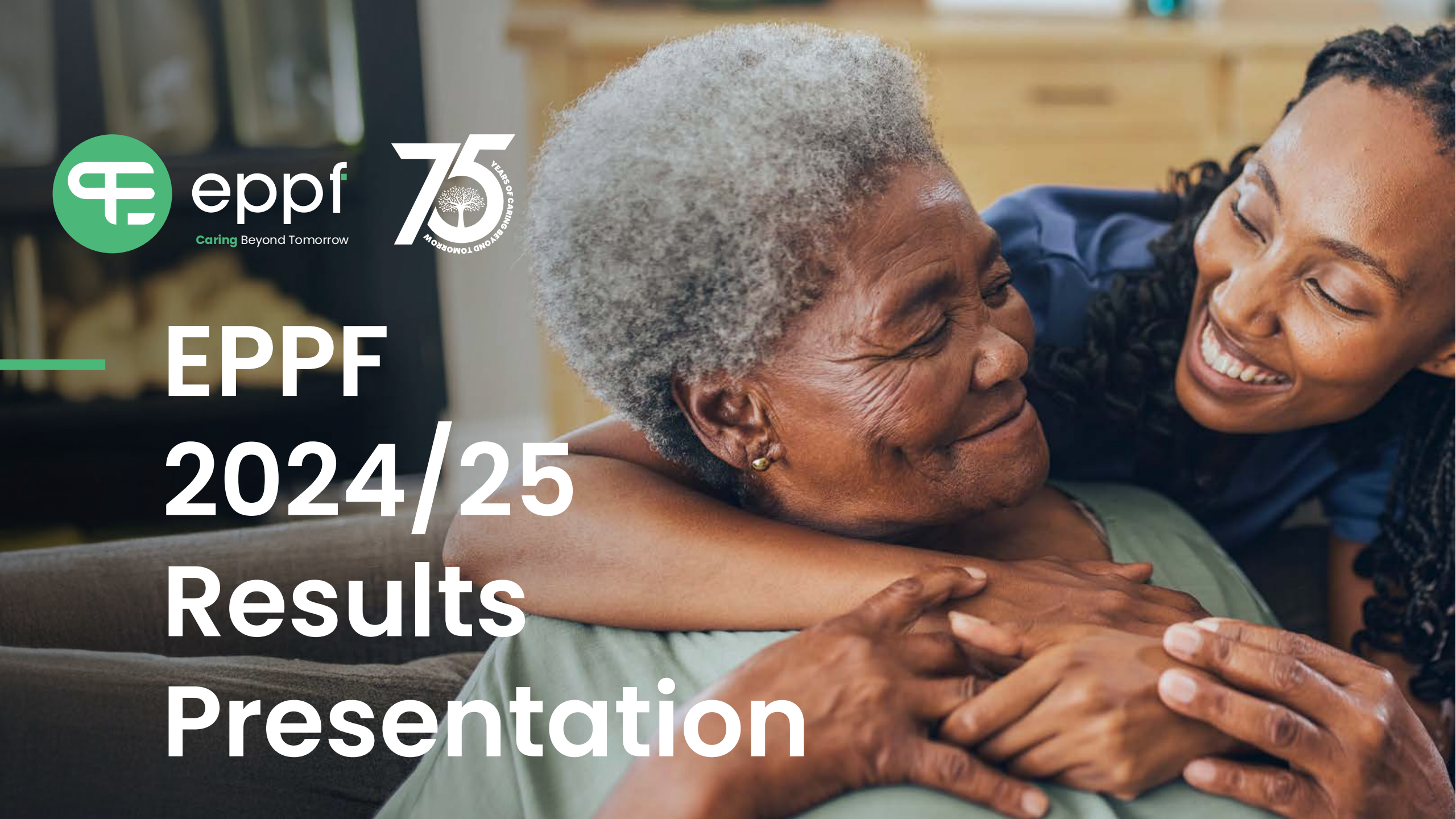




eppf
Caring Beyond Tomorrow



EPPF 2024/25 Results Presentation



Presenters



Programme Director
Mr Thembani Banjwa



**Chief Executive and
Principal Officer**
Mr Shafeeq Abrahams



Chief Investment Officer
Ms Sonja Saunderson



Chief Financial Officer
Ms Thandie Mashego

Agenda

Programme Director

Mr Thembani Banjwa

Chief Executive and Principal Officer Report

Mr Shafeeq Abrahams

Investment Report

Ms Sonja Saunderson – Chief Investment Officer

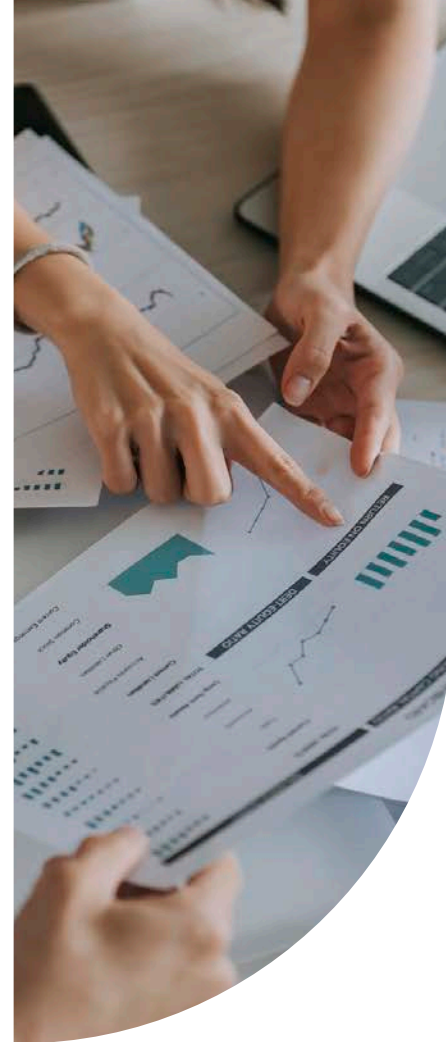
Financial Report

Ms Thandie Mashego – Chief Financial Officer

Looking Ahead

Mr Shafeeq Abrahams

Who We Are



— Our Vision

To become a sustainable and trusted retirement savings provider.

— Our Mission

To be a member-centric fund, delivering sustainable results for our members.

— Our Purpose

To help our members and their families enjoy a better financial future.

Our Values

Our values are reflected in the C.A.R.E philosophy that embody the personal and corporate qualities that guide our actions towards success:

Customer
centricity

Accountability

Resourcefulness

Excellence

Strategic Objectives

- ▶ Create peace of mind for our members
- ▶ Serve our members with care, empathy and excellence
- ▶ Positively impact stakeholders
- ▶ Lead effectively
- ▶ Secure our future

The Year in Numbers

2025 2024 % Change

Members

In-service	40 757	39 599	↑ 2.9%
All pensioners and beneficiaries	40 450	40 671	↓ 0.5%

Net promoter score

Loyalty to EPPF	64	59	↑ 8.47%
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Investments

Assets under management	R230.9bn	R203.5bn	↑ 13.5%
One-year investment return	16.19%	9.71%	↑ 66.7%
Three-year annualised return	13.33%	9.40%	↑ 41.81%

Contributions and benefits

Contributions received and accrued	R4.80bn	R4.26bn	↑ 13%
All benefits paid and accrued	R8.52bn	R7.71bn	↑ 11%
Pension increase	*3.8%	**9%	↓ 57.8%
Total bonuses paid to pensioners	R276m	R388m	↓ 28.9%

*CPI as at 30 Sept 2024

**CPI + Catch up (5.4% + 3.6%) - CPI as at 30 Sept 2023

Outputs and Outcomes

The Fund remains steady, strong, and growing.



- Funding level **148%**
- Assets under Management (AuM) increased to **R230.9 bn.**
- Investment returns: **16.19% (1 year)** and **13.33% (3 years)**.

Member interaction is stronger than ever.



- **45% increase** in meeting participation.
- **Call centre** answered 80% of calls (slightly below 85% target).
- **22 668 Two-Pot withdrawals** paid within a week.
- **Net Promoter Score:** 64.

Investment returns beat targets.



Metric	1 year	3 years	5 years
Fund return (%)	16.19	13.33	12.34
CPI + 4.5 (%)*	3.02	8.99	9.65
Return relative to target (%)	12.78	3.98	2.46



Average Pension Increase exceeds CPI

Date of increase	Average Increase % p.a.	CPI Inflation at 31 December % p.a.	Increase per policy % p.a.	Increase per Rules % p.a.	Affordable increase from NPAA % p.a.
01 March 1999	6.0%	8.6%	n/a	2.0%	n/a
01 March 2000	6.0%	2.3%	n/a	3.0%	n/a
01 March 2001	7.0%	7.8%	n/a	3.0%	n/a
01 March 2002	7.0%	5.8%	n/a	3.0%	n/a
01 March 2003	11.0%	10.3%	n/a	3.0%	n/a
01 March 2004	2.0%	0.7%	0.7%	2.0%	0.0%
01 March 2005	3.5%	2.6%	2.6%	3.0%	0.0%
01 January 2006	6.0%	3.6%	4.4%	3.0%	0.0%
01 January 2007	6.0%	5.8%	5.3%	3.0%	0.0%
01 January 2008	9.2%	9.0%	7.2%	3.0%	0.0%
01 January 2009	2.0%	9.5%	0.0%	2.0%	0.0%
01 January 2010	6.0%	6.9%	0.0%	2.0%	0.0%
01 January 2011	3.8%	3.5%	3.2%	3.0%	0.0%
01 January 2012	7.7%	6.1%	5.7%	3.0%	0.0%
01 January 2013	8.0%	5.7%	5.5%	3.0%	0.0%
01 January 2014	7.0%	5.4%	6.0%	3.0%	0.0%
01 January 2015	6.5%	5.3%	5.9%	3.0%	0.0%
01 January 2016	5.0%	5.2%	4.6%	3.0%	0.0%
01 January 2017	6.1%	6.8%	6.1%	3.0%	0.0%
01 January 2018	5.8%	4.7%	5.1%	2.0%	0.0%
01 January 2019	4.0%	4.5%	4.9%	2.0%	0.0%
01 January 2020	2.0%	4.0%	4.1%	2.0%	0.0%
01 January 2021	3.0%	3.1%	3.0%	2.0%	0.0%
01 January 2022	7.3%*	5.9%	5.9%	3.0%	5.7%
01 January 2023	4.0%	7.2%	7.2%	4.3%	0.0%
01 January 2024	9.0%**	5.1%	5.1%	3.1%	11.1%
01 January 2025	3.8%	3.0%	3.0%	2.3%	2.2%
Annual average	5.7%	5.5%	n/a	n/a	n/a

- **1 January 2026 – pension increases of 3.4%.**
- **1 December 2025 – pensioners will receive a total bonus of R16 300 per household.**

Average pension increase over 25 years exceeded average CPI over the same period.

***5.7% vs. 5.5%**

Funding level

Healthy solvency levels maintained by the Fund over the years, with the increase in the current year supported by strong investment performance

Five-year trend in funding level 2021 – 2025 (%)





I value my work and have to ensure that I execute the job as per scope of work and give excellent customer service. That's what I take most pride in.

EPPF, I could say has secured my future. It has helped me stay focused at work knowing that they are ensuring that my retirement annuity is safe and I don't have to worry about anything because it's been there for 75 years.

Lawrence Mafiri
– Eskom Rotek
Industries' employee





The Two-Pot Retirement System

Implementation

Major milestone: The Two-Pot Retirement system went live, giving members real access to their savings pot.

A smooth start: Over 22 600 withdrawals were processed smoothly in the first rounds – between Sept-Oct 2024 and March 2025.

Fast, efficient payouts: Members received an average pre-tax payout of R29 382, with a turnaround of five days.

Member confidence is high: Our June 2025 independent survey revealed:

90% of members were satisfied with the information shared.

92% were satisfied with the withdrawal process itself.

Implementation

Summary of Two-Pot Withdrawals

	1 Mar - 30 Jun 2025	1 Sep 2024 - 28 Feb 2025
Number of withdrawals	7 385	15 283
Total value of withdrawals	R135.79m	R449.05m
Average processing time	3 days	5 days
Average value of withdrawal pre-tax	R18 387	R29 382



The Investing Environment

The Global Stage

35% of EPPF assets are invested abroad, so global moves matter. The markets were shaped by disinflation, uneven rate cuts, and rising geopolitical heat.



"Liberation Day" imposed heavy tariffs on China, Mexico, Canada and South Africa. Retaliation followed, supply chains wobbled, and costs climbed.



SA reintroduced tariffs on imports, raising input costs across industries.



AI and tech stocks powered ahead, even as supply chain disruptions tested resilience. Markets shifted with investors leaning towards cyclical and defensive plays.



Geopolitical tension spiked, from Ukraine to the Middle East, and growing China-Taiwan strains fuelling fears of global economic decoupling.



Rate cuts brought some relief, but tariffs kept inflation fears alive. Policy divergence amidst global easing. EPPF, stayed nimble, alert, and ready to adapt.



Oil stayed volatile, gold surged, and industrial metals gained traction driven by green infrastructure demands.



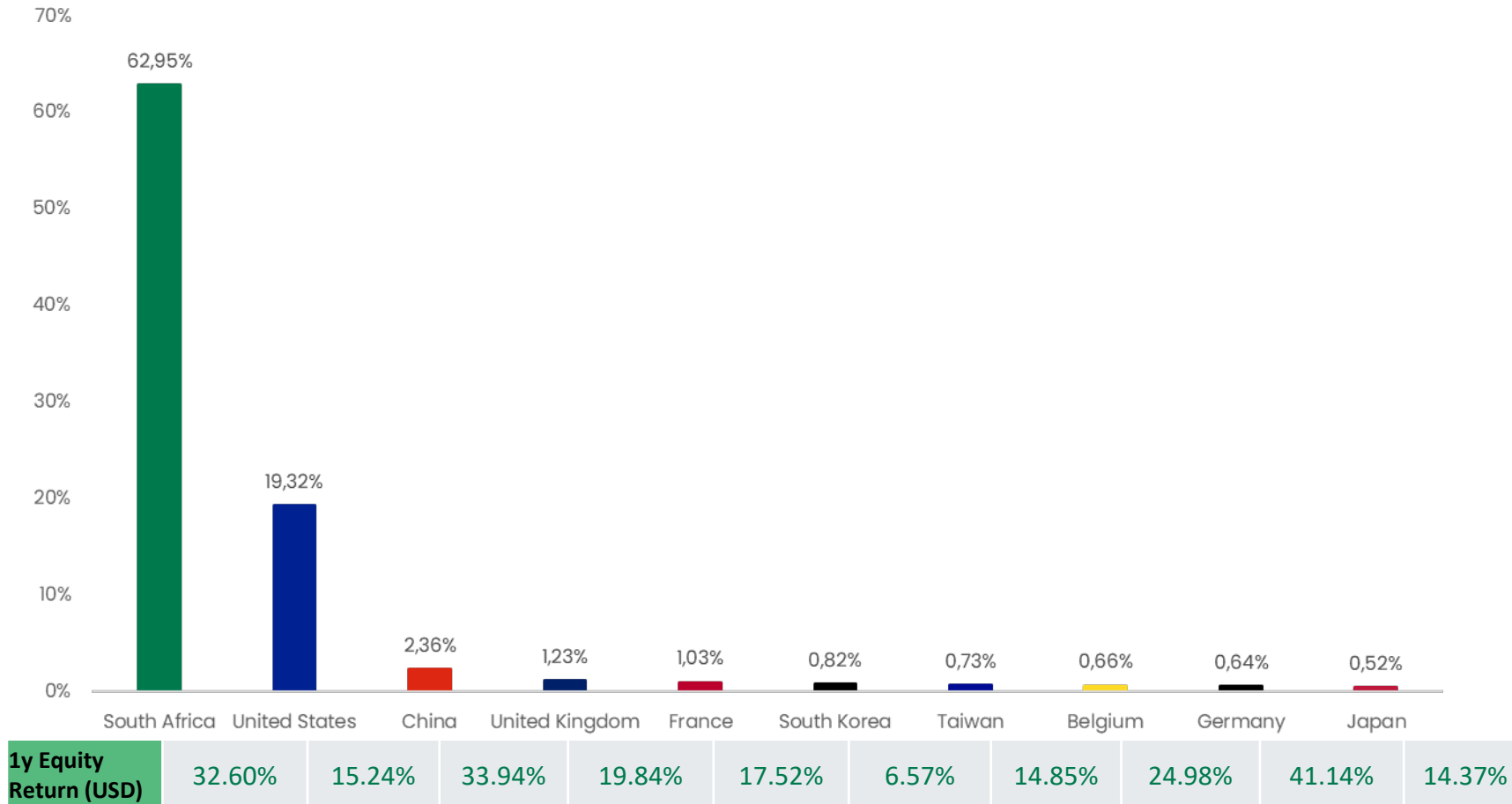
India and Brazil thrived. South Africa and other export heavy nations faced headwinds from tariff pressure.



Global equities firmed, duration worked, USD softened.

EPPF Top 10 Country Allocation

30 June 2025



Source: MSCI Insights

Back Home

Growth stayed subdued, even as inflation and rates eased.

GDP edged up from 0.1% in Q1 to 0.8% in Q2 2025, a modest lift. But with rising public wages, social spending, and mounting debt now 76.9% of GDP slowed momentum.



Disinflation plus SARB cuts anchored local rates. Oil prices eased and policy was steadier. ZAR strengthened. Broad-based gains across equities/property/bonds



2024/25 tested every lever – geopolitical, markets, and policy. EPPF responded with sharp, strategic portfolio adjustments to stay ahead of the curve.

Investment Performance and Returns

Annualised Fund returns relative to Fund targets (30 June 2025)

Metric	1 year	3 years	5 years	7 years	10 years	20 years
Fund return (%)	16.19	13.33	12.34	9.64	8.67	11.55
CPI + 4.5 (%)*	3.02	8.99	9.65	9.13	9.33	10.01
Return relative to target (%)	12.78	3.98	2.46	0.47	(0.60)	1.41

Annualised Fund returns relative to strategic benchmark (30 June 2025)

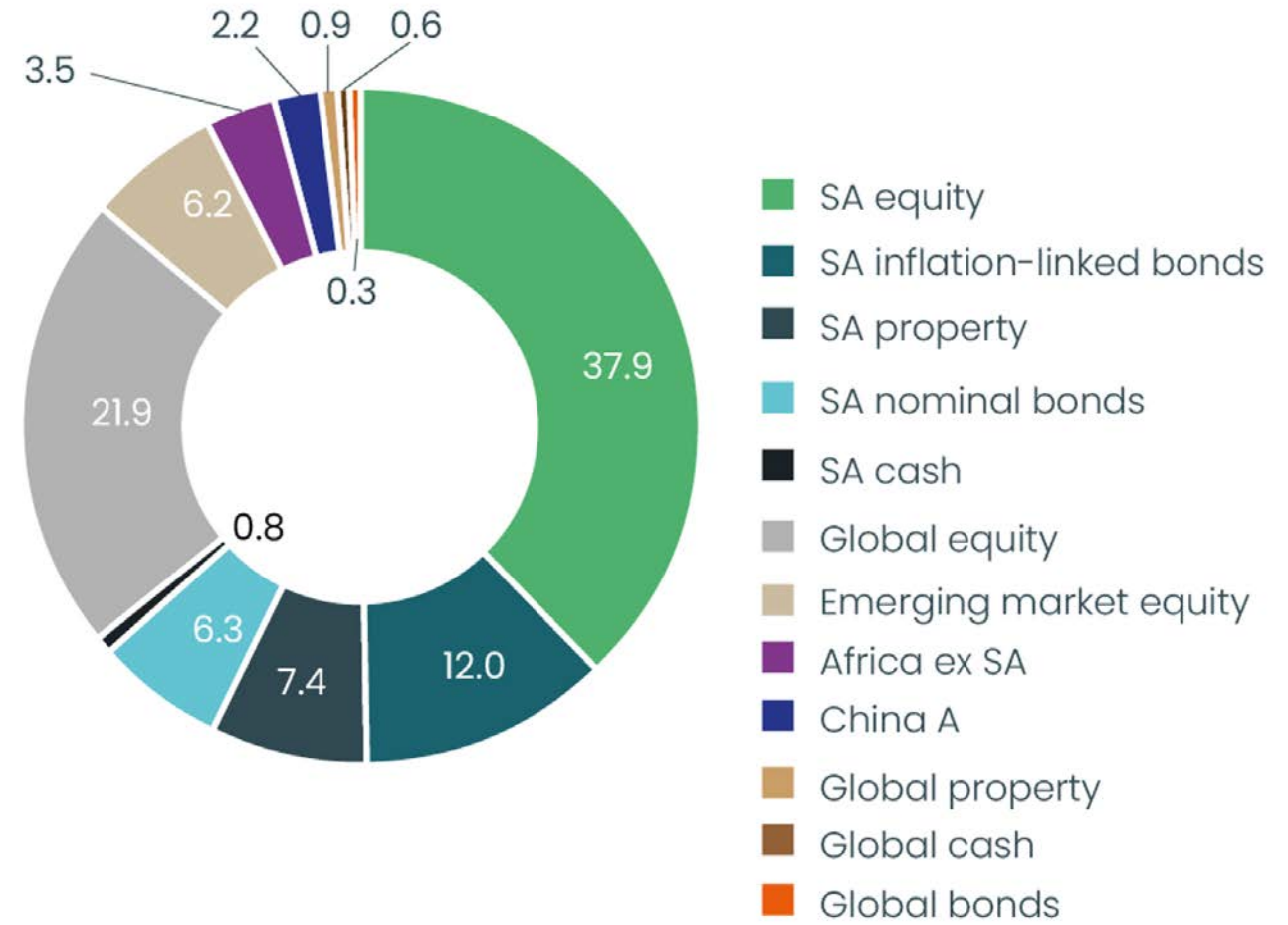
Metric	1 year	3 years	5 years	7 years	10 years	20 years
Actual return (%)	16.19	13.33	12.34	9.64	8.67	Actual return (%)
Strategic benchmark (%)	17.27	13.97	13.03	9.85	8.97	Strategic benchmark (%)
Excess/shortfall (%)	(0.92)	(0.56)	(0.60)	(0.19)	(0.27)	Excess/shortfall (%)

*Over one year the target is CPI

*Returns are calculated using the time-weighted rates of return (TWRR) methodology

Strategic Asset Allocation

- ▶ In 2025, the portfolio was overweight in local equities, reducing allocation to inflation-linked bonds, frontier markets, global bonds and equities.
- ▶ Local investments increased to 64.4% of total AuM driven by political stability, steady energy supply, and increased capital flow.



Investment Management Decision Tools

Diversification

Increase
Certainty

Cost
Control

Risk
Management



Our Impact

Our Sustainability Approach

We take a long-term, responsible and sustainable approach to investment and ownership as a way of preserving, creating and realising value for our beneficiaries.

Actioning Our Sustainability Strategy

- Financial outcome of members our first priority.
- Sustainability pillars: Social Justice, Environmental Regeneration, Economic Parity.
- Committed to reducing emissions by 40% by 2030, focusing on emissions reduction rather than divestment as a NZAOA member.

Climate solutions:
Increase investments in
renewables, green
hydrogen, and resilient
infrastructure.

Engaged top emitters
in portfolio on net zero
plans.

Annual emissions monitoring and reporting of all invested entities.

Active Ownership

- Active ownership shown via proxy voting at shareholder meetings.
- Supports or opposes resolutions to protect members' interests.

Annual stewardship highlights



Comprehensive coverage

43 companies engaged through 43 meetings, with 3 669 proxy voting decisions across 203 meetings



Governance focus

66.8% of engagements focused on governance issues, with 44.2% of voting resolutions concerning director affairs



Gender diversity leadership

284 gender diversity votes with 82.9% support rate for qualified women candidates



Market impact

Engaged companies represent R7.9 trillion in market capitalisation across major JSE sectors

Social Justice

Transformation & Gender

- ▶ Supports transformation via service providers with minimum level 3 B –BBEE status.
- ▶ Focus: majority black-owned businesses, black senior decision-makers and internal transformation.
- ▶ 24% of local listed AuM (R74bn) managed by women-owned businesses; total R18.9bn across markets.
- ▶ **Listed markets incubation programme for emerging black asset managers a success:**
- ▶ Nine managers fully committed; three are women-owned, managing ~30% of funds.



Our Members

How does sustainability translate to value for our members?

- ▶ EPPF doesn't act alone. Our Member-representative Board ensures every voice counts and through the Voice of the Member programme; we listen, resolve, and improve continuously.
- ▶ Even in a challenging investment climate, EPPF grew assets and delivered inflation-linked pensions, safeguarding value today and protecting members' futures.

How does sustainability translate to value for our members?



June 2024

- ▶ Member satisfaction survey
- ▶ Follow up interviews
- ▶ Priorities least satisfied
- ▶ Participants Insights actioned



Actions

- ▶ Walk-in centres and regional offices strengthened
- ▶ Call centre users member's language of choice

- ▶ Clearer, shorter communication
- ▶ Broadcast feature added to WhatsApp

- ▶ Two-Pot Tuesdays
- ▶ Partnering with employers for communication to 12 000 in-service members

- ▶ Targeted retirement engagement reaches 21 000 members



- Better tools
- Clearer education
- Proactive member care



Co-creating the future

Survey of members plus member sessions and employee focus group



The Result? Satisfaction

June 2025



	All categories	Pensioners and beneficiaries	In-service members	Deferred members
Net Promoter Score* Loyalty to EPPF	64	72	57	45
Customer Effort Score* Ease of doing business	8.9	9.2	8.7	8.0
Treating Customers Fairly* Trust and reputation	9.1	9.4	8.9	8.6
Customer Satisfaction** Experience of service	9.0	9.3	8.8	8.4

* Difference between % positive responses and % negative responses. 0-49 = Good. 50 - 74 = Excellent. 75+ = World class.

** Maximum score of 10






Membership Trends

Total membership increased from 80 270 to 81 207

In-service membership has grown steadily, reversing the decline experienced in previous years. This improvement reflects the continued increase in headcount among participating employers.

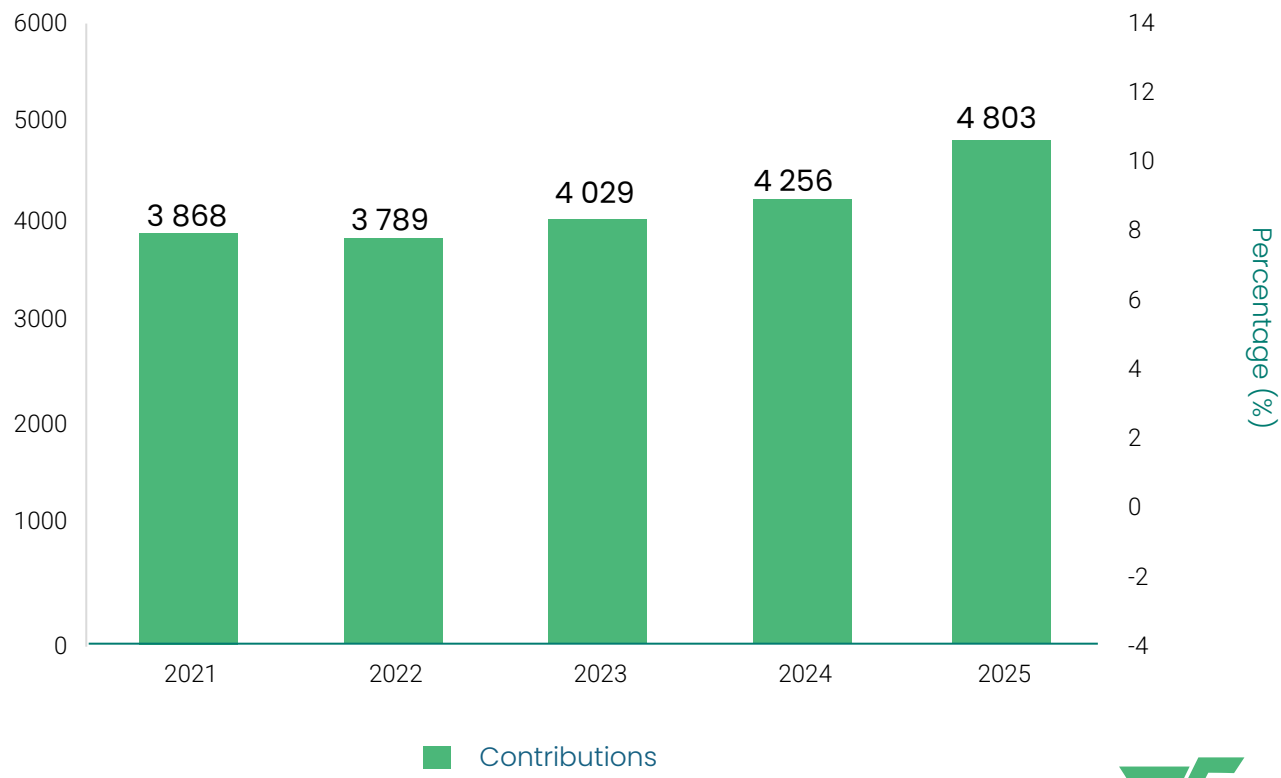
Pensioner and deferred membership continues to decline, primarily due to mortality and children reaching the age threshold.

Composition of EPPF 30 June 2025		Total number	Annual change
	In-service members	40 757	↑ 2.92%
	Pensioners	33 479	↓ 0.47%
	Deferred members	1 532	↓ 0.19%

Contributions Received and Accrued

- Contributions rose 12.9% to R4 803m, driven by new entrants and pensionable salary increases.
- Additional voluntary member contributions increased by 70% to R129m.
- Transfers from other funds also increased by 79% to R12.5m.

Five-year trend in annual contributions (R'm)*



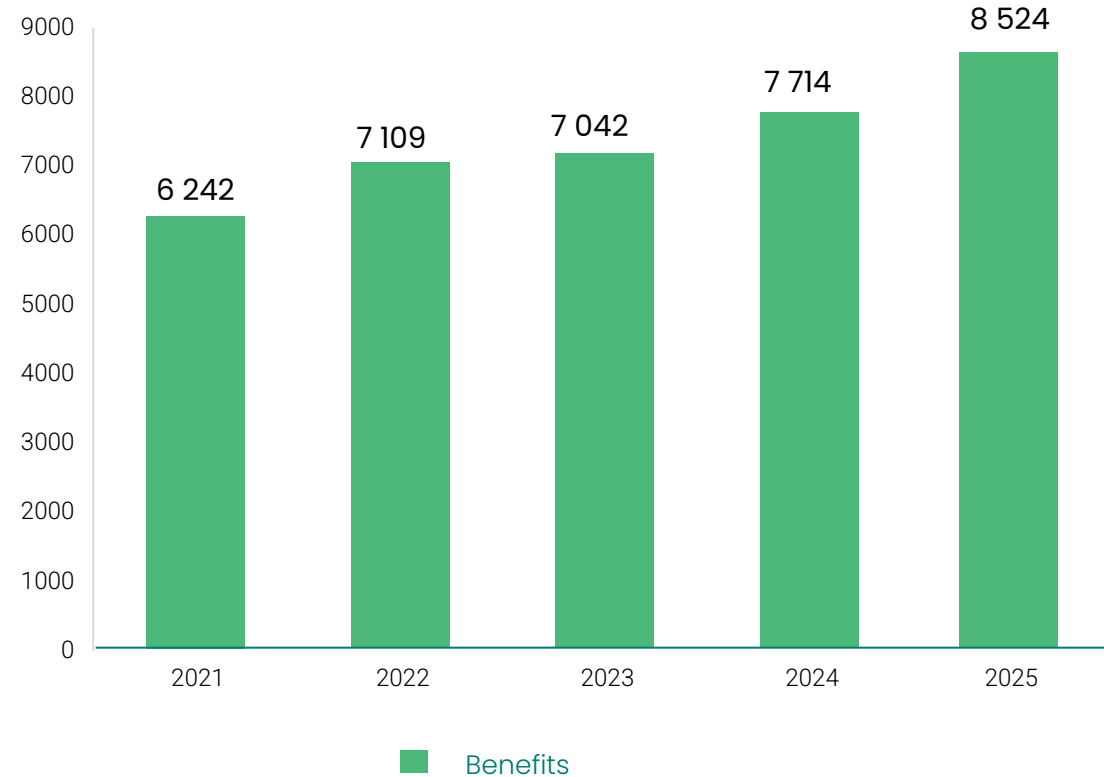
* All contributions include transfers-in from other funds



Benefits Paid and Accrued

- Benefits increased 10.5% to R8 524m
- 22 668 Two-pot claims were paid out from 1 September 2024 at a total of R585m.
- Divorce benefits fell 6%; pension payments rose 6%; retirement lump sums increased 10%.

Trend in total value of all benefits paid (R'm) *

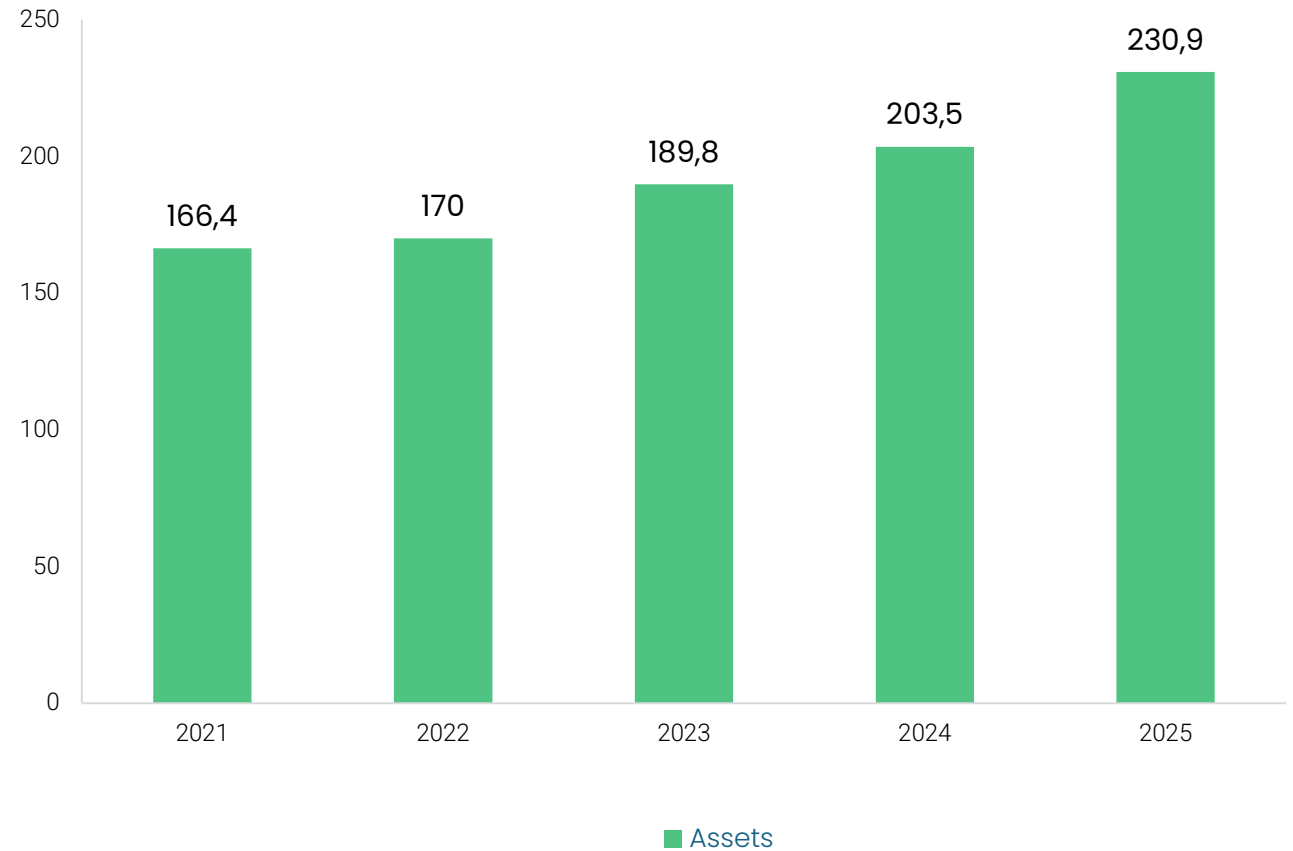


* All benefits paid and accrued include transfers-out to other funds

Investment Asset Growth

- ▶ 2025 saw investment assets peak by 13.5% to their highest level in the Fund's history to R230.9bn.
- ▶ Supported by a one-year performance return of 16.19%.
- ▶ This resulted in an 8.99% and 9.65% outperformances against the Fund's 3-year and 5-year absolute return targets of CPI+4.5%, respectively.

Growth in the Fund's assets 2021-2025 (R'bn)



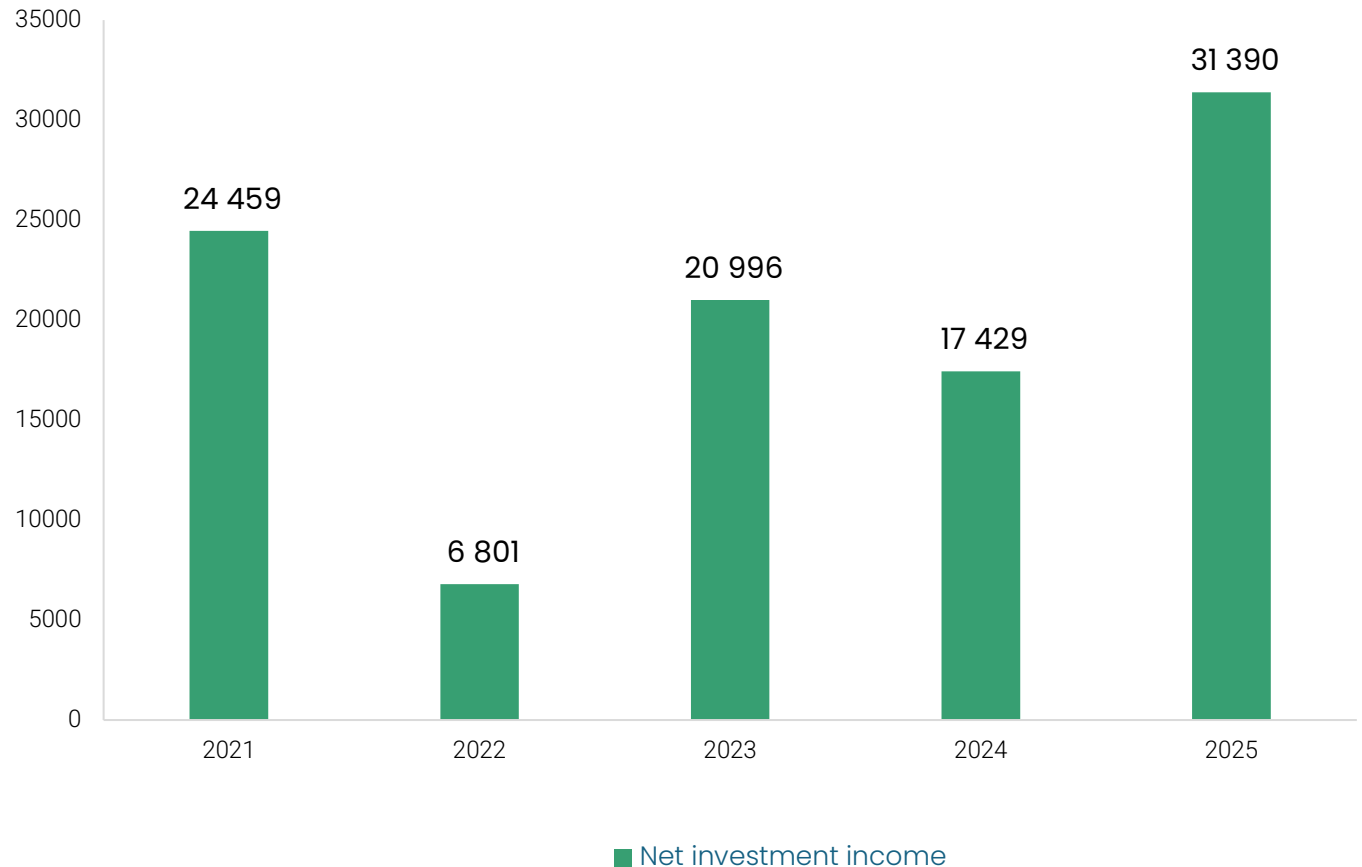
* Investments are presented net of all unsettled trades



Net investment income

- ▶ Grew by 80% to R31.4bn, supported by strong market performance.
- ▶ External asset manager fees paid grew by a moderate 4.8%, on the back of implemented cost-effective investment strategies.
- ▶ The overall net operating cashflow increased substantially to R19.2bn from R8.4bn the previous year, resulting from profit on sale of assets.

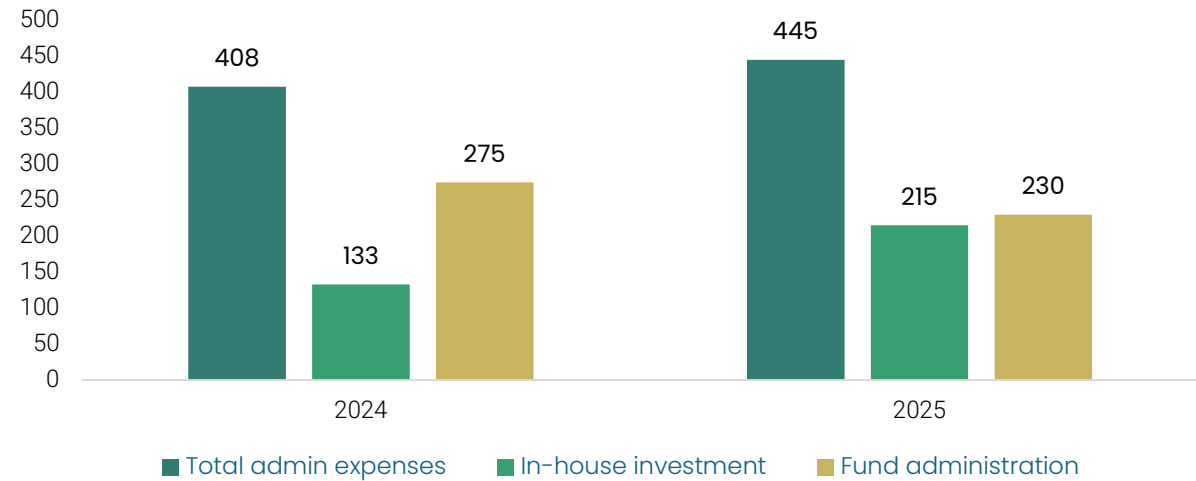
Trend in net investment income 2021-2025 (R'm)



* Net operating cashflow includes all income and expenses of the fund that have been converted into cash

Operating Expenses and Ratio

Trend in Operating expenses and total expense ratio 2024-2025 (R'm)



Total expenditure	2025 Actual	2024 Actual	Difference between 2024 - 2025
AuM (R'm)	230 856	203 535	27 321
Investment management costs/AuM*(%)	0.47	0.45	0.02
Pension administration costs/AuM*(%)	0.09	0.12	- 0.03
	0.56	0.57	- 0.01
Project expenditure/AuM*(%)	0.01	0.01	0
Total expenditure/AuM* = Total expense ratio (%)	0.57	0.58	- 0.01

- ▶ Total operating expenses increased by 9% to R445 million, reflecting the additional personnel, technology capacity, and member engagement activities required to support the growth in investment assets and other strategic initiatives.
- ▶ In-house management expenses excluding accounting adjustments increased by 9%, indicative of the continued strategy to build capacity in-house.
- ▶ The total expense ratio decreased by 1 point to 57bps.

Actuarial Liabilities and Reserves

Actuarial liabilities increased in line with changing member demographics, also impacted by increase in pensionable salaries. The actuarial surplus increased from R60.85bn to R74.92bn, supported by strong asset growth .

Five year trend in actuarial valuation 2021 – 2025 (R’bn)

Metric	2021	2022	2023	2024	2025
Liabilities	102.96	98.96	95.86	117.6	128.79
Contingency reserve – in-service	-	10.75	8.76	10.69	6.97
Contingency reserve – pensioners	11.25	11.08	17.2	13.13	19.07
Assets at actuarial value	165.19	168.28	188.57	202.27	229.73
Surplus after contingency	50.98	47.49	66.75	60.85	74.9

Moving forward...always, with members as our 'why'



- As unbundling takes place, EPPF looks forward to continue serving Eskomites, with solid commitment to always keeping member interests at the heart of all our decisions.
- Member experience is a core pillar of all our work. Our aim is to always super serve. And when we don't get it right the first time, we work hard to exceed your expectations going forward. We'll continue to optimise our processes so that we can assist you when you need it and, in some cases, before you think to even ask us.
- Our care for you extends to your families. Part of that care is financial wellness education, which we'll roll out more extensively in the coming year. We guide you because we know you're a beacon to your family. As you navigate life's journey, you have a partner in EPPF that will walk alongside you.
- Your ongoing support, confidence and constructive feedback help us evolve to a fund of the future.

Thank you for your vote of confidence as we look towards the next 75-years of caring beyond tomorrow.



Various Ways to Contact Us

For all the ways to contact us, including for personal enquiries, go to **www.eppf.co.za** and click on 'contact us'

Digital Channels



WhatsApp

WhatsApp 'Hi' to 072 741 7774



EPPF Mobile App

Download the EPPF Mobile App for Android or iOS



Member Portal

Click 'In-Service Members', 'Deferred Members' or 'Pensioners and Beneficiaries' at the top of our website



USSD

Dial *120*1037# for general self-service, or dial *134*20072# for EOS self-service

Call Centre



Call us from South Africa:

0800 11 45 48



Call us from outside of South Africa:

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— Thank
You

