.

South African sovereign yield curve

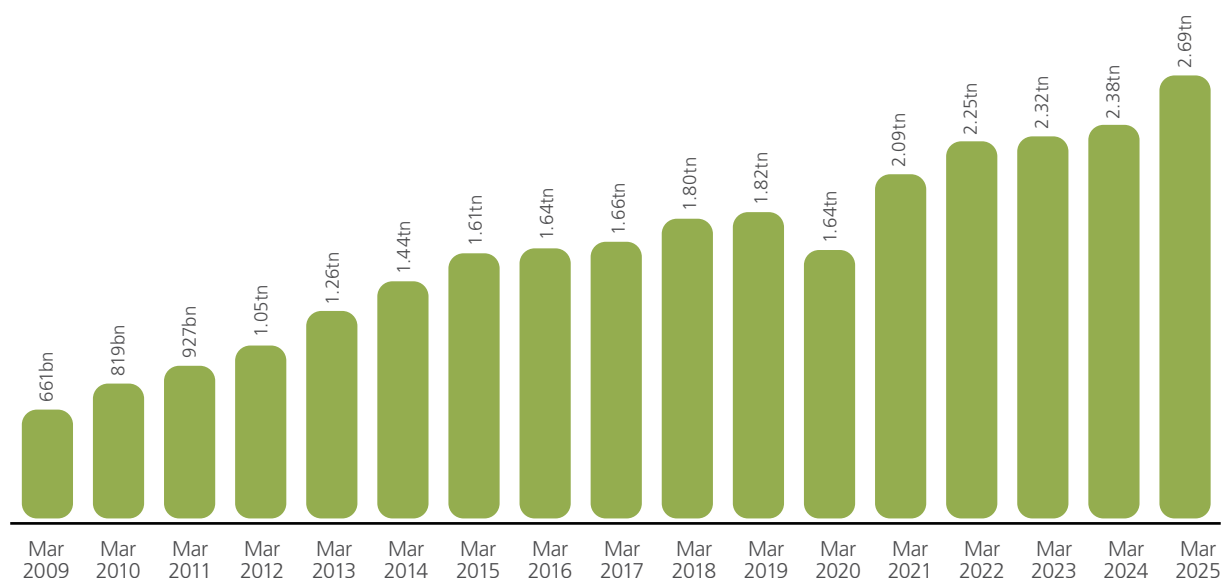


Source: Bloomberg/GEPI Research

Portfolio performance and positioning

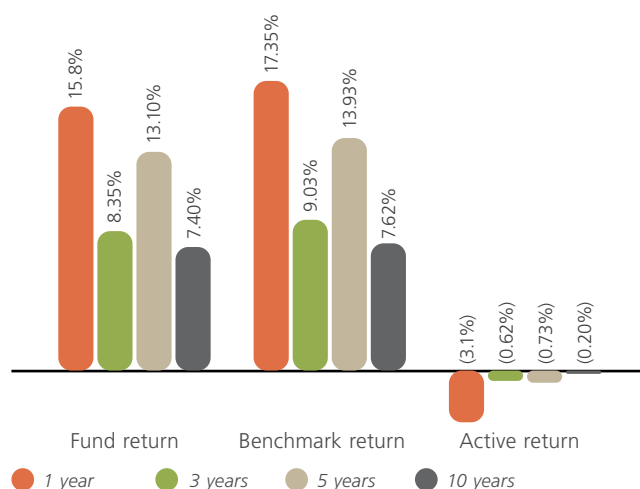
The strong performance across equity and fixed income markets contributed significantly to growth in assets under management (AUM), which rose from R2.38 trillion at the end of the previous financial year to R2.69 trillion as of 31 March 2025.

Annual assets under management growth (R)



INVESTMENT REPORT continued

Periodic returns



Returns over one year are annualised.

Contributors to portfolio return

The top five contributors to performance over the financial year were Naspers, Standard Bank, Gold Fields, Prosus, and AngloGold Ashanti. During the year, the portfolio increased its exposure to gold-related securities, adopting an overweight

position. This shift coincided with a 40% surge in the gold price, which reached \$3 123.57 as of 31 March 2025, and significantly boosted the performance of gold stocks as reflected in the strong returns from Gold Fields and AngloGold Ashanti.

The top five contributors to performance	Fund weight (%)	Contribution to return (%)
Naspers	11.92	8.59
Standard Bank	4.02	4.60
Gold fields	5.52	4.27
Prosus	4.27	3.92
Anglogold Ashanti	3.76	3.59

Top 10 equity holdings

Naspers and Prosus represent notable overweight positions within the portfolio's top 10 holdings, reflecting continued positive sentiment towards the technology sector and confidence in their exposure to high-growth markets at the forefront of technological innovation. Three of South Africa's largest banks are also represented among the top holdings albeit underweight relative to the benchmark due to regulatory limits.

Top 10 equity holdings	Market value R'000	Sector	Domestic equity fund weight	Benchmark weight %
Naspers	166 994 804	Technology	12.11	11.01
Gold Fields	77 389 883	Basic materials	5.61	5.22
Prosus	59 745 628	Technology	4.33	3.67
FirstRand	59 516 670	Financials	4.32	5.65
Standard Bank	56 315 839	Financials	4.08	4.92
AngloGold Ashanti	52 655 963	Basic materials	3.82	3.45
Capitec Bank	52 189 292	Financials	3.78	4.11
MTN Group	46 506 388	Telecommunications	3.37	3.25
Anglo American	43 131 265	Basic materials	3.13	2.82
British American Tobacco	40 707 193	Consumer staples	2.95	2.46

Reaping the benefits of diversification

A crucial aspect of effective portfolio management is the intentional inclusion of a diverse array of assets with low correlations. This strategic diversification serves multiple purposes, including risk reduction, stability during market turbulence, enhanced risk-adjusted returns and acting as a hedge during specific market events. Furthermore, when different asset classes have low correlations or move independently of each other, the overall portfolio becomes less susceptible to extreme fluctuations. This not only provides a buffer during market turbulence but also contributes to more stable returns over time.

The GEPP portfolio stands out for its thoughtful blend of assets that exhibit low to medium correlation. This intentional diversification has played a pivotal role in the portfolio's ability to deliver consistent returns over time. It underscores the value of incorporating uncorrelated assets strategically to achieve a well-balanced and resilient investment portfolio.

The correlation matrix below illustrates the correlation among the assets within the GEPP portfolio.

Correlation matrix	MSCI World	Bloomberg Global Aggregate Bond	MSCI Emerging Market	CIL Index	JSE All Bond	JSE South Africa All Property	JSE Shareholder Weighted	JSE Africa excluding South Africa
MSCI World	1.00	0.57	0.76	0.40	0.61	0.68	0.74	0.49
Bloomberg Global Aggregate Bond	0.57	1.00	0.60	0.26	0.57	0.35	0.51	0.38
MSCI Emerging Market	0.76	0.60	1.00	0.48	0.78	0.48	0.51	0.48
CIL Index	0.40	0.26	0.48	1.00	0.45	0.45	0.51	0.48
JSE All Bond	0.61	0.57	0.78	0.45	1.00	0.49	0.51	0.51
JSE SA All Property	0.68	0.35	0.48	0.45	0.49	1.00	0.50	0.50
JSE Shareholder Weighted	0.74	0.51	0.51	0.51	0.51	0.50	1.00	0.50
JSE Africa excluding South Africa	0.49	0.38	0.48	0.48	0.51	0.50	0.50	1.00

Asset allocation

The portfolio maintains a significant allocation to South African assets with 85.9% exposure across local listed equity and bond markets. The fixed income portion includes sovereign and corporate bonds, providing a balanced mix of yield and credit exposure.

Asset class allocation

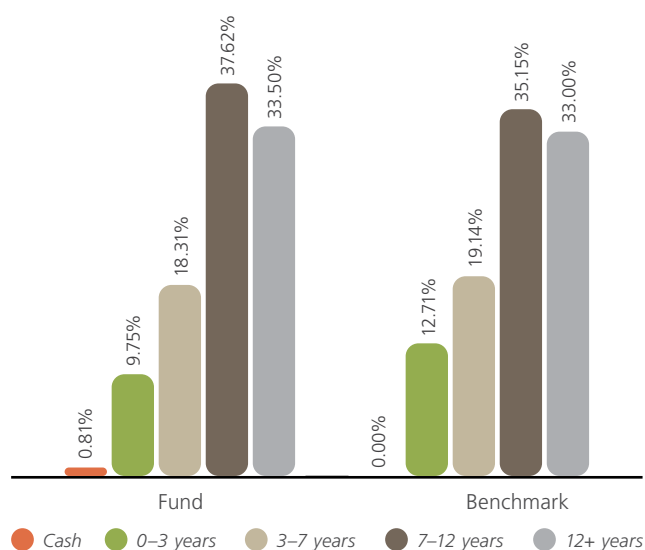


Foreign bonds	1.9%
Isibaya	1.9%
Cash	2.1%
Africa excluding South Africa	0.5%
Domestic listed property	4.3%
Foreign equity	11.8%
Domestic bonds	29.4%
Domestic equity	54.1%

Maturity band exposure

Approximately 70% of the bond portfolio is exposed to bonds that have a maturity of more than seven years, which facilitates a steady income stream for the portfolio over the long term and supports the Fund to meet its long-term liabilities.

Maturity band exposure



INVESTMENT REPORT continued

Investment management fees

The total increase in fees is due to AUM growth. However, the following applies in particular:

- The increase in listed fees broadly in line with the growth in AUM of about 12.85% and the 12-month IRR of about 15.8%. This especially applied to the equity portfolio which is the majority asset class. The listed fees exclude investment performance fees.
- Other fee categories decreased marginally, due to the unlisted portfolio mainly being in the distribution period whereby the net asset value (and therefore fees) decrease due to capital being returned.

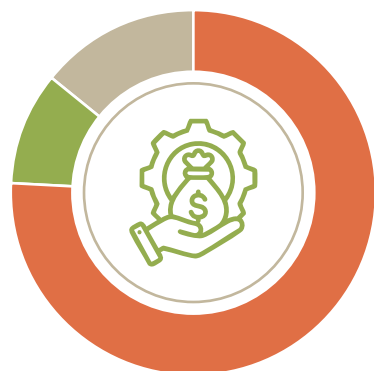
Investment management fees	2024/25 Rm	2023/24 Rm	% diff
PIC listed	2 230	1 840	21.20
PIC unlisted	239	242	(1.36)
GEPF Internally Managed Portfolio	42	45	(6.07)
Total	2 511	2 127	18.05

Unlisted investments: Internally managed portfolio

The GEPF manages an internal portfolio that is earmarked for allocation to private market funds that invest in the African continent. The objective of the portfolio is to enhance returns and to further diversify the Fund's portfolio by targeting investments in sectors and companies not represented in the listed markets. As at the 31 March 2025, the Fund had committed US\$875 million to nine Africa-focused private equity funds.

The exposure is expected to grow over time as the capital earmarked for commitment to Africa-focused private market fund managers is fully allocated. As part of the programme, the GEPF invests in a combination of specialist funds including infrastructure and sector-agnostic private markets funds and Fund of Funds.

Allocation by fund type



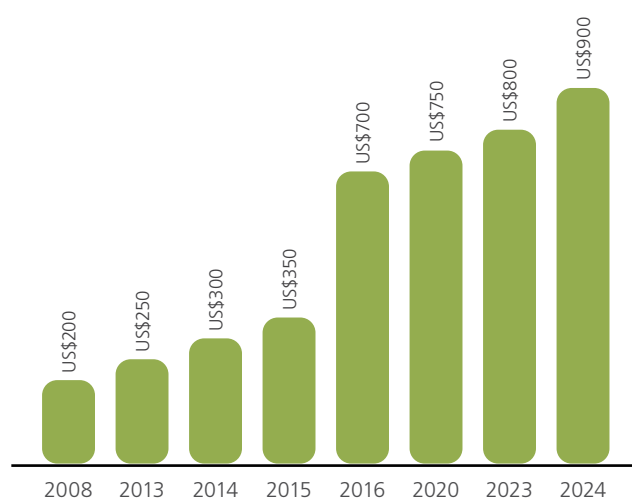
Infrastructure	76%
Private credit	10%
Private equity	14%

The private markets managers allocated to pursue direct investments in diversified sectors including energy, financial services and technology, telecommunication and transport.

Assets under management in internally managed private market portfolio

Fund	Commitment in US\$ (million)	Share of GEPF internally managed portfolio (%)
Pan African Infrastructure Development Fund II	350	40.00
Pan African Infrastructure Development Fund I	250	28.57
Africa Credit Opportunities Fund III	90	10.29
African Infrastructure Investment Fund 4 Partnership	60	6.86
African Development Partners III	40	4.57
African Development Partners II	30	3.43
South Suez Africa Fund II	25	2.86
Capital Alliance Private Equity IV	20	2.29
Verod Capital Growth Fund II	10	1.14
Total	875	100

Cumulative allocations 2008-2024 (US\$'000)



The internally managed private markets portfolio is a Pan African portfolio with assets across the African continent, ensuring that the Fund plays a catalytic and developmental role not only in the South African economy but in the rest of the continent. For the 2025/26 financial year, the portfolio will include exposure to Pan African private debt, as an allocation to the Ninety-One Credit Fund – African Credit Opportunities Fund III was approved during the 2024/25 financial year.

Portfolio diversification by geography



East Africa	0%
Nigeria	0%
North Africa	11.09%
Pan Africa	37.19%
South Africa	32.43%
West Africa (excluding Nigeria)	2.76%

The fund managers pursue direct investments in diversified sectors including energy, financial services and technology, telecommunication, and transport as per the pie below.

Diversification by sector



Consumer	4.75%
Energy	33.44%
Financials	3.15%
Healthcare	1.91%
Industrials	15.16%
IT	0.14%
Materials	1.57%
Real estate	0.95%
Telecommunications	32.82%
Transport	5.48%
Utilities	0.62%

Unlisted investment: PIC Isibaya portfolio

The Isibaya portfolio was established in 1999 to house the GEPP's unlisted developmental investments portfolio. Its objective is to deliver on the Fund's developmental impact objective and generate positive financial returns. The GEPP has committed to more than R100 billion across the three Isibaya funds. The PIC has committed R85 billion and invested R75 billion in investments across sectors, including renewable energy, financial services and housing.

Isibaya Fund	Year of commitment	Commitment amount
Fund I	2013	R23 billion
Fund II	2016	R70 billion
Fund III	2022	R25 billion
Total		R118 billion

The portfolio is managed by the PIC on behalf of the GEPP and includes a mix of developmental and private market (direct and funds) investments in South Africa (81%) and the rest of Africa (19%). Fund III, the latest vintage commitment, is in the investment stage while Funds I and II have reached the end of the investment stage.

The invested portfolio is well diversified with investments in the sectors indicated below.

Sector allocation



Agriculture	7.96%
Construction	0.52%
Consumer goods	1.21%
Education	1.71%
Energy	3.42%
Financial services	8.55%
Fund of Funds	10.81%
Health	0.83%
Hospitality	0.25%
Housing	17.86%
Infrastructure	3.43%
Investment holding	0.22%
Manufacturing	18.75%
Mining	0.52%
Municipality	0.47%
Oil and gas	2.02%
Property	1.00%
Renewable energy	12.59%
Student accommodation	0.66%
Telecommunications	2.76%
Transport and logistics	4.48%

ESG PERFORMANCE

GEPF continues to be a leader in responsible investment practices through our comprehensive suite of responsible investment policies, committing to integrate sustainability issues in investment decisions and ownership practices.



Create a sustainable, equitable and inclusive economy

Structure an investment portfolio, which brings positive economic, social and environmental outcomes to South Africa



Risk-adjusted returns can be earned for its members, pensioners and beneficiaries

Leverage its current and prospective investments to support the advancement of South Africa's national and the continental (African) development agenda



Aim to improve the economic and social well-being of the area and its inhabitants

Investment made in the development of a country, region or community

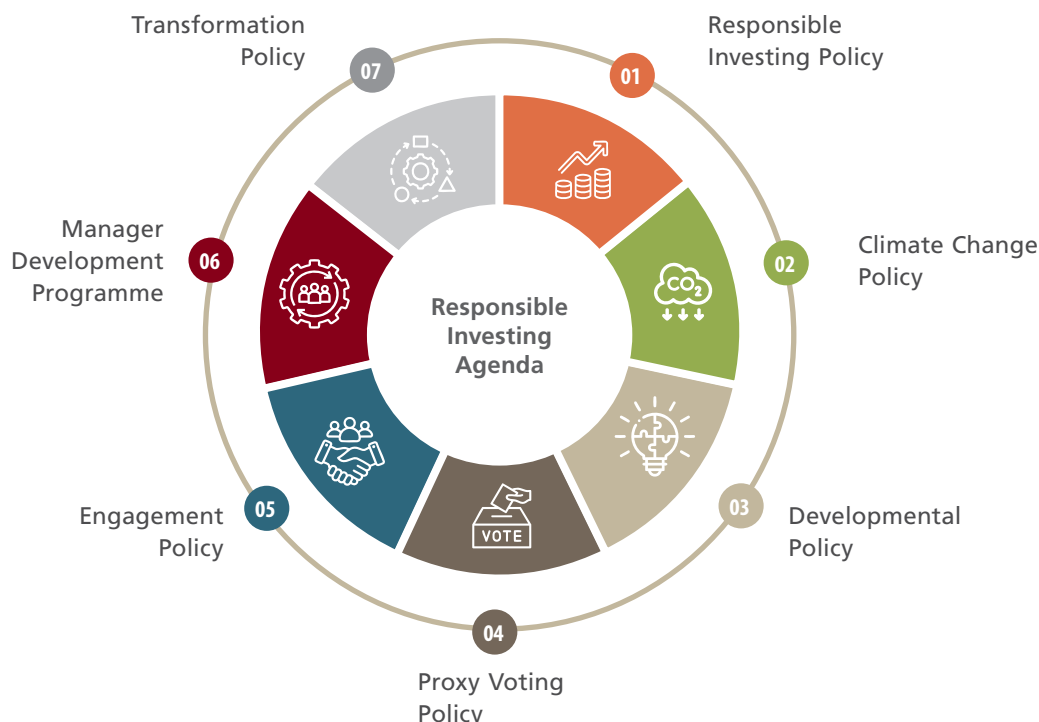


Recognising its role as a long-term investor and custodian of public servants' retirement savings, ESG integration is not only a tool for mitigating risk but also a lever for positive societal change and sustainable value creation. It ensures that ESG considerations are not peripheral but central to how the GEPF manages the portfolio, setting the standard for responsible and transformative investing on the continent. As a founding signatory of the United Nations Principles for Responsible Investment (UNPRI), the GEPF has pledged to integrate ESG issues into investment analysis and decision-making, be an active owner, promote ESG disclosure and collaborate to enhance implementation effectiveness.

The Responsible Investment Policy thus outlines how the GEPF will act with fiduciary care, diligence and stewardship to promote sustainable financial returns while contributing to South Africa's developmental and climate goals.



GEPF's suite of ESG policies supporting the responsible investing agenda for long-term value creation



These include policies and strategies, which prioritise investments that generate measurable economic and societal benefits such as infrastructure development, affordable housing, affordable housing and education further anchoring GEPF's commitment to inclusive growth by embedding transformation principles into investment mandates.

This is complemented by our active ownership strategy – exercising our shareholder rights and constructively engaging with investee companies on broader sustainability issues such as climate change, Board and executive level remuneration, Board diversity, succession planning, transformation and many more.

Further strengthening our ESG commitment, the Climate Change Policy reflects the GEPF's recognition of climate risk as a long-term financial risk. The Fund actively incorporates climate-related considerations into investment decisions and supports a just transition to a low-carbon economy.

These frameworks and policies are guided by local and international best practice such as the Code for Responsible Investing in South Africa (CRISA 2) and the UNPRI, Sustainable Development Goals (SDGs), National Development Plan, Task Force on Climate-related Financial Disclosures, King IV, Green Finance Taxonomy, Just Transition Framework and many others.

Beyond returns

The GEPF continues to leverage the Fund's capital in supporting South Africa's socio-economic development while generating acceptable risk adjusted returns under the Development Investment Policy. This aligns with our dual mandate in achieving long-term sustainable financials returns for its

members and beneficiaries and promotes inclusive economic growth, transformation and social upliftment in South Africa.

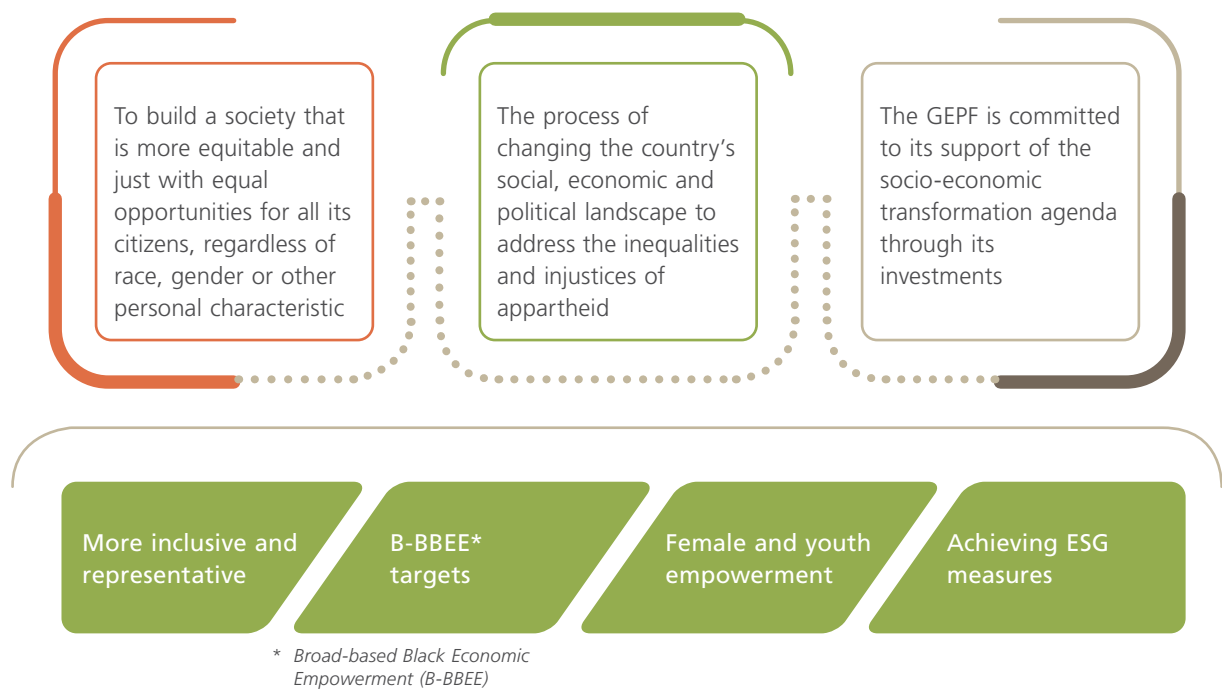
In more specific terms, the Developmental Investment Policy aims to support unlisted investments that contribute to the development of economic infrastructure, social infrastructure, environmental sustainability and enterprise development. We strive to contribute towards the reduction of inequality by addressing historic socio-economic imbalances such as creation of jobs, and accessibility to quality housing, education and essential services. Through this policy, we as the GEPF are enabled to act as a catalyst for broader transformation, by enabling investment flows into underfunded and high-impact sectors, especially where private capital is limited. In essence, GEPF's Developmental Investment Policy reflects its leadership as a transformative investor, driving social impact while safeguarding the financial security of public servants.

Transformation mandate

The Transformation Policy serves as a cornerstone of the GEPF's commitment to driving socio-economic change across its entire investment portfolio. Designed as a universal framework, the policy is integrated across all GEPF investments, embedding socio-economic transformation at every level of the portfolio, encompassing listed and unlisted investments. This policy actively fosters the inclusion of Black-owned Asset Managers through initiatives such as the Manager Development Programme, which equips emerging managers with financial support and capacity-building resources ensuring that transformation efforts extend beyond financial performance to drive meaningful societal impact.

ESG PERFORMANCE

continued



The Manager Development Programme takes a broad approach, actively identifying entrepreneurs, boutique teams and high-potential individuals who exhibit strong investment expertise and align with the GEPF's strategic investment objectives and ESG principles. The programme aims to achieving the following objectives:

A climate-resilient future

We recognise climate change as a systemic financial risk and a transformational opportunity. Our climate change strategy affirms our commitment to protecting the long-term value of the Fund while supporting South Africa's transition to a low-carbon, inclusive economy.

In a country highly vulnerable to climate impacts, the GEPF is playing a pivotal role in driving responsible investment and aligning capital with national climate priorities that are aligned with the Paris Agreement.

Our climate agenda supports our country by decarbonisation of key sectors such as transport and mining, driving investments in resilient infrastructure and clean jobs while catalysing private-sector participation in climate finance. By supporting a just transition, the Fund aids in ensuring workers and communities dependent on carbon-intensive sectors are not left behind.

Our history of acting on climate change and sustainability issues



Our agenda drives impact and protects our pensioners and beneficiaries' pension contributions in safeguarding retirement savings by reducing exposure to climate risk and regulatory shocks. The Fund also targets long-term financial sustainability by recognising that climate-resilient investments are increasingly aligning with value creation.

Looking forward, through responsible stewardship, climate smart investing and bold collaboration, the GEPPF is building a resilient future for our environment, our country and our pensioners. The GEPPF's climate change journey and broader ESG issues have been a formal component of our investment process since 2006.

Responsible stewardship

As part of our fiduciary responsibility to protect and grow the value of the Fund, the GEPPF exercises active ownership to influence positive changes in the companies and entities we invest in. Through active ownership, we seek to shape responsible corporate behaviour, promote transparency and hold companies accountable to financial and societal expectations.

Active ownership is not only a tool for protecting financial returns but also a mechanism for promoting transformation and good governance in line with the best practice. Our approach is guided by the engagement and proxy voting guide, enabling direct engagement and voting on shareholder matters with investee companies to promote and improve ESG best practices. This has enabled us to promote corporate accountability in a market still grappling with legacies of inequality. The PRI, which is the largest global reporting project on responsible investment, requires all its members to report on its activities. The GEPPF, as a founding signatory of the PRI, is committed to rigorously overseeing its engagement and proxy voting activities, including those carried out by its appointed Asset Managers. We report on these activities with transparency while ensuring that the disclosure does not undermine shareholder value.

Active ownership

The GEPPF exercised its shareholder rights in accordance with its Responsible Investment and Proxy Voting Policy, which is implemented on its behalf by the PIC.

ESG PERFORMANCE

continued

Listed equity

During the year under review, the PIC, on behalf of the GEPF, voted on 2 800 resolutions at 157 meetings, as shown below.



Through the PIC, 96 engagements took place on 221 ESG matters (76.5% mostly related to governance, followed by transformation at 11.3%, environment at 9.5% and social at 2.7%).

ESG engagement pillar – Listed equities



Governance	76.5%
Transformation	11.3%
Environmental	9.5%
Social	2.7%

Unlisted assets

During the year under review, the PIC, on behalf of the GEPF, voted on 398 resolutions at 58 meetings, as shown below.

The GEPF, through the PIC, conducted 157 engagements on 293 ESG matters (34.5% mostly related to governance, followed by social and transformation at 45.1% and environment at 20.5%).



ESG engagement pillar – Unlisted equities



Governance	34.5%
Social and transformation	45.1%
Environmental	20.5%

Our drive for sustainable impact

The GEPF invests for impact by aligning its capital with South Africa's most pressing socio-economic priorities while delivering sustainable, risk-adjusted returns for its members and pensioners.

Through its developmental investment strategy, the GEPF channels long-term capital into sectors that generate measurable social, economic and environmental benefits. These include infrastructure, education, healthcare, housing, renewable energy and enterprise development.

By embedding ESG principles and mapping investments to the UN SDGs, the GEPF ensures its portfolio supports inclusive growth, transformation and climate resilience. This is not impact on the margins, it is impact by design.

Our approach is guided by robust policies, implemented through professional oversight and grounded in transparent reporting. We measure our success not only by financial performance but by the number of lives improved, jobs created, and communities uplifted.

Investment impact	Developmental indicators	Achievements
	- Total number of jobs - Youth employed - Persons with disabilities	174 491 23 391 1 285
	Energy	2 035.95 MW added to the grid
	- Value of student loans - Student accommodation beds (under management/construction/refurbishment)	R689 300 000 17 008
	- Total housing projects completed - Total houses completed	93 69 658
	Farms supported	19
	- Hospital beds - Hospitals and Clinics	1 320 10
	Ownership	43% are rated between B-BBEE Level 1 and Level 3

ESG PERFORMANCE

continued

Reporting

At GEPF, transparency is embedded in the Fund’s governance philosophy. The Fund reports openly to its stakeholders and provides public access to its Responsible Investment Policy, underscoring its commitment to responsible stewardship and fiduciary integrity.

The GEPF tracks the progress of its ESG-related activities through a structured and multi-layered reporting and oversight framework designed to ensure consistency, credibility and alignment with global best practices.

Key components of this ESG performance monitoring framework include:

- Dedicated climate risk assessments reported quarterly to the Investment Committee
- Stewardship reviews, including proxy voting and engagement activity, conducted quarterly and reported to the Investment Committee
- ESG requirements and reporting standards embedded in Asset Manager mandates
- Ongoing ESG research, including controversy tracking, ratings, and alerts
- Regular oversight engagements via the Investment Liaison Committee and ESG Working Group

Summary scorecard

PRI median | Module score

Module	0102030405060708090100	Star score	AUM coverage
Policy governance and strategy	 (>65% ≤ 90%)	★★★★☆	
Indirect listed equity (passive)	 (>65% ≤ 90%)	★★★★☆	>50%
Indirect listed equity (active)	 (>65% ≤ 90%)	★★★★☆	<10%
Indirect fixed Income (passive)	 (>90% ≤ 100%)	★★★★★	≥10% and ≤50%
Indirect fixed income (active)	 (>90% ≤ 100%)	★★★★★	<10%
Indirect private equity	 (>90% ≤ 100%)	★★★★★	<10%
Indirect real estate	Not reported		<10%
Indirect hedge funds	Not reported		<10%
Confidence building measures	(>90% ≤ 100%)	★★★★★	

UNPRI assessment

The GEPF continues to score significantly above the median against its asset owner peers for responsible investing activities, particularly in policy governance and strategy, listed equity (active and passive), fixed income and private equity.

The UNPRI’s scorecard below reflects performance distribution across predefined range bands, serving as an intuitive visualisation tool for interpreting results. These bands, structured from 0% to 100%, are designed to map performance levels against strategic indicators or target metrics.

Each range communicates a distinct level of achievement, enabling clear differentiation between thresholds such as baseline compliance (0–25%), progressive improvement (26–40%) and optimal performance zones (above 90%). This format fosters transparency by highlighting areas requiring targeted attention and demonstrating alignment with expectations.

By framing the data within these calibrated intervals, the scorecard supports decision-makers in identifying material trends, guiding consequence management and reinforcing accountability across reporting dimensions.



PART 07

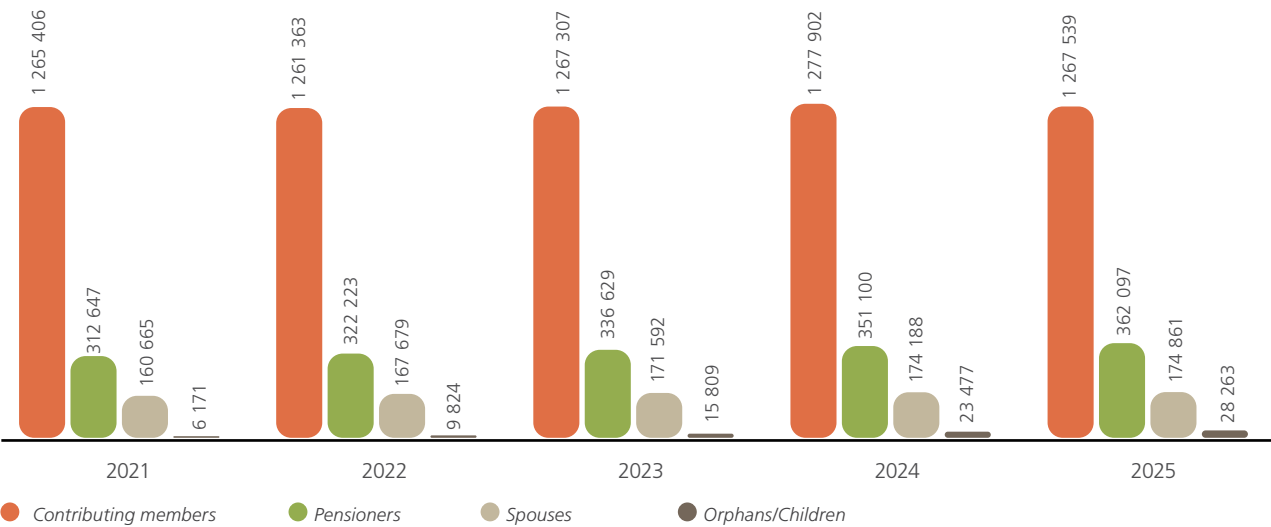
MEMBERSHIP AND BENEFITS

MEMBERSHIP

The GEPF provided benefits to 1 267 539 active members and 565 221 pensioners and beneficiaries as of 31 March 2025.

The graph below depicts the changes in membership and beneficiaries of the Fund over the past five years. The number of members and pensioners increased in this financial year. The reason for this increase is explained by an increase in the number of retirements, death and funeral claims received and paid.

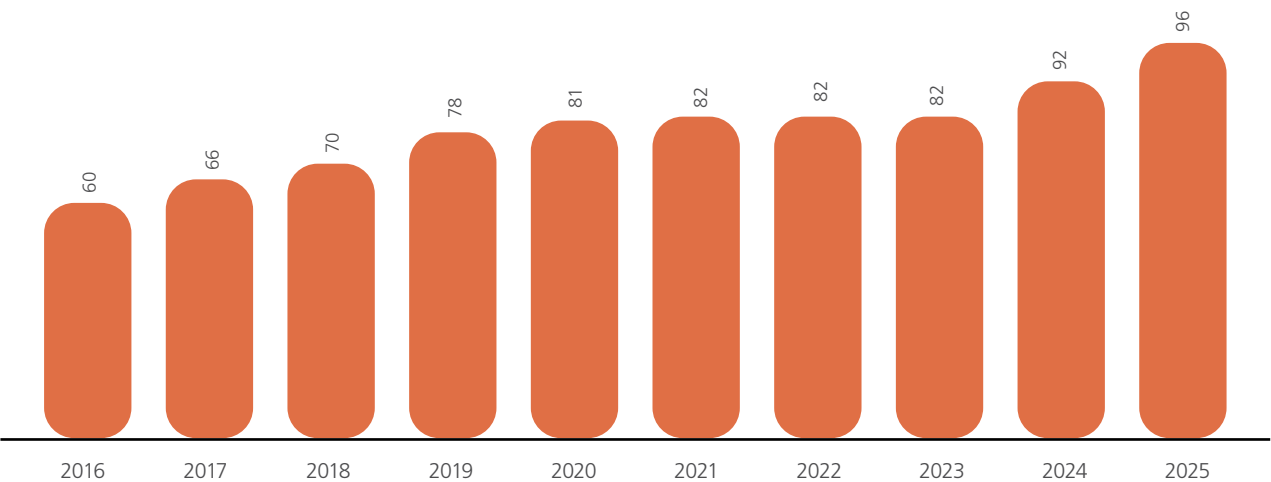
Changes in membership and beneficiaries of the Fund over the past five years



Benefits paid and contributions received

Contribution income increased by 4% during the reporting period. The increase in contribution is due to the salary increase for public servants.

Contributions received (Rbn)



Total benefits paid during the year under review increased by 17% from R142.36 billion in the financial year 2023/24 to R167.16 billion during the reporting period. The increase is mainly as a result of an increase in normal benefit payments as well as the recently introduced savings withdrawal benefits.

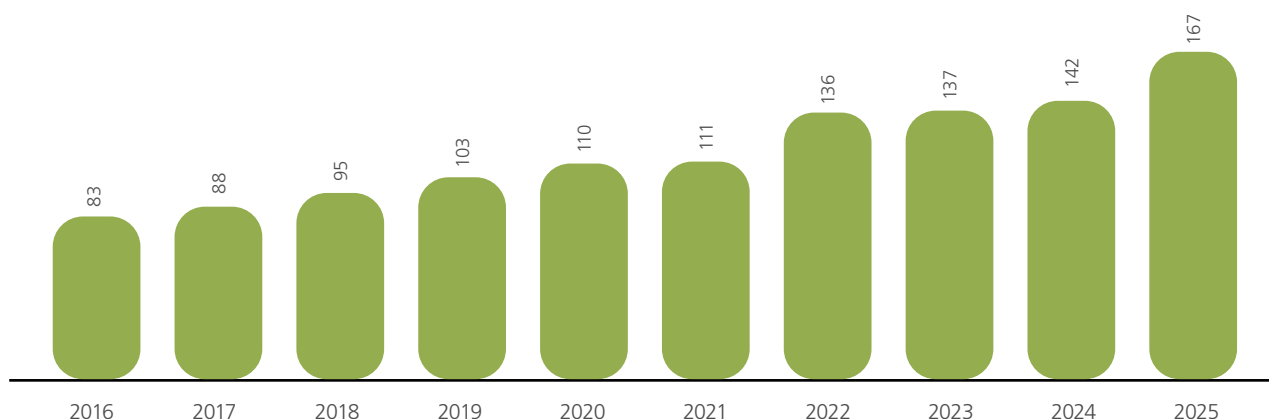
The GEPF is a defined benefit fund. This means that the benefits defined in the Rules of the Fund are guaranteed in retirement and do not depend on the amounts contributed by the member and employer.

The GEPF provides:

- Benefits for normal, early and late retirement and ill health retirement
- Resignation benefits
- Benefits for members affected by retrenchment/restructuring
- Savings withdrawals
- Funeral benefits
- Death in service

Detailed information about GEPF benefits can be at www.gepf.co.za.

Benefits paid (Rbn)



Retirement benefits (including spouse and child's pensions)

The GPAA processed and finalised 39 568 (2024: 35 523) cases of members retiring during the period under review. The total value of gratuities paid was R25.9 billion (2024: R22.6 billion) and annuities R86.6 billion (2024: R77.6 billion).

Resignation benefits

An amount of R29.1 billion (2024: R27.6 billion) was paid in resignation benefits to 22 452 (2024: 22 671) claimants during the year under review.

Death benefits

The GEPF paid an amount of R6.6 billion (2024: R7.5 billion) in lump sum death benefits for 5 738 (2024: 6 097) claims during the reporting period.

Spouse pension

The GEPF pays annuities to the widow/er of members who have a full potential service period of 10 years or more and die in service or after retirement.

The number of spouses receiving annuities from the GEPF is 174 861 (2024: 174 188). A total of 9 793 (2024: 10 084) new applications were processed with 4 203 (2024: 4 862) of the current spouse pension recipients passing away during the financial year. A total of 4 916 (2024: 2 626) spouses were suspended due to outstanding certificates of existence.

Child pension

The GEPF pays annuities to the orphans of members who became pensioners on or after 1 December 2002. A child's annuity is also payable when a member, who has a service period of 10 years or more, dies in service or at retirement.

The number of orphans/children receiving a benefit from the GEPF is 28 263 (2024: 23 477). A total of 9 062 (2024: 10 764) new applications were processed with 2 016 (2024: 1 518) of the current orphans/children receiving a benefit from the GEPF, having reached the termination age. A total of 2 260 (2024: 1 578) children were suspended due to outstanding certificates of existence.

Funeral benefits

The GEPF processed and paid a total of 26 618 (2024: 24 380) funeral benefit claims.

Of the 9 946 (2024: 8 879) claims paid in respect of contributing members, 5 478 (2024: 5 072) were claims for members while claims for members' spouses were 3 272 (2024: 2 871). A total of 1 196 (2024: 936) claims paid related to members' children.

Of the 16 672 (2024: 15 501) claims paid in respect of pensioners, 12 985 (2024: 12 207) were claims for pensioners and 3 618 (2024: 3 235) were claims for pensioners' spouses. 69 (2024: 59) claims paid related to pensioners' children.

A total of R517.2 million (2024: R350.9 million) in funeral benefits was paid to beneficiaries during the reporting period.

Savings withdrawals

The GEPF received 691 501 withdrawal applications and paid a total of 564 547 withdrawal applications within the financial year. The total value of withdrawal applications paid is R14.4 billion. The average gross value of savings withdrawals paid was R23 554.

ADMINISTRATION AGAINST PERFORMANCE

The GPAA manages member services and the payments of benefits. The relationship between the GEPF and the GPAA is governed through a SLA.

The overall GPAA administration against performance for the financial year 2024/25 was below the benchmark stipulated by the SLA. The GEPF has been engaging the GPAA on strategies to improve its service levels.

SLA compliance	SLA items (Q4)	Weight (%)	Target (%)	Q1 2024/25 (%)	Q2 2024/25 (%)	Q3 2024/25 (%)	Q4 2024/25 (%)	Average (%)	Indicator
Member benefits	32	20	90	83	92	89	72	84	●
Member interaction	30	20	90	93	90	87	90	90	●
Member administration	8	20	90	100	100	100	100	100	●
Fund financial management	11	20	90	75	100	89	86	88	●
Good governance and compliance	30	20	90	79	84	82	86	83	●
All weighted average of five categories	111	100	90	86	93	89	87	89	●

● 90% or higher ● 80% to 90% ● Less than 80%

Benefits paid within 60 days

According to Section 26 of the GEP Law, a benefit payable shall be paid to the member, pensioner or beneficiary entitled to such benefit within a period of 60 days from the benefit becoming payable in terms of the law, benefits become payable on the last day of service at the employer of that member, pensioner or the death of that pensioner.

Paid claims (period from exit date to payment date)	<=60	61-90	91-120	121-150	151-180	181-240	241-365	366-730	730+	Total	%
Retirement	22 211	4 550	2 827	1 807	1 191	956	1 047	1 266	3 713	39 568	55.98
Death	22	190	410	477	859	530	1 150	1 138	962	5 738	8.12
Resignations	7 750	4 392	3 007	1 710	1 210	1 136	1 010	914	1 323	22 452	31.77
Transfers	1 073	591	471	214	154	133	102	105	78	2 921	4.13
Total	31 056	9 723	6 715	4 208	3 414	2 755	3 309	3 423	6 076	70 679	100
%	43.94	13.76	9.50	5.95	4.83	3.90	4.68	4.84	8.60	100.00	

During the financial year, our Administrator paid 31 056 of 70 679 claims within 60 days from the date of exit, complying with GEP Law. The percentage is low and can be attributed to various reasons including late submissions of claim documents by the employer and claim documents that were rejected due to errors.

Paid claims (period from exit date to payment date)	<=60	61-90	91-120	121-150	151-180	181-240	241-365	366-730	730+	Total	%
Retirement	35 558	2 705	711	254	102	89	69	35	45	39 568	55.98
Death	3 090	1 269	613	256	146	135	127	69	33	5 738	8.12
Resignations	19 355	2 166	556	156	74	58	43	25	19	22 452	31.77
Transfers	2 345	366	157	25	7	11	5	3	2	2 921	4.13
Total	60 348	6 506	2 037	691	329	293	244	132	99	70 679	100
%	85.38	9.20	2.88	0.98	0.47	0.41	0.35	0.19	0.14	100	

The above table illustrates the administrative performance relative to the periods in the claim's payment processes under the control of the Administrator. The period is from when correct and complete information is received (liability date) from the employer to the date of the claim payment (payment date). In this case, the Administrator paid 85.38% of 70 679 claims within 60 days of receiving correct and complete claim information. Late payment interest of R2.1 billion (2024: R1.8 billion) was paid during the financial year. This represents 1.3% of the total benefit payments made.

After navigating initial challenges, we tightened processes and reduced turnaround times for savings withdrawals. Over the period, 29% of payments were made within 10 days, a further 45% within 10–30 days and 23% within 30–60 days, bringing 97% of savings-withdrawal claims to completion within 60 days. The small remainder typically involved complex verifications with employers or additional documentation.

Initiatives undertaken to improve benefit payments

The GPAA is looking at various models and methods to improve payments of benefits. The following are some of the initiatives undertaken for the current financial year:

- Appointment of additional staff and overtime rewards to help address the influx of divorce benefit claims
- Additional capacity added to the call centre to assist with handling high call volumes
- Accommodating manual calculation processes to facilitate continuous payments while further system developments are underway

Satellite and regional office performance

Enquiries received	Office	Q1	Q2	Q3	Q4	Total
Gauteng	Trevenna Johannesburg	22 648	40 400	49 349	34 862	147 259
Northwest	Mafikeng Rustenburg	8 967	29 642	16 833	13 998	69 440
Limpopo	Polokwane Thohoyandou	18 905	28 052	13 432	16 381	76 770
Northern Cape	Kimberley	8 643	14 435	13 458	10 518	47 054
Eastern Cape	Mthatha Port Elizabeth Bisho	20 182	27 181	31 100	25 831	104 294
Western Cape	Cape Town	6 472	8 367	21 269	11 464	47 572
Free State	Bloemfontein Phuthaditjhaba	10 196	19 485	6 427	16 190	52 298
KwaZulu-Natal	Durban Pietermaritzburg	19 858	30 681	33 214	25 996	109 749
Mpumalanga	Nelspruit Bushbuckridge	5 181	10 819	9 921	10 351	36 272
Total		121 052	209 062	195 003	165 591	690 708

Complaints received	Opening balance	Complaints received	Complaints resolved	Closing balance	Percentage resolved (%)
2020/21	22	2 822	(2 844)	0	100
2021/22	0	2 525	(2 439)	86	97
2022/23	86	2 471	(2 518)	39	98
2023/24	39	1 387	(1 409)	17	99
2024/25	17	2 054	(1 773)	298	86

ADMINISTRATION AGAINST PERFORMANCE continued

Unclaimed benefits

Unclaimed benefits refer to those benefits where the mode of exit and the last day of service are known but the benefit is not paid within the 24 months of the last day of service.

The table below illustrates the percentage change per annum in unclaimed benefits balances as of 31 March 2025.

Unclaimed benefits category	31 March 2025		31 Mar 2024	
	Cases	R	Cases	R
ACB rejection	9 127	188 840 874	10 313	303 646 266
Insufficient payment information	3 158	269 520 547	3 502	295 655 866
Funeral benefit	161	1 638 162	181	1 846 458
Transferred to untraceable	4 746	41 396 540	5 150	49 613 016
Tax-related issues	548	8 771 902	596	10 774 247
Dispute cases	136	20 662 538	161	25 998 929
Gross total	17 876	530 830 563	19 903	687 534 782

Unclaimed benefits category	Cases	R	Change (%)
Opening balance: 1 April 2024	19 903	687 534 782	
Transfers: 2024/25	8 143	436 403 091	63
Total before payments	28 046	1 123 937 872	
Payments: 2024/25	(10 170)	(593 107 310)	(53)
Closing balance: 31 March 2025	17 876	530 830 563	

During 2024/25 the unclaimed benefits balance increased by 63% of the opening balance and the Fund paid 53% of unclaimed benefits. A total of R593 million has been paid to former members and beneficiaries.

S-cases – unclaimed benefits

S-cases are those where contributions were not received for a continuous period of 120 days and the mode of exit is unknown and the exit document (Z102) has not been received from the employer.

Employer	Cases	R
Education	16 189	340 308 379
Health	4 120	122 281 887
Defence Force	308	12 184 883
SAPS	115	3 487 717
Other	1 554	71 841 062
Total benefits	22 286	550 103 927

The Department of Education has the highest amount worth R340.3 million. Some of the cases have different pension numbers for the same member due to multiple contracts. In most cases, the members are reluctant to sign their exit documents because they are still contributing members.

Unclaimed pension benefits for past discriminatory practices

Past discriminatory practices benefit cases aim to address and rectify past discriminatory practices for all eligible members.

Unclaimed pension benefits for past discriminatory practices	Cases	R	Change (%)
Opening balance: 1 April 2024	8 966	488 971 281	
Transfers: 2024/25	299	39 664 413	8.11
Total before payments	9 265	528 635 694	
Payments: 2024/25	(4 448)	(233 700 005)	(44.21)
Closing balance: 31 March 2025	4 817	294 935 689	

Past discriminatory practices: Death and alive status	R	Percentage (%)	Cases	Percentage (%)
Death	294 072 246.25	99.71	4 798	99.61
Alive	863 442.63	0.29	19	0.39
Gross total	294 935 688.88	100.00	4 817	100.00

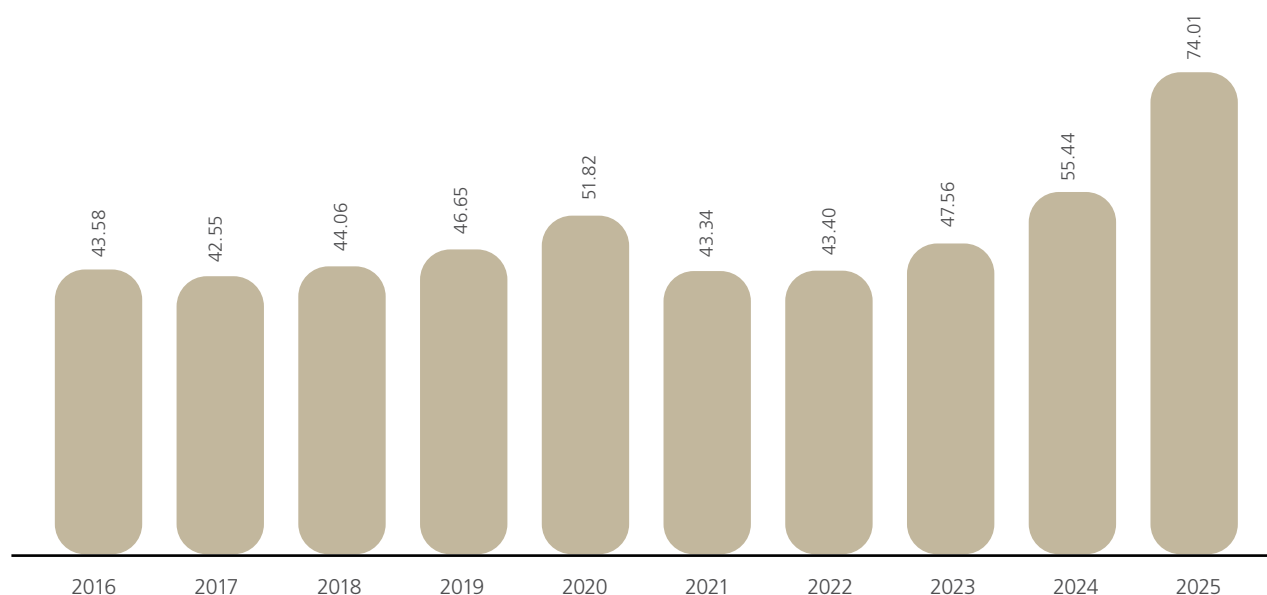
The following challenges have been experienced in respect to unclaimed benefits:

- Family disputes, delays in the appointment of executors or opening of estate bank accounts
- Incorrect data kept by the GEPP such as contact details for tracing purposes
- Submission of documents to GEPP office by beneficiaries who are far from GEPP offices
- Wrong information submitted or incorrectly completed
- Fraudulent claims attempts
- The breakdown of administrative costs
- Administration fees

	2024/25	2023/24
Administration fee (R)	1 627 795 000	1 215 184 000
Number of members	1 832 760	1 826 670
Contributing members	1 267 539	1 277 905
Pensioners	362 097	351 100
Spouses	174 861	174 188
Children and orphans	28 263	23 477
Cost per member per annum (all members and beneficiaries)	R888	R665
Cost per member per month	R74	R55

ADMINISTRATION AGAINST PERFORMANCE continued

Cost per member per month (R)



Administrative expenses for the year increased primarily due to increased operational demands and unforeseen requirements in core areas such as employee compensation, computer software, consulting fees and capital investments. These were largely driven by the implementation of the two-pot system as well as the cyberattack remediation activities.

Past discriminatory practices redress

Past discriminatory practices status is as follows:

Description	Percentage finalised (%)	
	Claimants	
Total claimants approved	59 243	100
Contributing members whose service periods have been recognised	11 486	19.39
Past discriminatory practices period paid to pensioners receiving an annuity	19 425	32.79
Past discriminatory practices payment made to individuals who received a gratuity	6 702	11.31
Deceased members whose benefits transferred to unclaimed benefits	14 520	24.51
Deceased members with beneficiaries benefits paid or transferred to unclaimed	5 721	9.66
Work in progress claimants	376	0.63
Total claimants finalised/paid	58 230	98.28
Claims still outstanding	1 013	1.72

The process followed by the GPAA in respect of past discriminatory practice is as follows:

- Verification or reverification of the application
- Application is checked against the original approved past discriminatory practices list
- If additional costing is required, it is sent for actuarial calculation/costing
- Payments are done in batch processing mode via ICT
- Payment is released by ICT on a special run after all process are complete

The following are the challenges in past discriminatory practices:

- Errors cases being dealt with by GPAA, but the claimants are unable to provide the required information to confirm that their claims satisfy the criteria for the claim
- Numerous enquiries from members, pensioners and beneficiaries who never applied or missed the past discriminatory practices application deadline as set out by the Public Service Coordinating Bargaining Council (PSCBC)
- Unable to pay claimants who are eligible for a benefit due to incorrect banking details or the bank account is closed

GEPO STATISTICS AND PERFORMANCE

The Government Employees Pension Ombud (GEPO) was established by resolution of the GEPF Board and officially launched on 1 July 2021 to provide an impartial, independent avenue for resolving complaints involving members, the GEPF, GPAA and participating employers. The GEPO operates independently of the line management of both the GEPF and the GPAA and reports directly to the Board. Its mandate is to investigate and resolve disputes fairly and efficiently, ensuring that members' rights are protected and that they are treated in accordance with the prescripts of the GEP Law and Rules.

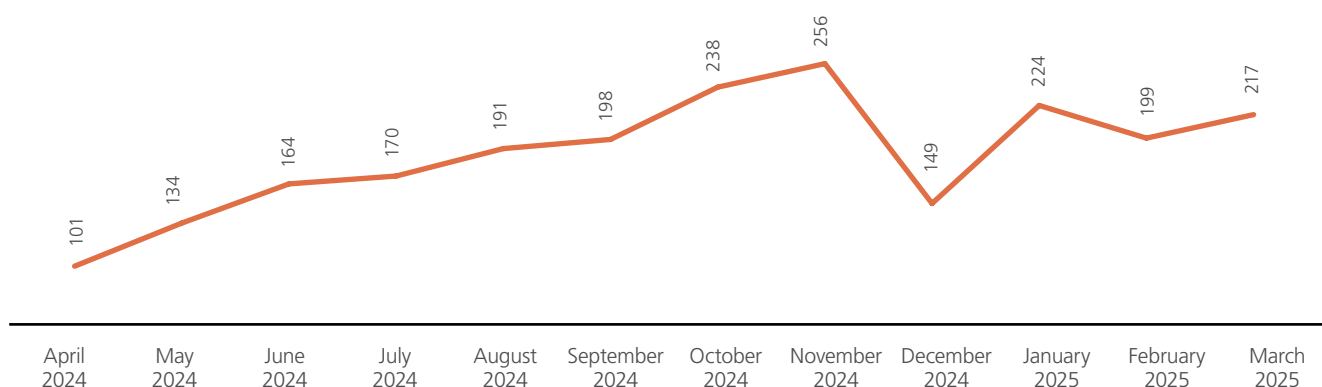
As an impartial and independent ombud, the GEPO aids in the resolution of disputes between members and the GEPF by receiving and assessing complaints, conducting objective investigations, and facilitating fair outcomes within the framework of the GEP Law and Rules. In doing so, GEPO enhances accountability, promotes consistent application of policy, and supports continual improvement in member service.

New complaints per quarter

Financial period	25 Q1	25 Q2	25 Q3	25 Q4	Total
Number of new cases	400	559	646	632	2 237

During the 2025 financial year, a total of 2 237 new complaints were recorded. The trend shows steady growth across the quarters.

New cases received per month



The trend of complaints received per month from April 2024 to March 2025 shows a steady increase in new complaints during the first half of the financial year, followed by a sharp dip and subsequent recovery.

Overall, the trend highlights strong growth in new complaints through most of the three quarters, a seasonal decline in December, and a return to stable levels during the last quarter of the financial year.

Classification of outcomes from new complaints

Description of status	2025 Q1	2025 Q2	2025 Q3	2025 Q4	Total
Captured	187	224	333	458	1 202
Closed	120	152	148	84	504
Investigated	86	175	156	79	496
Out of jurisdiction	1	0	7	11	19
Resolved	4	8	2	0	14
Response disputed/not resolved	2	0	0	0	2
Resolution rate	31.00%	28.62%	23.22%	13.29%	23.16%
Total	400	559	646	632	2 237

GEPO STATISTICS AND PERFORMANCE continued

In 2025, a total of 2 237 new complaints were received. Of these, 1 202 were in captured status, 504 closed, and 496 placed under investigation. Only 14 cases were fully resolved, while 19 were classified as out of jurisdiction/insufficient information and two were classified as disputed/unresolved. In the current financial year, 41 determinations were ruled in favour of the complainant.

Classification of new cases by department

Department	2025 Q1	2025 Q2	2025 Q3	2025 Q4	Grand total
Education	114	135	169	68	486
Health	70	98	81	59	308
Defence	52	43	48	33	176
SAPS	77	85	103	80	345
Other	87	198	245	392	922
Grand total	400	559	646	632	2 237

The majority of complaints were received from members or former members from the departments of Basic Education (455) and Health (308). In contrast, departments such as International Relations and Cooperation (one), Justice and Correctional Services (one) and Tourism (four) recorded the lowest complaint volumes.

Classification by query type

Benefit	2025 Q1	2025 Q2	2025 Q3	2025 Q4	Grand total
Death	47	64	53	38	202
Divorce	23	49	32	41	145
Funeral	14	38	29	11	92
Not specified	219	268	371	403	1 261
Other	4	6	11	3	24
Personal Development Plan (PDP)	7	15	8	10	40
Resignation	33	48	43	53	177
Retirement	37	51	52	43	183
Spouse benefit	12	12	22	7	53
Child benefit	4	8	17	9	38
Two-pot	0	0	8	14	22
Grand total	400	559	646	632	2 237

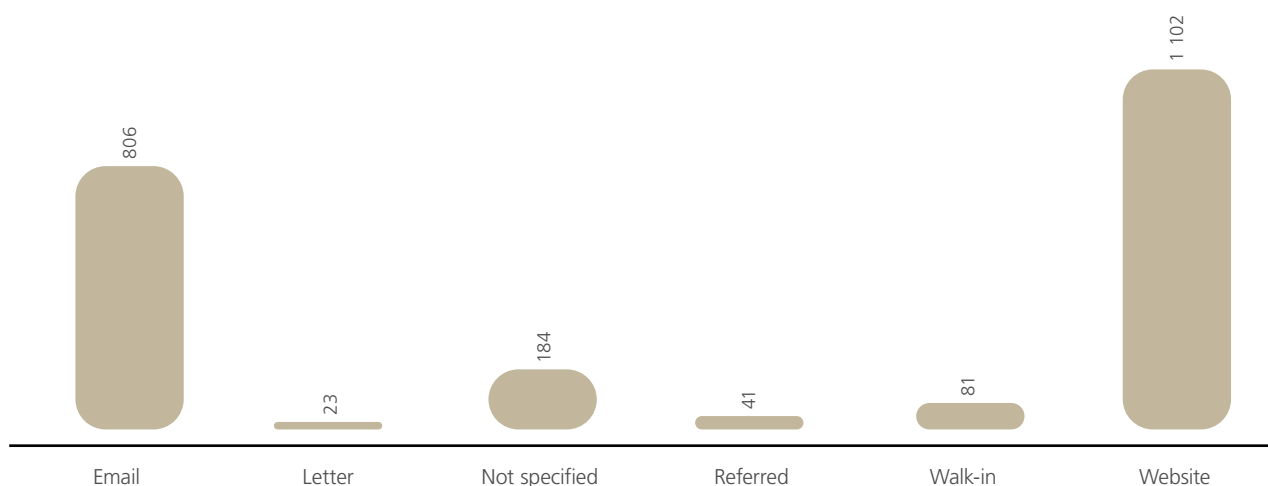
Of the total of 2 237 complaints received, the highest number of complaints related to death benefits (202 cases), retirement benefits (183 cases), and resignation benefits (177 cases). Other notable categories include divorce benefits (145 cases) and funeral benefits (92 cases). Smaller volumes were recorded for spouse benefits, child benefits, PDP, and two-pot system.

Classification by contact channel

Contact channel	2025 Q1	2025 Q2	2025 Q3	2025 Q4	Grand total
Email	206	236	238	126	806
Letter	–	1	15	7	23
Not specified	–	–	1	183	184
Referred	32	1	4	4	41
Walk-in	23	18	28	12	81
Website	139	303	360	300	1 102
Grand total	400	559	646	632	2 237

The majority of complaints received were submitted through the website (1 102 complaints, 49%) and email (806 complaints, 36%), confirming that digital platforms remain the primary modes of engagement with the GEPO. Smaller volumes were received through walk-ins (81 complaints, 4%), referrals (41 cases, 2%), and letters (23 cases, 1%).

Complaints by contact channel



Analysis of outstanding or open cases (excluding closed and resolved cases)

Financial period complaint was received	<30	30–60	60–90	90–180	180–365	Total
2025 Q1	–	–	–	–	276	276
2025 Q2	–	–	–	–	399	399
2025 Q3	–	–	–	489	7	496
2025 Q4	184	196	168	–	–	548
Grand total	184	196	168	489	682	1 719

At the end of 2025, a total of 1 719 complaints were outstanding or open across different age categories. The majority of complaints were older than 180 days (682 cases, 40%), followed by those between 90–180 days (489 cases, 28%). Complaints under 30 days (184 cases, 11%), 30–60 days (196 cases, 11%) and 60–90 days (168 cases, 10%) made up a smaller share.

Overall, while historical backlogs remain a challenge, recent quarters indicate progress in reducing delays and addressing complaints more promptly.

GEPO STATISTICS AND PERFORMANCE

continued

Outstanding cases age analysis split by query type

Query type	<30	30–60	60–90	90–180	180–365	Total
Death	11	16	9	48	70	154
Divorce	9	15	15	27	38	104
Funeral	–	1	9	19	38	67
Not specified	136	119	82	260	379	976
Other	1	2	–	10	8	21
PDP	2	2	6	7	15	32
Resignation	13	19	16	34	53	135
Spouse benefit	–	4	3	17	16	40
Retirement	8	13	18	45	58	142
Child benefit	4	1	3	15	7	30
Two-pot	–	4	7	7	–	18
Grand total	184	196	168	489	682	1 719

Outstanding cases age analysis split by department

Department	<30	30–60	60–90	90–180	180–365	Total
Education	2	28	27	137	180	374
Health	6	22	22	63	115	228
Defence	1	15	12	35	67	130
SAPS	5	33	36	84	135	293
Other	170	98	71	170	185	694
Grand total	184	196	168	489	682	1 719



PART 08

STAKEHOLDER MANAGEMENT AND COMMUNICATIONS

INTEGRATED MARKETING AND COMMUNICATIONS

Our approach to stakeholder management and communications is geared towards supporting the realisation of the GEPF's vision of seeking to be a global leading and reputable pension fund that delivers quality service to members, pensioners and beneficiaries. The GEPF achieves this through empowering members with information about their benefits and how to access them thus enabling them to make better decisions. Furthermore, we aim to strengthen stakeholder engagement through building and maintaining relationships with all stakeholders as well as building institutional respectability by enhancing the GEPF's reputation and brand.

The Fund's key objective remains that of ensuring the delivery of clear, relevant and accessible communications to key stakeholders. Our integrated marketing and communication strategy outlines the core messaging during the period under review:

- Communicate information about the GEPF's Rules, regulations and policies in an effective and efficient manner to the varying groups of clients and other stakeholders to enable them to make fully informed decisions
- Keep members, pensioners, beneficiaries and key stakeholders informed about individual issues as well as administration of the Fund
- Consult with stakeholders on changes to policies and procedures that impact the Fund and its members, pensioners and beneficiaries
- Market the GEPF as a preferred and beneficial fund for its members
- Support employer departments to fulfil their responsibilities and thereby ensure ease of doing business with the GEPF
- Enhance the Fund's reputation as a leading pension fund by engaging in partnerships and promoting thought leadership and benchmarking in South Africa and internationally.

EXTERNAL COMMUNICATIONS

External stakeholder engagements and communications

Maintaining good, mutually beneficial relationships with our stakeholders is an integral part of the GEPF's communication strategy. The relationships play a key role in the ability of the Fund to deliver on its mandate to ensure that members, pensioners and beneficiaries remain well informed about the Fund and the activities that affect them. The GEPF counts those named in the diagram among its key stakeholders:



Outreach and education events

Outreach refers to member events and engagements held throughout the country. At these events, Trustees as well as GEPF and GPAA officials deliver presentations and answer questions from stakeholders. Officials are also on hand for one-on-one sessions with members and pensioners to resolve specific queries. Organisations such as the South African Revenue Service (SARS), the FSCA and Government Employees Medical Scheme take part in the meetings to improve members' financial literacy. During the period under review, the following outreach events were held:

Engagement type	Number of events	Coverage	Target audience	Key locations	Estimated reach
GEPF days	12	All nine provinces (two each in Gauteng, KwaZulu-Natal and Eastern Cape)	General public, members and pensioners	Targeted communities	±10 000 people
Pre-retirement workshops (Risk Management)	10	All nine provinces	Members aged 55–59	Springbok, Greytown, Vaal, Germiston, Giyani, Nkomazi, Taung, Mthatha, Bethlehem and Wynberg	±6 000 members
Human Resources and Finance forums	10	All nine provinces	Human Resources and Finance officials from employer departments	Kimberley, Pietermaritzburg, Menlyn, Midrand, Mokopane, Ermelo, Rustenburg, Flagstaff, Bloemfontein and Cape Town	±1 500 officials
Employer departments and state entities	18	National and provincial departments	Government departments and entities	Agriculture, Correctional Services, Labour, Tourism, Transport, Social Development, National Treasury, South African Social Security Agency and SARS	Not specified
Trade unions and pension associations	64	Nationwide	Union members	Hosted by unions like Health and Other Services Personnel Trade Union of South Africa, NATU, National Professional Teachers' Organisation of South Africa, Professional Educators' Union, PSA and Suid-Afrikaanse Onderwysersunie	±20 000 members
Strategic engagements	123	National	PSCBC, unions and employer departments	National Treasury, Department of Public Service and Administration and PSCBC	Not specified
Digital education (webinars)	13	National (online)	Members and pensioners	Online platforms	±6 000 members

The above initiatives are continuous and recorded on social media platforms for stakeholders to access on demand. As a case in point, the webinar on the two-pot retirement system reached nearly 170 000 followers, was viewed over 130 000 times, garnered over 700 reactions and was shared 320 times on social media. This has enhanced the way GEPF stakeholders access educational materials.

EXTERNAL COMMUNICATIONS

continued

Enhancing public education through media collaboration – GEPF’s strategic outreach campaign

To strengthen public understanding of its services and benefits, the GEPF launched a comprehensive education and communication campaign in collaboration with national and community media. This initiative aimed to reach members, pensioners and beneficiaries across South Africa with accessible, relevant and timely information.

National radio campaign with South African Broadcasting Corporation (SABC)

The GEPF partnered with all SABC radio stations to broadcast a series of one-hour talk shows covering key pension-related topics including:

- GEPF resilience and investment strategy
- Understanding benefits, tax and retirement
- Pension increase considerations and actuarial factors
- The five-year balance and unclaimed benefits
- Comparisons between GEPF and private-sector annuities
- Introduction to the two-pot retirement system

Campaign reach and impact:

- 332 radio spots were aired across SABC stations
- Achieved an average frequency of 6.3 per listener
- Best-performing time slot: 09:00-11:00, reaching 7.1% of the audience
- Total campaign reach: 31% of the national audience, equating to 140 million duplicated impressions
- Combined listenership exceeded 27.1 million across all SABC stations

SABC TV campaign – Yilungelo Lakho

To complement the radio outreach, GEPF featured in six one-hour episodes on Yilungelo Lakho, a consumer rights programme on SABC 1. Topics mirrored those of the radio campaign with a special focus on:

- Why retire with GEPF
- Unclaimed benefits
- GEPF resilience and investment strategy
- Actuarial interest factors and the five-year balance
- Introduction to the two-pot retirement system

TV campaign outcomes:

- 24 episodes aired over six months
- Reached 14.4% of all adults with a frequency of 1.3
- Total viewership: 12.29 million

Community media engagement

To ensure rural and underserved communities were included, GEPF extended its campaign to:

- 18 community radio stations
- 30 local newspapers

These platforms ran six-week cycles covering the same educational themes, ensuring broad geographic and demographic reach.

Through strategic collaboration with national and community media, GEPF significantly expanded its public education footprint. The campaign not only increased awareness of pension-related topics but also reinforced GEPF’s commitment to transparency, accessibility and stakeholder empowerment across South Africa.

INTERNAL COMMUNICATIONS

In keeping with the objective of having engaged employees, the GEPF developed platforms such as the internal newsletter, internal communications emailer and a staff WhatsApp group. **Insight** is the name of the internal newsletter issued on a quarterly basis while the internal communications emailer and WhatsApp messages are published as and when there is a communique to be disseminated to staff.

Internal communication and engagement involved the following:

- Providing IT guidance and support to employees
- Communicating important and relevant GEPF-related information to Trustees, management and employees
- Regular messages from the PEO to employees on key issues and milestones

- Continuation of established internal communication programmes such as information dissemination via email, intranet, staff meetings and screensavers
- Implementation of staff engagements by commemorating Freedom Day (27 April), Youth Day (16 June), Women's Day (9 August) and Heritage Day (24 September)
- Four scheduled internal newsletters and two additional special editions covering the GEPF Annual Thought Leadership Conference 2024 were issued

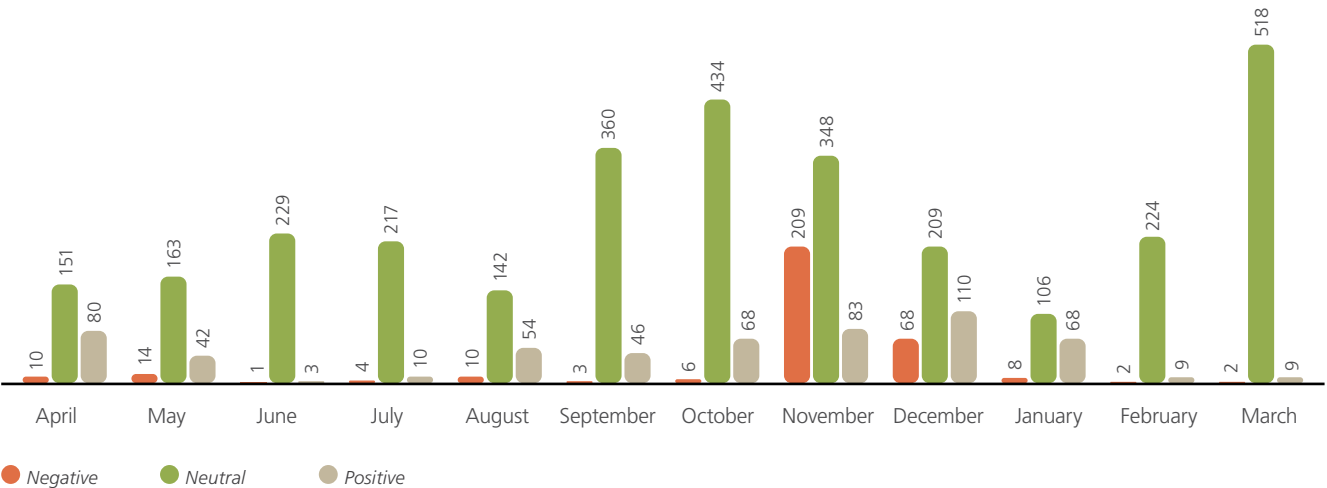
REPUTATION MANAGEMENT PROGRAMMES

Media relations

During the reporting period, the GEPF addressed 37 media enquiries, issued seven official media statements and participated in 12 media interviews concerning matters related to its investments, administration and governance. Furthermore, notable media trends and key value highlights were observed and recorded during this period.

The GEPF generated a total of 3 690 traditional media items during March 2024 to March 2025: 27% (1 014 articles) were in print media, 37% (1 365 articles) in online media and 1 311 (36%) in broadcast. Of the articles, 11% (424) were positive, 7% (243) negative and 82% (3 023) neutral.

Monthly media sentiment performance from April 2024–March 2025



REPUTATION MANAGEMENT PROGRAMMES

continued

GEPF Annual Thought Leadership Conference and inaugural Charity Golf Day

Elevating industry dialogue: 6th Annual Thought Leadership Conference

In October 2024, the GEPF, through its Stakeholder Management and Communications division, successfully hosted the 6th edition of its flagship event: the Annual Thought Leadership Conference. Designed for senior executives, Trustees, asset owners, Asset Managers and investment professionals. The conference serves as a strategic platform to explore emerging trends and critical developments in the retirement, pension and investment sector.

The event featured a distinguished lineup of local and international speakers and fostered cross-border collaboration and knowledge exchange. With a total of 441 delegates, exceeding the 400-participant target, the conference achieved an attendance rate of 80.8%, including 10.3% on-site registrations, and received an impressive average satisfaction rating of 4.7 out of 5.

The global relevance of the event was underscored by participation by 18 countries including Botswana, Canada, Kenya, Luxembourg, Maldives, Netherlands, Saudi Arabia, Singapore, the UK and the US. This international presence reinforced the GEPF's role as a thought leader in the global pension community.

Extending impact: Inaugural Charity Golf Day

Building on the success of the conference, the GEPF introduced a new initiative in 2024: the inaugural Charity Golf Day, which took place on 25 October 2024 at the Pearl Valley Golf Estate in Paarl. This event marked the beginning of a broader Thought Leadership Week aimed at deepening engagement and supporting social responsibility.

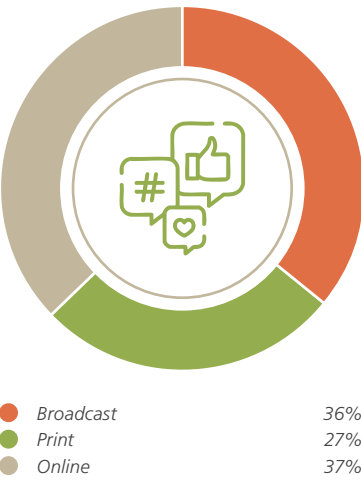
The Golf Day was fully funded through stakeholder sponsorships without financial contribution from the GEPF. According to the Internal Audit report of March 2025, the event raised a total of R2 590 347.81 after expenses. Following a recommendation by the GEPF Executive Committee on 17 October 2024, R2 million was allocated to support social responsibility initiatives while the remaining funds were earmarked for the 2025 charity event.

Two beneficiary organisations – Siyabonga Africa Care Centre and Read Educational Trust – each received R1 million, reflecting GEPF's commitment to being a responsible corporate citizen and extending its impact beyond the financial sector.

This integrated approach to thought leadership and social responsibility highlights GEPF's dedication to fostering industry innovation while uplifting communities through meaningful initiatives.

Monthly media sentiment performance from April 2024–March 2025

Media platforms – share of voice



Media coverage over the reporting period

Media coverage reached its peak on 5 November, following reports that former Director-General of the National Treasury, Dondo Mogajane, had resigned from his positions as CEO of the Moti Group and Chairperson of the GEPF. The GEPF

confirmed Mr Mogajane's resignation after months of sustained public pressure, stemming from allegations linking him to the looting of VBS Mutual Bank. In response to the growing controversy, Finance Minister Enoch Godongwana stated that he would address "the reputational risk" associated with Mr Mogajane's continued leadership of the GEPF.

In March 2025, a critical analysis published by Independent Online examined the potential effects of the 0.5% value-added tax (VAT) increase announced in the 2025 Budget on food security among South African households. The report featured commentary from civil society organisations, which argued that the Minister had more effective revenue-generating options available. One alternative proposed was the implementation of a tax holiday on the GEPF, which, according to the report, could have raised substantial funds without increasing the cost of essential goods. The article emphasised that such measures would have avoided the regressive impact of VAT hikes on low-income households.

Social media

The Fund experienced exponential growth on social media platforms, which have become central to our efforts to increase awareness about the GEPF brand, enabling our members and beneficiaries to engage directly and instantly with the Fund. Facebook, Twitter, LinkedIn and YouTube are the pillars of the

GEPF social media strategy. In response to our posts about GEPF benefits, the performance of the Fund and other topical issues, followers on all our platforms have increased.

The GEPF's Facebook has 50 000 followers with nearly two million reached in the period under review on this platform. X (formerly known as Twitter) has grown to just under 15 000 followers with over one million impressions (opportunities for the audience to view a tweet) delivered in the financial year. LinkedIn has become an important platform for the GEPF to engage stakeholders in the pension fund and related financial sectors with over 8 400 followers.

Social media platforms have become a popular channel through which members, pensioners and other stakeholders raise their complaints. The complaints received are handled by the social media team and users receive feedback in less than 48 hours on average. Members, pensioners and beneficiaries mostly complained about the slow payment of benefits relating to death, resignation, child pension and funeral benefit claims. The inception of the two-pot retirement system was a major factor in the financial year under review, driving up engagement on all social media platforms. Social media will remain a pillar of communication and engagement with GEPF stakeholders going forward.

Brand strategy

The GEPF has maintained a consistent and coherent brand strategy to enhance its reputation and brand image for the past five years since 2020. The brand strategy seeks to build trust by presenting the GEPF as a caring fund that takes its mandate of securing the future of members, pensioners and beneficiaries seriously. The brand strategy is expressed in the campaign line, "Tomorrow shouldn't be a worry when today is done right", which also reinforces the brand's promise of "Your Investment. Your Future". These statements have permeated all GEPF advertising across all platforms and have become entrenched within the organisation's communication strategy. Similarly, a scientifically developed media strategy to ensure that the right messages reach the right target audiences at the right time has been implemented in the same five-year period.

Brand positioning and exhibition participation

During the reporting period, the GEPF participated in the Batseta Winter Conference and the Institute of Retirement Funds Africa Conference as part of its ongoing efforts to promote its brand and communicate the benefits it offers. In the current financial year, the Fund continued to pursue its objective of repositioning the GEPF brand through consistent and professional branding initiatives. These efforts aim to establish a trustworthy and reliable brand identity among stakeholders. Participation in such exhibitions also provided the GEPF with valuable opportunities to reinforce its presence as the largest defined benefit pension fund in Africa. Through these platforms, the Fund was able to share insights and best practices, enabling industry peers to learn from its experience and leadership.

GEPF investment tours – strengthening oversight and stakeholder confidence

As part of its commitment to transparency, accountability and informed decision-making, the GEPF, through its Stakeholder Management and Communications division, conducts quarterly investment tours in collaboration with its Asset Managers, primarily the PIC and Harith General Partners. These tours are designed to deepen stakeholder understanding of the Fund's investment strategy and to evaluate the performance and impact of its investee companies.

Objectives of the investment tours:

- Showcase investments made on behalf of the GEPF to enhance stakeholder confidence and public trust
- Provide the GEPF Board and investment team with insights into the rationale and business cases behind key investments
- Assess the social and economic impact of investments on local communities and broader development goals
- Gain operational knowledge of investee companies and evaluate their long-term sustainability
- Monitor and evaluate current performance and future growth potential of investee companies

2024/25 site visits and key insights

During the reporting period, GEPF conducted site visits to eight investee companies: four located in South Africa and four internationally, spanning from listed and unlisted portfolios. These visits offered a comprehensive view of the Fund's diversified investment footprint.

Key findings:

- All companies visited were found to be operating effectively and delivering on their strategic objectives
- Despite prevailing market challenges, the investee companies demonstrated resilience, sound governance and a commitment to long-term sustainability

Through these investment tours, the GEPF not only strengthened its oversight of investee companies but also reinforced its role as a responsible institutional investor committed to transparency, accountability and sustainable value creation.



PART 09

ACTUARIAL VALUATION

FUNDING OF LIABILITIES

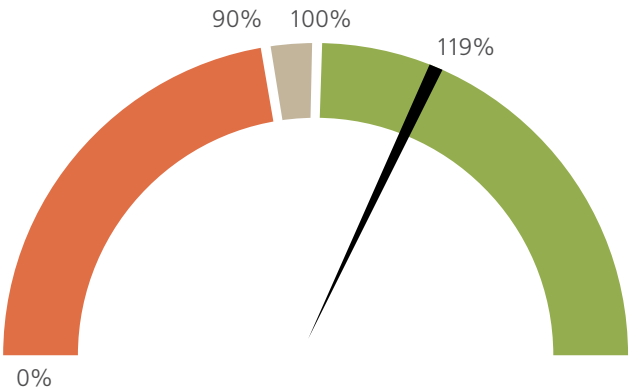
In terms of the GEP Law and the Rules of the Fund, a statutory actuarial valuation must be conducted at least once every three years. The most recent valuation was conducted as at 31 March 2024. No statutory actuarial valuation will be conducted for 31 March 2025. The valuation as at 31 March 2024 was performed based on the funding policy that was adopted by the Board of Trustees in consultation with the Minister of Finance. The policy provides for the comparison of the assets held by the Fund with the valuation of liabilities, or the expected cost of earned benefits, on a long-term best-estimate basis.

The funding level of liabilities is the Fund's key financial gauge. The higher the funding level, the better the financial position. The results of the 2024 actuarial valuation show the Fund is 119.0% funded, meaning there are enough assets to cover the actuarial liabilities in full.

The funding policy requires that the Board of Trustees ensure that the funding level of liabilities is above 90%. This is in line with Rule 7.2 of the Rules of the Fund, which states that the

employer contributions should be sufficient to ensure the Fund is able to always meet its obligations, subject to a funding level of liabilities of at least 90%. At 119.0%, the funding level of liabilities exceeds this requirement.

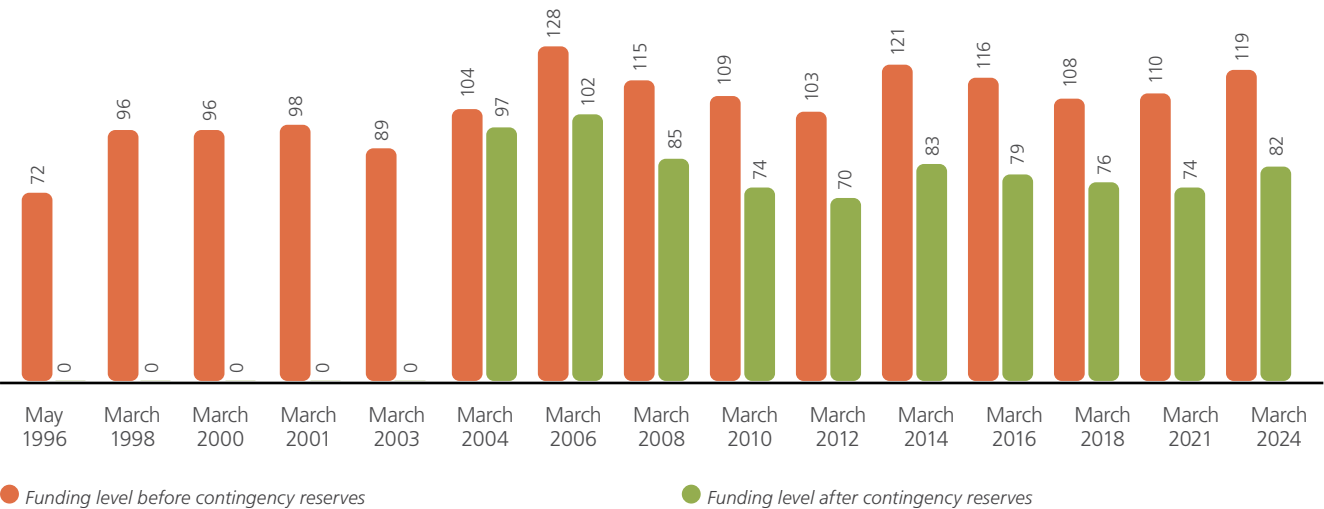
Funding of liabilities at 31 March 2024



HISTORY OF FUNDING LEVELS

Since the establishment of the Fund in May 1996, 15 statutory actuarial valuations have been conducted with the most recent undertaken at 31 March 2024. The following graph illustrates the funding level trends.

History of GEPF funding levels (1996–2024)



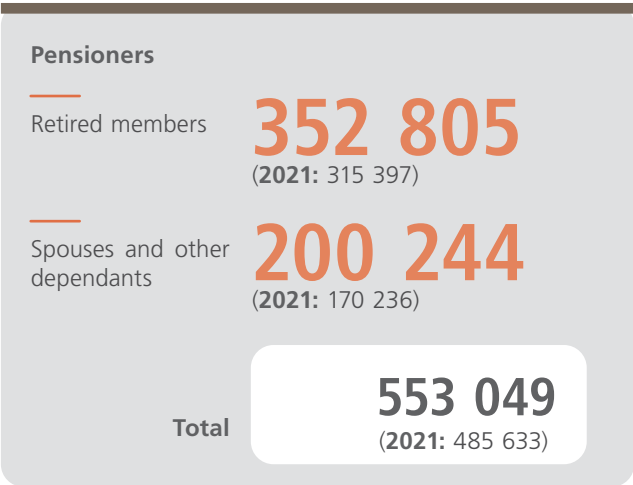
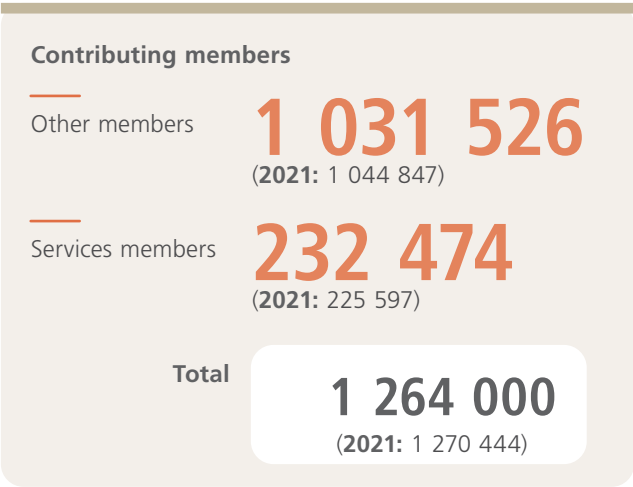
FUNDING OF LIABILITIES AND RESERVES

The Funding Policy also provides for the establishment of contingency reserves, which is a buffer to protect the Fund against mortality and investment risk in the future, i.e. pensioners living longer than expected, investment returns being lower than expected, and increasing the target for future pensions increases from 75% to 100% of headline inflation.

The valuation reports since 31 March 2004 have reported on the comparison of the assets held by the Fund with the valuation of the liabilities on the long-term best estimate basis together with the contingency reserves recommended by the Valuator. The funding level of liabilities and contingency reserves is a policy measure that plays a key role in the decisions concerning benefit improvements, pension increases and employer contributions.

The results of the 31 March 2024 actuarial valuation show that 81.6% of the total liabilities and the full recommended contingency reserves could be afforded at the date. In terms of the policies adopted by the Trustees, the contingency reserves established as of 31 March 2024 are limited to the amount affordable by the Fund, namely R374 233 million. On this basis, 41.4% of the recommended contingencies reserves could be held. As of 31 March 2021, a reserve of R186 827 million (or some 20.9% of the recommended reserves) was affordable. This still means the Fund is in a sound financial position.

Highlights of the 2024 statutory actuarial valuation report



ECONOMIC ASSUMPTIONS

The economic assumptions were updated to consider the market conditions as at 31 March 2024. The demographic assumptions (when members are expected to resign, die or retire) were based on an investigation into the Fund's experience over the period from 1 April 2012 to 31 March 2023. The full details of the investigation are in a report prepared by Alexander Forbes Financial Services and African Origins Actuarial Solutions, which was finalised in February 2024.

Mortality improvements are being observed internationally, and South Africa is expected to follow this trend. Therefore, the actuaries believe it is appropriate to include an explicit allowance of future mortality improvements (pensioners living longer) in the 2024 valuation, as was the case in the previous valuation.

Statutory valuation results as of 31 March 2024

Financial position of the Fund	31 March 2024 (R million)	31 March 2021 (R million)
Contributing member liability	1 149 363	1 218 049
S-case and exits in progress	22 556	27 095
Pensioner and deferred pensioner liability	783 936	595 257
Data and past discriminatory practices	13 666	14 118
Total best-estimate liabilities	1 969 521	1 854 519
Net assets	2 343 754	2 041 346
Excess of assets over liabilities	374 233	186 827
Minimum funding level of liabilities (%)	119.0	110.1
Recommended contingency reserves*	903 051	892 840
Total best estimate liabilities and contingency reserves	2 872 572	2 747 359
Excess of assets over liabilities and reserves	(528 818)	(706 013)
Funding level of liabilities and contingency reserves (%)	81.6	74.3

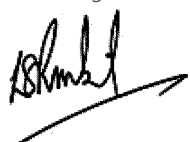
* Consists of a solvency reserve of R401 040 million, 100% CPI pension increase reserve of R455 905 million and a mortality improvement reserve of R46 106 million.

The 2024 actuarial valuation shows that the minimum funding level has improved when compared to the 2021 actuarial valuation.

EMPLOYER CONTRIBUTION RATE IN 2024/25

Employers currently contribute at a rate of 16% of pensionable salary in respect of Services members and 13% in respect of other members. All members of the Fund contribute at a rate of 7.5% of pensionable salary.

Based on the best-estimate actuarial valuation basis and ignoring the excess of assets over the best-estimate liabilities, the required employer contribution rate is 12.1% of pensionable salary in respect of Services members and 8.9% for other members, reflecting the difference in the benefit structure of these two categories.



Sandile Mbili

Fellow of the Actuarial Society of South Africa

In my capacity as Valuator to the Fund

For the purposes of professional regulation, my primary regulator is the Actuarial Society of South Africa.



PART 10

ANNUAL FINANCIAL STATEMENTS

STATEMENT OF RESPONSIBILITY BY THE BOARD OF TRUSTEES

for the year ended 31 March 2025

Responsibilities

The Board of Trustees (the Board) believes that, during the year under review, in the execution of its duties it:

- Ensured that proper registers, books and records of the Fund were kept, inclusive of proper minutes of all resolutions passed by the Board;
- Ensured that proper internal control systems were implemented 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 in a timely manner to the Fund;
- Obtained expert advice on matters where it required additional expertise;
- Ensured that the rules, operation and administration of the Fund complied with the applicable laws;
- Was not aware of non-compliance with any applicable legislation; and
- Ensured that investments of the Fund were made and maintained in accordance with the Fund's investment strategy.

Approval of the annual financial statements

The annual financial statements of the Government Employees Pension Fund (GEPF) are the responsibility of the Board. The Board fulfils this responsibility by ensuring the implementation and maintenance of accounting systems and practices adequately supported by internal financial controls. These controls, which were implemented and executed by the Fund, provide reasonable assurance that:

- The Fund's assets are safeguarded
- Transactions are properly authorised and executed
- The financial records are reliable.

The annual financial statements set out on pages 107 to 147 were prepared in accordance with:

- The basis of accounting applicable to retirement funds in South Africa as indicated in the principal accounting policies contained in the notes to the financial statements
- The provisions of the Government Employees Pension Law (GEPF Law); and
- The rules of the GEPF.

The independent auditors, BDO South Africa Incorporated, have reported on these financial statements and the report of the independent auditors is presented on pages 96 to 99. During their audit, the auditors were given unrestricted access to all financial records and related data, including minutes of all relevant meetings. The Board believes that all representations made to the independent auditors during their audit were valid and appropriate.

These audited financial statements were approved by the Board of Trustees on 30 September 2025 and were signed on its behalf by:



Frans Baleni
Chairperson

30 September 2025



Eddie Kekana
Vice Chairperson

30 September 2025

THE AUDIT, FINANCE, AND RISK COMMITTEE REPORT

for the year ended 31 March 2025

The fundamental role of the Audit, Finance, and Risk Committee (AFR-C) is to assist the Board of Trustees (Board) in fulfilling its oversight responsibilities in areas such as financial reporting, financial planning, internal control systems, statutory and regulatory compliance, risk management and the internal and external audit functions.

The AFR-C acts in accordance with applicable legislation and regulations. It adopted appropriate formal terms of reference as its charter and has regulated its affairs in compliance with this charter. The AFR-C has discharged its responsibilities as contained in the charter, which is updated regularly to ensure its relevance. The AFR-C's responsibilities are summarised below:

- Examine and review the quality (adequacy, reliability and accuracy) of the GEPF's annual financial statements and unaudited interim financial statements.
- Review and make recommendations to the Board in respect of any significant assumptions used by management in preparation of financial plans and budgets.
- Make recommendations to the Board regarding the approval of the annual financial statements, as well as the adoption of the unaudited interim financial statements.
- Review of the effectiveness of the internal control systems.
- Ensure that executive management implemented effective and cost-effective corrective measures to address accounting and auditing concerns identified in internal and external audits.
- Oversee the functioning of the internal audit unit of the fund through the internal audit charter, methodology and the internal audit three-year rolling plan.
- Oversee the co-ordination of the combined assurance model that seeks to ensure there is no unnecessary duplication of activities between the GPAA and GEPF internal audit.
- Receive the reports of significant findings of the GPAA internal audit and ensure that management of the GPAA implement agreed management actions.
- Ensure that the external audit firms are appointed to conduct the annual external audit for the 2024/25 financial year and ensure their independence and objectivity.
- Oversee the risk management function of the fund and ensure the separation of this function from internal audit to ensure the independence of internal audit.

Based on the information and explanations given by management and the internal audit department, and discussions with the independent external auditors on the result of their audits, the AFR-C is confident that the internal financial controls are adequate to ensure that the financial records may be relied upon for preparing the financial statements, and accountability for assets and liabilities is maintained. Nothing significant has come to the attention of the AFR-C to indicate any material breakdown in the functioning of these controls, procedures and systems during the period under review.

The AFR-C has evaluated the financial statements of the GEPF for the year ended 31 March 2025. Based on the information provided, the statements comply in all material respects with the Fund's stated accounting policies, the provisions of the GEP Law No. 21 of 1996, the GEPF rules and the regulatory framework, which the Board adopted based on the AFR-C's recommendation.



Ntsoareng Marotholi

Chairperson: Audit, Finance, and Risk Committee

30 September 2025

RISK MANAGEMENT STATEMENT

for the year ended 31 March 2025

Introduction

At the GEPF, effective risk management is integral to achieving the Fund's strategic objectives. The GEPF's risk management framework is designed to provide a structured and consistent approach to ensure that the risks inherent to the Fund are identified, assessed, and effectively mitigated within the Fund's approved risk tolerance levels. The management, monitoring and reporting of these risks reduce the probability of negative events and maximise the potential of credible opportunities.

The Board of Trustees, with the support of the Audit, Finance, and Risk Committee (AFR-C), holds the ultimate responsibility for risk management. Management is responsible for designing and implementing controls within the Fund. The risk management function facilitates and coordinates integrated risk management within the Fund, and reporting thereon to the oversight committees.

During the 2024/25 financial year, the risk management function conducted a fraud risk assessment to identify and evaluate potential fraudulent activities within the GEPF. The deliverable that emanating from the assessment is the fraud risk register which articulates the current mitigation strategies adopted by management to guard against the realisation of fraud risks. The strategic risk register was also reviewed and approved by the Board of Trustees in March 2025. The process of updating the Strategic Risk Register took into cognisance the recently approved strategic objectives to ensure that the risks that could affect the achievement of these objectives were adequately identified and assessed.

The enterprise risk management framework, enterprise risk management policy, fraud risk management strategy, anti-fraud and corruption policy, and the anti-fraud and corruption response plan were reviewed and approved by the Board of Trustees to ensure effective and efficient execution of the risk management mandate within the GEPF.

The AFR-C approved the risk management and fraud management plans, which articulate the activities to be performed by the risk management unit in the 2025/26 financial year for the respective fields.

The Board of Trustees and relevant stakeholders are periodically apprised of the Fund's risk profile. An approved strategic risk profile is monitored and reported periodically. Emerging risks are also identified, assessed, monitored, and reported to the relevant governance structures.

Mandate

The Board has committed the GEPF to a process of risk management that is aligned to:

- The requirements of section 6 and 7 of the GEP Law and Rules;
- The Pension Funds Guidelines for Good Governance, known as the PF 130, issued by the Financial Sector Conduct Authority (FSCA);
- Codes of good corporate governance, including the King IV Code and the code issued by the Committee of Sponsoring Organisations (COSO);
- ISO 31000:2018, Risk management – Principles and Guidelines; and
- Other relevant legislation.

RISK MANAGEMENT STATEMENT

continued

Top 14 risks

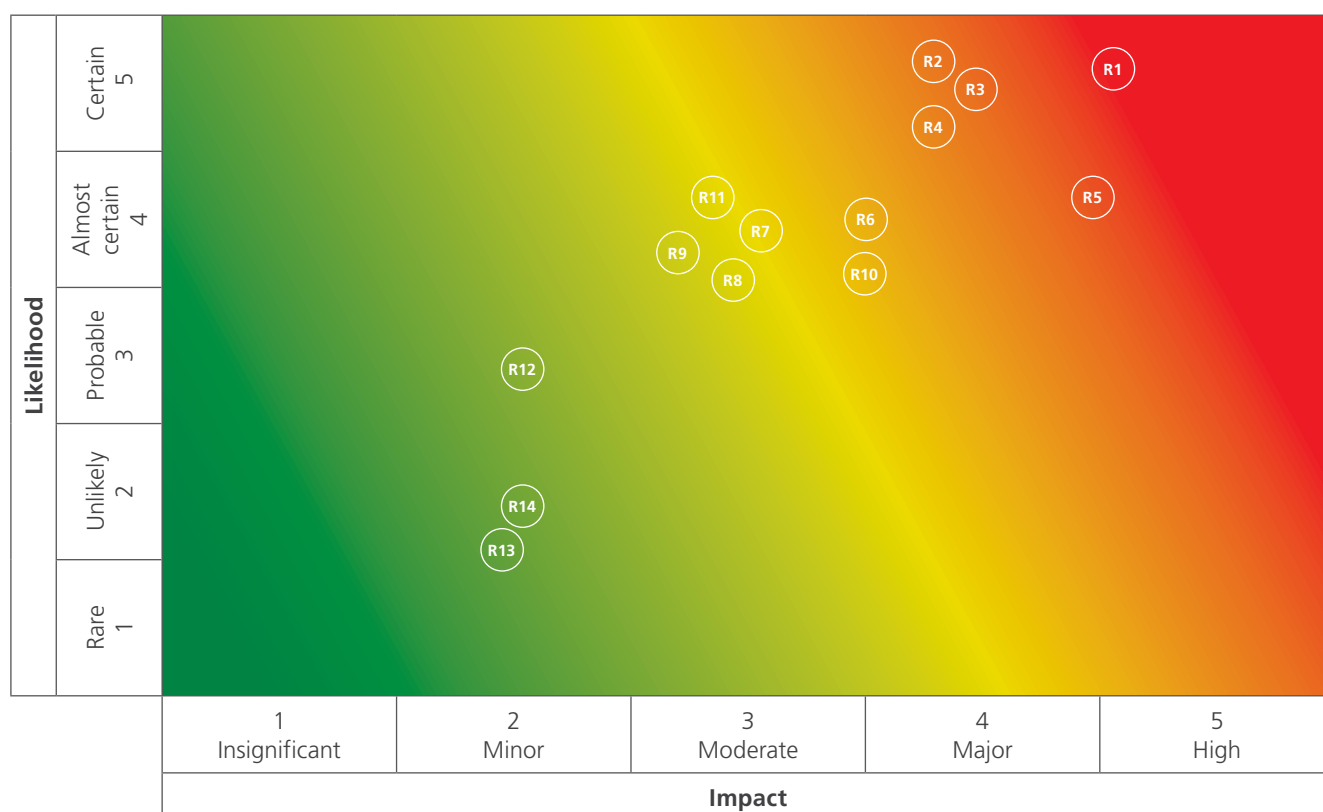
The GEPF has identified the following strategic risks associated with its key activities, operating model and interaction with relevant stakeholders:

Risk no:	Strategic objectives	Risk name	Key mitigation plans
R1	Improve benefits administration	Inadequate and ineffective administration of funds by the Guardian Fund	SLA with the Guardian Fund
R2	Improve benefits administration	Unsuccessful and ineffective implementation of the new operating model	- The project underway for changing the operating model (modernisation project) - GPAA SLA
R3	All objectives	Inadequate cybersecurity and data protection	- Implementation of firewalls and Intrusion - Defense System as per the GEPF Information Security Policy - Periodic Penetration and Vulnerability Tests - Cybersecurity Policy, Strategy and Implementation Plan
R4	Improve benefits administration	Unsuccessful execution and implementation of the modernisation project	- Self-service platform and mobile app functionalities - Implementation of the modernisation project
R5	All objectives/retirement reform	Non-compliance with legislative requirements	Continuous implementation and monitoring of the Compliance Risk Management Plans (CRMPs) ensure it is adequately capacitated
R6	Improve benefits administration	Third-party captive arrangements	- Investment Management Agreement (IMA) with the PIC - SLA with GPAA
R7	All objectives	Financial losses due to fraud and corruption	Implementation of the fraud prevention programme at GEPF
R8	Combined assurance	Ineffective and inefficient Combined Assurance Framework	Implementation of the Combined Assurance Programme
R9	Improve investment oversight, monitoring and evaluation	Investment risk assets underperforming relative to liability obligations and/or the composite benchmark	- Review of Isibaya Fund III commitments - Unlisted Investments Write-Off Policy. - Enhance mandate oversight and compliance by managers
R10	Improve benefits administration	Inaccurate member data – contact, liability data. Inaccurate, incomplete, timeliness (of receiving data)/late payment of benefits	- Self-service platform and mobile app functionalities - Enhance Business Process Automation capabilities

Risk no:	Strategic objectives	Risk name	Key mitigation plans
R11	All objectives	Material business disruptions and business continuity failures	- Business Continuity Management (BCM) Policy - Implementation of the BCM Strategy and Plan
R12	Improve stakeholder engagement (including member and beneficiary)	Unmanaged stakeholder expectations	- Establish a relationship with the FSCA and manage the relationship with the PSCBC - Maintain relationships with DPSA, labour organisations, and National Treasury - Create awareness to better understand the GEPP benefits, claim processes, and enhance financial literacy - Position the GEPP's brand and increase the footprint of the Fund - Enhance the management of relationships with GPAA and PIC by providing strategic direction to GPAA and PIC
R13	Improve investment oversight, monitoring and evaluation	Inaccurate valuations of unlisted investments	Valuations conducted by independent experts
R14	Improve investment oversight, monitoring and evaluation	Failure to achievement of set KDIs	Enhance active ownership while transforming the industry

The Fund develops appropriate risk mitigation strategies to reduce the inherent likelihood and impact of the identified risk exposures. The GEPP continuously updates the risk profile as the landscape shifts, through risk identification and analysis.

The heat map below provides a visual illustration of the residual risk ratings of the top 14 strategic risks:



Conclusion

At the GEPP, we recognise that effective risk management is paramount to achieving our strategic objectives. The fund is committed to maintaining a disciplined and transparent approach to identifying, assessing, monitoring and mitigating risks across all facets of our operations. To this end, we maintain a risk-aware culture across the Fund and employ a systematic risk management framework to assess potential risks and opportunities. We continuously monitor our risk profile through comprehensive reporting and oversight by the Board of Trustees and relevant governance structures.

INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of the Government Employees Pension Fund for the year ended 31 March 2025

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Government Employees Pension Fund (the Fund) set out on pages 107 to 147, which comprise the statement of net assets and funds as at 31 March 2025, and the statement of changes in net assets and funds, and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of the Fund for the year ended 31 March 2025 are prepared, in all material respects, in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa, the provisions of the Government Employees Pension Law 21 of 1996, as amended ("GEP Law") and the rules of the fund.

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 Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In terms of the IRBA Rule on Enhanced Auditor Reporting for the Audit of Financial Statements of Public Interest Entities, published in Government Gazette No. 49309 dated 15 September 2023 (EAR Rule), we report:

Final materiality

Final materiality was set at R6.7 billion, which represents approximately 0.25% of total assets.

Total assets were chosen as the most appropriate benchmark as this is a representative measure of the size of the fund and is considered to be a key benchmark by the users of the financial statements. We chose 0.25% as an appropriate threshold after consideration was given to the fund having a significant public interest in its financial statements due to its investments and beneficiary base, the interest of other significant outside stakeholders, as well as the fact that the fund operates in a regulated environment.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

In terms of the EAR Rule, we are required to report the outcome of audit procedures or key observations with respect to the key audit matters, and these are included below.

Key audit matter	How our audit addressed the key audit matter
Valuation of Unlisted Investments In accordance with the investment strategy, the Fund holds unlisted investments as detailed in note 3.1 to the financial statement. These investments include unlisted equities, direct loans, investment properties and derivatives. The Board of Trustees is responsible for the preparation of the financial statements and ultimately responsible for the review of the valuations and assessing the appropriateness of the fair values reported in the financial statements. The Board of Trustees have appointed the Public Investment Corporation (PIC) to manage these investments. The PIC in-turn appoints independent valuation experts to perform valuations on the unlisted investments on an annual basis. As disclosed in notes of the financial statements, the valuations of the Fund's unlisted portfolio are inherently subject to a significant degree of judgement in respect of certain assumptions used in the valuations, including judgement in respect of the determination of future cash flows/earnings and appropriate capitalisation discount rates and earnings multiples. As disclosed in note 1.3 to the financial statements, the discounted cash flow model, net asset value, residual method and price earnings multiples, are some of the valuation techniques used in the current year. Accordingly, the valuation of the unlisted investments was considered to be a matter of most significance during our current year audit of the financial statements.	• The extent of our audit procedures performed on the testing of the unlisted investments valuation was at a significant risk level due to the high degree of judgement involved in the valuation process. • Our focus was based on the methodologies and key assumptions made by the Fund's independent external valuers. Our audit procedures included the following: • We inquired of management to understand the process surrounding the valuation of the investments, including the methodologies used and assumptions applied. • We assessed the design, implementation and operating effectiveness of relevant controls around the valuation of the unlisted investments; • We attended the year-end Valuation Sub-committee's meeting wherein the valuations performed by Fund's independent valuation specialists were analysed and challenged; • We assessed the competence, capabilities and objectivity of the Fund's external valuation experts; • We engaged our audit internal valuation specialists to perform detailed testing on a sample of the unlisted investment valuations by: – Obtaining an understanding of the method and models used in valuating the unlisted investments and assessed whether it is appropriate in terms of acceptable methodologies, industry standards; – Obtaining an understanding of the significant assumptions used in the valuations and evaluated whether the assumptions are appropriate and reasonable for the valuation of the unlisted investments, in terms of acceptable methodologies and industry standards; – Obtaining an understanding of the data utilised in the valuations of the unlisted equities and assessed these for reasonableness or agreed the inputs to available source data. • Based on our assessment of the independent unlisted investment valuations at year end, we did not identify any matters that would require additional assessment or investigation. • We evaluated the appropriateness of the disclosures of unlisted investments in the financial statements.

INDEPENDENT AUDITORS' REPORT continued

Key audit matter	How our audit addressed the key audit matter
Valuation of Benefits Payable In accordance with the rules of the Fund, a benefit becomes due when a member ceases to be a member of the Fund. This results in the Fund having a constructive obligation to pay the benefit. The benefits payable to members are calculated in terms of section 14 of the rules of the Fund and consequently the Fund is required to recognise the liability related to such benefits. The value of the benefit payable is R41.5bn (2023: R43.8bn) as per note 9. The Board of Trustees has involved actuarial specialists to assist in calculating the accrual for benefits payable as at year-end. The accrual for benefits payable is based on actuarial assumptions and modelling involving complex and significant judgements about future events for which small changes can result in a material impact to the resultant valuation. The large volume of member data held on benefit administration systems ('member data') is a key input to the benefits payable valuation process. Additionally, the valuation process is conditional upon the accuracy and completeness of the data. The disclosures around the key assumptions and methodologies applied in valuing the accrual for benefits payable are included in note 1.19 to the financial statements. Therefore, the valuation of the accrual for benefits payable was considered to be a matter of most significance during our current year audit of the financial statements.	Our testing of the accrual for benefits payable focused on the data used by management, the modelling involved, and key actuarial assumptions made. Our audit procedures included: • We assessed the design and implementation of relevant automated controls around the data utilised in the valuation of the accrual for benefits payable; • We assessed the competence, capabilities and objectivity of the Fund's appointed actuarial specialists; • We assessed the integrity of the data used in the calculation of the benefit payable by performing the following procedures: – Testing the operating effectiveness of automated interface control between the salary data and the administration system for completeness and accuracy; – Parameter testing over the data extraction process; and – Substantive testing of detail on the Benefits Payable Provision. • Based on our assessment of the data utilised in the calculation of the benefit payable at year end, we did not identify any matters that would require additional assessment or investigation. • We utilised the expertise of our internal actuarial specialists who performed the following procedures: – Benchmarked the methodologies used in the calculation of the benefit payable provision against similar funds in the industry; and – Evaluated the reasonability of the methodologies and assumptions applied in the calculation. Based on our assessment of the model and methodologies utilised in the calculation of the benefit payable at year end, we did not identify any matters that would require additional assessment or investigation. • We evaluated the appropriateness of the disclosure in the financial statements of the accrual for benefits payable.

Emphasis of matter – Financial Reporting Framework

We draw attention to Note 1, which describes the material accounting policies in which the applicable financial reporting framework is identified, based on retirement fund industry best practice principles as well as the provisions of the GEP Law, rules of the fund and RRR framework. Consequently, the financial statements and related auditor's report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other information

The Board of Trustees is responsible for the other information. The other information comprises the information included in the document titled "GEPF 24/25 Annual Report" which includes the Statement of Responsibility of the Board of Trustees, the Audit, Finance, and Risk Committee report, the Risk Management Statement, the Report of the Valuator, and the Report of the Board of Trustees which we obtained prior to the date of this report. The 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 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, 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 Retirement Funds in South Africa, the provisions of the GEP Law and the rules of the fund, 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 GEP Law.

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 related 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.

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.

From the matters communicated with the Board of Trustees, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

Section 13(2) and 13(4) of the GEP Law

We have read the Annual Report as required by section 13(2) (a) (ii) of the GEP Law and the information furnished in terms of section 9 and 10 of the GEP Law, is presented in accordance with the requirements of the GEP Law.

With reference to Section 13(2) (a) the auditor is required to state whether:

- (iii) the transactions of the Fund that had come to the auditors' notice in the course of his or her examination were executed in accordance with the applicable laws and instructions; and
- (iv) the transactions which had come to his or her attention during auditing were in all material respects in accordance with the mandatory functions of the Fund determined by law or otherwise.

There are no material instances of non-compliance with laws and regulations that came to our attention during the course of our audit of the financial statements.

With reference to section 13(4) of the GEP Law, we are required to draw attention to any matters that are in the public interest. Such matters have been summarised and reported in the Key Audit Matters section above.

BDO South Africa Incorporated

Registered Auditors

BDO South Africa Inc

Terri Weston

Director

Registered Auditor

30 September 2025

Wanderers Office Park
52 Corlett Drive
Illovo, 2196

REPORT OF THE VALUATOR

for the year ended 31 March 2025

Particulars of financial condition of the Fund based on the actuarial valuation effective 31 March 2024

1. Net assets available for benefits amounted to R2 343 754 million as at 31 March 2024.
2. The actuarial value of the net assets available for benefits, for the purposes of comparison with the actuarial present value of promised retirement and other benefits, amounted to R2 343 754 million as at 31 March 2024.
3. The actuarial present value of promised retirement and other benefits in respect of contributing members amounted to R1 149 363 million as at 31 March 2024.
4. The actuarial present value of promised retirement and other benefits in respect of S-case members and exits in progress amounted to R22 556 million as at 31 March 2024.
5. The actuarial present value of retirement benefits in respect of pensioners and deferred pensioners amounted to R783 936 million as at 31 March 2024.
6. The data and past discriminatory practices reserves were considered as "liabilities" for the purposes of the valuation and were fully funded.
7. The full value of the recommended contingency reserve accounts, including the solvency reserve, amounted to R903 051 million as at 31 March 2024. The affordable level of these contingency reserves amounted to R374 233 million as at 31 March 2024.

In summary, the assets of the Fund therefore exceed the best-estimate liabilities in respect of benefits for members and pensioners, i.e., the Fund is solvent. In addition, the Fund can set up contingency reserves to meet both known and unknown contingencies of R374 233 million. On a conservative basis and if affordable, the Fund would have ideally set up contingency reserves of R903 051 million.

8. Details of the valuation method adopted (including that in respect of contingency reserves) and details of any changes since the previous summary of report:
 - As for the previous valuation, the Projected Unit Method was used to determine past service liabilities and the future service contribution rate.
 - Under the Projected Unit Method, the present value of benefits that have accrued to members in respect of service prior to the valuation date is compared with the value of the Fund's assets.
 - Allowance is made in the valuation of the accrued benefits for estimated future salary increases, ill-health retirements and deaths.

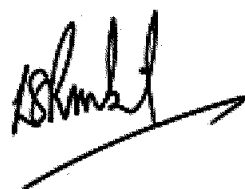
- A liability of R22 556 million was set aside in respect of S-case members and exits in progress. This liability is in respect of members who have left the Fund and the benefit due to them is yet to be paid and is not yet provided for in the financial statements of the Fund.
 - A reserve of R5 046 million was set aside in respect of previous discriminatory practices. This reserve was obtained from the financial statements, being the accumulated value of one per cent (1%) of the funding level in 1998, less amounts already used to fund discriminatory practices.
 - A reserve of R8 620 million was set aside in respect of errors or omissions in the valuation data. This reserve was set at a level of 0.75% of the contributing member liability.
 - A reserve was held to provide for mortality improvements for all members:
 - For pensioners, current mortality rates have been set equal to the mortality rates calculated in the experience investigation dated February 2024 with an allowance for mortality improvements determined using the mortality assumption rated down one and a half years.
 - For active members, current mortality rates have been set equal to the mortality rates calculated in the same experience investigation with an allowance for mortality improvements determined using the mortality assumption rated down two and a half years.
 - The solvency reserve has been set, based on modelling by asset consultants. This model is broadly based on a 90% probability of the fund remaining solvent over the three-year period following the valuation date.
 - A reserve was also determined at the valuation date to fund the increase in the active member and pensioner liabilities and increase in the required contribution rate because of the Trustees seeking to exercise greater discretion in granting pension increases equal to 100% of CPI.
9. When the above contingency reserves (excluding the data and past discriminatory practice reserves) were set up, it was not the intention of the Trustees to hold such reserves if they will place the Fund into a deficit funding level position. As at 31 March 2024, the Fund could only afford to hold a total of R374 233 million as contingency reserves. On this basis, 41.4% of the desired level of contingency reserves could be held.

10. Details of the actuarial basis adopted (including that in respect of any contingency reserve) and details of any changes since the previous summary of the report:

- Net pre-retirement discount rate: 4.91% per annum (previously 3.72% per annum).
- Post-retirement net discount rate: 7.71% per annum for actives and current pensioners (previously 6.42% per annum).
- Post-retirement mortality: Rates based on the experience of GEPF mortality from 1 April 2012 to 31 March 2023. These rates are different from the ones adopted for the 2021 statutory valuation.
- **Salary increases:** 10.30% per annum (previously 10.20% per annum). It is assumed that salaries will increase at an average rate of 1% more than the long-term inflation assumption of 9.30% per annum (previously 9.20% per annum). In addition, an allowance is made for merit salary increments.
- **Proportion married:** Assumptions have been made regarding the proportions of members who are married at each age. The age difference between males and females is assumed to be four years, with males older than their female counterparts.
- **Expenses:** An allowance for future administration expenses of 0.3% of annual pensionable salary was made.

11. Any other particulars deemed necessary by the valuator for the purposes of this summary: None.

12. The Fund does not fall under the ambit of the Pension Funds Act, 1956 since it is governed by its own statute. However, in terms of the Fund's own Funding Level Policy, the Fund was financially sound in that assets were equal to accrued liabilities and contingency reserves (at 41.4% of the desired level) on a best-estimate basis.



Sandile Mbili

Fellow of the Actuarial Society of South Africa

For the purposes of professional regulation, my primary regulator is the Actuarial Society of South Africa

In my capacity as Valuator to the Fund

REPORT OF THE BOARD OF TRUSTEES

for the year ended 31 March 2025

Description of the fund

Type of fund

The GEPF is a defined benefit fund established in terms of the GEP Law, No 21 of 1996, as amended. In terms of section 1 of the Income Tax Act, No 58 of 1962, the GEPF is classified as a pension fund established by law.

Benefits

Benefits are determined in terms of the rules of the GEP Law and are classified as follows:

- Normal retirement benefits;
- Early retirement benefits;
- Ill health and other retirement (discharge) benefits;
- Late retirement benefits;
- Resignation benefits;
- Death while in service benefits;
- Death after becoming a pensioner benefits;
- Spouses' annuity benefits;
- Children's annuity benefits; and
- Funeral benefits.

All reasonable steps are taken to trace members, whose benefits were not claimed, to effect payment to the correct member or beneficiary.

Contributions

Members (employees of participating employers) contribute 7.5% of their pensionable emoluments to the GEPF. Employers contribute 13% for civil servants and 16% for service employees, respectively, of a member's pensionable emolument to the GEPF.

Reserves

In terms of a collective agreement negotiated and agreed to in the Public Service Co-ordinating Bargaining Council (PSCBC) an actuarial reserve equal to 1% of the funding level of the GEPF, based on the result of the actuarial valuation as at 31 March 1998, was set aside to address past discriminatory practices. The GEP Law and Rules thereto were amended to increase the pensionable service for members of former non-statutory forces (NSF), employees that participated in strikes in the former Ciskei, and other employees that were previously discriminated against. The actuarial reserve set aside to address past discriminatory practices, is allocated to account for the recognition of periods of pensionable service based on agreements concluded in the PSCBC.

In October 2018, a resolution was signed by the PSCBC to implement the 1998 agreement in paying members affected by discriminatory practices and as such an amount of R75.5 million was utilised during the financial year ended 31 March 2025.

The accounting provision for the reserves set aside to address past discriminatory practices, is summarised as follows (refer to note 7 to the annual financial statements).

Reserve account balance	2025 R'000	2024 R'000
Ciskei strikers	242 794	223 984
General assistants	191 505	176 668
Other past discriminatory practices	5 522 894	4 869 026
Total balance at end of year	5 957 193	5 269 678

Rule amendments

Government Gazette Vol. 707 (2 May 2024, No. 50585)

Notice 2446 of 2024: Amendment of GEPF Rules

Provided for a revision to the quantum of funeral benefits (rule 14.9.1), as follows:

- In the case of a member or pensioner, a payment of R20 000;
- In the case of a spouse, a payment of R20 000;
- In the case of an eligible child, a payment of R8 000 per child; and
- In the case of a stillborn, a payment of R8 000 per stillborn.

Government Gazette Vol. 711 (10 September 2024, No. 51202)

Notice 5191 of 2024: Amendment of GEPF Rules

Provided for amendments relating to the introduction of the two-pot retirement system, as follows:

- Additions to and revisions of relevant definitions (rule 1)
- To allow for the attribution of previous and other periods of pensionable service in terms of rule 10 between vested, saving and retirement components (rules 10.7 and 10.8)
- To provide for the allocation of pensionable service between vested, saving and retirement components on transfer into the Fund (rule 12.4)
- To allow permissible transfers of benefits between components within the Fund (rule 12A)
- To provide for withdrawal benefits payable from the savings component (rule 14A)
- To amend the benefits payable on discharge for consistency with the Two-Component System (rules 14.1 and 14.2)
- To refine the application of service enhancements for consistency with the Two-Component System (rules 14.2.4 and 14.2.5)
- To amend the benefits payable on retirement for consistency with the Two-Component System (rules 14.3.2 and 14.3.3)
- To amend the benefit payable on resignation or discharge due to misconduct or ill-health occasioned by own doing for consistency with the Two-Component System (rule 14.4.1)
- To revise the specification of actuarial interest and provide for actuarial interest per component for consistency with the Two-Component System (rule 14.4.2)
- To revise wording relating to the benefits payable on the death of a member for consistency with the Two-Component System (rule 14.5)

- To provide for deductions from all relevant components on divorce for consistency with the Two-Component System (rules 14.10.11 and 14.10.12)
- To revise the formulae for benefits payable on injury or ill-health on duty not occasioned by own fault for consistency with the Two-Component System (rule 15.8)
- To provide for paid-up benefits required due to the nature of the Two-Component System (rule 16.4)
- To provide for deferred pensions required due to the Two-Component System (rule 16.5)
- To provide that on emigration of a member under specific conditions, the relevant limitations and requirements in the Income Tax Act shall apply (rule 24)
- To revise the benefits payable in terms of a severance package under rule 14.8 for consistency with the Two-Component System (Annexure part B)

Board of Trustees

The Minister of Finance inaugurated the current Board on 4 July 2022 for a period of four years. The Board consists of 16 members, with equal employer and member representation, and each with a substitute. Member representatives include a pensioner and a service representative, as well as their substitutes, who were elected through a postal ballot. Only Trustees participate in Board meetings, while Trustees and substitutes participate in Board Committee meetings.

Investments

Management of investments

Primarily the Public Investment Corporation (PIC) manages the assets of the GEPPF. In terms of their mandate, the PIC appointed the following external asset managers to manage part of the Fund's portfolio:

- ABRDN Investments Ltd
- Aeon Investment Management (Pty) Ltd
- All Weather Capital (Pty) Ltd
- Allianz Global Investors
- Aluwani Capital Partners (Pty) Ltd
- Amundi (UK) Ltd
- Argon Asset Management (Pty) Ltd
- Baillie Gifford and Co Investment Management (Pty) Ltd
- Benguela Global Fund Managers (Pty) Ltd
- Black Rock Advisors (UK) Ltd
- Catalyst Fund Managers (Pty) Ltd
- Cheyne Capital LLP
- Coronation Asset Management (Pty) Ltd
- Differential Capital (Pty) Ltd
- Enko Capital Management LLP
- Ensembe Capital
- Excelsia Capital (Pty) Ltd
- Franklin Templeton Incorporated (Pty) Ltd
- Gemcorp Capital LLP
- Goldman Sachs Asset Management International
- International Bank for Reconstruction and Development
- JP Morgan Asset Management (UK) Ltd
- Lima Mbeu Investment Managers (Pty) Ltd
- M&G Investment Managers (Pty) Ltd
- ManuLife Ltd
- Mazi Capital (Pty) Ltd

- Meago (Pty) Ltd
- Mergence Investment Managers (Pty) Ltd
- Mianzo Asset Management (Pty) Ltd
- Ninety-One Asset Management (Pty) Ltd
- Novare Africa Property Fund
- Oasis Asset Management (Pty) Ltd
- Old Mutual (Pty) Ltd
- Perpetua Investment Managers (Pty) Ltd
- PIMCO Europe Ltd
- Prowess Investment Managers (Pty) Ltd
- RainDance Asset Managers
- Robeco Institutional Asset Management BV
- Sanlam Investment Management (Pty) Ltd
- Sentio Capital Management (Pty) Ltd
- UBS Asset Management (UK) Ltd
- Umthombo Wealth (Pty) Ltd

The balance of the assets of the GEPPF are invested in African Development Partners Funds II and III LP (ADP II and ADP III) which are managed by Development Partners International, Pan-African Infrastructure Development Fund 1 and 2 (PAIDF 1 and PAIDF 2) which are managed by Harith Fund Managers, South Suez Africa Fund II LP (South Suez) which is managed by South Suez Capital Limited, Verod Capital Growth Fund II LP (Verod) which is managed by Verod Capital Partners, Capital Alliance Private Equity IV (Cape IV) which is managed by African Capital Alliance and African Infrastructure Investment Fund 4 (AIIF 4) which is managed by African Infrastructure Investment Managers.

Standard Bank of South Africa Limited performs the custody and investment accounting function on behalf of the Fund.

Assets investments

Assets are invested in a range of asset classes consisting of:

- equities (shares in listed and unlisted companies);
- fixed interest instruments;
- money market instruments;
- property; and
- other investment instruments.

Guidelines have been set for the various asset classes and funds are invested accordingly to allow for a balanced portfolio. The approved guidelines and actual asset allocation for the financial year under review are as follows:

Reserve account balance	Guideline (%)	Actual (%)
Cash and money markets	0–8	1.7
Domestic bonds	26–36	29.4
Domestic property	3–7	0.6
Domestic equity	45–55	54.1
Africa (ex SA) equity	0–5	0.5
Foreign bonds	0–4	1.9
Foreign equity	1–5	11.8
Total	100	100

* Note: The Fund is in the process of implementing a newly approved SAA, which is expected to be finalised in 2028. Breaches are expected during the period of transition.

REPORT OF THE BOARD OF TRUSTEES

continued

Other investments not in the name of the GEPF

All investments are registered in the name of the GEPF, except for a directly held property, Palm Grove, which is registered in the name of GEPF's wholly owned investment, CBS Property Portfolio (Pty) Ltd.

Membership

The GEPF membership as at 31 March 2025 consisted of 1 267 539 (2024: 1 277 902) active members from participating employers, as well as 565 221 (2024: 548 765) pensioners and child pensioners receiving monthly annuity benefits.

Actuarial valuation

An actuarial valuation of the GEPF is conducted at least once every three years as prescribed in section 17(3) of the GEP Law. The latest actuarial valuation was performed by Alexander Forbes Financial Services (Pty) Ltd and African Origins Actuarial Solutions as at 31 March 2024 based on the funding level policy adopted by the Board in consultation with the Minister of Finance. This funding level policy provides for evaluation of the liabilities on a long-term best estimate basis and the establishment of a solvency reserve to allow for funding, investment risks and uncertainty relating to future public service remuneration and employment. The required level of solvency was calculated independently by Alexander Forbes Financial Services (Pty) Ltd using a Value at Risk approach. In terms of the Fund's own funding level policy, the Fund was considered to be financially sound as at 31 March 2024 in that assets were equal to accrued liabilities and 20.9% of the desired level of solvency and contingency reserves. The next actuarial valuation will be completed as at 31 March 2027.

Subsequent events

Eden Square Shopping Centre

Eden Square Shopping Centre, a community shopping centre situated in Phalaborwa, Limpopo, is owned by the GEPF, the shopping centre was purchased on 9 June 2015 for R135 million. The Public Investment Corporation manages the shopping centre, which is a part of the GEPF's property portfolio.

A fire broke out in the Shopping Centre on 10 March 2025, video footage from the shopping centre's CCTV showed that the fire started from a line store and made its way to the nearby shops, including the centres anchor. The fire, however, was successfully contained to minimise its potential damage.

The PIC on behalf of the GEPF reported the matter to the Ba-Phalaborwa Fire Department, South African Police Services (SAPS) and the Disaster Management Team.

The matter was reported to the insurer, a loss adjuster was appointed in March 2025, and a recovery programme was developed in April 2025. The majority of the shopping centre's stores were reopened in June 2025, and the remainder of severely affected stores including shopping centre's anchor are still being repaired.

As of August 2025, the latest development on the matter is that insurers have received confirmation of the Loss Adjuster's report and are currently reviewing and are yet to provide a response on the claim. The total refurbishment costs paid between the date of the fire to September 2025 amount to R11.13 million.

Concor Holdings

Concor Holdings (Pty) Ltd (Concor), formerly known as Murray and Roberts, has been in operation for more than 115 years. The Company was renamed Concor following an acquisition that took effect in April 2019 led by Southern Palace Group (SPG).

On 5 May 2017, the Government Employees Pension Fund (GEPF) acquired a 25% direct holding in Concor for a consideration of R13 million, and a 7% holding for a consideration of R2.85 million indirectly through Nicasio, which was intended to be warehoused for future black management. The GEPF also provided debt to the value of R262 million. A recapitalisation that took effect in 2019 resulted in the direct holding being diluted to 9.37% and the indirect holding being diluted to 1.88%.

Concor experienced financial difficulties during 2020–2021, with COVID playing a significant role, as well as a deterioration in the construction sector. This rendered them unable to pay off their GEPF debt obligation that was due on 5 May 2022. The PIC resolved to restructure each of the GEPF's debt facilities and equity shareholding in Concor. This restructuring was contingent upon compliance with the Competition Tribunal's regulatory requirements and the fulfilment of Condition Precedents set in place for the restructure to come into effect. The restructure was also contingent on Concor continuing to pay R1.5 million per month, until the restructure CP's were met.

On 19 December 2024, an agreement was entered between Concor, the GEPF and other investors to restructure Concor's equity and debt structure. This entailed a R100 million capital injection in the form of preference shares, a R150 million loan facility and the conversion of the balance of the exposure at that stage to preference shares. Concor was required to provide security covering all exposures, totalling R300 million in the form of a cession of tangible movable assets. The R100 million additional preference share facility was initially provided as a bridge loan, until the conditions precedent were completed – a key condition precedent was that the GEPF and another client of the PIC would jointly hold 100% of the shares in Concor.

The conditions precedent for the restructure were completed on 15 May 2025, the Competition Tribunal approved the restructure during 2024 and a settlement letter setting out the details of the changes in the instruments was completed and fully signed on 30 June 2025, thereby allowing for the issue of the preference shares and update of the instruments.

Post the restructure, the GEPF now holds the following in Concor:

- An 81.25% equity shareholding to the value of R15.93 million,
- R100 million preferential A shares,

- R609.1 million preferential B shares, comprising 56.4% of the B preference shares.
- R55 million PIK facility B, and
- R29.6 million Amortising facility A.

Daybreak farms (additional investment and security)

In 2015, the PIC provided funding of R1.1 billion to assist a black owned consortium AFPO Consortium to purchase Daybreak. A total of R485 million of this investment, came from the GEPF.

Daybreak is a South African poultry producer that operates within a highly competitive and strategically important segment of the agricultural sector. It operates across several provinces, including Gauteng, Mpumalanga, Limpopo and Kwazulu-Natal. Daybreak's business model is built around a fully integrated value chain, encompassing breeding, hatcheries, broiler farming, feed milling and the processing and packaging of both fresh and frozen chicken products

The PIC obtained 100% equity in the business after the perfection of securities following various breaches in 2017. The GEPF now owns 33.3% of Daybreak with other shareholders in equal proportions.

In January 2025 Daybreak secured a loan facility from the Public Investment Corporation (PIC) amounting to R250 million, of which R176 million was disbursed by March 2025, and the remaining of R74 million in the facility was disbursed after year-end. These funds were earmarked for working capital and capital expenditure requirements. The facility was intended to support the Company's financial turnaround efforts, addressing liquidity constraints and enabling necessary investments in production and operational infrastructure.

The CEO of Daybreak resigned in March 2025. His resignation followed a period of significant organisational changes and governance restructuring within the Company. His departure marked critical leadership challenges, impacting the Company's stability.

Daybreak officially entered business rescue on the 12 June 2025, with the filing of a voluntary resolution by its board and the appointment of a business rescue practitioner (the BRP). The BRP has been tasked to assess operations and craft a turnaround plan in coordination with PIC and a reconstituted board. On 26 September 2025, the Business Rescue Plan was approved by the majority of the body of creditors (99.98%).

The GEPF has fully impaired the R176 million new facility that has been provided to Daybreak as at 31 March 2025.

Honsha Properties (Pty) Ltd

On 7 March 2018, the GEPF subscribed for a 20% equity share in Arch Property Fund (Arch) for R2 billion, Arch is a diverse fund in the property sector which invests in mixed-use assets located in Johannesburg and Cape Town.

During the same period, the GEPF also subscribed to a 52% equity shareholding in Honsha Properties (Pty) Ltd (Honsha). Honsha is a Broad-Based Black Economic Empowerment (B-BBEE) consortium involved in property investments, particularly through its stake in Arch Property Fund. On 9 March 2018 the GEPF provided Honsha with a Term Loan and Shareholder Loan to the value of R922.4 million and

R988 million respectively (collectively, the Honsha Debt Instruments). Honsha used the funds provided by the GEPF to purchase a 19% equity shareholding in Arch for R1.9 billion. Honsha's equity in Arch, personal property of some of the consortium members, amongst other assets, serves as security for the Honsha debt instruments provided by the GEPF.

Honsha was unable to settle the outstanding capital and accrued interest on the Honsha debt instruments which were due to be paid as a bullet repayment on 9 March 2023.

On 27 March 2025, the PIC, on behalf of the GEPF, resolved to perfect the 19% Arch shares held as security over the Honsha debt instruments, the resolution giving effect to this decision was signed on 28 May 2025. This will result in the GEPF effectively owning 39% of Arch Property Fund and winding up the Honsha structure, while simultaneously releasing the personal security. The PIC has onboarded a legal firm that is assisting in the perfection process.

Amalgamation of the Associated Institutions Pension Fund and Temporary Employees Pension Fund into the GEPF

The Associated Institutions Pension Fund (AIPF) and Temporary Employees Pension Fund (TEPF) were amalgamated into the GEPF with effect from 1 April 2025. The process of transferring assets and liabilities of the AIPF and TEPF to the GEPF is in progress.

Africa Food Security Fund

The PIC, on behalf of the GEPF, has been an investor in the Mauritius-based Africa Food Security Fund (AFSF) since March 2018. AFSF is a private equity fund that focuses on strengthening food security in sub-Saharan Africa (SSA) through investments in small and medium enterprises across the agricultural value chain.

In early 2023, the Limited Partners of AFSF discovered that the General Partner (GP) did to meet its financial obligations to the fund including not fulfilling its 1% GP contribution to the fund since November 2021, further due diligence revealed additional breaches of fiduciary duty by the GP, these included;

- Delays in deploying investment funds into portfolio companies,
- Unapproved advances between AFSF and its special purpose vehicles (SPVs),
- Loan agreements that were not disclosed to AFSF or its investors.

As a result of these breaches, the LPs' contractually initiated the GP's removal and replacement as the appointed manager. The LPs' and the GP resolved the issue through legal proceedings which commenced in July 2024 and in June 2025 the parties arrived at a settlement package of US\$950 000, which comprises:

- Payment of US\$650 000 in full and final settlement of the arbitration proceedings, and
- Payment of US\$300 000 for a buyout of the LP's partnership interest in Africa Food Security Fund.

REPORT OF THE BOARD OF TRUSTEES continued

The GEPF's portion to the settlement claim is 20,64% (\$196 080) which equates its holding in Arica Food Security Fund.

Metro Fibre Networkx – Levoca 805

Digital Infrastructure Consortium (Pty) Ltd ("DIC") is a special purpose vehicle ("SPV") owned by the Mampuele Investment Trust (85%) and Kameel Keshav (15%). The shareholding in MetroFibre Networkx (Pty) Ltd ("MFN") is held through two Special Purpose Vehicles: Levoca 804 (Pty) Ltd ("Levoca 804") and Levoca 805 (Pty) Ltd (RF) ("Levoca 805"), which are all ultimately owned 100% by DIC. Levoca 805 held a direct 19.5% shareholding in MFN which was purchased for R612 million, funded through direct equity of R60.6 million by DIC, R158.1 million through a bridge facility from African Infrastructure Investment Managers ("AIIM")/Old Mutual Life Assurance Company (South Africa) Limited ("OMLACSA") and R393.3 million through the issuance of preference shares to Old Mutual Hybrid Equity Fund ("OMHE").

On 26 September 2023, the PIC's Portfolio Management Committee Unlisted ("PMC-UI") approved the transaction for the GEPF, represented by the PIC to subscribe to preference shares in Levoca 805. GEPF refinanced DIC's existing preference share instrument (R526,341,669) and the bridge loan facility (R187 702 482) held by Old Mutual Hybrid Equity Fund ("OMHE") and OMLACSA, respectively, with the latter represented by AIIM. The breakdown of the GEPF's preference shares in Levoca 805 is: A preference shares relating to the settlement of OMHE amounting to R526 341 669, B preference relating to the settlement of OMLACSA/AIIM amounting to R187 702 482 and C preference shares relating to the capitalisation of participation fees amounting to R8 211 508.

PMC-UI further approved a 20% equity kicker/upside participation on exit. In terms of the preference share subscription agreement, Equity Upside is an amount equal to the higher of the market value of the MetroFibre Networkx shares as at the redemption date and an amount equal to the purchase consideration paid or to be paid by a third party to Levoca 805 pursuant to a disposal of the MetroFibre Networkx shares less the balance of the subscription price and accumulated dividends. The determined Equity Upside as at 31 March 2025 is R51 million, because the valuation of the shares in MetroFibre Networkx exceeded the balance of the subscription price and accumulated dividends.

A breach of the agreement occurred, whereby the entity failed to supply required financial data within the prescribed timeframes and was also not able to settle its debt obligations as and when they were due and payable. Levoca 805 failed to remedy the breach after the PIC made a request, leading to a Trigger Event. The PIC proceeded to perfect the GEPF's security in terms of and under the Pledge and Cession Agreement, resulting in ceding of Levoca 805's 19.5% equity stake in MFN to the GEPF. The PIC and Levoca 805 are in the process of determining the value of the 19.5% equity stake in MFN, using an independent auditor agreed upon by both parties. More specifically, the valuation seeks to determine whether there is a shortfall or excess between the value of the equity stake and the outstanding balance of the preference shares.

A final dividend equal to 20% of the equity upside at the redemption date is payable upon determination of the value.

STATEMENT OF NET ASSETS AND FUNDS

as at 31 March 2025

	Notes	2025 R'000	2024 R'000
ASSETS			
Non-current assets		2 655 691 639	2 325 702 244
Property, plant and equipment	2	2 066	2 847
Investments	3	2 655 689 573	2 325 699 397
Current assets		52 739 322	70 411 982
Accounts receivable	4	13 640 102	12 541 870
Transfers receivable	10.2	–	–
Contributions receivable	5.1	1 424 336	1 147 795
Cash and cash equivalents	6	37 674 884	56 722 317
Total assets		2 708 430 961	2 396 114 226
FUNDS AND LIABILITIES			
Total funds and reserves		2 651 120 439	2 343 754 227
Accumulated funds		2 645 163 246	2 338 484 549
Reserve accounts	7	5 957 193	5 269 678
Non-current liabilities		1 292 095	1 861 196
Unclaimed benefits	8	1 292 095	1 861 196
Current liabilities		56 018 427	50 498 803
Benefits payable	9	41 505 803	43 831 214
Transfers payable	10.1	1 481	1 288
Accounts payable	11	14 489 736	6 644 764
Provisions	12	21 407	21 537
Total funds and liabilities		2 708 430 961	2 396 114 226

STATEMENT OF CHANGES IN NET ASSETS AND FUNDS

for the year ended 31 March 2025

	Notes	Accumulated funds R'000	Reserve accounts R'000	Total 2025 R'000	Total 2024 R'000
Net income before transfers and benefits		472 735 214	–	472 735 214	207 305 271
Contributions received and accrued	5.2	95 910 306	–	95 910 306	92 173 561
Purchase of periods of service	13	168 760	–	168 760	207 263
Net investment income	14	378 456 959	–	378 456 959	116 219 455
Other income	15	194 691	–	194 691	202 238
Less:					
Administrative expenses	16	(1 995 502)	–	(1 995 502)	(1 497 246)
Transfers and benefits		(165 293 478)	–	(165 293 478)	(130 269 809)
Benefits	9	(162 696 418)	–	(162 696 418)	(133 455 455)
Transfers to other funds	10.1	(193)	–	(193)	(11 496)
Transfers from other funds	10.2	14 088	–	14 088	32 978
Interest adjustment/(expense)	17	(2 610 955)	–	(2 610 955)	3 164 164
Net income after transfers and benefits		307 441 736	–	307 441 736	77 035 462
Funds and reserves					
Balance at beginning of the year		2 338 484 549	5 269 678	2 343 754 227	2 266 839 800
Benefits recognised		–	(75 524)	(75 524)	(121 035)
Transfer of net investment return to reserves	7	(763 039)	763 039	–	–
Balance at the end of the year		2 645 163 246	5 957 193	2 651 120 439	2 343 754 227

CASH FLOW STATEMENT

for the year ended 31 March 2025

	Notes	2025 R'000	2024 R'000
Cash flow from operating activities			
Cash generated from operations	19	(73 464 449)	(51 510 506)
Contributions and other income received		95 633 765	91 938 423
Benefits paid during the year		(165 850 622)	(141 348 192)
Other expenses paid		(3 259 345)	(2 100 737)
Interest received		59 914 156	59 742 959
Interest paid		(2 136 438)	(1 892 723)
Dividends received		54 058 463	53 271 182
Transfers and bought services (paid)/received		71 477	77 145
Transfers and bought services (paid)/received		9 253	22 797
Divorce benefits paid		38 452 462	59 710 854
Net cash inflow from operating activities			
Net cash outflow from investing activities		(57 499 895)	(37 227 098)
Net additions to property, plant and equipment		(487)	(1 330)
Net additions to investments		(57 499 408)	(37 225 768)
Net (decrease)/increase in cash and cash equivalents		(19 047 433)	22 483 756
Cash and cash equivalents at beginning of the year		56 722 317	34 238 561
Cash and cash equivalents at end of the year	6	37 674 884	56 722 317

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

1. Principal accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and are consistent with those of the previous year, unless otherwise stated.

1.1 Basis of presentation of financial statements

The annual financial statements are prepared in accordance with the GEP Law's requirements. The retirement fund industry best practice principles are applied as the basis, as well as the rules of the Fund. This comprises adherence to Regulatory Reporting Requirements (RRR) for Retirement Funds in South Africa as issued by the Financial Services Conduct Authority (FSCA).

The financial statements are prepared on the historical-cost and going-concern basis, modified by the valuation of financial instruments and investment properties to fair value, and incorporate the following material principal accounting policies, which, unless otherwise indicated, have been consistently applied.

1.2 Property, plant and equipment

Historical cost includes costs that are directly attributable to the acquisition of the asset. Subsequent costs are included in the assets' carrying amount or recognised as a separate asset.

Property, plant and equipment is stated at historical cost less accumulated depreciation and impairment losses.

Depreciation is calculated on the historical cost using the straight-line method over the estimated useful life. Residual values and useful lives are assessed annually. Depreciation rates are as follows:

Asset classes	Annual depreciation rate (%)
Computer equipment	25
Computer software	33
Furniture and fittings	15
Office equipment	15
Motor vehicles	20
Leasehold improvements	20

The recorded values of these depreciated assets are periodically compared to the anticipated recoverable amounts if the assets were to be sold. Where an asset's recorded value has declined below the recoverable amount and the decline is expected to be of a permanent nature, the impairment loss is recognised as an expense.

1.3 Investments

Investments include all financial assets, including derivative instruments and investment properties.

1.3.1 Classification

1.3.1.1 The GEPPF classifies its financial assets into the following categories:

- At fair value through the statement of changes in net assets and funds.
- Loans and receivables.

1.3.1.1.1 Financial assets classified at fair value through the statement of changes in net assets and funds

The classification depends on the purpose for which the financial assets were acquired and is determined by management at the initial recognition of the financial assets.

Financial assets classified at fair value through the statement of changes in net assets and funds comprise equities, bills and bonds, debentures, investment properties, unlisted preference shares, collective investment schemes and special investment products.

1.3.1.1.2 Loans and receivables

Financial assets classified as loans comprise direct loans to companies.

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market, other than those intended to be sold in the short-term, or those that are designated at fair value through the statement of changes in assets and funds.

1.3.1.2 Financial liabilities

Financial liabilities are classified at amortised cost. Financial liabilities that are not classified at fair value through the statement of changes in net assets and funds comprise accounts payable.

1.3.2 Recognition

The GEPF recognises financial assets and financial liabilities on the date when the entity becomes a party to the contractual provisions of the instrument.

Financial instruments are initially measured at fair value as at trade date, including, for instruments not at fair value, through the statement of changes in assets and funds, any directly attributable transaction costs.

Financial instruments carried at fair value through the statement of changes in net assets and funds are initially recognised at fair value, and transaction costs are expensed in the statement of changes in net assets and funds.

Financial instruments classified as loans and receivables are recognised as assets when the entity becomes a party to the contract and as a consequence has a legal right to receive cash.

1.3.3 Measurement

Subsequent to initial recognition, all financial assets classified at fair value through the statement of changes in net assets and funds are measured at fair value with changes in their fair value recognised in the statement of changes in net assets and funds.

1.3.3.1 Equities

Equity instruments consist of equities with a primary listing on the Johannesburg Stock Exchange Limited (JSE), equities with a secondary listing on the JSE, foreign-listed equities and unlisted equities.

Equity instruments designated at fair value through the statement of changes in net assets and funds are initially recognised at fair value on trade date.

Listed equities

Listed equity instruments are subsequently measured at fair value and the fair value adjustments are recognised in the statement of net changes in assets and funds.

The fair value of listed equity instruments with standard terms and conditions, traded on active liquid markets, is based on regulated exchange quoted closing prices at the close of business on the last trading day on or before the statement of net assets and funds date.

Unlisted equities

Unlisted equity instruments are subsequently measured at fair value, using the pricing models determined by the GEPF, or by applying valuation techniques such as the discounted cash flow model, net asset value, residual method and price earnings multiples.

For recently made investments, the price of recent acquisition is generally used for a limited period to equate fair value. At reporting date during the limited period, an assessment is made as to whether any subsequent events have occurred that affects the fair value.

When discounted cash flow techniques are used, discounted cash flows are based on management's best estimates, the discount rates used are market rates at the statement of net assets and funds date applicable for an instrument with similar terms and conditions.

Where other methods are used, inputs are based on the market data at the date of the statement of net assets and funds.

1.3.3.2 Preference shares

The fair value of preference shares classified as fair value through the statement of changes in net assets and funds is measured as indicated below:

Listed preference shares

The fair value of preference shares traded on active liquid markets is based on regulated exchange quoted closing prices at the close of business on the last trading day on or before the statement of net assets and funds date.

Unlisted preference shares

The fair value of unlisted preference shares is determined by applying appropriate valuation techniques such as the discounted cash flow model, recent arm's-length market transactions in respect of preference shares, net asset values and price earnings multiples.

The market yield is determined by using the appropriate yields of existing listed preference shares that best fit the profile of the instruments being measured, and a discounted cash flow model is then applied using the determined yield, in order to calculate the fair value.

1.3.3.3 Debentures

Debentures comprise unlisted debentures.

Debentures are financial assets with fixed or determinable payment and fixed maturity date. The fair value is estimated using the pricing models or by applying appropriate valuation techniques such as discounted cash flow analysis or recent arm's-length market transactions in respect of unlisted debentures.

1.3.3.4 Bills and bonds

Bills and bonds comprise investments in government, national or provincial administration, local authorities, participating employers, subsidiaries or holding companies and corporate bonds.

Listed bonds

The fair value of listed bonds traded on active liquid markets is based on regulated exchange quoted closing prices at close of business on the last trading day on or before the statement of net assets and funds date.

Unlisted bills

The market yield is determined by using the appropriate yields of existing listed bills that best fit the profile of the instruments being measured, and based on the terms to maturity of the instrument, adjusted for credit risk, where appropriate, a discounted cash flow model is then applied using the determined yield, in order to calculate the fair value.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

1. Principal accounting policies continued

1.3 Investments continued

1.3.3 Measurement continued

1.3.3.5 Investment properties

Properties held for a long-term rental yield or for capital appreciation and not occupied by the Fund, including properties under development are classified as investment property. Investment properties comprise investment in commercial properties, residential properties, industrial properties and hospitals. Investment properties are carried at fair value.

Investment properties reflected at fair value are based on open market fair values at the statement of net assets and funds date. If the open market fair values cannot be reliably determined, alternative valuation methods, such as discounted cash flow projections or recent prices on active markets for transactions of a similar nature are used.

The fair values are the estimated amounts for which a property could be exchanged for on the date of valuation between a willing buyer and a willing seller in an arm's-length transaction.

The open market fair value is determined once every year by independent professional valuers. The same independent professional valuers perform interim desktop valuations annually. Changes in fair value are recorded in the statement of net assets and funds.

1.3.3.6 Collective investment schemes

Investments in collective investment schemes are initially recognised at fair value, net of transaction costs that are directly attributable to the investment.

These investments are subsequently measured at fair value, which are the quoted unit values for listed schemes. Unlisted schemes' fair values are derived from the investment scheme administrator with reference to the rules of each particular collective investment scheme, multiplied by the number of units held.

1.3.3.7 Special investment products

Special investment products are valued at gross total fair value of all underlying instruments, included in the structured products and/or arrangements.

Where there are instruments within the structured products, which require a different treatment, these are measured separately in accordance with the measurement criteria set out in a class they belong to.

1.3.3.8 Direct loans

Direct loans are measured at amortised cost using the effective interest rate method, less impairment losses, if any.

1.3.3.9 Money market instruments

Money market instruments are measured at amortised cost using the effective interest rate method.

1.3.4 Derecognition

The GEPP derecognises a financial asset when the contractual rights to the cash flows from the financial asset expires or when it transfers the financial asset.

The GEPP uses the weighted-average method to determine realised gains and losses on derecognition.

1. Principal accounting policies continued

1.3.5 Impairments

1.3.5.1 Financial assets carried at amortised cost

The Fund assesses at each statement of net assets and funds date, whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that have occurred after the initial recognition of the asset and that a loss event has an impact on the estimated future cash flow of the financial asset or a group of financial assets that can be reliably estimated.

Objective evidence that a financial asset or a group of financial assets is impaired includes observable data that come to the attention of the Fund about the following:

- Significant financial difficulty experienced by the issuer or debtor;
- A breach of contract, such as a default or delinquency in payments;
- A likelihood that the issuer or the debtors will enter into a bankruptcy or other financial reorganisation;
- The disappearance of an active market for a particular financial asset as a result of financial difficulties; or
- Observable data indicating a measurable decrease on the estimated future cash flows from a group of financial assets since the initial recognition, though the decrease cannot be identified with the individual financial assets in a group, including:
 - adverse changes on the payment status of the issuers or debtors in the group; or
 - national or local economic conditions that correlate with defaults in the assets in a group.

The Fund assesses whether the objective evidence of impairment exists individually for financial assets that are significant first, and, if no evidence of impairment exists for individually assessed assets, a group of financial assets with similar credit risk characteristics are collectively assessed for impairment (refer to note 15 for additional information).

Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognised are included in a collective assessment of impairment.

If there is objective evidence that an impairment loss has been incurred on loans and receivables, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flow discounted at the financial asset's original effective interest rate.

The carrying amount of the asset is reduced and the amount of the loss is recognised in the statement of changes in net assets and funds. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

The Fund may measure the impairment loss on the basis of the instrument's fair value using an observable market price.

For the purposes of a collective evaluation of impairment, financial assets are grouped on the basis of similar credit risk characteristics. Those characteristics relevant to the estimation of future cash flows for groups of such assets, by being indicative of the issuer's ability to pay all amounts due under the contract terms of the debt instrument being evaluated.

If, in subsequent periods, the amount of impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed in the statement of changes in net assets and funds.

1.3.5.2 Impairment of other non-financial assets

Assets that have an indefinite life are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances that the carrying amount may not be recoverable occur.

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 to sell and value-in-use.

For purposes of impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows.

1.3.5.3 Impairment of loans and receivables

A provision for impairment of loans and receivables is established when there is objective evidence that the Fund will not be able to collect all amounts due, according to the original terms.

1.4 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, cash deposited with financial institutions and other short-term liquid investments with original maturities of three months or less. Cash and cash deposits are measured at fair value.

1.5 Accounts receivable

Accounts receivable are measured at fair value at initial recognition if normal credit terms are exceeded, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in the statement of changes in net assets and funds when there is objective evidence that the asset is impaired. The allowance recognised is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the effective interest rate computed at initial recognition.

Purchased service

Purchased service receivables are recognised upon acceptance by the member of the quote issued by the GEPF for the recognition of the purchase of a period as pensionable service. No provision is made for potential doubtful purchase of service debtors, as only the period paid for vests in favour of the member.

1.6 Unclaimed benefits

Unclaimed benefits are not currently written back to income as per the Prescription Act but will remain in the Fund as unclaimed until the member has been traced. Legitimate claims received subsequent to write-offs are paid as the records are maintained.

1.7 Accounts payable

Accounts payable are measured at fair value at initial recognition if normal credit terms are exceeded, and are subsequently measured at amortised cost using the effective interest rate method.

1.8 Provisions

Provisions are recognised when the GEPF has a present legal or constructive obligation as a result of past events, for which it is probable that an outflow of economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. Where the effect of discounting to present value is material, provisions are adjusted to reflect the time value of money.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

1. Principal accounting policies continued

1.9 Contributions

Contributions are accounted for on the accrual basis except for additional voluntary contributions, which are recorded in the year in which they are received.

1.10 Purchase of service

Income from purchase of service is accounted for when it has been approved and processed.

1.11 Dividend, interest, rentals and gains and losses on subsequent measurement

1.11.1 Dividend income

Dividend income is recognised in the statement of changes in net assets and funds, when the right to receive payment is established, which is the last date to trade for equity securities.

1.11.2 Interest income

Interest income is recognised in the statement of changes in net assets and funds as it accrues, using the effective interest rate of the instrument calculated at the acquisition or origination date. Interest income includes the amortisation of any discount or premium or any other differences between the initial carrying amount of an interest-bearing instrument and its amount at maturity calculated on an effective interest rate basis.

1.11.3 Rental income

Rental income from investment properties is recognised in the statement of changes in net assets and funds as it accrues on a straight-line basis over the period of lease agreements, unless another systematic basis is more representative of the time pattern in which a use benefit derived from the leased assets is diminished.

Property expenses are recognised in the statement of changes in net assets and funds as the services are rendered.

1.11.4 Collective investment schemes distributions

Distributions from collective investment schemes are recognised when the right to receive payment is established.

1.11.5 Gains and losses on subsequent measurement to fair value

Gains and losses on subsequent measurement to fair value of investments and of all other financial instruments are recognised as net investment (loss)/income during the period in which the change arises.

1.12 Transfers to and from the GEPF

Transfers to/(from) the GEPF are recognised on the earlier of receipt/(payment) of the actual transfer value or the written notice of transfer (recognition of transfer).

1.13 Interest payable to members exited from the GEPF

Interest payable to members in respect of the late payment of benefits is accounted for on the accrual basis on any part of a member's benefit not paid within 60 days from the last day of service.

1.14 Interest payable to dormant members

In terms of the GEPF rules, interest is accrued to a dormant member's benefit until the effective date on which such benefit becomes payable.

1.15 Foreign exchange gains or losses

Foreign monetary assets and liabilities are translated into South African Rand at rates ruling at year-end. Unrealised gains and losses on foreign monetary assets and liabilities are recognised in the statement of changes in net assets and funds in the period in which they occur.

1.16 Operating leases

Operating leases include rental on properties and office equipment. Rental expenses are recognised on a straight-line basis over the lease term.

1.17 Interest on late payments of contributions and/or loans and receivables

Interest on late payments of contributions, surplus improperly utilised and/or loans and receivables is accounted for in the statement of changes in net assets and funds using the effective interest rate method.

1.18 Expenses incurred in managing investments

Expenses in respect of management of investments are recognised as the services are rendered.

1.19 Judgements and estimates

Critical judgements in applying the entity's accounting policies

In the process of applying the GEPP's accounting policies, the Board has made the following judgements relating to amounts recognised in the financial statements (apart from those involving estimations, which are dealt with separately below):

- **Residual values and useful lives**
Residual values and useful lives of property, plant and equipment are assessed annually. Property, plant and equipment is assessed for impairment annually, or more frequently when there is an indication that an asset may be impaired and the related impairment losses recognised in the statement of changes in net assets and funds in the period in which the impairment occurred.
- **Provision for impairment of receivables**
The provision for impairment of receivables is raised on all receivable amounts aged 730 days and older, amounts due from individuals who have attained the age of 70 years and older, as well as all fraud case receivables.
- **Performance bonus provision**
The provision accounts for performance bonuses payable, based on the outcome of the performance evaluation of employees and the relevant approval.
- **Fair value estimation**
The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined by using valuation techniques.

The Fund uses a variety of methods and makes assumptions that are based on market conditions existing at each statement of net assets and funds date.

Quoted market prices or dealer quotes for similar instruments are used for long-term debt. Other techniques, such as estimated discount cash flows, are used to determine fair value for the remaining instruments.

- **Key assumptions of estimations with uncertainty**
The key assumptions concerning the future, and other key sources of estimation uncertainty at the statement of net assets and funds date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are the following:
 - **Accrual for benefits payable**
The accrual for benefits payable is based on a calculation performed by the GEPP's actuaries and contains actuarial assumptions and the key estimates. These estimates pertain to member profiles, amongst others. The actuarial assumptions applied are in line with those applied for statutory valuation purposes.

- **Accruals and contingent liabilities for legal costs**
Liabilities may exist for lawsuits by and against the GEPP. The amount accrued for/included in contingent liabilities, include the GEPP's independent attorneys' best estimates of the probable/possible legal liabilities which the GEPP may incur.
- **Reserve accounts**
A reserve was set aside in respect of errors or omissions in the valuation data. This reserve was set at a level of 0.75% of the contributing member liability.
- **Past discriminatory practices**
A reserve was set aside in respect of previously discriminatory practices. This reserve was obtained from the financial statements, being the accumulated value of one per cent (1%) of the funding levels in 1998, less amounts already utilised to fund discriminatory practices.
- **Investments**
The net present value of certain unlisted investments has been calculated using estimated cash flows at discounted rates.

Further information about the key assumptions concerning the future and other key sources of estimation uncertainties are set out in the relevant notes to the financial statements.

1.20 Accounting policies, changes in accounting estimates and errors

Retirement funds apply adjustments arising from changes in accounting policies and errors prospectively; the adjustment relating to changes in accounting policies and errors is therefore recognised in the current and future periods affected by the change.

1.21 Reserves

Reserves accounts comprise particular amounts of designated income and expenses and are recognised in the period in which such income and expenses accrue to the Fund.

1.22 Benefits

Benefits expenses are recognised through the statement of changes in net assets and funds on an accrual basis.

Liability is raised for all benefits accruing at the end of the financial year, which have not been paid through the statement of net assets and funds.

1.23 Administration expenses and other expenses

Administration expenses incurred are recognised through the statement of changes in net assets and funds on an accrual basis.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

1. Principal accounting policies continued

1.24 Contingent assets and liabilities

Contingent assets are disclosed when there is a possible asset, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the GEPF.

Contingent liabilities are disclosed when there is a possible obligation that arises from the past event and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the GEPF, or it is possible that an outflow of resources embodying economic benefits will be required to settle the obligation, or the amount of the obligation cannot be measured with sufficient reliability.

1.25 Related parties

In considering each possible related-party relationship, attention is directed to the substance of the relationship and not merely the legal form.

If there have been transactions between related parties, the Fund will disclose the nature of the related-party relationship, as well as the following information for each related-party relationship:

- The name of the government department and the nature of its relationship with the Fund;

- The nature and amount of each individually significant transaction; and
- For other transactions that are collectively, but not individually significant, a qualitative or quantitative indication of their extent.

1.26 Financial liabilities

1.26.1 Classification

Financial liabilities are classified at amortised cost. Financial liabilities that are not classified at fair value through the statement of changes in net assets and funds comprise accounts payable.

1.26.2 Recognition

The GEPF recognises financial liabilities on the date when the entity becomes a party to the contractual provisions of the instrument.

1.26.3 Measurement

Financial liabilities are measured at amortised cost using the effective interest rate method.

1.26.4 Derecognition

A financial liability is derecognised when the obligation specified in the contract is discharged, cancelled or expired.

2. Property, plant and equipment

2.1 Current year, 2025

2025	Computer equipment R'000	Computer software R'000	Furniture and fittings R'000	Office equipment R'000	Motor vehicles R'000	Leasehold improvements R'000	Total R'000
Gross carrying amount	6 301	3	4 051	3 323	656	10 250	24 584
At beginning of the year	5 814	3	4 051	3 323	656	10 250	24 097
Additions	487	–	–	–	–	–	487
Disposals	–	–	–	–	–	–	–
Accumulated depreciation and impairments	(4 856)	(3)	(3 870)	(2 884)	(656)	(10 249)	(22 518)
At beginning of the year	(4 090)	(3)	(3 653)	(2 657)	(656)	(10 191)	(21 250)
Depreciation	(766)	–	(217)	(227)	–	(58)	(1 268)
Accumulated depreciation on disposals	–	–	–	–	–	–	–
Net carrying amount at the end of the year	1 445	–	181	439	–	1	2 066

2.2 Prior year, 2024

2024	Computer equipment R'000	Computer software R'000	Furniture and fittings R'000	Office equipment R'000	Motor vehicles R'000	Leasehold improvements R'000	Total R'000
Gross carrying amount	5 814	3	4 051	3 323	656	10 250	24 097
At beginning of the year	4 725	3	4 051	3 082	656	10 250	22 767
Additions	1 089	–	–	241	–	–	1 330
Disposals	–	–	–	–	–	–	–
Accumulated depreciation and impairments	(4 090)	(3)	(3 653)	(2 657)	(656)	(10 191)	(21 250)
At beginning of the year	(3 334)	(3)	(3 356)	(2 369)	(656)	(8 906)	(18 624)
Depreciation	(756)	–	(297)	(288)	–	(1 285)	(2 626)
Accumulated depreciation on disposals	–	–	–	–	–	–	–
Net carrying amount at the end of the year	1 724	–	398	666	–	59	2 847

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments

3.1 Investment summary

	Notes	Fair value 2025 R'000	Amortised cost 2025 R'000	Total 2025 R'000	Total 2024 R'000
Money market instruments*	3.1.1	–	12 699 932	12 699 932	32 296 725
Direct loans*	3.1.2	–	32 352 982	32 352 982	40 865 081
Bills and bonds**	3.1.3	830 439 622	–	830 439 622	729 801 487
Local		780 401 292	–	780 401 292	698 662 950
Foreign**		50 038 330	–	50 038 330	31 138 537
Investment properties**	3.1.4	16 565 522	–	16 565 522	16 180 510
Equities**	3.1.5	1 738 173 414	–	1 738 173 414	1 245 882 704
Listed equities		1 629 638 039	–	1 629 638 039	1 149 800 134
Primary listings		1 040 437 766	–	1 040 437 766	846 465 459
Secondary listings		338 462 561	–	338 462 561	303 334 675
Foreign equities***		250 737 712	–	250 737 712	–
Unlisted equities		108 535 375	–	108 535 375	96 082 570
Local equities		70 405 545	–	70 405 545	67 448 142
Foreign equities**		38 129 830	–	38 129 830	28 634 428
Preference shares**	3.1.6	411 379	–	411 379	120
Local		120	–	120	120
Foreign**		411 259	–	411 259	–
Collective investment schemes**	3.1.7	25 046 722	–	25 046 722	260 672 770
Local instruments		1 214 276	–	1 214 276	1 070 798
Foreign instruments		23 832 446	–	23 832 446	259 601 972
		2 610 636 659	45 052 914	2 655 689 573	2 325 699 397

* Classified as loans and receivables.

** Classified as loans and receivables

*** In the current year, investment held by foreign asset managers were segregated into their relevant asset categories. Refer to note 22.

Explanatory notes:

- Included in the unlisted foreign equities above are internally managed investments by the GEPF to the value of R14.6 billion (2024: R11.8 billion). These investments include ADP II, ADP III, PAIDF I, PAIDF II, INFRANCO, South Suez, Verod, Cape IV and AIIF 4.
- Money market instruments with original maturities of three months or less are classified as cash and cash equivalents.
- The details of the top ten investments per investment category have been provided in the details schedules below and the balance is included in 'other', where practicable. Investments which meet the top ten criteria in one year and do not meet the criteria in another year, will be disclosed as zero and included in 'other' in the year in which they do not meet the criteria. Details of the top 10 investments are disclosed per entity level not per instrument level.
- In the current year, investment held by foreign asset managers were segregated into relevant asset categories. For more information on the segregation, refer to note 22.

3.1.1 Money market instruments

	Amortised cost 2025 R'000	Amortised cost 2024 R'000
Certificate of deposits	69 348	686 881
African Bank Ltd	48 923	–
Investec Bank Ltd	10 743	13 859
ABSA Group Ltd	9 682	76 902
Development Bank of SA Ltd	–	416 394
Standard Bank Group Ltd	–	126 800
Nedbank Ltd	–	31 265
FirstRand	–	21 661
Fixed deposits	12 630 584	29 977 081
Nedbank Ltd	2 961 913	6 725 577
Standard Bank Group Ltd	3 223 172	6 486 553
ABSA Group Ltd	2 147 246	6 206 440
FirstRand Ltd	2 519 704	5 397 405
Investec Bank Ltd	1 778 549	5 161 106
Promissory notes	–	1 632 763
Land and Agricultural Development Bank of SA*	–	1 632 763
Total money market instruments	12 699 932	32 296 725

* The promissory notes issued by the Land and Agricultural Bank of SA were in default as at 31 March 2021 and were impaired to R461 million. As at 31 March 2021, the amortised cost before impairment of R3.6 billion was recognised, as these instruments were illiquid and there were uncertainties as to their recoverability. During the March 2022 financial year-end, an amount of R766 million had been repaid. Recoverable amounts in the March 2022 were higher than the prior year given that the Land Bank had made two additional capital reduction payments (R683.97 million in total) to GEPI since the prior year calculation above (10% in October 2021 and 19.83% in May 2022). In addition, in the March 2022 financial year, based on the latest assessment performed by the Land Bank, management had confirmed that over the period of LS4 (i.e. five to seven years), the Land Bank expected to reduce the capital portion of the debt outstanding by R11.5 billion across the various debt categories. Any balance remaining thereafter will then be converted into a single amortising note. The March 2022 valuation scenarios were therefore premised on various assumptions around the recovery of the R11.5 billion and recovery of the amortising note. The resulting recoverable amounts in the March 2022 year on the various scenarios exceeded the R5 billion recoverable amount that the impairment calculations were premised on in March 2021, leading to impairment reversals in the March 2022 year. During the March 2023 financial year-end, the Land Bank repaid R647.4 million. The balance at 31 March 2023 was R2.2 billion. During the March 2024 financial year-end, the Land Bank repaid R653.8 million. The balance at 31 March 2024 was R1.6 billion. During the March 2025 financial year-end, promissory note debt was converted into a bond instrument. The balance at 31 March 2025 is R812 million.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments continued

3.1 Investment summary continued

3.1.2 Direct loans

	Secured by	Amortised cost 2025 R'000	Amortised cost 2024 R'000
SAHL Investments	Shareholder guarantees, cession and pledges of rights in each loan, loan agreement, guarantee trust guarantee, insurance contract, insurance proceeds and other related security in respect of the portfolio of loans owned by SAHL from time to time	7 352 979	8 000 528
Industrial Development Corporation SOC Limited	Not secured*	5 018 488	5 021 979
Kilimanjaro Sakhumnotho Consortium (Pty) Ltd	First ranking pledge and cession in security of pledged shares, pledged share distributions and disposal proceeds, and pledge (and not an out and out cession and transfer) of the ceded rights and accordingly, cedentes shall be and remain the owner of such rights until the cessionary exercises its rights, guarantee from each of the obligors	3 507 798	3 113 616
V&A Waterfront Holdings (Pty) Ltd	Not secured	2 926 290	2 927 010
Kuseni Group 2 (RF) (Pty) Ltd	Cession and pledge of shares, shareholders' guarantee and cession of bank accounts	2 124 711	2 092 904
Karashoek Solar One (RF) (Pty) Ltd***	Cession and pledge guarantee	858 191	858 874
Levoca 805 (RF) (Pty) Ltd	Cession and pledge by Levoca 805 of its shares in MFN and loan claims. Subordination of all shareholder loans cession of Levoca 805 bank accounts and any receivables, including distributions received from MFN	842 495	725 817
Shenge Property Group (Pty) Ltd***	Second ranking debt guarantee by Bowwood and Main No 374 (RF) (Pty) Ltd	829 580	–
Honsha Properties (Pty) Ltd***	Pledge and cession of shares by HEA Trading 1. Pledge cession of shares from Honsha Properties Proprietary Limited Security on personal assets (properties) Personal surety (limited guarantee)	823 040	–
Kathu Power (Pty) Ltd	Not secured	662 593	756 272
Emerging African Property Partners***	Cession and pledge of shares in Lisaline or any other investee the borrower may hold from time to time	–	781 370
Econet New ARX Ltd**	The GEPF received c469 million shares of par value of USD 1 each in Cassava Technologies Limited in exchange of the USD 398 million loan and interest. The transaction was concluded in December 2024.	–	7 976 943
Karoshhoek Solar One (RF) (Pty) Ltd***	Cession and pledge, guarantee	–	858 874
Other		7 406 817	8 609 768
Total loans		32 352 982	40 865 081

* This loan consists of uncertified notes which are held by the Central Securities Depository.

** These loans have been settled during the year under review.

*** These loans did not meet the top 10 criteria in the current/previous year. Refer to note 3.1 for explanatory notes.

**** These loans were acquired during the year under review.

The independent valuation of direct loans was performed by professional valuers from Deloitte and Touche, Ernst & Young, Futshane, Kaupela, MetaVal, Nolands, PKF, Knight Frank, PricewaterhouseCoopers, RisCura, Sizwe Ntsaluba Gobodo Grant Thornton and Theza Capital. All these professional valuers have experience in valuing financial instruments of a similar nature.

3.1.3 Bills and bonds

Issuer rating long term		Fair value 2025 R'000	Fair value 2024 R'000
Bills		–	1 935 887
Republic of SA ¹	zaAAA	–	1 935 887
Commercial paper		7 633	375 626
The Thekwini Fund Ltd	zaAAA	7 633	375 626
Government bonds		630 769 190	556 324 509
Republic of SA	zaAAA	630 769 190	556 324 509
Corporate bonds		37 225 948	29 706 942
Standard Bank Group Ltd	zaAA+	8 678 742	6 721 021
FirstRand Ltd	ZaAA+	7 227 401	8 177 727
ABSA Group Ltd	ZaAA+	6 856 188	5 029 345
Nedbank Ltd	ZaAA+	3 129 457	1 673 853
Toyota Financial Services SA (Pty) Ltd	zaAAA	1 098 436	887 978
Sasol Financing Ltd	zaAAA	1 090 770	1 091 564
The Thekwini Fund Ltd	zaAAA	1 046 586	801 571
Santam Ltd	ZaAAA	985 684	478 763
MTN Group Ltd ²	ZaAA+	959 157	–
The New Development Bank	ZaAA+	917 123	717 316
Mercedes-Benz SA Ltd ³	zaAAA	–	470 368
Other		5 236 404	3 657 436
Parastatal bonds		112 398 521	110 319 986
Eskom Holdings Ltd	ZaBBB+	89 484 606	84 191 003
Transnet SOC Ltd	ZaAA-	12 050 059	11 578 928
South African National Road Agency Ltd	ZaA+	7 216 182	10 983 706
Development Bank of SA Ltd	ZaAA-	1 503 834	1 395 928
Land and Agricultural Development Bank of SA ²	WR	1 142 928	–
Telkom SOC Ltd	ZaAAA	419 339	213 129
Industrial Development Corporation SOC Ltd	ZaAA-	285 515	457 776
ACSA	ZaAA+	268 592	385 058
City of Johannesburg	ZaA+	24 590	220 675
City of Cape Town	ZaAA-	1 789	595 976
Ekurhuleni Metropolitan Municipality ³	ZaB-	–	189 406
Other		1 087	108 401

¹ These instruments matured during the year under review.

² These instruments did not meet the top 10 criteria in the previous year. Refer to note 3.1 for explanatory notes.

³ These instruments do not meet the top 10 criteria in the current year. Refer to note 3.1 for explanatory notes.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments continued

3.1 Investment summary continued

3.1.3 Bills and bonds continued

	S&P's rating scale	Fair value 2025 R'000	Fair value 2024 R'000
Foreign bonds		50 038 330	31 138 537
United States Government Bonds ⁴	NR*	3 057 024	–
Egyptian Government Bonds ⁴	B-	2 952 298	–
Nigerian Government Bonds ⁴	B-	2 529 297	–
Angolan Government Bonds ⁴	B-	2 189 943	–
Ghanaian Government Bonds ⁴	CCC+	1 985 445	–
Republic of Kenya Government Bonds ⁴	B	1 615 667	–
Moroccan Government Bonds ⁴	BB+	1 339 159	–
Ivory Coast Government Bonds ⁴	BB	1 294 580	–
Senegalese Government Bonds ⁴	B-	809 693	–
OCP Group*	BB+	654 955	–
Other		31 610 269	–
Black Rock Advisors (UK) ⁴	4	–	14 008 861
JP Morgan Asset Management (UK) Ltd ⁴	4	–	7 123 341
International Bank for Reconstruction and Development ⁴	4	–	6 665 595
Goldman Sachs Asset Management International ⁴	4	–	3 340 740
Total bills and bonds		830 439 622	729 801 487

⁴ Foreign bonds and collective market instruments held by foreign portfolio managers were segregated into their respective market categories during the year under review. Refer to note 22.

The National Rating Scale is applicable to domestic bonds, unless otherwise mentioned. The rating categories are as follows:

National long-term rating definition	National scale rating symbol
Highest grade quality	AAA
Very high credit quality	AA+, AA, AA-
High credit quality	A+, A, A-
Adequate protection factors	BBB+, BBB, BBB-
Capacity for timely repayment	BB+, BB, BB-
Possessing risk that obligations will not be met when due	B+, B, B-
Vulnerable to non-payment of obligations	CCC+, CCC, CCC-
Highly vulnerable to non-payment of obligations	CC+, CC, CC-
Highly vulnerable to non-payment of obligations	C+, C, C-
Defaulted	D
No rating	NR
Rating withdrawn by Moody's rating agency	WR

All South African ratings are the South African National Rating Scale Long-Term (LT), measured on the Standard & Poor's (S&P) rating scale. Where no S&P rating exists, other rating agency ratings obtained have been mapped onto the S&P scale equivalent.

The Standard & Poor's (S&P) rating scale is applicable to foreign bonds, unless otherwise mentioned. The rating categories are as follows:

S&P long-term rating definition	S&P rating symbol
Highest grade quality	AAA
Very high credit quality	AA+, AA, AA-
High credit quality	A+, A, A-
Adequate protection factors	BBB+, BBB, BBB-
Capacity for timely repayment	BB+, BB, BB-
Possessing risk that obligations will not be met when due	B+, B, B-
Vulnerable to non-payment of obligations	CCC+, CCC, CCC-
Highly vulnerable to non-payment of obligations	CC+, CC, CC-
Highly vulnerable to non-payment of obligations	C+, C, C-
Defaulted	D
No rating	NR

All S&P rating are S&P's long-term (LT) insurer credit ratings, measured on the Standard & Poor's (S&P) rating scale.

Included in the bond value on the previous page are the following scrip lending transactions:

Open position	Bonds on lent	Security in place	Number on loan 2025 R'000	Fair value 2025 R'000	Name of counterparty	Scrip custodian
31 March 2025	R2 030	*	1 328 693	1 287 978	Standard Bank	Standard Bank
31 March 2025	R2 048	*	2 000 000	1 551 490	Standard Bank	Standard Bank
31 March 2025	R209	*	1 402 266	988 659	Standard Bank	Standard Bank
31 March 2025	R213	*	1 869 433	1 665 144	Standard Bank	Standard Bank
31 March 2025	R214	*	1 863 412	1 201 576	Standard Bank	Standard Bank
Total			8 463 804	6 694 847		

* Collateral is not done on an individual bond level basis. The total out-on-loan position is collateralised across all securities. The security in place for the bond collateral is 110% of the daily market value of the Bonds Gross Market value.

3.1.4 Investment properties

	Fair value 2025 R'000	Fair value 2024 R'000
Residential properties	225 200	215 800
Industrial properties	1 386 500	1 384 300
Office properties	7 020 123	6 931 345
Retail properties	6 678 359	6 485 099
Specialised properties	1 336 886	1 179 773
Vacant land	641 650	647 500
Lease income accrual	(723 196)	(663 307)
Total properties*	16 565 522	16 180 510

* Independent valuations of the investment properties were performed as at 31 March 2025. The properties were valued at fair value on the basis of the comparable sales, residual value and discounted cash flow method, using a risk-free rate adjusted for property risk. Additional adjustments were included for tenant risk, building factors, vacancies, rental reversions to market, property costs, tenant installations and capital expenditure. The key assumptions used by the valuers include the capitalisation rate and the discount rate. The discount rates reflect the risks inherent in the net cash flows and are constantly monitored by reference to comparable market transactions.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments continued

3.1 Investment summary continued

3.1.4 Investment properties continued

Name of property	Address	Valuation method	Date of last valuation	Pledged as guarantee	2025 R'000	2024 R'000
Deloitte Building South Africa	Erf 4542 Jukskei view, Extension 89 Township	DCF	2025/03/31	No	1 884 100	1 788 200
Central Square Development	Corner of Dallas Road and Aramist Road, Menlyn Maine, Tshwane	DCF	2025/03/31	No	1 276 500	1 254 400
Ocean's Umhlanga Retail	Portion 15 of Erf 379, Umhlanga Rocks, KwaZulu-Natal	Residual method	2025/03/31	No	860 982	823 000
Vangate Shopping Centre	Vanguard Drive, Athlone, Cape Town	DCF	2025/03/31	No	682 600	661 000
Riverwalk Office Park	41 Matroosberg Street, Ashlea Gardens, Tshwane	DCF	2025/03/31	No	643 900	478 200
Tshwane Regional Mall	Denneboom Station, Mamelodi, Tshwane	DCF	2025/03/31	No	617 500	619 400
Business Connexion	1037 Lenchen Avenue, Zwartkop, Centurion, Tshwane	DCF	2025/03/31	No	564 000	582 240
Central City Shopping Centre	Stand 426, Unit E, Central Road, Mabopane, Tswane	DCF	2025/03/31	No	513 000	500 800
Tlhabane Shopping Centre	Proposed Tlhabane Mixed Use Development, Tlhabane Unit 1, Rustenburg, North West	DCF	2025/03/31	No	479 200	534 000
Garankuwa Shopping Centre	Lucas Mangope Road, Garankuwa Unit 5, Garankuwa, Tshwane	DCF	2025/03/31	No	427 300	441 700
Other					9 339 336	9 160 877
Lease income accrual					(723 196)	(663 307)
Total properties					16 565 522	16 180 510

	2025 R'000	2024 R'000
Balance at beginning of the year	16 843 817	17 522 524
Additions – direct acquisition	–	26 138
Capital expenditure	782 546	1 213 936
Disposals	(93 038)	(261 707)
Fair value adjustment*	(244 607)	(1 657 074)
Closing fair value	17 288 718	16 843 817
Operating lease income accrual	(723 196)	(663 307)
Balance at end of year	16 565 522	16 180 510

* Independent valuations of the investment properties were performed as at 31 March 2025. The properties were valued at fair value on the basis of the comparable sales, residual value and discounted cash flow method, using a risk-free rate adjusted for property risk. Additional adjustments were included for tenant risk, building factors, vacancies, rental reversions to market, property costs, tenant installations and capital expenditure. The key assumptions used by the valuers include the capitalisation rate and the discount rate. The discount rates reflect the risks inherent in the net cash flows and are constantly monitored by reference to comparable market transactions.

The independent valuations were performed by professional valuers from Broll and Spectrum Valuations who are registered valuers in terms of section 19 of the Valuers Professional Act, No 47 of 2000, and have recent experience in valuing similar properties at similar locations. However, direct properties with available offer prices as at 31 March 2025 have been valued at the offer prices. The fair value of the direct properties with offer prices is R43 million as at 31 March 2025 (R88.33 million at 31 March 2024).

3.1.5 Equities

				Fair value 2025 R'000	Fair value 2024 R'000
Primary listing				1 040 437 766	846 465 459
Secondary listing				338 462 561	303 334 675
Foreign listed equities				250 737 712	–
Unlisted equities				108 625 595	96 082 570
Total equities				1 738 173 414	1 245 882 704

	Total issued shares (number)	GEPP's shareholding (number)	GEPP's shareholding (%)	Fair value 2025 R'000	Fair value 2024 R'000
1. Primary listing (listed on the JSE)				1 040 437 766	846 465 459
Naspers Ltd	164 431 000	36 962 108	22	166 994 804	124 978 090
Gold Fields Ltd	895 024 247	190 888 172	21	77 389 883	49 802 016
FirstRand Ltd	5 609 488 001	828 461 447	15	59 516 670	53 986 676
Standard Bank Group Ltd	1 658 921 122	235 227 595	14	56 315 839	45 235 796
Capitec Bank Ltd	116 099 843	16 820 822	14	52 189 292	37 668 778
MTN Group Ltd	1 884 269 758	377 395 021	20	46 506 388	35 051 930
Bid Corporation Ltd	336 904 212	74 344 101	22	32 670 515	30 889 155
Vodacom Group Ltd	2 077 841 204	254 802 730	12	31 965 002	24 439 629
Harmony Gold Mining Co Ltd ¹	634 767 724	115 672 020	18	30 825 437	–
Shoprite Holdings Ltd	591 338 502	103 854 746	18	28 322 228	24 103 564
AngloGold Ashanti Ltd ²				–	28 481 884
Other				457 741 708	391 827 941
2. Secondary listing				338 462 561	303 334 675
Prosus N.V.	2 378 947 836	70 990 528	3	59 745 628	44 517 955
AngloGold Ashanti Ltd ²	503 380 242	76 666 321	15	52 655 963	–
Anglo American Plc	1 337 577 913	84 413 867	6	43 131 265	38 456 981
British American Tobacco Plc	2 202 512 986	53 943 963	2	40 707 193	34 200 420
Richemont Securities AG	537 582 089	10 971 554	2	34 777 851	37 610 067
Anheuser-Busch InBev SA N.V.	1 797 198 551	19 618 886	1	22 181 113	17 500 512
BHP Group Plc	5 075 992 235	36 596 410	1	16 058 505	23 326 911
Mondi Ltd	441 412 530	44 038 415	10	11 987 257	15 861 822
Reinet Investments S.C.A.	195 941 286	26 742 030	14	11 905 819	14 783 358
Investec Plc ¹	645 162 307	96 593 020	15	11 001 945	–
Glencore Plc ²				–	17 386 646
Nepi Rockcastle N.V. ²				–	14 381 500
Other				34 310 022	45 308 503

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments continued

3.1 Investment summary continued

3.1.5 Equities continued

	Total issued shares (number)	GEPF's shareholding (number)	GEPF's shareholding (%)	Fair value 2025 R'000	Fair value 2024 R'000
3. Foreign equities****				250 737 712	–
Apple Inc	15 022 073 000	2 395 262	0.02	9 748 714	–
NVIDIA Corporation	24 400 000 000	3 977 979	0.02	7 899 484	–
Microsoft Corporation	7 433 982 235	1 126 825	0.02	7 750 438	–
Taiwan Semiconductor Manufacturing	31 119 279 890	5 583 922	0.02	5 560 967	–
Amazon.com Inc	10 597 729 352	1 494 772	0.01	5 210 862	–
Alphabet Inc	11 330 000 000	1 769 763	0.02	5 037 929	–
Meta Platforms Inc	2 189 898 148	348 635	0.02	3 681 730	–
Tencent Holdings Ltd	9 201 403 075	3 063 300	0.03	3 585 392	–
Broadcom Inc	4 701 948 717	703 590	0.01	2 158 440	–
JP Morgan Chase & Co	2 796 106 099	476 064	0.02	2 139 686	–
Other				197 964 070	–
	Total issued shares (number)	GEPF's shareholding (number)	GEPF's shareholding (%)	Fair value 2025 R'000	Fair value 2024 R'000
4. Unlisted equities***				108 625 595	96 082 570
Pareto Ltd	4 551 646 134	4 551 646 134	100	18 112 196	17 985 000
ABSA Group Ltd	**	**	**	15 509 661	12 876 245
Pan-African Infrastructure Development Fund	*	*	*	12 020 141	9 618 600
V&A Waterfront Holdings (Pty) Ltd	1 000 000	500 000	50	7 370 000	6 083 000
Cassava Technologies ¹	3 089 051 965	468 354 696	15	5 508 140	–
ETG Inputs Holdco Ltd	22 478 519	3 122 266	14	2 931 616	5 507 148
Heineken Beverages Ltd	401 438 254	63 920 896	16	4 239 000	5 239 000
African Export-Import Bank ²	237 168	4 015	2	4 203 992	–
ADR International Airports SA (Pty) Ltd	166 000	166 000	100	2 965 514	2 577 780
Attacq Waterfall Investment Company ²	10 000	3 000	30	2 915 272	2 993 000
African Bank Ltd ²	555 555 556	125 000 000	23	–	1 918 092
African Finance Corporation ²			–	–	2 250 998
Other	–	–	–	32 759 843	29 033 707

* The value of the 40% GEPF shareholding in PAIDF 1 at 31 March 2025 was estimated at R3.9 billion (2024: R2.9 billion). The value of the 92% GEPF shareholding in PAIDF 2 at 31 March 2025 was estimated at R8.1 billion (2024: R6.7 billion).

** This instrument is an option and therefore GEPF shareholding percentage is not applicable.

*** The independent valuation of unlisted equity instruments was performed by professional valuers from Deloitte & Touche, PKF, PricewaterhouseCoopers, Ernst & Young, Noland, MetaVal, Kauyela, Futshane, Forvis Mazars, Sizwe Ntsaluba Gobodo/Grant Thornton, Theza, RisCura and PricewaterhouseCoopers/Knight Frank were the independent valuers that performed the valuations for the unlisted property shares. All these professional valuers have experience in valuing financial instruments of a similar nature. The unlisted equities were valued at fair value on the basis of the discounted cash flow method, the dividend discount model, multiples, net asset value and the sum-of-parts approach.

**** Foreign equities are listed equities held by foreign portfolio managers and were segregated from foreign collective market instruments during the year under review. Refer to note 22.

¹ This instrument was acquired during the year under review.

² These instruments did not meet the top 10 criteria in the current/previous year. Refer to note 3.1 for explanatory notes.

³ During the year under review, instruments held by foreign investments portfolio managers were in their respective asset categories. Included in the March 2025 balance for unlisted equities, is a negative amount of R52.5 million relating to derivatives. Refer to note 22 and note 23.

Included in the listed equity value are the following script lending transactions:

Open position	Scrip on lent	Security in place	Number on loan 2025 R'000	Fair value 2025 R'000	Name of counterparty	Scrip custodian
31 March 2025	Fortress Real Estate Ltd	*	60 000	1 135 200		
Total			60 000	1 135 200		

* Collateral is not done on an individual bond level basis. The total out-on-loan position is collateralised across all securities. The security in place for the equity collateral is 115% of the daily market value of the listed equity shares.

3.1.6 Preference shares

	Fair value 2025 R'000	Fair value 2024 R'000
Local	120	120
BK One Ltd	120	120
Foreign ¹	411 259	–
Petroleo Brasileiro SA – Petro	123 669	–
Itau Unibanco Holding SA	60 712	–
Banco Bradesco SA	57 918	–
Volkswagen AG	51 071	–
Henkel AG & Co KGAA	40 240	–
Gerdau SA	27 076	–
Sartorius AG	15 278	–
Dr Ing h.c. F Porsche AG	11 684	–
Bayerische Motoren Werke AG	8 414	–
Usinas Siderurgicas De Minas G	6 411	–
Other	8 786	–
Total	411 379	120

¹ In the current year, investments held by foreign asset managers were segregated into relevant asset categories. For more information on the segregation, refer to note 22.

3.1.7 Collective investment schemes

	Fair value 2025 R'000	Fair value 2024 R'000
Collective investment schemes		
Enko Capital Management LLP	8 753 029	7 325 912
Cheyne Capital Management (UK) LLP	8 117 451	7 727 737
Gemcorp Capital LLP	3 839 856	3 996 090
Mazi Africa Ltd ²	1 646 524	–
Coronation Management Ltd ²	1 475 586	–
H4 Collective Investments (RF) (Pty) Ltd ²	1 177 775	–
Sanlam Ltd ²	36 501	–
Black Rock Advisors (UK) ¹	–	150 150 265
Robeco Institutional Asset Management B.V. ¹	–	51 705 454
Allianz Global Investors ¹	–	7 038 700
ManuLife Asset Managers ¹	–	8 459 897
Amundi (UK) Ltd ¹	–	7 303 870
ABRDN Investments Ltd ¹	–	5 161 914
PIMCO Europe Ltd ¹	–	5 100 433
Other	–	6 702 498
Total	25 046 722	260 672 770

¹ These instruments held by foreign portfolio managers were segregated in their respective categories during the year under review. Refer to note 22.

² These instruments did not meet the top 10 criteria in the current/previous year. Refer to note 3.1 for explanatory notes.

The GEPP owns units in all above listed collective investment schemes.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments continued

3.1 Investment summary continued

3.1.8 Risk management credit/counterparty risk

Counterparty	Direct investment in counterparty R'000	Deposit/liquid asset with counterparty R'000	Guarantees	Any other instrument R'000	Total per counterparty R'000	Exposure to counterparty (% of the fair value of assets)
Banks						
ABSA Group Ltd	9 622 331	22 691	No	9 013 116	18 658 138	1
African Export Import Bank	4 203 992	–	No	–	4 203 992	–
African Bank Ltd	1 312 000	–	No	48 923	1 360 923	–
Bank of New York	–	7 368 235	No	–	7 368 235	–
Capitec Holdings Ltd	52 189 292	–	No	205 810	52 395 102	2
Citigroup Global Markets	–	6	No	8 840 507	8 840 513	–
Development Bank SA Ltd	–	–	No	1 503 834	1 503 834	–
Ecobank Transnational Inc.	1 189 535	–	No	–	1 189 535	–
FirstRand Ltd	59 516 670	–	No	9 747 105	69 263 775	3
HSBC Holdings PLC	–	1 007	No	–	1 007	–
International Bank for Reconstruction and Development	–	–	No	6 788 164	6 788 164	–
Investec Ltd	15 847 620	30 303	No	8 857 350	24 735 273	1
Land and Agricultural Development Bank	–	–	No	1 142 928	1 142 928	–
Nedbank Ltd	19 572 643	193 028	No	6 091 370	25 857 041	1
New Development Bank	–	–	No	917 123	917 123	–
Rand Merchant Bank	–	–	No	–	–	–
South African Reserve Bank	51	168 568	No	–	168 619	–
Standard Bank Group Ltd	56 315 839	24 237 567	No	11 901 913	92 455 319	3
Standard Chartered	–	17	No	–	17	–
Venda Building Society Ltd	–	–	No	–	–	–
Asset managers						
ABRDN Investments Ltd	–	–	No	5 496 244	5 496 244	–
Allianz Global Investors	–	–	No	13 154 573	13 154 573	–
Amundi (UK) Ltd	–	–	No	7 673 444	7 673 444	–
Baillie Gifford	–	–	No	6 014 916	6 014 916	–
Black Rock Advisors (UK)	–	–	No	168 480 384	168 480 384	6
Cheyne Capital Management (UK) LLP	–	–	No	8 117 451	8 117 451	–
Coronation Asset Management Ltd	–	–	No	3 873 982	3 873 982	–
Enko Capital Management LLP	–	–	No	8 753 028	8 753 028	–
Franklin Templeton	–	–	No	2 927 707	2 927 707	–
Gemcorp Capital LLP	–	–	No	3 839 856	3 839 856	–
Goldman Sachs Asset Management International	–	–	No	11 853 679	11 853 679	–

Counterparty	Direct investment in counterparty R'000	Deposit/liquid asset with counterparty R'000	Guarantees	Any other instrument R'000	Total per counterparty R'000	Exposure to counterparty (% of the fair value of assets)
Asset managers						
H4 Collective Investments (RF) (Pty) Ltd	–	–	No	1 177 775	1 177 775	–
Ninety-One Group	–	–	No	3 551 200	3 551 200	–
JP Morgan Asset Management (UK) Ltd	–	–	No	10 649 797	10 649 797	–
Manulife Ltd	–	–	No	8 361 539	8 361 539	–
Novare Africa Property Fund	–	–	No	942 970	942 970	–
PIMCO Europe Ltd	–	–	No	5 409 909	5 409 909	–
Robeco Institutional Asset Management B.V.	–	–	No	56 876 258	56 876 258	2
UBS	–	No	3 194 041	3 194 041	–	
Insurance companies						
Alexander Forbes Ltd	430 142	–	No	–	430 142	–
Discovery Holdings Ltd	16 434 321	–	No	209 920	16 644 241	1
Liberty Group Ltd	–	–	No	450 740	450 740	–
MMI Holdings Ltd	6 780 776	–	No	100 613	6 881 389	–
Old Mutual Ltd	9 353 211	–	No	184 328	9 537 539	–
Sanlam Ltd	26 288 499	–	No	36 501	26 325 000	1
Santam Ltd	11 613 238	–	No	985 684	12 598 922	–

3.1.9 Market risk

Equity holdings

Ten largest rand-value equity holdings

	Total fair value holdings and open instruments R'000	Market movement by 5% R'000
Naspers Ltd	166 994 804	8 349 740
Gold Fields Ltd	77 389 883	3 869 494
Prosus N.V	59 745 628	2 987 281
FirstRand Ltd	59 516 670	2 975 834
Standard Bank Group Ltd	56 315 839	2 815 792
AngloGold Ashanti Ltd	52 655 963	2 632 798
Capitec Bank Ltd	52 189 292	2 609 465
MTN Group Ltd	46 506 388	2 325 319
Anglo American Plc	43 131 265	2 156 563
British American Tobacco Plc	40 707 193	2 035 360
Total value of 10 largest other holdings	655 152 925	32 757 646
As a percentage of total investments plus bank balances (%)	24	1

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

3. Investments continued

3.1 Investment summary continued

3.1.10 Other financial instruments

Ten largest rand-value other financial instruments

	Total fair value holdings and open instruments R'000	Market movement by 5% R'000
RSA 2038	66 098 901	3 304 945
RSA 2050	57 133 163	2 856 658
RSA 202	52 089 371	2 604 469
RSA 2046	49 537 730	2 476 887
RSA 2033	46 409 004	2 320 450
RSA 2048	40 508 262	2 025 413
RSA 210	38 023 172	1 901 159
RSA 2029	37 912 598	1 895 630
RSA 2030	37 910 527	1 895 526
RSA 2037	37 304 792	1 865 240
Total value of 10 largest other instruments	462 927 520	23 146 377
As a percentage of total investments plus bank balances (%)	17	1

3.1.11 Foreign currency exposure

	Fair value \$'000	Fair value R'000	Exchange rate movement by 5% R'000
Black Rock Advisors UK Ltd	9 195 223	168 480 384	8 424 019
Robeco Institutional Asset Management B.V.	2 996 862	54 910 305	2 745 515
Allianz Global Investors	717 943	13 154 573	657 729
Pan African Infrastructure Development Fund	656 028	12 020 141	601 007
Goldman Sachs Asset Management International	646 943	11 853 679	592 684
JP Morgan Asset Management (UK) Ltd	581 238	10 649 797	532 490
Enko Capital Management LLP	477 718	8 753 028	437 651
ManuLife Asset Managers	456 351	8 361 539	418 077
Cheyne Capital Management (UK) LLP	443 029	8 117 451	405 873
Amundi (UK) Ltd	418 798	7 673 444	383 673
International Bank for Reconstruction and Development	370 481	6 788 164	339 409
Baillie Gifford	328 279	6 014 916	300 746
Cassava Technologies	300 620	5 508 140	275 407
ABRDN Investments Ltd	299 971	5 496 244	274 812
PIMCO Europe Ltd	295 259	5 409 909	270 495
ETG Inputs Holdco Ltd	160 000	2 931 616	146 581
Dangote Cement Plc	251 574	4 609 486	230 474
African Export-Import Bank	229 443	4 203 992	210 200
Gemcorp Capital LLP	209 569	3 839 856	191 993

	Fair value \$'000	Fair value R'000	Exchange rate movement by 5% R'000
UBS	174 322	3 194 041	159 702
Franklin Templeton	159 787	2 927 707	146 385
Africa Finance Corporation	133 100	2 438 738	121 937
Gateway Delta Ltd	121 629	2 228 560	111 428
AP Ventures Fund	97 806	1 792 069	89 603
Mazi Africa Fund	89 863	1 646 524	82 326
Coronation Africa Frontiers	80 534	1 475 586	73 779
Ecobank Transnational Inc	64 922	1 189 535	59 477
Aradei Capital	62 048	1 136 875	56 844
MTN Nigeria Communications Ltd	57 008	1 044 528	52 226
Novare Africa Property Fund	51 465	942 970	47 149
Vodacom Tanzania Ltd	47 728	874 508	43 725
African Development Partners III LP	47 457	869 531	43 477
Africa Capital Works	45 830	839 722	41 986
Convergence Partners Communication Infrastructure Fund	40 324	738 904	36 942
Africa50 Project Development	40 000	732 904	36 645
Africanvest Financial Sector Management	33 057	605 685	30 284
African Development Partners II LP	29 357	537 903	26 895
Kuvenco 1Ltd	27 850	510 284	25 514
Virunga Africa Fund 1 SA Partnership	25 389	465 187	23 259
Capital Alliance Private Equity IV Ltd	23 632	432 997	21 650
AIIF 4 General Partners	20 599	377 435	18 872
Kenya Electricity Generating Company Ltd	19 214	352 052	17 603
Grit Real Estate Group NPV	17 986	329 551	16 477
South Suez African Fund II LP	16 636	304 823	15 241
Kuramo Africa Opportunity II (Mauritius) LLC	15 358	281 406	14 070
Adenia Capital V SA Partnership	9 676	177 289	8 864
Africa Food Security Fund	8 085	148 138	7 407
Cipla Quality Chemical Industries Ltd	7 283	133 435	6 672
Alterra Africa Accelerator Fund	4 749	87 023	4 351
Africa Property Development Managers	3 734	68 417	3 421
Abraaj Africa Fund III	3 591	65 796	3 290
West Africa Emerging Fund	3 233	59 236	2 962
Verod Capital Growth Fund II LP	3 221	59 016	2 951
Ninety One Africa Unit Trust		4	
Total value of foreign instruments	20 621 802	377 844 975	18 892 249
As a percentage of total investments plus bank balances (%)		14	1

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continued

4. Accounts receivable

	2025 R'000	2024 R'000
Interest receivable	93 811	307 370
Dividends receivable	1 994 134	4 506 406
Estates debt	58 162	74 865
Total estates debt	161 698	184 224
Less: provision for doubtful debts	(103 536)	(109 259)
Fraud cases debt	–	–
Total fraud cases debt	87 304	76 603
Less: provision doubtful debts	(87 304)	(76 603)
Investment debtors**	10 370 601	5 754 568
Lease debtor	723 196	663 307
Purchased service	67 022	61 446
Purchased service not recovered at retirement or death	133	184
South African Post Office	207 063	187 235
Sundry debtors***	86 135	29 510
National Treasury	5 847	13 518
Prepayments*	–	908 619
Temporary Employment Pension Fund	22	10
Overpayments	33 976	34 832
Total overpayments	75 990	75 808
Less: provision for doubtful debts	(42 014)	(40 976)
Total	13 640 102	12 541 870

* This refers to April 2024 monthly pensions paid in March 2024 because 1 April 2024 was a public holiday.

** Investment debtors include receivables held by foreign portfolio managers in the current year. In the prior year, it was included in the foreign investment portfolios. Refer to note 22.

*** Sundry debtors include receivables due to an increase in the Asset clearing account R38 million as well as the VAT receivable R17 million.

5. Contributions

5.1 Contributions receivable

	2025 R'000	2024 R'000
Participating employers	365 731	173 323
Additional employer contributions*	495 295	466 977
Additional NSF employer contributions**	560 264	506 279
Interest on outstanding contributions	3 046	1 216
Statement of net assets and funds	1 424 336	1 147 795

* This is an amount owing to the GEPF in respect of additional liabilities placed on the GEPF resultant from decisions by the employers to afford exiting members enhanced benefits as per section 17.4 of the GEP Law (e.g. voluntary severance packages/early retirement without downscaling).

** This is an amount owing to the GEPF in respect of additional liabilities arising out of the revised NSF pension dispensation. The additional cost will have to be met by each individual employer.

5.2 Reconciliation of contributions receivable

	Contributions receivables 2024 R'000	Contributions accrued 2025 R'000	Contributions received 2025 R'000	Contributions receivable 2025 R'000
Member contributions	–	33 997 619	(33 997 619)	–
Employer contributions	1 146 579	61 910 312	(61 635 601)	1 421 290
Interest on outstanding contributions	1 216	2 375	(545)	3 046
Total	1 147 795	95 910 306	(95 633 765)	1 424 336
Statement of changes in net assets and funds				95 910 306

6. Cash and cash equivalents

	2025 R'000	2024 R'000
Cash resources	2 296 292	2 008 286
Short-term investments ¹	35 378 592	54 714 031
	37 674 884	56 722 317

¹ Cash from short-term investments include cash held by foreign portfolio managers in the current year. In the prior year, it was included in the foreign investment portfolios. Refer to note 22.

Money market instruments with original maturities of three months or less are classified as cash and cash equivalents.

The Fund has a bank account in its name for Social Responsibility Initiatives (SRI), whereby donations are ring-fenced for these initiatives. This has not been included in the Funds cash balances as the Fund acts as an agent and manages the cash flow for the SRI – but is not unconditionally entitled to any cash received as it relates to SRI. The balance is not considered to be material as at reporting date.

7. Reserves

In terms of a collective agreement negotiated and agreed to in the PSCBC, an actuarial reserve was set aside to address past discriminatory practices.

This note illustrates the detailed split of the reserve balance between Ciskei strikers, general assistants and other past discriminatory practices.

	Ceskei strikers' reserve 2025 R'000	General assistance' reserve 2025 R'000	Other discriminatory practices reserve 2025 R'000	Total reserve accounts 2025 R'000
Balance at beginning of the year	223 984	176 668	4 869 026	5 269 678
Benefits utilised*	–	–	(75 524)	(75 524)
Transfer from net investment return to reserves	18 810	14 837	729 392	763 039
Balance at end of the year	242 794	191 505	5 522 894	5 957 193

* In October 2018, a resolution was signed by the PSCBC to implement the 1998 agreements in paying members affected by past discriminatory practices and as such an amount of R75,5 million was utilised during the current year.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

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8. Unclaimed benefits

	2025 R'000	2024 R'000
Balance at the beginning of the year	1 861 196	2 217 396
Transferred from benefits	476 287	632 094
Benefits paid	(851 684)	(891 287)
Interest provision – current year	480 590	674 294
Interest provision – prior year	(674 294)	(771 301)
Balance at the end of the year	1 292 095	1 861 196

Reconciliation of number of cases

	Cases 2025	Amount 2025 R'000	Cases 2024	Amount 2024 R'000
Payments rejected by banks	9 113	284 014	10 313	453 152
Cases available for internal tracing	3 641	393 919	4 007	438 794
Unclaimed funeral benefits	161	1 638	181	1 846
Tax directives declined	545	17 438	596	12 906
Family disputes cases	134	35 284	161	51 052
Cases available to external tracing	4 733	70 034	5 150	84 651
Past discriminatory practices (PDP)	4 806	489 768	8 966	818 795
Balance at the end of the year	23 133	1 292 095	29 374	1 861 196

9. Benefits

	Benefits accrued current year 2025 R'000	Benefits paid during year 2025 R'000	Benefits transferred to unclaimed benefits 2025 R'000	Benefits payable 2025 R'000	Benefits payable 2024 R'000
Net benefit payments	162 696 418	(165 020 007)	(473 397)	31 816 827	34 613 813
Gratuities	25 933 826	(25 864 520)	(93 512)	7 334 687	7 358 893
Withdrawal benefits	27 096 424	(29 105 056)	(90 757)	11 054 080	13 153 469
Savings withdrawals****	14 374 287	(14 372 361)	(102)	1 824	–
Monthly pensions	86 616 987	(86 592 333)	(44 563)	3 292 551	3 312 460
Retrenchment benefit	(33 602)	(504 880)	–	1 262	539 744
Death benefits	6 650 187	(6 631 061)	(233 034)	9 777 489	9 991 397
Funeral benefits	553 206	(468 785)	(1 469)	231 609	148 657
Children's benefits*	1 483 798	(1 459 706)	(9 960)	123 325	109 193
Divorce benefits	21 069	(21 069)	–	–	–
Unclaimed benefits**	236	(236)	–	–	–
Interest to members	2 610 903	(2 136 438)	(2 890)	9 688 976	9 217 401
Benefits payable***	165 307 321	(167 156 445)	(476 287)	41 505 803	43 831 214
Statement of changes in net assets and funds				162 696 418	

* Children's benefits are payable in terms of the provisions of Rule 14.6.3 of the GEP Law, which was introduced during the 2003 financial year. The benefit offered was reviewed as a result of difficulties experienced with the implementation thereof and referred back to the PSCBC to be renegotiated.

The new child's benefits replaced the orphans' benefits with effect from 1 June 2018. The concern about the orphans' pension was that both parents had to be deceased for a child to qualify for a pension. With the new child's pension, the death of one parent who is a member or pensioner of the Fund occurring from 1 June 2018 will result in an eligible child being entitled to a child's pension.

** Unclaimed benefits are not currently written back to income as per the Prescription Act but will remain in the Fund as unclaimed until the member has been traced. These are claims which were written off prior 2009/10 financial year as per the policy during that time and have been claimed and paid in the current year due.

*** Benefits payable as at 31 March 2025 and benefits accrued during the year includes an amount of R10.1 billion (2024: R13.7 billion) representing exit cases that were not fully processed at year-end.

**** A savings component accessible before retirement, introduced with effect from 1 September 2024.

Benefit payable age analysis is summarised as follows:

	Cases 2025 R'000	Amount 2025 R'000	Cases 2024 R'000	Amount 2024 R'000
Current				
<2 years	46 393	22 139 221	48 926	25 317 204
Unpaid benefits				
>2 years	98 005	17 160 297	96 636	16 224 604
Contingency provision	–	1 925 510	–	2 043 089
Children's benefits	4 745	122 457	4 687	108 059
Interest on NSF benefits	1 005	158 318	928	138 258
Total	150 148	41 505 803	151 177	43 831 214

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

10. Transfers

10.1 Transfers to other funds

	Effective date	Number of members	Transfers approved 2025 R'000	Return on transfer 2025 R'000	Transfers paid 2025 R'000	Transfers payable 2025 R'000	Transfers payable 2024 R'000
Bulk transfers in terms of Rule 12 of the GEP Law							
Municipal transfers	2024/2025	4	–	193	–	1 481	1 288
		4	–	193	–	1 481	1 288
Transfers approved						–	
Return on transfers						193	
Statement of changes in net assets and funds						193	

10.2 Transfers from other funds

	Effective date	Number of members	Transfers approved 2025 R'000	Return on transfer 2025 R'000	Transfers received 2025 R'000	Transfers receivable 2025 R'000	Transfers receivable 2024 R'000
Bulk transfers in terms of Rule 12 of the GEP Law							
Individual transfers	2024/2025	11	14 088	–	(14 088)	–	–
		11	14 088	–	(14 088)	–	–
Transfers approved						14 088	
Return on transfers						–	
Statement of changes in net assets and funds						14 088	

11. Accounts payable

	2025 R'000	2024 R'000
Administrative creditors	41 408	38 011
Operating lease accrual	485	–
Child maintenance (court orders)	6 722	2 039
Contributions (employers)	409 751	400 106
Dormant members	572	520
Associated Institutions Pension Fund	1 224	1 561
Government Pensions Administration Agency	159 258	88 111
Investment creditors*	12 058 664	5 096 209
National Treasury	235	253
Non-statutory forces contribution	1 079	1 079
Outstanding SA Post Office vouchers	202 644	183 012
Portfolio management fees payable	562 598	478 657
Sundry creditors**	1 045 096	355 206
	14 489 736	6 644 764

* Investment creditors include payables held by foreign portfolio managers in the current year. In the prior year, it was included in the foreign investment portfolios. Refer to note 22.

** Sundry creditors include payables for PGM Transfers R523 million, PAYE on Gratuity R430 million and PAYE on Civil Pensioners R88 million.

12. Provisions

	2025 R'000	2024 R'000
Provision for accumulated leave pay	2 243	1 826
Balance at the beginning of the year	1 826	892
Provided	2 243	1 826
Utilised	(1 826)	(892)
Provision for bonuses	19 164	19 711
Balance at the beginning of the year	19 711	19 556
Provided	19 164	19 711
Utilised	(19 711)	(19 556)
Balance at the end of the year	21 407	21 537

13. Purchase of periods of service

	2025 R'000	2024 R'000
GEPP members	62 914	52 693
Divorce benefits	30 322	33 535
Past discriminatory members	75 524	121 035
	168 760	207 263

14. Net investment income

	2025 R'000	2024 R'000
Income from investments	114 510 585	116 928 678
Dividends	51 546 191	52 035 695
Interest	59 505 906	59 717 048
Other income	512 433	1 970 823
Reversal of impairment ³	828 167	1 134 333
Rental income	2 117 888	2 070 779
Net profit on sale of investment ¹	66 685 583	63 134 085
Adjustment of fair value	208 109 501	(51 311 164)
Impairment of investments ²	(3 620 347)	(6 479 141)
Total investment income	385 685 322	122 272 458
Less: expenses incurred in managing investments		
Management fees – externally managed	(2 893 172)	(2 123 086)
Management fees and other expenses – internally managed	(146 926)	(64 772)
Property expenses	(1 518 475)	(1 386 518)
Foreign exchange loss	(1 849 285)	(1 506 480)
Transaction costs and other expenses	(1 120 505)	(972 147)
Total investment expenses	(7 228 363)	(6 053 003)
Net investment income	378 456 959	116 219 455
Profit on sale of investments ¹	67 912 179	66 836 280
Loss on sale of investments ¹	(1 226 596)	(3 702 195)

¹ Net profit on sale of investments.

² Some of the loans entered into by the PIC on behalf of the GEPP in their capacity as the Fund's asset manager have been impaired based on the independent valuation as stated on the following page.

³ In the current year, reversals of impairment were recognised by companies listed in the schedule of reversals of impairment, see page 139.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

continued

14. Net investment income continued

Schedule of impairments

	2025 R'000	2024 R'000
Bafepi Agri (Pty) Ltd	481 265	–
SAHL Investments Holdings (Pty) Ltd	361 855	356 882
Honsha Property (Pty) Ltd	298 513	1 380 904
Musa Group (Pty) Ltd	190 539	–
Acapulco Trade and Invest 164 (RF) (Pty) Ltd	179 711	56 028
AFGRI Poultry (Pty) Ltd	179 134	155 015
Daybreak Foods (Pty) Ltd	178 783	–
Kathu Power (Pty) Ltd	172 316	–
EM Africa Properties (Pty) Ltd	167 842	86 759
Independent News and Media SA (Pty) Ltd	117 878	177 280
Firefly Investments 230 (RF) (Pty) Ltd	117 871	78 576
Interden Management (RF) (Pty) Ltd	115 607	64 940
Kuseni Group (Pty) Ltd	105 624	–
Allied Mobile communications (Pty) Ltd	101 863	191 855
Firefly Investments 319 (Pty) Ltd	95 849	90 174
Kuvenco 1 Ltd	93 952	–
Dikgosi Tailings Processing (Pty) Ltd	90 251	74 386
Sub Saharan Investment Holdings (Pty) Ltd	80 486	113 478
Shenge Properties (Pty) Ltd	79 634	4 006
Tour the World (Pty) Ltd	74 834	–
Enable Capital (Pty) Ltd	45 925	–
Ekuzeni Supplies (Pty) Ltd	42 548	59 114
Cartorze Trading Properties (Pty) Ltd	35 665	–
Oceans' Umhlanga Retail (Pty) Ltd	30 176	–
Educor Property Holdings (Pty) Ltd	22 477	585 395
Lona Group (Pty) Ltd	21 978	49 157
ACWA Power Solafrica Bokpoort CSP Power Plant (Pty) Ltd	20 120	30 942
La Crushers (Pty) Ltd	19 921	–
Kiaat Hospital (Pty) Ltd	18 820	–
Mazwe Funding SPV (RF) (Pty) Ltd	17 993	5 663
Zamalwandle Transport Logistics (Pty) Ltd	15 713	27 080
Just Veggies (Pty) Ltd	11 855	9 778
Aspari (Pty) Ltd	10 429	4 840
Southern Farms (Pty) Ltd	10 197	15 000
Yalu Financial Services (Pty) Ltd	8 364	5 345
Friedshelf 1518 (Pty) Ltd	4 359	64 297
Firefly Investments 326 (Pty) Ltd	–	670 327
Econet New ARX Ltd	–	653 139
South Point Management Services (Pty) Ltd	–	352 836
Land and Agricultural Development Bank SA	–	328 948
Belelani Capital (Pty) Ltd	–	246 198
Tanga Cement Company Ltd	–	217 525
Drive-in-Trading (Pty) Ltd	–	163 588
Venda Building Society	–	71 444
Kgwara Investments (Pty) Ltd	–	40 072
Sakhumnotho Property Holdings (Pty) Ltd	–	21 854
CPV Power Plant No.1 (Pty) Ltd	–	12 570
Project Prop (Pty) Ltd	–	7 515
Magae Makhaya Housing (Pty) Ltd	–	6 160
Hot Dog Café (Pty) Ltd	–	71
Total	3 620 347	6 479 141

In arriving at the impairment figures, the GEPF took the following impairment triggers into account which were considered on all of its impaired investments:

- Uncertainties on the going concern on audited financial statements of its investees
- Actual breaches of any original funding agreements that resulted in renegotiation of those agreements
- Where cash flow projections have been revised downwards, it resulted in a decrease in enterprise values of investees
- Anticipated pressure on investees in servicing their debt obligations.

In the current year, reversals of impairment were recognised by companies listed in the schedule of reversals of impairment below.

Schedule of reversals of impairments

	2025 R'000	2024 R'000
Land and Agricultural Development Bank SA	223 273	
Kilimanjaro Sakhumnotho Consortium (Pty) Ltd	189 772	
South Point Management Services (Pty) Ltd	131 080	
Roggeveld Wind Power (Pty) Ltd	112 141	1 208
Drive-in-Trading (Pty) Ltd	46 458	
Kiaat Hospital (Pty) Ltd*	27 619	78 031
Just Veggies (Pty) Ltd	25 869	
Botshilu Private Hospital (Pty) Ltd*	18 449	41 646
Friedshelf 1518 (Pty) Ltd	16 569	
Sunrise Energy (Pty) Ltd	15 230	55 525
Project Prop (Pty) Ltd	9 038	
CPV Power Plant No.1 (Pty) Ltd	5 857	
ACWA Power Solafra Bokpoort CSP Power Plant (Pty) Ltd	3 201	
Kgwara Investments (Pty) Ltd	2 148	
Sub Saharan Investment Holdings (Pty) Ltd	1 463	7 261
Independent News and Media SA (Pty) Ltd*	–	288 224
Kuseni Group (RF) (Pty) Ltd	–	263 534
Madibeng Municipality*	–	186 070
Bafepi Agri (Pty) Ltd	–	134 508
Solar Capital De Aar (RF) (Pty) Ltd	–	60 862
Musa Group (Pty) Ltd*	–	17 464
Total	828 167	1 134 333

* During the 2024 financial period, the external valuers were requested to apply the in duplum rule for affected instruments in the period under review or in previous financial years.

15. Other income*

	2025 R'000	2024 R'000
Arrear contributions	8 794	6 378
Purchase of service	4 569	4 259
Additional employer contributions – NSF	53 985	48 783
Bank account	127 017	141 760
Other	326	1 058
Total	194 691	202 238

* Other income is comprised of interest received.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

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16. Administrative expenditure

16.1 Total administrative expenditure

	2025 R'000	2024 R'000
Administration expense	1 674 561	1 215 184
Actuarial fees	6 156	2 725
Investment performance analysis	–	1 839
Audit fees	13 694	10 861
Depreciation	1 268	2 626
Foreign currency loss	9	1
Legal costs	45 386	33 227
Bad debts written off	29 030	–
Operating expenses	96 279	80 479
Operating lease payments	6 877	5 838
Personnel expenses	116 327	109 696
Personnel expenditure (refer to note 16.2)	60 143	58 127
Executive officers' expenditure (refer to note 16.3)	20 287	20 353
Principal officer expenditure (refer to note 16.4)	10 342	9 505
Trustees' expenditure (refer to note 16.6 and 16.7)	25 555	21 711
Increase in provision for doubtful debt	5 915	34 770
	1 995 502	1 497 246

16.2 Personnel remuneration and expenses

	2025 R'000	2024 R'000
Remuneration to permanent and contract employees	55 928	54 292
Retirement fund contributions	3 701	3 700
Other benefits (housing, medical etc)	514	135
Total	60 143	58 127

16.3 Executive officers' remuneration and expenses

	2025 R'000	2024 R'000
Remuneration and allowances	14 254	15 591
Bonuses – long-term incentive	1 520	708
Bonuses – short term	4 513	4 054
Total	20 287	20 353

16.4 Principal officer's remuneration and expenses

	2025 R'000	2024 R'000
Remuneration and allowances	6 725	6 009
Bonuses – long-term incentive	882	1 165
Bonuses – short term	2 735	2 331
Total	10 342	9 505

16.5 Detailed executive and Principal Executive Officer remuneration

Name	Position	Cost to company 2025 R'000	Short-term incentives 2025 R'000	Long-term incentives 2025 R'000	Total 2025 R'000
Musa Mabesa	Principal Executive Officer	6 725	2 735	882	10 342
Dharmasela Naidoo**	Head: Stakeholder Management & Communications	1 668	530	363	2 561
Adri van Niekerk	Company Secretary	2 348	726	233	3 307
Sifiso Sibiya	Head: Investment	3 551	1 226	366	5 143
Brian Karidza	Head: Actuarial and Benefits Administration	3 127	1 024	314	4 465
Portia Mngomezulu**	Head: Corporate Services	579	–	–	579
Bulelwa Kotta	Head: Finance	2 981	1 007	244	4 232
Total		20 979	7 248	2 402	30 629

** The following employees left employment at the GEPF during the reporting period:

Head: Stakeholder Management and Communications 31 October 2024

Head: Corporate Services 31 May 2024

Name	Position	Cost to company 2024 R'000	Short-term incentives 2024 R'000	Long-term incentives 2024 R'000	Total 2024 R'000
Musa Mabesa	Principal Executive Officer	6 009	2 331	1 165	9 505
Dharmasela Naidoo	Head: Stakeholder Management and Communications	2 350	760	380	3 490
Adri van Niekerk	Company Secretary	2 278	655	328	3 261
Sifiso Sibiya*	Head: Investment	2 947	925	–	3 872
Brian Karidza*	Head: Actuarial and Benefits Administration	2 849	899	–	3 748
Portia Mngomezulu*	Head: Corporate Services	2 584	–	–	2 584
Bulelwa Kotta*	Head: Finance	2 583	815	–	3 398
Total		21 600	6 385	1 873	29 858

* These employees did not qualify to receive long-term incentive bonuses. The start dates of these employees are as follows:

Head: Investments 1 June 2021

Head: Actuarial and Benefits Administration 2 June 2021

Head: Corporate Services 1 October 2021

Head: Finance 1 February 2022

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

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16. Administrative expenditure continued

16.6 Board of Trustees' remuneration and expenses

	2025 R'000	2024 R'000
Meeting allowances	25 535	21 581
Expenses	20	130
Total	25 555	21 711

16.7 Trustee remuneration

Name	Meeting attendance fee R'000	Retainer fee R'000	Subsistence and travel R'000	Total paid R'000
Mr AD Mogajane	791	209	–	1 000
Mr AT Matsose	613	136	–	749
Ms AY Coetzee	262	70	–	332
Miss BF Nkunjana	881	225	–	1 106
Lt Col BJ van Nieuwenhuyzen	532	106	7	645
Mr CJ van	617	136	–	753
Mr DC Jantjies	422	70	2	494
Mr EE Kekana	918	70	–	988
Mr GG Rafferty	667	136	–	803
Ms H Makhupola	763	189	1	953
Mr HL Qangule	600	141	1	742
Ms L Bodewig	–	–	–	–
Lt Gen L Nkhua	734	171	–	905
Ms LH Makwetla	483	106	–	589
Ms LR Mokgabudi	891	206	–	1 099
Mr M Ndaba	485	141	–	626
Mr MB Ntlou	681	70	1	752
Mr ME Maledu	359	70	–	429
Ms ME Mmola	576	106	–	682
Mr MF Baleni	373	105	–	478
Mr MJ Maluleke	230	70	–	300
Mr MM Nkosi	793	171	–	964
Mr NA Marotholi	855	270	2	1 127
Maj-Gen NP Lushaba	381	70	–	451
Mr P Snyman	710	189	–	899
Ms PN Kekana	371	68	–	439
Ms PN Maphoshe	376	68	1	445
Mr R Raydhar	311	50	–	361
Mr RN Morris	448	79	–	527
Mr SL Malema	400	70	1	471
Mr SL Ndwelaza	346	68	–	414
Mr SR Kgara	379	70	–	449
Mr SS Nkambule	514	171	–	685
Mr SV Malinga	275	70	–	345
Ms TC Khoza	742	171	–	913
Mr VS Tshabalala	359	70	–	429
Mr X Nhlapo	346	68	–	414
Mr ZH Msindo	974	260	–	1 234
Ms ZS Fredericks	98	34	–	132
Dr ZW Shabane	359	70	2	431
Total	20 915	4 620	20	25 555

17. Interest expense

	2025 R'000	2024 R'000
Interest payable to members	2 610 903	(3 164 211)
Interest payable/(provision adjustment) to members exited from GEPF*	2 374 997	(3 394 365)
Interest payable to external funds in respect of members exited from GEPF	181 296	148 375
Interest payable to NSF members	54 610	82 049
Interest payable to dormant members	52	47
	2 610 955	(3 164 164)

* Interest to members includes an adjustment resulting from a decrease in the interest provision, which is as a result of a decrease in the benefits payable provision.

18. Operating lease

	2025 R'000	2024 R'000
Income		
Future minimum lease payments receivable under non-cancellable operating leases:		
Receivable within one year	1 125 200	1 220 543
Receivable between two and five years	3 107 075	3 331 040
Receivable after five years	1 637 310	1 925 603
	5 869 585	6 477 186
Expenses		
Future minimum lease payments under non-cancellable operating leases:		
Payable within one year	10 893	930
Payable between two and five years	86 044	–
	96 937	930

19. Cash generated from operations

	2025 R'000	2024 R'000
Net income after transfers and benefits	307 441 736	77 035 462
Adjusted for:	(382 281 033)	(128 266 648)
Interest and other income	(59 700 597)	(59 919 286)
Interest expense/(adjustment)	2 610 955	(3 164 164)
Divorce benefits	21 069	10 738
Divorce received	(51 546 191)	(52 035 695)
Adjustment to fair values of investments	(208 109 191)	51 311 164
Profit on sale of investments	(66 685 583)	(63 134 085)
Impairment of investments	3 620 347	6 479 141
Reversal of impairment	(828 167)	(1 134 333)
Foreign currency loss	1 849 294	1 506 481
Depreciation	1 268	2 626
Bad debt written off	29 030	–
Increase/(decrease) in doubtful debt provision	5 915	34 770
Movement in provisions	(3 366 217)	(7 995 260)
Net transfers (in)/out	(182 655)	(228 745)
Adjusted net loss after transfers and benefits	(74 839 297)	(51 231 186)
Change in working capital	1 374 848	(279 320)
Decrease/(decrease) in accounts receivable	576 757	(298 010)
Increase) in accounts payable	798 091	18 690
Cash flow generated from operations	(73 464 449)	(51 510 506)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

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20. Financial management and associated risks

The GEPF's investment activities inherently expose the fund to a range of risks that are associated with the financial instruments and the asset classes in which it is invested. To mitigate these risks, particularly inflation risk, which impacts both the fund's assets and liabilities – the GEPF has established strategic asset allocation targets across various asset classes.

The strategic asset allocation targets are designed to balance risk and return in alignment with the fund's long-term objectives. The nature and extent of the financial instruments held at the end of the financial year, along with the risk management policies implemented by the GEPF and its appointed investment manager, are outlined below.

20.1 Market risk

Market risk refers to the potential for a decline in the value of the fund's assets due to volatility, correlations, and unpredictable movements in market factors. These fluctuations may result from changes in equity prices, interest rates, credit spreads, foreign exchange rates, commodity prices, and other publicly traded indicators. The fund's investments are managed with the objective of maximising returns while maintaining risk within acceptable levels, as defined in the Investment Management Agreement (IMA). The IMA outlines specific market risk parameters for the entire fund to ensure that risk-taking remains aligned with the fund's overall investment strategy.

Investment managers are required to diversify the GEPF's portfolio and allocate assets in accordance with the prescribed asset allocation. This ensures that the performance of each asset class reflects the broader market and that exposure to any single investment remains within defined tolerance levels. Equities, being the most volatile asset class, represent the primary source of short-term risk. The Investment Committee, acting on behalf of the Board, monitors this risk against predetermined benchmarks. Adherence to investment requirements further support effective market risk management.

20.2 Credit risk

Credit risk refers to the possibility that a counterparty to a financial instrument or investment may fail to meet its contractual obligations- either partially or in full- resulting in a financial loss to the GEPF.

To manage this risk, the GEPF employs a combination of internal credit assessment models, credit related policies, and external credit ratings for listed and/or rated exposures. Credit limits are enforced through strict adherence to investment mandate requirements and internal policies and guidelines established by the Investment Manager. These policies are approved by the relevant governance committees in line with the Board-approved delegation of authority. Regular risk reports are submitted to the appropriate committee structures to ensure effective oversight and governance. For loans and advances, credit risk is partially mitigated through the use of collateral and other risk transfer mechanisms. All such transactions are subject to approval by the designated governance structures within the Investment Manager and must comply with the applicable investment mandate requirements.

20.3 Liquidity risk

Liquidity risk refers to the risk that the fund's readily available liquid financial assets may not be sufficient to meet its short-term financial obligations. The fund's investment strategy is to invest in assets that are both liquid and low risk. A significant percentage of the fund's strategic asset allocation is dedicated to liquid investments to ensure the fund can meet its short-term obligations.

20.4 Currency risk

Currency risk arises from the potential for fluctuations in the value of financial instruments denominated in a currency other than the reporting currency, due to changes in foreign exchange rates. These fluctuations can impact the value of assets when converted back into the reporting currency.

The Fund's exposure to currency risk primarily stems from the foreign investment mandates, which are largely denominated in US Dollars. This risk is managed by setting strategic asset allocation limits for foreign asset classes and by employing approved risk mitigating strategies, including the use of derivatives as outlined in the Fund's derivatives policy.

20.5 Solvency risk

Solvency risk is the risk that the GEPF's invested assets may not be sufficient to meet its contractual obligations to members. To mitigate this risk, the Fund is continuously monitored by the Accounting officer and the Fund's Actuary to ensure that appropriate investment assets are maintained in line with its liabilities.

A key mitigating measure is the undertaking by the Government, as the employer, to maintain the Fund's funding level above 90%. In addition, strategic asset allocation percentages are determined through regular asset-liability modelling (ALM) exercises. These exercises are designed to align the Fund's asset mix with the nature and duration of its liabilities, ensuring that the employer contribution rate, solvency reserve, and asset allocation remain within acceptable risk levels.

20.6 Concentration risk

Concentration risk refers to the potential for financial losses resulting from inadequate diversification within the investment portfolio. This risk is closely linked to both credit and market risk, as excessive exposure to a single issuer, sector, asset class, term structure, or correlated financial instruments can lead to heightened vulnerability.

To mitigate the risk, the Fund adheres to clearly defined investment mandates, strategic asset allocation targets, predetermined benchmarks, and approved policies. These frameworks establish acceptable concentration thresholds and ensure that the portfolio remains well-diversified in alignment with the Fund's overall risk management strategy.

21. Related parties

Majority of the Fund's participating employers relate to the entire government and the predominant numbers of GEPF transactions are with related government entities. This would result in an exorbitant amount of related party disclosure, which in the opinion of the Trustees would not necessarily add value to the users of the financial statements, however high-level disclosures have been included below.

There are 136 number of participating employers. Transactions and balances with participating employers include employer contributions received (note 5.2), contributions receivable at year-end (note 5.1), and investments in participating employers (included in note 3).

The Board of Trustees of the Fund who are also members of the Fund contribute to the Fund and may receive benefits upon exit from the Fund in terms of the Fund rules.

Remuneration and expenses of key management personnel is disclosed in note 16 to the annual financial statements.

The Public Investment Corporation and Government Pensions and Administration Agency who are key service providers to the Fund are also participating employers in the Fund. The contributions received and receivable in terms of the Rules of the Fund are disclosed as part of note 5 to the annual financial statements.

Administration fees paid to the Government Pensions and Administration Agency, as well as amounts payable at year-end are disclosed in note 16 and note 11 to the annual financial statements, respectively.

Investment management fees paid to the Public Investment Corporation, as well as amounts payable at year-end are disclosed in note 14 and note 11 to the annual financial statements, respectively.

The GEPF is the largest single investor on the JSE. The GEPF is also in the top five largest property owners in South Africa. As such, it's possible that some of the GEPF's investee companies (listed and unlisted) may occupy GEPF's direct properties. All income from property ownership is disclosed in note 14 to the annual financial statements.

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22. Prior period error

In the prior year, financial instruments held by the GEPP foreign portfolio asset managers were incorrectly disclosed in aggregate, under single line items, without appropriate classification into the relevant asset categories. The error has been corrected in the current year by disaggregating the total market value held by the foreign asset managers and classifying the financial instruments into their respective asset categories. In line with the RRR, the prior year financial statements are not restated, but changes were applied prospectively.

The impact on the prior year's financial statements and comparative figures are presented below:

	Previously R'000	Adjustment R'000	Comparative R'000
Line item			
Investment creditors	5 096 209	8 712 603	13 808 812
Investment debtors	5 754 568	9 607 439	15 362 007
Cash resources – short-term investments	54 714 031	2 790 089	57 504 120
Foreign listed equities	–	216 966 442	216 966 442
Foreign preference shares	–	837 690	837 690
Foreign bonds	31 138 537	23 500 545	54 639 082
Foreign unlisted equity	28 634 428	65 353	28 699 781
Foreign collective investment schemes	259 601 972	(245 054 955)	14 547 017

23. Derivative positions with residual risk

Included in foreign unlisted equity (refer note 3.1.5), are derivative positions with residual risk. The derivatives positions with residual risk are set out below.

Foreign unlisted instrument	2025 R'000
Forward rate agreements	(3 284)
Currency options	582
Interest rate swaps	1 262
Credit default swaps	(30 947)
Futures/forwards	(18 079)
Zero coupon swaps	(1 989)
Total	(52 455)

The above table reflects the net exposure of derivative positions with residual risk included in the market value of foreign unlisted equity.

24. Contingent assets

24.1 Eden Square Shopping Centre

Eden Square Shopping Centre, a community shopping Centre situated in Phalaborwa, Limpopo, is owned by GEPP. The shopping centre was purchased by GEPP on 9 June 2015 for R135 million. The Public Investment Corporation manages the shopping centre which is a part of GEPP's property portfolio. A fire broke out in the shopping centre on the 10 March 2025. Video footage from the shopping centre showed that the fire started from a line store and made its way to the nearby shops, including centre's anchor. The fire, however, was successfully contained to minimise its potential damage. The building is insured for damages and loss of income:

- When rental income is not coming, the loss of income is for rental insurance. It is understood that the owner will receive payment from the insurance company for income losses.
- The cost of restoring the structure to its original condition will be covered by the insurer. The entire cost of rebuilding, including the contractor fees and expert services will be paid.

The PIC (on behalf of GEPP) is still in the process of claiming for the damage incurred due to the fire.

25. Contingent liabilities

25.1 Benefits

A contingent liability exists for members that exited from the GEPP prior to 31 March 2025, for whom no duly completed exit documentation have been received. The GEPP cannot estimate the benefits payable to such members exactly, because the quantum of the liability is dependent on:

- the reason for exit from service;
- the final salary of the respective members upon exit; and
- the period of pensionable service, which period may be altered by means of added service, dependent on the exit reason, e.g. ill health.

A provision has been made in the financial statements for the actuarial estimate of the above liability, but the benefits owing cannot be calculated exactly, refer to note 9.

25.2 Pending litigation

No contingent liability exists in respect of a legal claim against the GEPP on the date on which the financial statements were approved.

26. Capital commitments

26.1 Capital commitments – current year

Name of Fund	Total commitment 2025 \$'000	Drawn commitment 2025 \$'000	Undrawn commitment 2025 \$'000	Total commitment 2025 R'000	Drawn commitment 2025 R'000	Undrawn commitment 2025 R'000	Estimated repayable period
ADPI II	30 000	27 466	2 534	549 678	503 249	46 429	–
ADPI III	40 000	33 325	6 675	732 904	610 601	122 303	7 years
AIIF 4	60 000	20 414	39 586	1 099 356	374 038	725 318	11 years
Cape IV	20 000	19 330	670	366 452	354 176	12 276	–
South Suez	25 000	21 536	3 464	458 065	394 596	63 469	3 years
ACO 3A*	90 000	–	90 000	1 649 034	–	1 649 034	6.5 years
Total	265 000	122 071	142 929	4 855 489	2 236 660	2 618 829	

* New commitment

26.2 Capital commitments – prior year

Name of Fund	Total commitment 2024 \$'000	Drawn commitment 2024 \$'000	Undrawn commitment 2024 \$'000	Total commitment 2024 R'000	Drawn commitment 2024 R'000	Undrawn commitment 2024 R'000	Estimated repayable period
ADPI II	30 000	28 352	1 648	560 049	529 284	30 765	1 year
ADPI III	40 000	28 438	11 562	746 732	530 889	215 843	8 years
AIIF 4	60 000	10 149	49 851	1 120 098	189 465	930 633	12 years
Cape IV	20 000	19 881	119	373 366	371 145	2 221	1 year
South Suez	25 000	21 033	3 967	466 707	392 650	74 057	4 years
Total	175 000	107 853	67 147	3 266 952	2 013 433	1 253 519	



PART 11

GLOSSARY

GLOSSARY OF TERMS AND ACRONYMS

AI	Artificial intelligence
B-BBEE	Broad-based Black Economic Empowerment
CEO	Chief Executive Officer
CFA	Chartered Financial Analyst
CILI Index	CILI is part of a class of acronyms (like JSE, S&P, MSCI and FTSE) that have evolved beyond their original definitions. While it may have originated from a longer name, like the Johannesburg Stock Exchange, for example, CILI is now recognised and used in professional contexts as such. For confirmation, see https://www.jse.co.za/cili
COFI Bill	Conduct of Financial Institutions Bill
CPI	Consumer Price Index
CRISA	Code for Responsible Investing in South Africa
ERP	Enterprise resource planning
ESG	Environmental, social and governance
FSCA	Financial Sector Conduct Authority
GDP	Gross domestic product
GEP Law and Rules	Government Employees Pension Law and Rules
GEPF	Government Employees Pension Fund
GEPO	Government Employees Pension Ombud
GIBS	Gordon Institute of Business Science
GNU	Government of National Unity
GPAA	Government Pensions Administration Agency
GREA	Gateway Real Estate Africa
ICT	Information and communication technology
IFRS S1 and S2	Sustainability disclosure standards issued by the International Sustainability Standards Board under the International Financial Reporting Standards (IFRS) Foundation
IoDSA	Institute of Directors in South Africa
IT	Information technology
JSE	Johannesburg Stock Exchange
King IV	King IV Report on Corporate Governance for South Africa, 2016
LTI	Long-term incentive
MSCI	Provider of investment decision support tools, including indexes, helping investors assess risks and opportunities related to climate change and corporate responsibility
NATU	National Teachers' Union
NEHAWU	National Health, Education and Allied Workers' Union
PAIA	Promotion of Access to Information Act (Act 2 of 2000)
PDP	Personal Development Plan

GLOSSARY OF TERMS AND ACRONYMS

continued

PEO	Principal Executive Officer
PFMA	Public Finance Management Act (Act 1 of 1999)
PIC	Public Investment Corporation
POPCRU	Prisons Civil Rights Union
POPIA	Protection of Personal Information Act (Act 4 of 2013)
PSA	Public Servants Association of South Africa
PSCBC	Public Service Coordinating Bargaining Council
RPL	Recognition of Prior Learning
S&P 500 Index	A market capitalisation-weighted benchmark that tracks the performance of 500 leading publicly traded companies in the US
SABC	South African Broadcasting Corporation
SADTU	South African Democratic Teachers' Union
SARS	South African Revenue Service
S-case	Section 14 transfer or withdrawal case Legal mechanism under the Pension Funds Act allowing members to transfer or withdraw pension benefits under specified circumstances
SCM	Supply chain management
SDGs	Sustainable Development Goals
SLA	Service level agreement
SOC	Security Operations Centre
STI	Short-term incentive
The Fund	Abbreviation of the Government Employees Pension Fund
UK	United Kingdom of Great Britain (comprising England, Scotland and Wales) and Northern Ireland
UNISA	University of South Africa
UNPRI	United Nations Principles for Responsible Investment
US	United States of America
VAT	Value-added tax

NOTES

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NOTES

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Published by the Government Employees Pension Fund 2025