

ANNUAL FINANCIAL STATEMENTS

**IN TERMS OF SECTION 15 OF THE PENSION FUNDS ACT NO 24, 1956
AS AMENDED (PENSION FUNDS ACT)**

NAME OF RETIREMENT FUND: Eskom Pension and Provident Fund

**FINANCIAL SECTOR CONDUCT AUTHORITY
REGISTRATION NUMBER:** 12/8/564/2

FOR THE PERIOD: 1 JULY 2024 to 30 JUNE 2025

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* Not subject to any engagement by an auditor

ESKOM PENSION AND PROVIDENT FUND**SCHEDULE A
REGULATORY INFORMATION
FOR THE YEAR ENDED 30 JUNE 2025****REGISTERED OFFICE OF THE FUND**

Postal address: PRIVATE BAG X50
BRYANSTON
2021

Physical address: ISIVUNO HOUSE
EPPF OFFICE PARK
24 GEORGIAN CRESCENT EAST
BRYANSTON EAST
2191

FINANCIAL REPORTING PERIODS

Current year: 1 July 2024 to 30 June 2025
Prior year: 1 July 2023 to 30 June 2024

BOARD OF FUND

Full name	E-mail Address	Capacity	Date appointed/ re-appointed
Ms Caroline Mary Henry	Caroline@eppf.co.za	E, I & C	1 June 2024
Mr Sincedile Ebenezer Shweni	Sincedile@eppf.co.za	E	1 June 2024
Mr Izak David du Plessis	Izak@eppf.co.za	M	1 June 2024
Ms Molibudi Anah Makgopa	Anah@eppf.co.za	M	1 June 2024
Mr Deon Jenkins	Deon@eppf.co.za	M	1 June 2024
Mr Peter Ngwako Mashatola	Peter@eppf.co.za	E	1 June 2024
Ms Natasha Salis	NatashaS@eppf.co.za	E	1 June 2024
Ms Nazley Sallie	Nazley@eppf.co.za	E & I	1 June 2024
Ms Winile Madonsela	Winile@eppf.co.za	E	1 June 2024
Mr Snehal Nagar	Snehal@eppf.co.za	E	1 June 2024
Mr Johannes Hendrik Petrus Aucamp	Johannes@eppf.co.za	M	1 June 2024
Mr Thandwayinkosi Phillip Gogo	Thandwayinkosi@eppf.co.za	M	1 June 2024
Mr Modumaele Theodore Nthongoa	Modumaele@eppf.co.za	M	1 June 2024
Ms Asanda Penny	Asanda@eppf.co.za	M	1 June 2024

- 'M' denotes member and pensioner elected
- 'E' denotes employer appointed
- 'C' denotes chairman
- 'I' denotes independent

Governance note: schedule of meetings* held by the Board of Fund in terms of the rules of the Fund

Meeting date	Place of meeting	Quorum (yes/no)
25 July 2024	MS Teams	Yes
26 September 2024	MS Teams	Yes
17 October 2024	MS Teams	Yes
11 November 2024	EPPF Office Park, Executive Boardroom, Khumo House	Yes
27 March 2025	EPPF Office Park, Executive Boardroom, Khumo House	Yes
29 May 2025	MS Teams	Yes
26 June 2025	EPPF Office Park, Executive Boardroom, Khumo House	Yes

* Only meetings held by the Board of Fund and does not include meetings held by the sub-committees

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE A
REGULATORY INFORMATION (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

FUND OFFICERS

Principal Officer

Full name	Postal address	Physical address	Telephone number	E-mail address	Date appointed
Mogomoet Shafeeq Abrahams	Private Bag X50, Bryanston, 2021	Isivuno House, EPPF Office Park, 24 Georgian Crescent East, Bryanston East, 2191	(+27) 11 709 7411	Shafeeq@eppf.co.za	1 April 2021

Deputy Principal Officer

Full name	Postal address	Physical address	Telephone number	E-mail address	Date appointed	Date resigned
Lebogang Paul Mogashoa	Private Bag X50, Bryanston, 2021	Isivuno House, EPPF Office Park, 24 Georgian Crescent East, Bryanston East, 2191	(+27) 11 709 7403	Lebogangm@eppf.co.za	22 June 2023	1 December 2025

Monitoring Person*

Full name	Postal address	Physical address	Telephone number	E-mail address	Date appointed
Mogomoet Shafeeq Abrahams	Private Bag X50, Bryanston, 2021	Isivuno House, EPPF Office Park, 24 Georgian Crescent East, Bryanston East, 2191	(+27) 11 709 7411	Shafeeq@eppf.co.za	1 April 2021

**(In terms of Section 13A of the Pension Funds Act)*

PROFESSIONAL SERVICE PROVIDERS

Actuary/Valuator

Full name	Postal address	Physical address	Telephone number	E-mail address	Date appointed
Liesel Ryan (BSc, FASSA) Willis Towers Watson	Postnet Suite 154, Private Bag X1, Melrose Arch, Johannesburg, 2076	1st Floor Illovo Edge, 1 Harries Road, Illovo, Johannesburg, 2196	(+27) 11 912 9000	Liesel.Ryan@wtwco.com	1 January 2019

Auditor

Full name	Postal address	Physical address	Telephone number	E-mail address	Date appointed
Terri Weston CA (SA) Registered Auditor BDO South Africa Incorporated	PO Box 2275, Cape Town, 8000	119 - 123 Hertzog Boulevard, Foreshore, Cape Town, 8001	(+27) 21 460 6349	TWeston@bdo.co.za	1 December 2020

Benefit Administrator

Full name	Postal address	Physical address	Telephone number	Registration number in terms of section 13B
Self Administered	Private Bag X50, Bryanston, 2021	Isivuno House, EPPF Office Park, 24 Georgian Crescent East, Bryanston East, 2191	(+27) 11 709 7400	12/8/564/2

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE A
REGULATORY INFORMATION (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

Investment Administrator

Full name	Postal address	Physical address	Telephone number	FAIS registration number
Apex Group Limited	Apex House, Gloucester Road, Mowbray, 7800, South Africa	Apex House, Gloucester Road, Mowbray, 7800, South Africa	+(27) 21 681 8000	14889
Northern Trust Global Services SE	50 Bank Street, Canary Wharf, London E14 5NT	50 Bank Street, Canary Wharf, London E14 5NT	(+44) 207 982 2000	44089
State Street Bank and Trust Company	20 Churchill Place, London, United Kingdom, E14 5HJ	Quartermile 3, 10 Nightingale Way, Edinburgh, Scotland, United Kingdom, EH3 9EG	(+97) 144 372 806	

Custodian and/or Nominee

Full name	Postal address	Physical address	Telephone number	FSP approval no
Nedbank Nominees Ltd	P O Box 1144, Johannesburg, South Africa, 2000	2nd Floor, 16 Constantia Boulevard, Constantia Kloof, 1709	+(27) 11 294 4444	9363
Northern Trust Global Services SE	50 Bank Street, Canary Wharf, London E14 5NT	50 Bank Street, Canary Wharf, London E14 5NT	(+44) 207 982 2000	44089
State Street Bank and Trust Company	20 Churchill Place, London, United Kingdom, E14 5HJ	Quartermile 3, 10 Nightingale Way, Edinburgh, Scotland, United Kingdom, EH3 9EG	(+97) 144 372 806	

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE A
REGULATORY INFORMATION (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

Asset Managers

Full name	Postal address	Physical address	Telephone number	FAIS registration number
Aeon Investment Management (Pty) Ltd	PO Box 24020, Claremont, Cape Town, 7735	4th Floor, The Citadel, 15 Cavendish Street, Claremont, 7708	+27 21 204 6065	27126
Allianz Global Investors Europe GMBH	Bockenheimer Landstrasse 42-44, 60323 Frankfurt am Main, Germany	Bockenheimer Landstrasse 42 -44, 60323 Frankfurt am Main - Germany	(+49) 69 2443- 1 2555	44825
Aluwani Capital Partners (Pty) Ltd	Postnet Suite 8, Private Bag X75, Bryanston, 2021	EPPF Office Park, 24 Georgian Crescent East, Bryanston East 2191	(+27) 21 204 3840	46196
Ashmore Group Plc	61 Aldwych, London, WC2B 4AE, United Kingdom	61 Aldwych, London, WC2B 4AE, United Kingdom	(+44) 20 3077 6130	45547
Benguela Global Fund Managers (Pty) Ltd	PO Box 1035, Rivonia, 2191	3rd Floor Rivonia Village, Cnr Rivonia Boulevard and Mutual Road, 2191	(+27) 11 803 6063	45122
Black Rock Investment Management (UK) Ltd	12 Throgmorton Avenue, London, EC2N 2DL, United Kingdom	12 Throgmorton Avenue, London, EC2N 2DL, United Kingdom	(+44) 20 7743 4888	43288
Camissa Asset Management (Pty) Ltd	PO Box 1016, Cape Town, 8000	5th Floor MontClare Place, Cnr Campground and Main Roads, Claremont, 7708	(+27) 21 673 6343	784
Catalyst Fund Managers SA (Pty) Ltd	P O Box 44854, Claremont, 7708	6th Floor Protea Place, Protea Road, Claremont, 7735	(+27) 21 657 5500	36009
Coronation Fund Managers (Pty) Ltd	P O Box 44684, Claremont, 7735	7th Floor, MontClare Place Cnr Campground & Main Roads, Claremont, 7708	(+27) 21 680 2222	548
Emerging Markets Investment Management Limited	80 Coleman Street, London, EC2R 5BJ, United Kingdom	80 Coleman Street, London, EC2R 5BJ, United Kingdom	(+44) 20 4599 6250	50135
Excelsia Capital (Pty) Ltd	Office 303 Sunclair Building, 21 Dreyer Street, Claremont, 7708	3rd Floor Sunclair Building, 21 Dreyer Street, Claremont, Cape Town 7708 21 Dreyer Street, Claremont	(+27) 21 276 1740	46756
Lima Mbeu Investment Managers (Pty) Ltd	2nd floor, Fredman Towers, 13 Fredman Drive, Sandton, 2196	11 Alice Lane, Sandhurst, Sandton 2196	(+27) 11 778 6437	49018
Matrix Fund Managers (Pty) Ltd	Postnet Suite 80, Private Bag X1005, Claremont, 7708	2nd Floor, The Terraces, 25 Protea Road, Claremont, 7708	(+27) 21 673 7826	44663

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE A
REGULATORY INFORMATION (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

Mazi Capital (Pty) Ltd	4th Floor, North Tower, 90 Rivonia Road, Sandton, 2196	4th Floor, North Tower, 90 Rivonia Road, Sandton, 2196	(+27) 10 001 8300	46405
Meago Asset Management (Pty) Ltd	P O Box 1180, Edenvale, 1610	Oxford Corner, Rosebank, Johannesburg, 2196	(+27) 11 646 2994	24919
Mianzo Asset Management (Pty) Ltd	PO Box 1210, Milnerton, 7435	4 Century Way, The Colosseum, Foyer 3, 2nd Floor, Unit 206, Century City, Cape Town, 7441	(+27) 21 552 3555	43114
Morgan Stanley Investment Management Ltd	6th Floor, 25 Cabot Square, Canary Wharf, London, E144QA, United Kingdom	6th Floor, 25 Cabot Square, Canary Wharf, London, E144QA, United Kingdom	(+44) 20 7425 8762	9752
NinetyOne SA (Pty) Ltd	PO Box 1655, Cape Town, 8000	Merchant House, 19 Dock Road, Victoria and Alfred Waterfront, Cape Town, 8001	(+27) 21 901 1890	587
Old Mutual Investment Group (Pty) Ltd	PO Box 878, Cape Town, 8000	Riverlands, Building 1, First Floor, 51 Gogosoa Street, Observatory Cape Town, 7925	(+27) 21 509 0554	604
Perpetua Investment Managers (Pty) Ltd	PO Box 44367, Claremont, 7735	5th Floor, The Citadel, 15 Cavendish Street, Claremont, 7708	(+27) 21 180 4917	29977
Robeco Institutional Asset Management B.V	Weena 850, 3014 DA Rotterdam, The Netherlands	Weena 850, 3014 DA Rotterdam, The Netherlands	(+31) 10 224 2376	47602
SEI Investments (Europe) Ltd	1st Floor, Alphabeta, 14-18 Finsbury Square, London, EC2A 1BR, United Kingdom	1st Floor, Alphabeta, 14-18 Finsbury Square, London, EC2A 1BR, United Kingdom	(+27) 11 994-4202	9796
Sanlam Investments (Pty) Ltd	Private Bag X8, Tygervalley, 7536	55 Willie van Schoor Avenue, Bellville, Cape Town, 7530	(+27) 21 950 2701	579
Stanlib Asset Management (Pty) Ltd	PO Box 202, Melrose Arch, 2076,	17 Melrose Boulevard, Melrose Arch, 2196	(+27) 11 448 5206	719
State Street Global Advisors Limited	20 Churchill Place, Canary Wharf, London E14 5HJ, United Kingdom	20 Churchill Place, Canary Wharf, London E14 5HJ, United Kingdom	(+44) 020 3395 6000	42670
UBS Asset Management (UK) Limited	5 Broadgate, London, EC2M 2QS, United Kingdom	5 Broadgate, London, EC2M 2QS, United Kingdom	(+44) 20 7901 5096	30475

ESKOM PENSION AND PROVIDENT FUND**SCHEDULE A
REGULATORY INFORMATION (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

Value Capital Partners (Pty) Ltd	PO Box 650361, Benmore, 2010	Rosebank Link Building, 8th Floor, 173 Oxford Road , Rosebank, 2196	(+27) 10 060 0822	49830
Veritas Asset Management LLP	1 Smart's Place, Holborn, London, WC2B 5LW, United Kingdom	1 Smart's Place, Holborn, London, WC2B 5LW, United Kingdom	(+44) 20 3758 9900	45383

PARTICIPATING EMPLOYERS

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

- Eskom Holdings SOC Ltd
- Eskom Rotek Industries SOC Ltd
- Eskom Pension and Provident Fund
- National Transmission Company of South Africa SOC Ltd

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE B STATEMENT OF RESPONSIBILITY BY THE BOARD OF FUND FOR THE YEAR ENDED 30 JUNE 2025

Responsibilities

The Board of Fund hereby confirms to the best of their knowledge and belief, except for those items of non-compliance listed below that, during the year under review, in the execution of their duties they have complied with the duties imposed by the Pension Funds Act and the rules of the Fund, including the following:

- ensured that proper registers, books and records of the operations of the Fund were kept, inclusive of proper minutes of all resolutions passed by the Board of Fund;
- ensured that proper internal control systems were employed by or on behalf of the Fund;
- ensured that adequate and appropriate information was communicated to the members of the Fund, informing them of their rights, benefits and duties in terms of the rules of the Fund;
- took all reasonable steps to ensure that contributions, where applicable, were paid timeously to the Fund or reported where necessary, in accordance with section 13A and regulation 33 of the Pension Funds Act in South Africa;
- obtained expert advice on matters where they lacked sufficient expertise;
- ensured that the rules, the operation and administration of the Fund complied with the Pension Funds Act and all applicable legislation;
- ensured that fidelity cover was maintained and that this cover was deemed adequate and in compliance with the rules of the Fund; and
- ensured that investments of the Fund were implemented and maintained in accordance with the Fund's investment strategy.

Approval of the annual financial statements

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

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

The annual financial statements set out on pages 25 to 50 have been prepared for regulatory purposes in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa, the Rules of the Fund and the Pension Funds Act. Except for instances of non-compliance as reported below, the Board of Fund is not aware of any instances of non-compliance during the financial year nor during the year up until the signature of these financial statements.

These annual financial statements have been reported on by the independent auditors, BDO South Africa Incorporated, who were given unrestricted access to all financial records and related data, including minutes of all relevant meetings. The Board of Fund believes that all representations made to the independent auditors in the management representation letter during their audit were valid and appropriate. The report of the independent auditors is presented on pages 12 - 15.

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE B
STATEMENT OF RESPONSIBILITY BY THE BOARD OF FUND (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

Instances of non-compliance

The following instances of non-compliance with Acts, Legislation, Regulations and Rules, including the provisions of laws and regulations that determine the reported amounts and disclosures in the financial statements came to our attention and were rectified before the Board of Fund's approval of the financial statements:

Nature and cause of non-compliance	Impact of non-compliance matter on the Fund	Corrective course of action taken to resolve non-compliance matter
<p>1. Two Board members had not completed the prescribed Trustee Toolkit training by the required deadline of 30 September 2024 (or within six months from their appointment after 28 March 2024), as mandated by the Financial Sector Conduct Authority (FSCA) in terms of FSCA RF Notice 5 of 2024 and FSCA Communication 11 of 2024 (RF).</p>	<p>None.</p>	<p>The two trustees subsequently completed the prescribed training on 14 February 2025.</p>
<p>2. On 23 October 2024, a data breach occurred involving the inadvertent disclosure of certain member contact information. This incident arose during an attempt to distribute the EPPF newsletter via WhatsApp, utilizing a third-party bulk communications service provider. Due to a human error on the part of the service provider, instead of the intended newsletter, a list containing members' contact details was disseminated to a segment of the Fund's membership base.</p> <p>The disclosed list included members' first names/initials, surnames, and cellphone numbers. No other personal information was shared.</p>	<p>None.</p>	<p>The Information Regulator was informed of the incident in compliance with the Protection of Personal Information Act (POPIA). Furthermore, affected members were promptly notified of the breach via WhatsApp communication, advising them of the incident and reminding them of their legal obligation not to further disseminate any inadvertently received personal information.</p>

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE B
STATEMENT OF RESPONSIBILITY BY THE BOARD OF FUND (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

The following instances of non-compliance with Acts, Legislation, Regulations and Rules, including the provisions of laws and regulations that determine the reported amounts and disclosures in the financial statements came to our attention and were not rectified before the Board of Fund's approval of the financial statements:

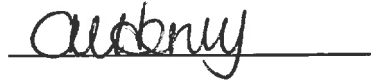
Nature and cause of non-compliance	Impact of non-compliance matter on the Fund	Corrective course of action to resolve non-compliance matter
<p>3. As previously reported, the Fund identified individuals who are ineligible to participate in the Fund. This matter is disclosed and will continue to be disclosed as a matter of non-compliance in the Statement of Responsibility by the Board of Fund section in the financial statements of the Fund until it is resolved.</p>	<p>Individuals who are ineligible for membership due to their employment contracts being of a non-permanent nature.</p>	<p>Apply to the Court with appropriate jurisdiction to declare them eligible to participate in the Fund. This will be done in three tranches and per participating employer.</p> <p>In line with this corrective action, on 27 September 2024 the Fund filed an application to court seeking an order to deem as eligible, all the former and current employees of the Fund that were identified as ineligible. This application is in respect of the Fund as an employer. The matter was set down for hearing on 24 April 2025. The Court granted the Fund's declaratory order on the same date.</p> <p>The Fund will proceed with similar applications in respect of Eskom Holdings SOC Ltd and Eskom Rotek Industries.</p> <p>The first part of this process is informing the affected individuals about the matter and obtaining consent to be part of the declarator application. This process is intended to be closed off by the first quarter of 2026. Thereafter, the Fund will file the court application.</p>
<p>4. In 2023, the Fund identified and disclosed a non-compliance matter relating to the incorrect deduction of PAYE on staff bonuses, which was due to the incorrect setup of the payroll system. The payroll function is outsourced to a third party. The matter impacted multiple years, including 2019, 2020 and 2021. The incorrect bonus tax deduction for 2021 was corrected during the 2022 tax year as part of the annual SARS reconciliation process.</p>	<p>Incorrect PAYE deducted and paid over to SARS may result in additional interest and penalties.</p>	<p>The 2021 bonus tax matter was corrected during the 2022 tax reconciliation period. Following conclusion of the detailed investigation to assess impact on prior years, the Fund is in the process of remediating the issue and has also taken measures to recover the under-deducted amounts from affected employees.</p> <p>The Fund applied to SARS's Voluntary Disclosure Program to disclose the incorrect PAYE payments it made to SARS. The disclosure was made in two parts. The second part of the disclosure was accepted by SARS and the correct amounts have been paid over to SARS. SARS is in the process of considering the first part of the disclosure.</p>

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE B
STATEMENT OF RESPONSIBILITY BY THE BOARD OF FUND (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

These annual financial statements:


- were approved by the Board of Fund on 17 November 2025;
- are to the best of the Board members' knowledge and belief confirmed to be complete and correct;
- fairly represent the net assets of the Fund at 30 June 2025 as well as the results of its activities for the year then ended; and
- are signed on behalf of the Board of Fund by:



Ms Caroline Mary Henry
Chairman
17 November 2025



Mr Izak David du Plessis
Board Member
17 November 2025

Signed by:

CF0B5057B50140C...


Ms Molibudi Anah Makgopa
Board Member
17 November 2025

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE C
STATEMENT OF RESPONSIBILITY BY THE PRINCIPAL OFFICER
FOR THE YEAR ENDED 30 JUNE 2025**

I confirm that for the year under review the Eskom Pension and Provident Fund has timeously submitted all regulatory and other returns, statements, documents and any other information as required in terms of the Pension Funds Act and to the best of my knowledge, all applicable legislation.

Specific instances of non-compliances	Remedial action taken
Ineligible member participation.	The Fund has conducted an assurance exercise on membership records to determine and affirm membership. The Fund has filed an application to deem as eligible, the participants who were identified as ineligible in respect of the Fund as an employer.
Incorrect tax deductions (PAYE) on staff bonus payments in tax years 2019 to 2021.	The 2021 bonus tax issue was corrected during the 2022 tax reconciliation period, and the Fund is currently recovering under-deducted amounts from affected employees. A two part Voluntary Disclosure was submitted to SARS, the second part was accepted and paid, while the first part is still under review.
Trustee training was not completed by the FSCA-mandated deadline of 30 September 2024 (or within 6 months of appointment after 28 March 2024). This is a non-compliance with FSCA RF Notice 5 of 2024 and FSCA Communication 11 of 2024 (RF).	The training was subsequently completed on the 14 February 2025.
A data breach occurred on 23 October 2024 when a third-party service provider inadvertently shared a list of member contact details instead of the EPPF newsletter via WhatsApp. The disclosed information included first names/initials, surnames, and cellphone numbers, with no other personal data compromised.	The Information Regulator was notified of the breach in line with POPIA requirements. Affected members were promptly informed via WhatsApp and reminded of their legal duty not to further share the inadvertently received personal information.

DocuSigned by:

 C6EB0ABDA61F4C3...

**Mogomoet Shafeeq Abrahams
Principal Officer
17 November 2025**



SCHEDULE D

Independent Auditor's Report

To the Board of Fund of

Eskom Pension and Provident Fund

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Eskom Pension and Provident Fund (the Fund) set out on pages 25 to 50, which comprise the statement of net assets and funds as at 30 June 2025 and the statement of changes in net assets and funds for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of the Fund for the year ended 30 June 2025 are prepared, in all material respects, in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa.

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 R2.16 billion, which represents approximately 1% of total assets.

Total assets was 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 for the users of the financial statements. We chose 1% as an appropriate threshold after consideration was given to the significant public interest in the Fund's 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 year. 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.

BDO South Africa Incorporated
Registration number: 1995/002310/21
Practice number: 905526
VAT number: 4910148685

Chief Executive Officer: LD Mokoena

A full list of all company directors is available on www.bdo.co.za

The company's principal place of business is at The Wanderers Office Park, 52 Corlett Drive, Illovo, Johannesburg where a list of directors' names is available for inspection. BDO South Africa Incorporated, a South African personal liability company, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

Key Audit Matter	How our audit addressed the key audit matter
<p>Valuation of unlisted bills and bonds and derivative market instruments (“unlisted investments”)</p> <p>As at 30 June 2025, the Fund holds unlisted bills and bonds and derivative market instruments. These unlisted investments are included in note 3.1, in the line item ‘Debt instruments including Islamic debt instruments’, to the financial statements.</p> <p>The Board of Fund 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 Fund places reliance on the valuations as determined by the counterparty banks with which the investments are held. As disclosed in note 1.4.1 to the financial statements, the discounted cash flow model is applied.</p> <p>The valuations of these unlisted investments are inherently subject to a significant degree of judgement and estimation uncertainty in respect of certain assumptions used in the valuations, including judgement in respect of the determination of future cash flows and appropriate market yield.</p> <p>Accordingly, the valuation of these unlisted investments was considered to be a matter of most significance during our current year audit of the financial statements.</p>	<p>Our audit procedures included the following:</p> <ul style="list-style-type: none"> • Through enquiry of management we obtained an understanding of the valuation process, including the methodologies used and the assumptions applied. We also assessed the design and implementation of relevant controls over the valuation process. Based on the results of our assessment, we accepted the methodology applied by management; • We assessed the ISAE 3402 Type II assurance reports at the Fund’s administrators, which include controls over the valuation and pricing of unlisted investments. This included us performing an assessment of the period of coverage of the reports, considering the effect of any control exceptions noted, assessing the independence and objectivity of the assurance providers issuing the reports and assessing the conclusion regarding the control objectives. No material weaknesses or exceptions were identified that would impact our reliance on these controls; • Making use of our internal valuation expertise, detailed testing was performed on the full population of unlisted investments which included: <ul style="list-style-type: none"> ○ Independently sourcing all market related inputs; ○ Performing a detailed credit risk assessment for all counterparties to the unlisted fixed income instruments held. This credit risk assessment included the identification of relevant traded proxy instruments with applicable credit spread adjustments being made to the credit spread applied in the valuation approach detailed above. No material exceptions were noted; ○ Performing a discounted cash flow valuation based on the contractual terms of each instrument, as well as the market related inputs and credit risk assessment. We did not identify any matters requiring additional investigation; ○ Assessing the accuracy of the derivative valuation models, including net-settlement and modelling of contractual terms through the use of BDO’s internally developed valuation models. • We evaluated the appropriateness of the disclosures of unlisted investments in the financial statements against the Regulatory Reporting Requirements for Retirement Funds in South Africa.

Emphasis of Matter

We draw attention to the *Purpose and basis of preparation of financial statements* note to the financial statements, which describes the basis of preparation of the financial statements. The financial statements have been prepared for the purpose of the Fund's reporting to the Financial Sector Conduct Authority (the Authority) in terms of section 15(1) of the Pension Funds Act No. 24 of 1956, as amended (the Pension Funds Act of South Africa) and have been prepared in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Board of Fund and the Authority and should not be used by parties other than the Board of Fund or the Authority. Our opinion is not modified in respect of these matters.

Other Information

The Board of Fund is responsible for the other information. The other information comprises the information included in the Annual Financial Statements in terms of section 15 of the Pension Funds Act of South Africa, of the Fund for the period 1 July 2024 to 30 June 2025, but does not include the financial statements (schedules F, G and HA) and our auditor's report thereon (schedule D).

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 Fund for the Financial Statements

The Board of Fund is responsible for the preparation of the financial statements in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa and for such internal control as the Board of Fund 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 Fund is also responsible for compliance with the requirements of the Rules of the Fund and the Pension Funds Act of South Africa.

In preparing the financial statements, the Board of Fund 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 Fund 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 Fund.

- Conclude on the appropriateness of the Board of Fund’s 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 Fund 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 Fund, we determine those matters that were of most significance in the audit of the financial statements of the current year and are therefore the key audit matters. We describe these matters in our auditor’s 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

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

BDO South Africa Incorporated
Registered Auditors

BDO South Africa Inc.
BDO South Africa Inc. (Nov 20, 2025 09:27:53 GMT+2)

Terri Weston
Director
Registered Auditor

20 November 2025

123 Hertzog Boulevard
Foreshore
Cape Town, 8001

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND FOR THE YEAR ENDED 30 JUNE 2025

1. DESCRIPTION OF FUND

1.1. Type of fund in terms of the Income Tax Act, 1962

In terms of section 1 of the Income Tax Act, 1962 the Fund is classified as a pension fund. The Fund is registered as a defined benefit pension fund.

1.2. Benefits

The benefit structure offers members retirement, disability, death and withdrawal benefits.

Summary in terms of the rules of the Fund

Details of the benefits are described in the rules, which are available at the registered office of the Fund and on the website at www.eppf.co.za.

Retirement Benefits

- Ill Health / Disability

A pension is calculated on pensionable emoluments and pensionable service up to actual retirement date plus 75% of the service that would have been completed from the retirement date to the pensionable age.

- Early Retirement

A member may retire early after reaching age 55. The pension is reduced by a penalty factor for each year before age 63.

- Normal Retirement

The compulsory age of retirement is 65. However, members may retire early from age 63 without penalties subject to the employer's conditions of service. The benefit is based on 2,17% of annual average pensionable emoluments over the last year before retirement for each year of pensionable service.

- Commutation

A member may commute up to one third of his/her annual pension at the retirement date. The lump sum is calculated using fixed commutation factors. The remainder of the pension benefit will be used to pay a monthly pension.

- Withdrawal Benefit

Resignation/dismissal benefits represent either the repayment of employee contributions plus interest, or the prescribed actuarial value of the member's accrued benefit, whichever is the greater.

- Two-pot

With effect from 1 September 2024 the Two-Pot system was introduced by legislation for eligible active members from that date onwards. The legislation introduced three components to the retirement savings of each member: a savings component which will comprise of 1/3 of a member's monthly contributions, a retirement component which comprises 2/3 of a member's monthly contributions as well as a vested component which comprises a member's accumulated retirement savings up to 31 August 2024.

A member may make a withdrawal of a minimum of R2000 from his/her savings component once in a tax year should he/she wish to do so. The withdrawal value will be subject to a member's marginal rate of tax.

The retirement savings accumulated in the retirement component may only be accessed on retirement, a member may however choose to transfer the retirement savings to another approved retirement fund or preservation fund should a member resign or be dismissed from employment.

The value in the vested component may be transferred to the retirement component at the election of a member. Should a member resign from employment he/she may choose to withdraw the value in the vested component in cash or transfer it to another approved retirement or preservation fund. On retirement, the vested component will be utilised to provide retirement benefits in line with the provisions of the rules.

Death Benefits

- Death In Service

On the death of a member a lump sum equal to twice the member's annual pensionable emoluments is payable and distributed in terms of section 37C of the Pension Funds Act.

Plus

A widow/widower's pension of the first 60% of the member's potential pension is payable.

Plus

A child pension of 30% (40% for two or more children) of the potential pension to which the member would have been entitled if the deceased member remained in service to age 65.

The monthly pension payable cannot exceed 100% of the pension to which the deceased member would have been entitled if the deceased member had remained in service until age 65.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND (continued) FOR THE YEAR ENDED 30 JUNE 2025

-Death of a Pensioner

A lump sum of R3,000 is payable to the beneficiaries or the estate.

Plus

A pension is paid to the surviving spouse(s) equal to 60% of the deceased pensioner's pension at retirement before commutation including any subsequent increases.

Plus

A pension is paid at 30% (one eligible child) or 40% (two or more eligible children) of the deceased pensioner's pension at retirement before commutation including subsequent increases.

If there is no spouse's pension payable, the percentage payable to eligible children increases to 60% for a single child and 100% for two or more eligible children.

The Fund is a defined benefit pension fund with defined employer and employee contribution rates. In the event of an actuarial deficit, this will be funded by either increases in future contributions or reductions in benefits, as approved by the Board of Fund, in accordance with the Fund's rules.

1.2.1. Unclaimed benefits

The strategy of the Fund towards unclaimed benefits is as follows:

Unclaimed benefits are dealt with in terms of rule 14.6 of the rules of the Fund. In terms of the provisions of this rule, a benefit including a death benefit that has not been claimed by or on behalf of a member or pensioner of the Fund within 2 years of the date on which the benefit became payable, will be transferred to an unclaimed benefits account ("Notional Account") to which shall be credited the full amount of the benefit due plus such interest as the Board of Fund, acting on the advice of the Fund's actuary, shall determine. The balance standing to the credit of this Unclaimed Benefits Account shall become payable by the Fund at the time when a valid claim is submitted to the Fund.

If a member who becomes entitled to a lump sum benefit dies before payment of the benefit to him or her is completed, the Fund shall pay such amount to the estate of the deceased former member. In the case of a member or pensioner, the benefit payable will be subject to the provisions of Section 37C of the Pension Funds Act, 1956.

In respect of unclaimed benefits, complete records as prescribed are maintained and all efforts are made by the Fund to trace the beneficiaries of any benefits.

1.3. Contributions

1.3.1. Description in terms of the rules of the Fund.

1.3.2. Active members' contributions

Active members contribute at a rate of 7,3% of pensionable emoluments. Members may make additional voluntary contributions as per the rules of the Fund.

1.3.3. Employers' contributions

Participating employers contribute at a rate of 13,5% of pensionable emoluments.

1.3.4. Above maximum bonus payments

A portion of a member's increase in remuneration, as notified by the employer in writing at the time of payment to the Fund, that exceeds an employee's maximum of the remuneration scale effective from the implementation of any increase in remuneration. The above maximum payment is a one-time upfront payment of a 12 month period and is regarded as pensionable emoluments in terms of rules 5.2.6 and 5.2.7.

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE E
REPORT OF THE BOARD OF FUND (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

1.4. Rule Amendments

1.4. Amendments

Rule amendment No.	Description and motivation	Date of Board of Fund resolution	Effective date	Date registered by the Financial Sector Conduct Authority
5	To introduce the two-pot retirement system as provided for in the Income Tax Act, as amended by the Revenue Laws Amendment Act of 2024, and the Pension Funds Act of 1956, as amended by the Pension Funds Amendment Act of 2024.	30 May 2024	1 September 2024	25 August 2024

1.5. Reserves and specified accounts established in terms of the rules of the Fund

The Fund's rules make provision for reserves and specific accounts as listed below.

Reserves

Reserves are accumulated funds set aside to meet any future costs or financial obligations resulting from the actuarial valuation on the best estimate basis.

Data Contingency Reserve (Data Reserve)

The Data Contingency Reserve must make provision for an amount determined by the Board at each statutory actuarial valuation on the advice of the Fund's Actuary in respect of the risks to the Fund for incorrect or incomplete data relating to the Fund's liabilities. The balance in the Data Contingency Reserve will not be credited with investment returns. The Data Contingency Reserve will be restated at each actuarial valuation, if applicable.

Solvency Contingency Reserve (In-Service Solvency Reserve)

The Solvency Contingency Reserve must make provision for an amount determined by the Board on the advice of the Actuary representing the difference between the value of the Fund's accrued liabilities determined on a solvency basis and the value of the Fund's accrued liabilities determined on the Fund's best estimate basis. The balance in the Solvency Contingency Reserve will not be credited with investment returns. The Solvency Contingency Reserve will be restated at each actuarial valuation.

Contribution Reserve Account

The Contribution Reserve will be utilised to protect the current benefit structure for members in respect of their future potential service in the Fund. The contribution reserve will be credited with an amount determined by the Board on the advice of the Actuary at the date of each actuarial valuation of the Fund as required by Rule 11.3. The balance in the Contribution Reserve will not be credited with investment returns. The Contribution Reserve will be restated at each actuarial valuation.

Pension Increase Affordability Reserve

Established with effect from 30 June 2021. This reserve account will be utilised to provide future increases to Pensions as required by section 14(B)(4) of the Act. The Pension Increase Affordability Reserve is credited with an amount determined by the Board on the advice of the Actuary at the date of each actuarial valuation of the Fund as required in terms of rule 11.3.1. The balance of the Pension Increase Affordability Reserve will not be credited with investment returns and will be restated at each actuarial valuation.

Investment Reserve

The Investment Reserve will be utilised to provide for the smoothing of investment returns on the accumulated member's contributions and contributions in terms of rule 6.4. The Board on advice of the Actuary will calculate any amounts to be allocated to this reserve.

Unclaimed Benefit Reserve

The Unclaimed Benefits Reserve Account shall house unclaimed benefits.

The following amounts shall be credited to the Unclaimed Benefits Reserve Account:

- 1) All monies retained in the Unclaimed Benefits Reserve Account in terms of Rule 14.5.9 and Rule 14.6 and;
- 2) Investment returns, if any, as per Rule 14.6.2.

The following amounts shall be debited to the Unclaimed Benefits Reserve Account:

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND (continued) FOR THE YEAR ENDED 30 JUNE 2025

1.5. Reserves and specified accounts established in terms of the rules of the Fund (continued)

- 1) Reasonable expenses, that are specific to the Unclaimed Benefits, as determined by the Board in terms of Rule 14.6.2;
- 2) Reasonable expenses necessary to meet the ongoing costs of the Fund to be borne by the Unclaimed Benefits Reserve Account, as determined by the Board; and
- 3) Payment of unclaimed benefits to exited Member, Pension, Deferred Pensioner, Paid-up Member, Beneficiary or Non-member spouse, as the case may be.

2. INVESTMENTS

2.1. Investment strategy

The Board of Fund has formulated an investment strategy contained in the Investment Policy Statement that complies with the provisions of Regulation 28 to the Pension Funds Act. In terms of this strategy the investments are managed according to the following principles:

2.1.1. Investment objective

The long term investment objective of the Fund is to earn a net real rand investment return of at least 4.5 percent – in other words, to earn at least an annual return of 4.5 percent after inflation (as measured by the South African Consumer Price Index), applicable taxes, and investment fees and costs. The net real return of 4.5 percent is determined through an Asset Liability Modelling exercise.

2.1.2. Sustainability of investments

As a responsible investor, the Fund adheres to the guiding principles of CRISA (Code for Responsible Investing South Africa). The Fund is a signatory of the PRI (Principles for Responsible Investing) and is a member of the NZAOA (Net Zero Asset Owner Alliance). The UN-convened NZAOA is a member-led initiative of institutional investors committed to transitioning their investment portfolios to net zero GHG (Greenhouse gases) emissions by 2050 – consistent with a maximum temperature rise of 1.5°C.

The Fund and its role-players are cognisant of the environmental, social and governance (ESG) factors that impact its operating environment. The Board of Fund recognises responsible investing (including proxy voting and high-impact investments) as part of the Fund's investment strategy and will review it from time to time. The Fund's Sustainability Policy emphasizes the capacity to meet present needs without compromising future generations. It adopts a holistic view of social, economic, and environmental factors to promote resilience, equity, and prosperity. The Fund aims to address the current economic, financial, and societal challenges through the following three sustainability pillars: Environmental, Social Injustice and Economic Disparity.

All investments should meet responsible investment guidelines. Investment managers are expected to consider and apply responsible investment principles. Investment managers are expected to provide a written report, on request, on their responsible investment approach, including sustainability considerations and the application thereof.

The Fund follows a holistic approach to responsible investing and ownership. The Sustainability Policy provides a robust framework; implementation is driven by a proxy voting policy and guidelines and a focused engagement policy and programme. Our responsible investing policy is based on three pillars: Active ownership through proxy voting and engagement; Environmental, Social and Governance (ESG) integration through external investment managers; and Allocation to targeted impact investments.

The Fund's sustainability policy is available on the website at www.eppf.co.za.

2.1.3. Unclaimed benefits

Amounts representing unclaimed benefit balances are invested as part of the normal investment operations of the Fund.

2.1.4. Reserve accounts

Amounts representing the value of the reserve accounts are invested as part of the normal investment operations of the Fund.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND (continued) FOR THE YEAR ENDED 30 JUNE 2025

2.1.5. Derivative Instruments

The Board of Fund utilises derivative instruments as part of its investment strategy. The Board of Fund ensures that the following have been complied with:

- The exposure of the asset class does not exceed the maximum percentages as prescribed to the underlying asset as set out in Regulation 28.
- The investment mandate is in place and reviewed by the Board of Fund on a regular basis to ensure compliance with the requirements as prescribed by Regulation 28 and the relevant Notice.
- The investments are monitored for compliance with the provisions of Regulation 28 and adherence to the investment mandate.

2.1.6. Hedge funds

The Board of Fund utilises hedge funds and fund of hedge funds, as part of its investment strategy. The Board of Fund ensures that the following have been complied with:

- The exposure of the asset class does not exceed the maximum percentages as prescribed to the underlying asset as set out in Regulation 28.
- The investment mandate is in place and reviewed by the Board of Fund on a regular basis to ensure compliance with the requirements as prescribed by Regulation 28 and the relevant Notice.
- The investments are monitored for compliance with the provisions of Regulation 28 and adherence to the investment mandate.

2.1.7. Private Equity Funds

The Board of Fund utilises private equity funds as part of its investment strategy. The Board of Fund ensures that the following have been complied with:

- The exposure of the asset class does not exceed the maximum percentages as prescribed to the underlying asset as set out in Regulation 28.
- The investment mandate is in place and reviewed by the Board of Fund on a regular basis to ensure compliance with the requirements as prescribed by Regulation 28.
- The requirements of Notice No. 1 of the Pension Funds Act relating to conditions for investment in private equity funds.
- The investments are monitored for compliance with the provisions of Regulation 28 and adherence to the investment mandate.

2.1.8. Securities Lending Transactions

The Board of Fund utilises securities lending transactions as part of its investment strategy. The Board of Fund ensures that the securities lending transactions are in compliance with the relevant conditions as prescribed by the relevant FSCA Notice.

2.1.9. Unsettled trades

The gross unsettled trades are disclosed in Investments (Schedule HA note 3), Accounts Receivable (Schedule HA note 4) and Accounts Payable (Schedule HA note 9).

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND (continued) FOR THE YEAR ENDED 30 JUNE 2025

2.2. Management of investments

The Strategic Investment Committee directs and monitors investments and investment activities on behalf of the Board of Fund. This committee meets at least four times in a year to review investment performance, asset allocation and investment strategy, and regularly reports to the Board.

The Fund applies a core/satellite approach to portfolio structuring on the public markets portfolio; core to provide stability of returns and satellite to enhance returns above applicable benchmarks. Specialist portfolio mandates are awarded to asset managers after a thorough research and evaluation process where it is value enhancing and cost effective. Certain portfolios are managed inhouse. All portfolio mandates have robust performance and risk benchmarks by which performances are evaluated. At year-end, approximately 41% (2024: 41%) of total investments were managed inhouse.

All investment managers are remunerated on a fee basis and are paid at regular intervals in accordance with the terms of their contracts.

The fair value of the Fund's investments, administered by the investment administrators and asset managers at the end of the year was:

	2025	2024
	R'000	R'000
Aeon Investment Management (Pty) Ltd	1 474 480	1 159 928
Allianz Global Investments Europe GMBH	7 275 524	7 320 905
Aluwani Capital Partners (Pty) Ltd	6 413 741	5 394 093
Ashmore Group Plc	745 757	578 746
Benguela Global Fund Managers (Pty) Ltd	1 578 477	1 305 531
Black Rock Investment Management (UK) Ltd	2 321 403	10 658 567
Camissa Asset Management (Pty) Ltd	3 015 910	2 316 697
Catalyst Fund Managers SA (Pty) Ltd	4 098 050	3 216 776
Coronation Fund Managers (Pty) Ltd	10 867 401	8 718 767
Emerging Markets Investment Management Ltd	2 647 031	1 946 812
Excelsia Capital (Pty) Ltd	1 478 244	1 152 184
In house managed assets	94 350 553	83 649 700
Lima Mbeu Investment Managers(Pty) Ltd	348 422	282 755
Matrix Fund Managers (Pty) Ltd	2 157 976	1 906 951
Mazi Capital (Pty) Ltd	5 625 841	5 892 812
Meago Asset Management (Pty) Ltd	2 918 781	2 301 531
Mergence Investment Managers (Pty) Ltd	-	1 738 942
Mianzo Asset Management (Pty) Ltd	2 850 525	2 298 201
Morgan Stanley Investment Management Ltd	9 140 741	8 286 823
NinetyOne SA (Pty) Ltd	9 583 425	7 885 118
Old Mutual Investment Group (Pty) Ltd	6 214 057	5 658 588
Perpetua Investment Managers (Pty) Ltd	4 648 817	3 780 125
Robeco Institutional Asset Management B.V.	18 565 847	4 111 028
SEI Investments (Europe) Ltd	4 878 027	5 693 879
Sanlam Investments (Pty) Ltd	7 440 980	5 976 111
Stanlib Asset Management Ltd	1 753 861	1 487 386
State Street Global Advisors Limited	6 150 442	5 636 519
UBS Asset Management (UK) Ltd	5 696 941	5 156 539
Unsettled Trades	980 737	877 082
Value Capital Partners (Pty) Ltd	2 149 961	1 635 352
Veritas Asset Management (Pty) Ltd	4 465 110	6 387 610
Total value of investments managed	231 837 062	204 412 058

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE E
REPORT OF THE BOARD OF FUND (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

3. MEMBERSHIP

	Active members	Deferred pensioners	Pensioners	Other beneficiaries	Unclaimed benefits
Number at the beginning of year	39 599	1 535	33 637	3 550	1 949
Adjustments	-	-	-	-	(1)
Additions	2 612	303	1 582	1	147
Transfers out	(22)	(103)	-	-	-
Withdrawals	(548)	(156)	-	-	-
Retirements and disability	(738)	(47)	-	-	-
Deaths	(146)	-	(1 339)	-	-
Settled in full	-	-	(401)	(139)	-
Unclaimed benefits paid	-	-	-	-	(68)
Number at the end of the year	40 757	1 532	33 479	3 412	2 027
Number at end of year (South African citizens)	40 746	1 523	32 590	3 381	2 027
Number at end of year (non-South African citizen)	11	9	889	31	-

Notes:

- (a) Pensioners include child pensioners receiving benefits. The total number of child pensioners eligible for benefits as listed under note 7.1 of Schedule HA (instalment lumpsums) is reflected as Other beneficiaries above.
- (b) The adjustment represents unclaimed benefits that were paid in the prior year.
- (c) Withdrawals include absconded members.
- (d) Regulation 38 requires the Rules of the Fund to provide for members to become Paid-Up when they leave service of the employer. The Fund is required to issue a Paid-Up certificate. Similarly, members joining the Fund are required to submit their Paid-Up certificates within 4 months of joining the Fund.

4. ACTUARIAL VALUATION

The annual financial statements summarise the transactions and net assets of the Fund, and take into account the liabilities to pay pensions and other benefits in the future. In accordance with the rules of the Fund, the actuarial position of the Fund, is examined and reported on by the actuary at intervals not exceeding three years.

The last triennial actuarial valuation was carried out as at 30 June 2024 for which the Fund is still to receive approval from the Authority. The Board of Fund has resolved to file annual actuarial valuations, and accordingly the 30 June 2025 valuation is treated as an annual valuation and filed with the Authority as a voluntary annual valuation submission on a statutory basis.

According to the actuary per the annual valuation performed as at 30 June 2025, the Fund's assets are sufficient to cover the accumulated liabilities on the best estimate basis, plus the required contingency reserves in respect of in-service members and pensioners. The Fund is therefore financially sound by this criterion.

The next statutory actuarial valuation will be performed on 30 June 2027.

5. SURPLUS APPORTIONMENT

Nil scheme

The valuation of the Fund for surplus apportionment as at 30 June 2003 revealed that the Fund had no surplus to apportion. A "nil scheme" was subsequently submitted on 1 December 2004 and was noted by the Registrar (now Financial Services Conduct Authority) on 14 July 2005.

6. HOUSING LOAN FACILITIES

The Fund has not granted housing loans or guarantees to members in terms of Section 19(5) of the Pension Funds Act.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND (continued) FOR THE YEAR ENDED 30 JUNE 2025

7. INVESTMENTS IN PARTICIPATING EMPLOYER

Investments in terms of section 19(4A) of the Act

The Fund has an investment of less than 5% of the total debt instruments issued by the participating employer Eskom Holdings SOC Ltd. Details of investments held in the participating employer are provided in note 3.2 to the financial statements.

8. SIGNIFICANT MATTERS

8.1 Eligibility of employees to participate as members of the Fund

The rules describe an eligible employee as an employee who at the date of becoming a member, is under the pensionable age; is not a temporary employee of an employer; and, if applicable in his/her case, has completed the period of service required in terms of rule 4.1.2 to become an eligible employee. The rules further describe a temporary employee to mean a person who is appointed for a specific purpose and whose employment will end when that purpose has been accomplished, or who is appointed for a specific period and whose employment will end at the end of that period. During the 2017 financial year the Fund became aware of several fixed-term contract employees of Eskom, Eskom Rotek Industries and the Fund who had been admitted as members of the Fund. The legal advice received by the Fund indicated that fixed-term contract employees do not qualify to participate as members of the Fund. The Fund was further advised of the options available to it in law to regularise the position with regards to employees of its participating employers who had been erroneously admitted as members of the Fund, which options included applying to court for a declaratory order regularising the position of such ineligible employees, and the reversal of the purported membership together with contributions with the consent of the affected employees.

The Fund conducted a membership eligibility exercise on all its active membership records to determine and affirm its membership. The process has been completed and feedback was provided to the participating employers regarding the number of ineligible participants identified. The Fund is in the process of contacting affected participants where the Fund does not have sufficient information to confirm their eligibility or are identified as ineligible. Where the affected participants have sufficient information, they will be confirmed as eligible. Those who remain ineligible after the exercise have the option to participate in a declaratory order regularising the position of such ineligible employees or request the Fund to reverse their purported membership together with applicable contributions. The Fund will proceed with the declarator in tranches. The first application will be in respect of the Fund as an employer. Thereafter it will launch applications in respect of Eskom Rotek Industries SOC Ltd (ERI) and Eskom Holdings SOC Ltd (Eskom).

The Fund filed its first declarator application on 27 September 2024. The matter was heard on 22 April 2025. The court granted the Fund's application. All the affected respondents who were named in the application as ineligible were declared to be eligible by the court. The Fund is in the process of launching declarators in respect of ERI and Eskom. The Fund anticipates that these will be launched by the end of 2026. Thereafter, the Fund will apply to court for the matter to be set down for hearing.

8.2 The former Eskom Group Chief Executive Officer (GCEO) pension pay-out

The former Eskom GCEO, Mr Brian Molefe was admitted to membership of the Fund with effect from 14 September 2015 on the basis of information received from Eskom indicating that he was a permanent executive employee in the "F" band. He remained a member of the Fund until he was retired in terms Rule 28 of the Fund Rules on 31 December 2016 following the purchase of additional years of service on his behalf by Eskom in terms of Rule 21(4). Mr Molefe's eligibility for membership of the Fund, in light of new information indicating that he was employed on a fixed term contract of employment and his subsequent retirement from the Fund, was the subject of court proceedings brought by Solidarity, the DA and the EFF.

The court declared Mr Molefe ineligible for membership of the Fund in view of his fixed term contract of employment and further set aside his retirement from the Fund. It further directed him to repay the amounts paid to him by the Fund. Mr Molefe unsuccessfully sought leave to appeal the judgement of the High Court before the Supreme Court of Appeal and the Constitutional Court. The Fund accordingly took legal action to enforce the judgement relating to the repayment of the amounts paid to him by the Fund. The High Court confirmed Mr Molefe's indebtedness to the Fund and his obligation to repay the purported retirement benefit paid to him on his resignation from Eskom. The court also awarded costs against Mr Molefe. Mr Molefe is appealing the decision of the high court.

The matter was heard on 12 February 2025 and on 11 July 2025 the court delivered written judgment. The appeal order confirmed Mr Molefe's indebtedness to the Fund but set aside the portions of the judgment that set out the value of Mr Molefe's debt to the Fund. The court referred the matter for oral evidence to be submitted before a different judge who can determine Mr Molefe's refund. The Fund filed an appeal on 11 August 2025 on the referral of the matter to a different judge for oral evidence.

The rules of the Fund have since been revised to clarify that fixed term employees are not eligible to participate in the Fund. The Fund has since further revised its processes to vet new entrants for eligibility.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE E REPORT OF THE BOARD OF FUND (continued) FOR THE YEAR ENDED 30 JUNE 2025

9. STATUS OF THE FUND

The Fund is a defined benefit pension fund. In terms of the Rules of the Fund the employers' contributions to the Fund are 13,5% of the members' pensionable emoluments and in the case of an actuarial deficit in the Fund, the Rules provide that contributions will be increased or benefits will be reduced.

The funding level has increased from 143% to 148% since the previous valuation. The Fund is financially sound in that its assets are sufficient to cover its accrued liabilities.

The going-concern basis has been adopted in preparing the annual financial statements. The Board of Fund has no reason to believe that the Fund will not be a going concern in the foreseeable future, based on forecasts and available cash resources. This view is endorsed by the Audit and Risk Committee. The annual financial statements support the viability of the Fund.

10. SUBSEQUENT EVENTS

On 7 August 2025, the Fund entered into an agreement with Eskom Holdings SOC Ltd to equally share the legal expenses related to the Membership Assurance Exercise. The agreement, which is effective for an eight-month period commencing in July 2025, provides for the Fund to recover approximately 50% of the total legal costs incurred under this arrangement.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE F
STATEMENT OF NET ASSETS AND FUNDS
AS AT 30 JUNE 2025

	Note	2025 R'000	2024 R'000
ASSETS			
Non-current assets		231 862 872	204 432 021
Plant and equipment	2	25 810	19 963
Investments	3	231 837 062	204 412 058
Current assets		1 450 942	1 802 670
Transfers receivable	5	3 009	-
Accounts receivable	4	1 026 465	1 459 682
Arrear contributions	10	352 714	317 116
Cash at bank		68 754	25 872
Total assets		233 313 814	206 234 691
FUNDS, SURPLUS AND LIABILITIES			
Funds and surplus account			
Accumulated funds		203 673 600	178 451 972
- Normal retirement		197 046 518	172 217 756
- Additional voluntary contribution scheme		650 548	594 330
- Performance bonus scheme		5 976 534	5 639 886
Total reserves			
Reserve accounts	19	26 043 000	23 814 000
Total funds and reserves		229 716 600	202 265 972
Non-current liabilities			
Unclaimed benefits	8	262 426	247 207
Current liabilities		3 334 788	3 721 512
Transfers payable	6	39 420	92 076
Benefits payable	7	1 464 562	1 425 148
Accounts payable	9	1 740 114	2 120 815
Accruals	15	90 692	83 473
Total funds and liabilities		233 313 814	206 234 691

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE G
STATEMENT OF CHANGES IN NET ASSETS AND FUNDS
FOR THE YEAR ENDED 30 JUNE 2025

		Normal retirement	Additional Voluntary Contribution Scheme	Performance Bonus Scheme	A Members' Individual Accounts and Accumulated funds	B Reserve accounts Refer note 19	A+B Total 2025	Total 2024
	Note	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Contributions received and accrued	10	4 529 090	55 283	205 815	4 790 188	-	4 790 188	4 248 504
Net investment income	11	30 781 796	61 147	546 826	31 389 769	-	31 389 769	17 429 159
Allocated to unclaimed benefits	8	(25 951)	-	-	(25 951)	-	(25 951)	(25 770)
Other income	12	28 433	-	-	28 433	-	28 433	23 684
Less:								
Administration expenses	13	(230 028)	-	-	(230 028)	-	(230 028)	(275 497)
Net income before transfers and benefits		35 083 340	116 430	752 641	35 952 411	-	35 952 411	21 400 080
Transfers and benefits		(8 092 667)	(57 410)	(361 303)	(8 511 380)	-	(8 511 380)	(7 707 058)
Transfer from other funds	5	12 498	-	-	12 498	-	12 498	7 299
Transfer to other funds	6	(413 180)	-	-	(413 180)	-	(413 180)	(477 737)
Benefits	7	(7 691 985)	(57 410)	(361 303)	(8 110 698)	-	(8 110 698)	(7 236 620)
Net income/(loss) after transfers and benefits		26 990 673	59 020	391 338	27 441 031	-	27 441 031	13 693 022
Funds and reserves								
Balance at the beginning of the year	19	172 217 756	594 330	5 639 886	178 451 972	23 814 000	202 265 972	188 583 926
Transfer between accumulated funds	19	-	-	-	-	-	-	-
Prior period adjustment	14	9 597	-	-	9 597	-	9 597	(10 976)
Transfers between reserve accounts	19	(2 171 508)	(2 802)	(54 690)	(2 229 000)	2 229 000	-	-
Balance at the end of the year		197 046 518	650 548	5 976 534	203 673 600	26 043 000	229 716 600	202 265 972

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. PRINCIPAL ACCOUNTING POLICIES

The following are the principal accounting policies used by the Fund. These policies have been applied consistently to all years presented, unless otherwise specifically stated.

1.1. PURPOSE AND BASIS OF PREPARATION OF ANNUAL FINANCIAL STATEMENTS

The annual financial statements are prepared in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa, the rules of the Fund and the provisions of the Pension Funds Act.

The annual financial statements are prepared on the historical cost and going concern basis, except where specifically indicated in the accounting policies below:

1.2. PLANT AND EQUIPMENT

The Fund carries assets classified as plant and equipment at historical cost less accumulated depreciation and accumulated impairment. Historical cost includes expenses that are directly attributable to the acquisition of the items.

Subsequent costs are capitalised to the assets' carrying amount or are recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Fund and the cost of the item can be measured reliably. All other repairs and maintenance are expensed to the statement of changes in net assets and funds during the financial period in which they are incurred.

Assets are depreciated on a straight line basis at rates calculated to reduce the book value of these assets to estimated residual values over their expected useful lives.

The periods of depreciation used are as follows:

	Years
Motor vehicles	5
Furniture & fittings	5
Office equipment	5
Computer equipment	2-3
Capitalised computer software	2-10

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each statement of net assets and funds date. Assets that are subject to depreciation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. The recoverable amount is the higher of the asset's fair value less costs to sell and value in use. Gains or losses on disposals are determined by reference to the carrying amount of the asset and the net proceeds received, and are recorded in statement of changes in net assets and funds on disposal.

1.3. INTANGIBLE ASSETS

Intangible assets comprise the right to use assets relating to cloud computing arrangements and mobile applications, these assets are measured initially at purchased cost. Development costs are recognised as an expense in the period in which they are incurred unless the technical feasibility of the asset has been demonstrated and the intention to complete and utilise the asset is confirmed. Capitalisation commences when it can be demonstrated how the intangible asset will generate probable future economic benefits, that it is technically feasible to complete the asset, that the intention and ability to complete and use the asset exists, that adequate financial, technical, and other resources to complete the development are available and the costs attributable to the process or product can be separately identified and measured reliably. Where development costs are recognised as assets with a finite useful life, they are amortised over their useful life of between 2 and 10 years on a straight-line basis and tested for impairment where there have been indicators of impairment. Intangible assets are measured at cost less accumulated amortisation and reduced by any accumulated impairment losses.

The useful lives of intangible assets are assessed as either finite or infinite. The Fund has no intangible assets with infinite useful lives.

Useful life is reviewed annually, at each reporting period and the prospective amortisation is adjusted accordingly if necessary.

The gain or loss arising on the disposal or retirement of an asset is determined as the difference between the sales proceeds and the carrying amount of the intangible asset and is recognised in the statement of changes in net assets and funds.

1.3.1. Impairment of intangible assets

At each reporting date, the Fund reviews the carrying amounts of its intangible assets to determine whether there is any indication that those assets may be impaired. If any such indication exists, the recoverable amount of the asset is estimated

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

INTANGIBLE ASSETS (continued)

to determine the extent of the impairment loss (if any).

The recoverable amount is the higher of the fair value less costs of disposal and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are considered. If no such transactions can be identified, an appropriate valuation model is used.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment losses are recognised as an expense immediately in the statement of changes in net assets and funds.

An assessment is made at each reporting date to determine whether there is an indication that previously recognised impairment losses no longer exist or have decreased. If such indication exists, the Fund estimates the asset's recoverable amount. Where an impairment loss subsequently reverses, the carrying amount of an asset is increased to the revised estimate of its recoverable amount. This is done so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in the statement of changes in net assets and funds.

1.4. FINANCIAL INSTRUMENTS

Recognition and measurement

A financial instrument is any contract that gives rise to both a financial asset of one entity and a financial liability or equity instrument of any other entity. A financial asset or a financial liability is recognised when its contractual arrangements become binding and is derecognised when the contractual rights to the cash flows of the instrument expire or when such rights are transferred in a transaction in which substantially all risks and rewards of ownership of the instrument are transferred.

Financial instruments carried on the statement of net assets and funds include cash and bank balances, investments, accounts receivables and accounts payable.

Unsettled trades are buys and sells within the investment portfolio where the buy or sell has not yet settled i.e cash is still being transferred. Unsettled trade receivables are financial assets measured initially at fair value and subsequently measured at amortised cost. Unsettled trade payables are financial liabilities measured initially at fair value, net of transaction costs that are directly attributable to the liability and subsequently measured at amortised cost. Unsettled trades are disclosed under Trade receivables (Schedule HA note 4) and Trade payables (Schedule HA note 9) on the Statement of Net Assets and Funds.

Financial instruments are initially measured at cost as of trade date, which includes transaction costs.

Profit or loss on the sale / redemption of investments is recognised in the statement of changes in net assets and funds at transaction date.

Subsequent to initial recognition, these instruments are measured as set out below.

1.4.1. Investments

Investments are measured at fair value through the statement of changes in net funds.

Bills and bonds

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

Listed bills and bonds

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

Unlisted bills and bonds

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

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

1.4.1. *Investments (continued)*

Investment property

A property held for long-term yields or capital appreciation is classified as investment property. Investment properties comprise freehold land and buildings, which are carried at fair value, and a solar plant which is initially measured at cost and subsequently measured at fair value once appraised.

At the statement of net assets and funds date investment properties are reflected at valuation on the basis of open-market fair value and any work-in-progress capital projects are reflected at cost. If the open-market valuation information cannot be reliably determined; the Fund uses alternative valuation methods such as discounted cash flow projections or recent prices on active markets for transactions of a similar nature. The fair values are the estimated amounts for which a property could be exchanged 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 annually by independent professional valuers.

Changes in fair value are recorded by the Fund in the statement of changes in net assets and funds.

Equities

Equity instruments consist of equities with primary listing on the JSE, equities with secondary listing on the JSE, foreign listed equities and unlisted equities.

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

Listed equities

Equity instruments are subsequently measured at fair value and the fair value adjustments are recognised in the statement of changes in net assets and funds. The fair value of equity instruments with standard terms and conditions and traded on active liquid markets is based on regulated exchange quoted ruling closing prices at the close of business on the last trading day on or before the statements of net assets and funds date.

Unlisted equities

If a quoted closing price is not available i.e. for unlisted instruments, the fair value is estimated using pricing models, or by applying appropriate valuation techniques such as discounted cash flow analysis or recent arm's length market transactions in respect of equity instruments.

Preference shares

Listed preference shares

Preference shares are shares of a company's stock with dividends that are paid out to shareholders before ordinary stock dividends are issued. Preference shares have some of the characteristics of debt and equity. They behave like equity shares in that their prices can climb over time as they are traded, but are similar to debt because they pay investors fixed returns in the form of preference dividends. They are subsequently measured at fair value.

Insurance policies

Non-linked insurance policies

Non - linked insurance policies with insurers are valued on the basis of the policyholder's retrospective contribution to assets (i.e. accumulation at the actual investment return achieved on gross premiums).

Linked or market-related policies

If the policy is unitised, the value is equal to the market value of the underlying units. Other linked or market-related policies are valued at the market value of the underlying assets for each policy, in line with the insurer's valuation practices.

Collective investment scheme

Investments in collective investment schemes are valued at fair value which is the quoted unit values, as derived by the collective investment scheme manager with reference to the rules of each particular collective investment scheme, multiplied by the number of units.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

1.4.1. *Investments* (continued)

Derivative Market Instruments

Derivative market instruments consist of interest rate swaps, futures, options and forward contracts.

Derivatives are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at their fair value. Fair values are obtained from regulated exchange quoted market prices in active markets, including discounted cash flow models and option pricing models, as appropriate. All derivatives are carried as assets when the fair value is positive and as liabilities when the fair value is negative. The Fund does not classify any derivatives as hedges in a hedging relationship.

The best evidence of the fair value of a derivative at initial recognition is the transaction price (i.e. the fair value of the consideration given or received) unless the fair value of that instrument is evidenced by comparison with other observable current market transactions in the same instrument (i.e. without modification or repackaging) based on a valuation technique whose variables include only data from observable markets.

Commodities

The Fund may actively buy and sell gold, for both physical and financial settlement. Positions are principally acquired or incurred for the purpose of selling or repurchasing for investment profits. When dealing activities are executed in this manner the Fund is considered to be an investor in commodities. Investments held in commodities are accordingly measured at fair value less cost to sell (with any changes in fair value less cost to sell recognised in profit or loss).

Swaps

Swaps are valued by means of discounted cash flow models, using the swap curve from a regulated exchange (JSE Debt Market) to discount fixed and variable rate cash flows, as well as to calculate implied forward rates used to determine the floating interest rate amounts. The net present values of the fixed leg and variable leg of the swap are offset to calculate the fair value of the swap.

Investment in participating employers

Investments in participating employer(s) comprise debt securities (bills and bonds).

Hedge funds

Hedge fund investments are designated as fair value through the statement of changes in net assets and funds by the Fund and are initially recognised at fair value on trade date.

Hedge fund investments are subsequently measured at fair value and the fair value adjustments are recognised in the statement of changes in net assets and funds. Hedge funds tend to be listed funds. The fair value of hedge fund investments traded on active liquid markets is based on regulated exchange quoted ruling closing prices at the close of business on the last trading day on or before the statement of net assets and funds date.

1.4.2. **Accounts receivable**

Accounts receivable are financial assets measured initially at fair value and subsequently measured at amortised cost using the effective interest rate method, less any allowance for impairment.

1.4.3. **Cash and cash equivalents**

Cash and equivalents comprise cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of twelve months or less. Cash and cash equivalents are measured at fair value. The cash within the Investments financial statement line item is part of the investing activities of the Fund and is not maintained for the operational requirements of the Fund.

1.4.4. **Accounts payable**

Accounts payable are financial liabilities measured initially at fair value, net of transaction costs that are directly attributable to the liability and subsequently measured at amortised cost using the effective interest rate method.

1.5. **RESERVES**

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

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

1.6. PROVISIONS, CONTINGENT LIABILITIES, CONTINGENT ASSETS AND ACCRUALS

Provisions

Provisions are recognised when the Fund 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 of the amount of the obligation can be made. Where the effect of discounting to present value is material, provisions are adjusted to reflect the time value of money.

Contingent liabilities

A contingent liability is not recognised in the statement of net assets and funds, but disclosed in the notes to the financial statements, unless the possibility of an outflow of resources embodying economic benefits is remote.

Contingent assets

A contingent asset is not recognised in the statement of net assets and funds, but disclosed in the notes to the financial statements when an inflow of economic benefits is probable.

Accruals

Accruals are recognised when the Fund has earned income or incurred an expense as a result of a past event or constructive obligation and an inflow or outflow of economic benefits is certain and a reliable estimate of the amount can be made.

1.7. CONTRIBUTIONS

Contributions are measured at the fair value of the consideration received or receivable.

Contributions are accrued and recognised as income in accordance with the rules of the Fund. Contributions received are applied to fund benefits due in terms of the rules, and to meet expenses of the Fund.

Voluntary contributions are recognised when they are received from annual payments or accrued where monthly recurring payments are made.

Any contributions outstanding at the end of the reporting year are recognised under current assets as contributions receivable. Any contributions received in advance at the end of the reporting year are recognised under current liabilities as accounts payable.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

1.8. NET INVESTMENT INCOME

Net investment income comprises of dividends, interest, rentals, collective investment schemes - distribution, income from policies with insurance companies and adjustments to fair value, net of expenses incurred in managing investments.

Dividends

Dividend income is recognised in the statement of changes in net assets and funds when the right to receive payment is established – this is the last date to trade for equity securities.

Interest

Interest income in respect of financial assets held at amortised cost is accounted for in the statement of changes in net assets and funds using the effective interest rate method.

Rentals

Rental income is accounted for in the statement of changes in net assets and funds on a straight-line basis over the period of the rental agreement. Property expenses are recognised in the statement of changes in net assets and funds under net investment income.

Collective investment schemes' distribution

Distributions from collective investment schemes are recognised when the right to receive payment is established.

Interest on late payment of contributions and / or loans and receivables

Interest on late payment of contributions and /or loans and receivables is accounted for in the statement of changes in net assets and funds using the effective interest rate method.

Adjustments to fair value

Gains or losses arising from changes in the fair value of financial assets at fair value through the statement of changes in net assets and funds are presented in the statement of changes in net assets and funds in the year in which they arise.

Expenses incurred in managing investments

Expenses in respect of the management of investments are recognised as the service is rendered to the Fund.

1.9. BENEFITS

Benefits payable and pensions payable are measured in terms of the rules of the Fund.

Benefit payments and monthly pension payments are recognised as an expense when they are due and payable in terms of the rules of the Fund. Any benefits not paid at the end of the reporting year are recognised as a current liability – benefits payable.

1.10. UNCLAIMED BENEFITS

Benefits which remain outstanding for a period of 24 months or more, are classified from benefits payable to unclaimed benefits. Interest is allocated to unclaimed benefits in terms of the rules of the Fund.

1.11. TRANSFERS TO AND FROM THE FUND

Section 14 and 15B transfers to or from the Fund are recognised on the date of approval of the scheme/arrangement of transfer of business by the Financial Services Conduct Authority, as contained in the approval certificate from the Registrar.

Individual transfers (Section 13A(5) transfers) are recognised on the earlier of receipt of the written notice of transfer (Recognition of Transfer) or receipt of the actual transfer value.

All the above transfers are measured at the values as per the section 14 application or the value of the transfer at the effective date of transfer adjusted for investment returns or late payment interest as guided by the application.

Any known transfer payable outstanding at the end of the reporting period is recognised as a current liability - transfers payable.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

1.12. ADMINISTRATION EXPENSES

Expenses incurred in the administration of the Fund are recognised in the statement of changes in net assets and funds in the reporting year to which they relate.

In the event that an expense has not been paid at the end of a reporting year the liability will be reflected in the accounts payable note. If the expense was paid in advance or overpayment occurred, the applicable amount will be disclosed under the accounts receivable note.

1.13. 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 discloses the nature of the related party relationship as well as the following information for each related party relationship:

- the amount of the transactions;
- the amount of outstanding balances;
- their terms and conditions, including whether they are secured, and the nature of the consideration to be provided in the settlement;
- details of guarantees given or received;
- provisions for doubtful debts related to the amount of outstanding balances; and
- the expense recognised during the year in respect of bad or doubtful debts due from related parties.

1.14. ACCOUNTING POLICIES, CHANGE IN ACCOUNTING ESTIMATES AND ERRORS

The Fund applies adjustments arising from changes in accounting policies and errors prospectively. The adjustment relating to a change in the accounting policy or error is therefore recognised in the current and future years affected by the change.

1.15. IMPAIRMENT

Asset impairment tests other than those relating to intangible assets, are applied annually to assets whose measurement basis is historic cost or historic cost as adjusted for revaluations. An impairment loss is recognised when the asset's carrying value exceeds its recoverable amount. Impairment losses are initially adjusted against any applicable revaluation reserve then expensed in the statement of changes in net assets and funds.

The recoverable amount is the higher of the asset's fair value less costs to sell and its value in use. Fair value less costs to sell is the amount obtainable from the sale of the asset in an arm's length transaction between knowledgeable, willing parties, less cost of disposal. Value in use is the present value of estimated future cash flows expected to flow from the continuing use of the asset and from its disposal at the end of its useful life.

If the recoverable amount of an asset subsequently exceeds the carrying value resulting from the application of its accounting policy, an impairment reversal is recognised to that extent. The impairment reversal is applied in reverse order to the impairment loss.

1.16. RETURNS ALLOCATED TO SCHEMES

Interest allocated to the additional voluntary contribution and performance bonus schemes is at rates determined by the Fund on the advice of the actuary. No expenses are presently allocated to these schemes as the rules of the Fund do not currently cater for this.

1.17. LEASES

Leases in which significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to the statement of changes in net assets and funds on a straight-line basis over the period of the lease.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

2. PLANT AND EQUIPMENT

2.1. Current year

	Capitalised development costs R'000	Computer equipment and software R'000	Office equipment R'000	Furniture and fittings R'000	Motor vehicles R'000	Total R'000
Gross carrying amount						
Cost at beginning of year	17 764	18 096	1 512	9 377	305	47 054
Additions	5 401	4 720	-	2 211	-	12 332
Disposals	-	(211)	-	-	-	(211)
At end of year	23 165	22 605	1 512	11 588	305	59 175
Accumulated depreciation and impairment						
At beginning of year	(3 353)	(15 087)	(1 394)	(7 059)	(198)	(27 091)
Depreciation charges	(3 572)	(2 308)	(113)	(431)	(61)	(6 485)
Accumulated depreciation on disposals	-	212	-	(1)	-	211
At end of year	(6 925)	(17 183)	(1 507)	(7 491)	(259)	(33 365)
Net carrying amount at end of year	16 240	5 422	5	4 097	46	25 810

Note 1

Capitalised development costs

Description	Net carrying amount at end of year
Application Testing Tool	3 348
Cloud Transformation	1 342
Member Administration System	9 456
Website Development	2 095
Total	16 240

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
 NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
 FOR THE YEAR ENDED 30 JUNE 2025

2.2. Prior year

	Capitalised development costs R'000	Computer equipment and software R'000	Office equipment R'000	Furniture and fittings R'000	Motor vehicles R'000	Total R'000
Gross carrying amount						
At beginning of period	15 136	17 562	1 512	7 377	305	41 892
Additions	2 628	873	-	2 000	-	5 501
Other Movement	-	(339)	-	-	-	(339)
At end of year	17 764	18 096	1 512	9 377	305	47 054
Accumulated depreciation and impairment						
At beginning of period	(690)	(12 768)	(1 163)	(6 518)	(137)	(21 276)
Depreciation charges	(2 663)	(2 577)	(231)	(541)	(61)	(6 073)
Accumulated depreciation on disposals	-	258	-	-	-	258
At end of year	(3 353)	(15 087)	(1 394)	(7 059)	(198)	(27 091)
Net carrying amount at end of period	14 411	3 009	118	2 318	107	19 963

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

3. INVESTMENTS

3.1. Investment summary

	Note	A Local R'000	B Foreign R'000	A+B Total 2025 R'000	Total 2024 R'000	Fair value current year R'000	Categorised per Reporting Framework
Cash		3 594 131	3 016 844	6 610 975	4 835 032	6 610 975	At fair value through statement of changes in net assets and funds
Commodities		38 374	-	38 374	27 915	38 374	At fair value through statement of changes in net assets and funds
Debt instruments including Islamic debt instruments		37 674 388	2 662 488	40 336 876	37 448 921	40 336 876	At fair value through statement of changes in net assets and funds
Investment properties and Owner occupied properties*	3.3.	136 500	-	136 500	127 550	136 500	At fair value through statement of changes in net assets and funds
Equities (including demutualisation shares)		95 293 062	58 432 344	153 725 406	124 369 890	153 725 406	At fair value through statement of changes in net assets and funds
Collective investment schemes		-	9 243 664	9 243 664	17 768 637	9 243 664	At fair value through statement of changes in net assets and funds
Hedge funds		2 157 976	-	2 157 976	1 906 951	2 157 976	At fair value through statement of changes in net assets and funds
Private equity funds		8 365 646	9 144 555	17 510 201	15 970 938	17 510 201	At fair value through statement of changes in net assets and funds
Investment in participating employer(s)	3.2.	2 077 090	-	2 077 090	1 956 224	2 077 090	At fair value through statement of changes in net assets and funds
Total		149 337 167	82 499 895	231 837 062	204 412 058	231 837 062	

* Property consists of an office block situated on Erf 21 Bryanston East. The land and buildings were revalued by an independent valuator, Peter Parfit (professional valuer). The valuation was performed as at 30 June 2025. The valuator used the following assumptions in determining the fair value of the land and buildings: competent property management is in place, reasonably stable economic conditions and stable interest rates which influence real estate values. Assumptions are made on expiry of leases for vacancies. During the void revenue period (property vacancy period) the property may be relet and fitted out for the new tenant. These capital costs as well as agency commission fees are calculated into the cash flow. The fair value was determined by reference to s13 of the JSE regulations regulating listed company property transactions as effective March 2013. If the land and buildings had been carried at the cost model, the value of the land and buildings would have been R88 845 284.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
 NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
 FOR THE YEAR ENDED 30 JUNE 2025

3.2. Investment in participating employer/s

	At beginning of year R'000	Market Movement R'000	At end of year R'000
Debt instruments	1 956 224	120 866	2 077 090
Total	1 956 224	120 866	2 077 090

3.3. Investment properties and owner occupied investments

3.3.1. Current year
Instrument

Instrument	Address	Valuation method	Date of last valuation	Pledged as a guarantee	At beginning of year R'000	Additions	Fair value adjustments R'000	At end of year R'000
R'000								
Investment Properties								
Office Complex	EPPF Office Park, 24 Georgian Crescent East, Bryanston East	Discounted Cash Flow	30 Jun 2025	No	127 550	14 882	(5 932)	136 500
Total of properties					127 550	14 882	(5 932)	136 500

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
 NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
 FOR THE YEAR ENDED 30 JUNE 2025

3.3.2. Previous year
 Instrument

Instrument	Address	Valuation method	Date of last valuation	Pledged as a guarantee	At beginning of year R'000	Additions	Fair value adjustments R'000	At end of year R'000
R'000								
Investment Properties								
Office Complex	EPPF Office Park, Georgian Crescent East, Bryanston East	Discounted cash flow	30 Jun 2024	No	112 000	-	5 000	117 000
Solar Plant	EPPF Office Park, Georgian Crescent East, Bryanston East	Cost		No	-	10 550	-	10 550
Total of properties					112 000	10 550	5 000	127 550

During the financial year, the costs associated with the completed solar plant were capitalised to the carrying value of the building located at Erf 21, Bryanston East. The solar plant was included in the independent valuation conducted 30 June 2025. In addition, the renovation of two buildings occupied by EPPF employees was finalised during the year at a total cost of R14 882 000.

ESKOM PENSION AND PROVIDENT FUND**SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025****4. ACCOUNTS RECEIVABLE**

	2025	2024
	R'000	R'000
Accrued investment income	32 701	29 320
Pensioner payroll (prepaid)	386 621	361 538
Prepaid expenses	12 150	8 268
Other receivables	852	13 450
Recovery of ineligible member pay-out: Mr B Molefe*	15 336	12 692
Unsettled trades receivable**	578 805	1 034 414
Total	<u>1 026 465</u>	<u>1 459 682</u>

*Recovery of ineligible member pay-out: Refer to Schedule E, Significant Matters point 8.2. Interest calculated at the Mora Rate as determined by the High Court R2 644 570 (2024: R714 594) was added to the outstanding amount. The higher interest in the current year reflects a catch-up resulting from a lower balance in the prior year.

**Unsettled trades (securities brought and/or sold but not yet settled at reporting date) are classified and included in accounts receivable and payable. Also refer to schedule HA notes 9 (Accounts Payable).

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
 NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
 FOR THE YEAR ENDED 30 JUNE 2025

5. TRANSFERS FROM OTHER FUNDS

	Effective date	No. of members	A At beginning of year R'000	B Transfers approved R'000	C Return on Transfers R'000	D Assets transferred R'000	A+B+C-D At end of year R'000
Individual transfers in*	Various	35	-	12 498	-	(9 489)	3 009
Total		35	-	12 498	-	(9 489)	3 009
Transfers approved (B)							12 498
Return on transfers (C)							-
Statement of changes in net assets and funds							12 498

6. TRANSFERS TO OTHER FUNDS

	Effective date	No. of members	A At beginning of year R'000	B Transfers approved R'000	C Return on Transfers R'000	D Assets transferred R'000	A+B+C-D At end of year R'000
Individual transfers out	Various	135	92 076	413 104	76	(465 836)	39 420
Total		135	92 076	413 104	76	(465 836)	39 420
Transfers approved (B)							413 104
Return on transfers (C)							76
Statement of changes in net assets and funds							413 180

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

7. BENEFITS

7.1. Benefits - current members

	A At beginning of year R'000	B Benefits for current period R'000	C Return allocated R'000	D Payments R'000	E Transferred to unclaimed benefits R'000	A+B+C-D-E At end of year R'000
Monthly pensions	141 204	5 762 775	-	(5 742 669)	-	161 310
Lump sums on retirements						
- Pensions commuted	110 190	766 332	80	(735 086)	-	141 516
Lump sums before retirement						
- Death and disability benefits	200 086	87 068	1 665	(118 930)	(8 130)	161 759
- Withdrawal benefits	164 351	613 446	55	(624 655)	(3 207)	149 990
Divorce payments	36 202	161 751	-	(170 747)	-	27 206
Other						
2-pot savings withdrawals*	-	584 838	-	(582 929)	-	1 909
Instalment lumpsums**	773 115	76 859	55 829	(83 098)	(1 833)	820 872
Total	1 425 148	8 053 069	57 629	(8 058 114)	(13 170)	1 464 562

Benefits for current year (B)

8 053 069

Return allocated (C)

57 629

Statement of changes in net assets and funds

*Effective 1 September 2024, the Two-Pot Retirement System came into effect in terms of amendments to the Pension Funds Act, 1956. In line with this legislative change, a new line item, "2-Pot Withdrawal Savings", has been introduced under this note.

**Instalment lumpsums relates to benefits due to minor beneficiaries in relation to death and disability benefits of members. In terms of the rules of the fund these benefits remain part of the funds assets and earn a return until such time as the beneficiaries are paid the final benefits.

8 110 698

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

8. UNCLAIMED BENEFITS

	2025 R'000	2024 R'000
Balance at the beginning of the year	247 207	245 586
Transferred from benefits payable	13 170	5 367
Adjustment - Opening balance correction*	(719)	(203)
Investment income allocated	25 951	25 770
Less:		
• Benefits paid	(23 183)	(29 313)
Balance at the end of the year	262 426	247 207

*The unclaimed benefit adjustment pertains to the correction of a prior period liability for a benefit that had already been settled in 2018.

9. ACCOUNTS PAYABLE

	2025 R'000	2024 R'000
Contributions refundable to Eskom Holdings SOC Ltd*	18 701	14 398
PAYE	83 573	63 475
Unsettled trades payable**	1 511 345	1 911 496
Investment expenses payable	59 818	76 578
Operational suppliers	52 845	49 562
Amounts refundable to Mr BM Molefe*	6 054	5 306
Transfers-In advance***	7 778	-
Total	1 740 114	2 120 815

*For further details on "Contributions refundable to Eskom Holdings SOC Ltd and Amounts refundable to ineligible member", refer to Schedule E, Significant Matters point 8.2. Interest calculated at the Mora rate as determined by the High Court R1 746 117 (2024: R1 220 591) was added to the interest refundable to Eskom SOC Ltd and R616 199 (2024: R305 041) to the ineligible member. The higher interest in the current year reflects a catch-up resulting from a lower balance in the prior year.

**Unsettled trades (securities bought and/or sold but not yet settled at reporting date) are classified and included in accounts receivable and accounts payable. Also refer to schedule HA notes 4 (Accounts Receivable) for the gross effect.

***Cash received from members transferring into the Fund, for which related records were created after year-end.

10. CONTRIBUTIONS

	A At beginning of year R'000	B Towards retirement R'000	D Contributions received R'000	A+B-D At end of year R'000
Member contributions received and accrued	111 296	1 589 592	(1 577 438)	123 450
Employer contributions received and accrued	205 820	2 939 498	(2 916 054)	229 264
Additional voluntary contributions - members	-	55 283	(55 283)	-
Performance bonus scheme member contributions	-	74 068	(74 068)	-
Performance bonus scheme employer contributions	-	131 747	(131 747)	-
Total	317 116	4 790 188	(4 754 590)	352 714

Towards retirement	4 790 188
Towards reinsurance and expenses	-

Statement of Changes in Net Assets and Funds	4 790 188
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ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

11. NET INVESTMENT INCOME

	2025 R'000	2024 R'000
Income from investments	8 235 501	7 131 510
• Dividends	5 440 328	4 567 313
• Interest	2 779 572	2 551 547
• Rentals	15 601	12 650
Net profit on sale/ redemption of investments	15 970 648	5 878 101
Fair value adjustment on investments*	8 227 724	5 343 907
	<u>32 433 873</u>	<u>18 353 518</u>
Less: Expenses incurred in managing investments**	(1 044 104)	(924 359)
Total	<u>31 389 769</u>	<u>17 429 159</u>

*The increase in net investment income for the year is primarily attributable to significant capital profits realised on the disposal of financial assets in the current year. Fair value adjustments include foreign exchange gains and losses arising from the translation of foreign-denominated assets at the reporting date. In the short term, the unrealised fair value gains and losses are volatile.

**The Fund maintains an in-house investment management capability. Direct expenses attributable to this function amounted to R145,2m (2024: R132,8m). During the year, the Fund implemented a change in accounting policy resulting in the allocation of shared service costs of R69,5m to investment management expenses. Accordingly, the total allocated costs to investment management expenses for the year amounted to R214,7m. (refer to note 13)

12. OTHER INCOME

	2025 R'000	2024 R'000
Net securities lending fees	27 988	23 180
*Other income	445	504
Total	<u>28 433</u>	<u>23 684</u>

*Other income includes board fees paid to the Fund for non-executive directorship positions held in entities where the Fund is an investor.

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

13. ADMINISTRATION EXPENSES

	2025 R'000	2024 R'000
Actuarial fees	1 945	1 680
Audit services	6 309	6 083
Audit fees - external*	3 153	3 077
Audit fees - Internal	3 156	3 006
Consultancy and legal fees	25 887	21 508
Depreciation	6 485	6 072
Fidelity Insurance	1 687	1 703
FSCA levies	2 265	1 982
Other Expenses	147 394	140 312
Bank charges	3 004	2 972
Member interaction and related costs	4 914	3 390
Office Rental	11 318	10 888
IT services and rental	79 973	73 615
Membership, development and other administration expenses	14 566	12 995
Travel expenses	5 021	5 861
Telephone, postage, printing and stationery	778	1 030
Project costs**	27 820	29 561
Governance expenses	13.1	8 928
Staff expenses	13.2	216 232
Principal Officer expenses	13.3	3 765
Inhouse Investment Management Expenses***	(214 739)	(132 768)
Total	230 028	275 497

*The fees payable to BDO South Africa Inc. for the audit of financial statements amounted to R3.2m (2024: R2.7m), and R0.4m (2024: R0.5m) was paid for other assurance related services performed under standards issued by the IASSB.

**During the financial year the Fund incurred once-off project expenditure amounting to R27,8m. These are mostly related to strategic projects such as Two-pot implementation, sustainability initiatives and other strategic projects. These also include legal fees relating to member ineligibility.

***To enhance the comparability of investment expenses, the Fund has reclassified direct and shared service costs related to in-house investment management as investment management expenses (refer to note 11). In the current year, some of the Fund's support departments costs (such as Finance, IT, Legal and Other) were, for the first time, included as part of investment management expenses. As a result, expenses of R214.7 million (2024: R132.8 million) are now shown as costs related to managing the Fund's investments

13.1. Governance expenses

	2025 R'000	2024 R'000
Board of Fund remuneration	6 292	5 530
External expert fees	3 390	2 827
Travel, training and other expenses	549	571
Total	10 231	8 928

External experts are appointed to support the Board of Fund in fulfilling its fiduciary responsibilities and serve on the following committees: Audit and Risk committee, Human Resource and Remuneration committee, Strategic Investment Committee and the Medical Panel. External expert fees increased during the year, primarily due to the appointment of two additional experts.

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025**

13.2. Staff expenses

	2025 R'000	2024 R'000
Remuneration	130 483	116 094
Contributions to retirement fund	21 411	18 483
Training expenses	6 787	4 880
Provision for bonuses	46 038	48 047
Long term incentive provision	29 532	24 797
Levies and insurance	1 023	1 449
Recruitment costs	3 101	2 482
Total	238 375	216 232

The current financial year includes the full impact of these roles, as well as inflationary increases. The decrease in the bonus provision is attributable to alignment with the approved budget, compared to the prior year. Long term incentives accruing to additional eligible members vested during the current financial year.

13.3. Principal Officer expenses

	2025 R'000	2024 R'000
Principal Officer expenses - remuneration	1 417	1 338
Principal Officer expenses - allowances	7	7
Principal Officer expenses - contributions to retirement fund	206	195
Principal Officer expenses - incentive remuneration	2 559	2 225
Total	4 189	3 765

The Principal Officer's expenses have been allocated at a rate of 30% of the Chief Executive's remuneration. This represents an estimated time based allocation of the duties and responsibilities of the Principal Officer.

14. PRIOR PERIOD ADJUSTMENTS

	2025 R'000	2024 R'000
Opening unclaimed benefits liability adjustment*	719	203
Opening benefits payable liability adjustment**	8 878	-
Single-premiums adjustment***	-	(1 990)
Accumulated funds adjustment****	-	(9 189)
Total	9 597	(10 976)

*In the current financial year, a reversal amounting to R719 000 (2024: R203 000) was processed to reduce the opening unclaimed benefits payable liability. This reversal relates to a member whose benefit was paid out to in 2018, but was erroneously included in the closing unclaimed benefits liability balance in 2024.

** During the current financial year, adjustments amounting to R8 877 690 were recognised to reduce the opening benefits liability. These adjustments relate to the correction of member exit transactions that were included in the closing benefits liability balance as at 30 June 2024 and subsequently reversed. The reversals were necessitated by factors such as the recalculation of exit benefits in line with legal recommendations, the correction of incorrect divorce allocations, and other related corrections identified during the year.

***In the prior year, member records were updated to correct for transfers into the Fund that had been recognised as income receivable in 2023 but were not received.

****Correction of 2023 accumulated funds closing balance per the financial statements to agree to the 2024 opening accumulated funds balances.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

15. ACCRUALS

	2025 R'000	2024 R'000
Leave pay accruals	8 615	8 705
Incentive bonus accrual (Note a)	82 077	74 768
	<u>90 692</u>	<u>83 473</u>

Note a: Includes a long term incentive accrual of R33,7m (2024: R24,8m).

The incentive bonus accrual increased, driven by a higher number of eligible participants, consistent with the growth of the in-house investment management team.

16. RISK MANAGEMENT POLICIES

Risk management framework

The Board of Fund has overall responsibility for the establishment and oversight of the Fund's risk management policies. The Board of Fund has established the Audit and Risk Committee, which is responsible for developing and monitoring the Fund's risk management policies. The committee reports regularly to the Board of Fund on its activities.

The Fund's risk management policies are established to identify and analyse the risks faced by the Fund, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Fund's activities.

- **Solvency risk**

Solvency risk is the risk that Fund assets will not be sufficient to meet liabilities i.e. the funding level falling below 100%. The Board has developed a robust investment policy statement which sets out the Fund's investment philosophy and strategy. The strategy has been developed in the context of long term capital market expectations as well as multi year projections of actuarial liabilities of the Fund. The investment policy statements incorporates the Fund's risk budget which takes cognisance of the Fund's liabilities and provides the framework within which investment risk is managed. The risk budget provides the Board with indicators of how the assets are performing relative to liabilities and therefore would enable the Board to make appropriate decisions should there be signs of possible solvency concerns. This is in addition to the independent actuary's valuation of the Fund which provides the Board with the funding status of the Fund on an annual basis. The Fund conducts a detailed asset liability modelling study (ALM) every three years and annual interim mini ALMs in order to assess whether the long term investment strategy and asset allocation remains adequate for the Fund's liabilities. The results of this exercise are taken into account when the investment policy statement is reviewed annually to ensure that it remains relevant. The Board obtains written assurance on an annual basis from the Fund Actuary as well as an independent peer review actuary that certifies whether the Fund's investment strategy is adequate taking into account the Fund's liabilities.

- **Credit risk**

Credit risk is the risk that a counterparty will fail to meet its obligations in accordance with agreed terms. This could mean failure to pay interest or the principal or both.

As the Fund invests in fixed income instruments it manages this risk through ensuring that only investment grade counterparties are invested with. Also, through diversification and continuous monitoring of the credit worthiness of the counterparties that it deals with.

- **Legal risk**

The legal risk is the risk of financial or reputational loss due to lack of adherence to regulatory, statutory or legal obligations applicable to the Fund. The Fund has an internal legal function capacitated with qualified lawyers who review all the Fund's legal agreements to ensure that the Fund's interests are protected. There is also a compliance function in place.

- **Liquidity/cash flow risk**

Liquidity risk involves not having liquid assets to meet liabilities as they fall due, or being unable to realize assets on a reasonable basis when cash is required to pay benefits. The Fund's asset allocation and investment strategy allows for sufficient assets in liquid form to ensure that the cash flow requirements are met as required. Also, most of the Fund's investments are in listed instruments traded in public markets which enables it to trade and raise cash in a relatively short space of time when required.

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

16. RISK MANAGEMENT POLICIES (continued)

- **Currency risk**

Currency risk refers to the fact that some of the Fund's investments are denominated in US Dollar and other currencies while the liabilities of the Fund are in Rands and therefore there is exposure to foreign exchange fluctuations. The Fund's investments in foreign assets is limited to the allowable limits prescribed in Regulation 28 of the Pension Funds Act. The majority of such investments are in companies listed in public markets and are denominated in US Dollars. The Board ensures that the Fund's foreign investments are managed by reputable and regulated asset managers which are reviewed and due diligence on an ongoing basis. In the long term the foreign currency denominated investments provide diversification and growth benefits for the Fund.

- **Market risk / Price risk**

Market risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices or interest rates. The investment policy statement, investment strategy and risk budget of the Fund ensures that exposure to the various asset classes is sufficiently diversified and spread in order to minimize the adverse impact of this risk. Where required, and in order to address market volatility, the fund implements hedging strategy to protect the assets of the Fund.

- **Interest rate risk**

The Fund's fixed income investments are exposed to and react to changes in interest rates. The investment strategy of the Fund is to spread the duration/term of the fixed income across the investment term in order to minimize the impact of the volatility of interest rates over time.

- **Asset manager risk**

The risk exists that a particular asset manager employed by the Fund could underperform its benchmark, resulting in poor relative returns or increase the Fund's reputational risk through continued use. This manager-specific risk is reduced by investing with more than one manager. The contract that exists between the Fund and each individual investment manager appointed to manage a portion of the Fund's assets is typically in the form of an investment management agreement. This document sets out the terms and conditions of the agreement that will exist between the Fund and the investment manager. An important part of this mandate is the section that sets out the specific limitations and conditions under which the funds will be managed by the appointed investment manager. Examples of such limitations and restrictions are the use of derivatives for unauthorised or inappropriate purposes, investment in asset classes not permitted by the mandate, cash exposure limits or credit ratings limits. Breaches of mandate will be examined at least quarterly and reported in a suitable format, such as in a compliance report. Serious or regular breaches and increased reputational risk to the Fund result in the investment portfolio transfer to other asset managers.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

17. RELATED PARTY TRANSACTIONS

Board members who are employed by the participating employers make contributions to the Fund and receive benefits in line with the Rules.

During the financial year, Board members' and external experts remuneration, travel and training amounting to R10,2 m (2024: R8,9 m) was incurred.

The following transactions between the participating employers and the Fund occurred during the year.

- The participating employers made contributions to the Fund for members' retirement to the value of R3,07 bn (2024: R2,7 bn) and refunded R926 m (2024: R829 m) medical aid contributions for pensioners.
- The Fund has investments in the participating employer to the value of R2,08 bn (2024: R1,96 bn).
- The participating employers had outstanding contributions of R353 m at year end (2024: R317 m).

The following transactions occurred between the Fund and the Board of Fund, Outside Experts and Participating Employers:

Related party	Relationship	Description	2025 R'000	2024 R'000
Eskom Holdings SOC Ltd	Participating Employer	Contributions for employer appointed board members	1 611	1 656
Eskom Holdings SOC Ltd	Participating Employer	Contributions for employee elected board members	875	550
Board of Fund	Board members	Pension payments	1 783	2 274
Board of Fund	Board members	Board members remuneration paid to individuals	6 292	5 530
Outside experts	Outside experts appointed by the Board of Fund	Outside expert fees paid to individuals	3 390	2 827
Total			13 951	12 837

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

Participating employers	Contributions	Fund expenses
Eskom Holdings SOC Ltd	2 116 456	-
Eskom Rotek Industries SOC Ltd	449 476	-
Eskom Pension and Provident Fund	12 644	-
National Transmission Company South Africa SOC Ltd	492 669	-
Total	3 071 245	-

The following transactions occurred between the Fund and its executive management during the year under review:

	2025 R'000
Remuneration	21 676
Contributions to retirement fund	2 521
Incentive remuneration	27 974
Total amount contributed	52 171

Executive management transactions include the Principal Officer remuneration noted under 13.3.

Total executive management remuneration has increased by 15% (2024: R45,55m) mainly due to the vesting of long term incentives, as well as an inflationary increase in remuneration.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 30 JUNE 2025

18. OPERATING LEASE COMMITMENTS

	2025 R'000	2024 R'000
Within one year	35 473	33 740
Between one and five years	36 972	69 372
Total	<u>72 445</u>	<u>103 112</u>

The Fund has the following operating leases:

Five-year operating lease with EB Sphere (Pty) Ltd for software and remote processing services. The lease will expire in October 2027.

An operating lease with Apex Group South Africa Limited for an investment administration system. The lease was renewed for another five years and will expire in September 2027.

A lease with Barra International LLC for data processing and reporting services relating to investment risk management. The lease will expire in February 2026.

A lease with Northern Trust Company for an investment administration system. The lease will expire in September 2027.

A lease with StatPro Limited for investment information which expired on 31 March 2023 was renewed for a further 3 years and will expire in March 2026.

A lease with FIS Systems South Africa (Pty)Ltd for a treasury system which will expire in February 2027.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HA
NOTES TO THE ANNUAL FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 30 JUNE 2025

19. SURPLUS AND RESERVE ACCOUNTS

	Normal Retirement	Additional Voluntary Contributions	Performance Bonus Scheme	Accumulated Funds	B+D Reserve Accounts Total	B In-service solvency reserve	D Pensioner solvency reserve
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
At beginning of year	172 217 756	594 330	5 639 886	178 451 972	23 814 000	10 686 000	13 128 000
Prior period adjustment (1)	719	-	-	719	-	-	-
Prior period adjustment (2)	8 878	-	-	8 878	-	-	-
Contributions received and accrued	4 529 090	55 283	205 815	4 790 188	-	-	-
Net investment income	30 781 796	61 147	546 826	31 389 769	-	-	-
Allocated to unclaimed benefits	(25 951)	-	-	(25 951)	-	-	-
Other income:	28 433	-	-	28 433	-	-	-
- Net securities lending fees	27 988	-	-	27 988	-	-	-
- Other income	445	-	-	445	-	-	-
Less:	(230 028)	-	-	(230 028)	-	-	-
- Administration costs	(230 028)	-	-	(230 028)	-	-	-
Net income before transfers and benefits	207 310 693	710 760	6 392 527	214 413 980	23 814 000	10 686 000	13 128 000
Transfers and benefits	(8 092 667)	(57 410)	(361 303)	(8 511 380)	-	-	-
Transfers from other funds	12 498	-	-	12 498	-	-	-
Transfers to other funds	(413 180)	-	-	(413 180)	-	-	-
Benefits	(7 691 985)	(57 410)	(361 303)	(8 110 698)	-	-	-
Net income after transfers and benefits	199 218 026	653 350	6 031 224	205 902 600	23 814 000	10 686 000	13 128 000
Transfer between accumulated funds							
Transfer between reserve accounts	(2 171 508)	(2 802)	(54 690)	(2 229 000)	2 229 000	(3 715 000)	5 944 000
At end of year	197 046 518	650 548	5 976 534	203 673 600	26 043 000	6 971 000	19 072 000

*Other income includes board fees paid to the Fund for non-executive directorship positions held in entities where the Fund is an investor.

ESKOM PENSION AND PROVIDENT FUND

REPORT OF THE VALUATOR FOR THE YEAR ENDED 30 JUNE 2025

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE HB REPORT OF THE VALUATOR

FINANCIAL YEAR: 30 June 2025

Particulars of financial condition of the Fund as at 30 June 2025

An annual actuarial valuation was carried out as at 30 June 2025. In respect of this valuation, I can comment as follows:

1. The fair value of the net assets of the Fund after deduction of current liabilities and any liabilities arising from the pledging, hypothecation or other encumbering of the assets of the Fund – R229 725 million.
2. The actuarial value of the net assets for the purposes of comparison with the accrued liabilities of the Fund – R229 725 million.
3. The actuarial present value of promised retirement benefits – R128 762 million vested, and R0 non-vested.
4. Contingency reserve account balances total – R26 043 million.

At 30 June 2024 the individual contingency reserve balances are as follows:

Solvency Reserve – Active members: R6 971 million
Solvency Reserve – Pensioners: R11 225 million
Contribution Reserve: nil
Pension Increase Affordability Reserve: R7 847 million

5. The projected unit credit method was adopted for the valuation, which is unchanged from the method used at the last valuation. The contingency reserves comprise a solvency reserve calculated as the estimated additional amount required, to the extent that sufficient assets are available, to ensure that the liabilities and assets can be matched on a substantially risk-free basis, a contribution reserve equal to the expected present value of the future contribution shortfall (if any) for the current membership, and a pension increase affordability reserve equal to the excess (if any) of the notional pensioner account over the pensioner liability and solvency reserve. No additional provision was made to fund in advance for the annual pensioner bonus in respect of current pensioners.
6. The key financial assumptions are that investment returns will exceed salary inflation by 6.1% per annum (6.1% at the previous valuation) before allowing for an age-related promotional scale. Future pension increases were assumed to be equal to the assumed consumer price inflation rate of 6.1% per annum (6.1% at the previous valuation). The yield used to calculate the solvency reserve was equal to the assumed yield on index-linked bonds at the valuation date, adjusted for real salary increases and asset management fees. The approach is unchanged from the previous valuation.
7. Members contribute at 7.3% of pensionable salaries and the employers contribute 13.5%. There is an excess relative to the fixed contribution rate payable in terms of the rules. At the valuation date this excess amounted to 4.05% of pensionable salaries (compared with an excess of 4.18% at the previous statutory valuation).
8. In my opinion the Fund was in a sound financial condition as at 30 June 2025 for the purposes of the Pension Funds Act, 1956.

Prepared by me:



Liesel V Ryan
VALUATOR

Fellow of the Actuarial Society of South Africa
In my capacity as the valuator of the Fund and as an Associate Director of Towers Watson (Pty) Ltd, a WTW company.
18 November 2024

SCHEDULE I

INDEPENDENT AUDITOR'S AGREED-UPON PROCEDURES REPORT TO THE BOARD OF FUND AND THE FINANCIAL SECTOR CONDUCT AUTHORITY IN RESPECT OF THE AUDITED ANNUAL FINANCIAL STATEMENTS AND OTHER SPECIFIED INFORMATION IN THE GENERAL LEDGER AND MANAGEMENT INFORMATION COMPRISING THE ACCOUNTING RECORDS (THE "SUBJECT MATTER") OF ESKOM PENSION AND PROVIDENT FUND ("THE FUND") FOR THE YEAR ENDED 30 JUNE 2025

Purpose of this Agreed-Upon Procedures Report and Restriction on Use and Distribution

Our report on the Subject Matter is provided in accordance with Section 15(1) of the Pension Funds Act, No. 24 of 1956 of South Africa (the "Act"), solely for the purpose of assisting the Financial Sector Conduct Authority (the "Authority") and Board of Fund in evaluating whether there are any instances of non-compliance with the requirements of the specified sections of the Act, Regulations of the Act, 1962 and the registered Rules of the Fund during the year ended 30 June 2025, and may not be suitable for another purpose. This report is intended solely for the Board of Fund and the Authority and should not be used by, or distributed to, any other parties.

Responsibilities of the Board of Fund and the Authority

The Board of Fund and the Authority have acknowledged that the agreed-upon procedures are appropriate for the purpose of the engagement.

The Board of Fund is responsible for the subject matter on which the agreed-upon procedures are performed.

Auditor's Responsibilities

We have conducted the agreed-upon procedures engagement in accordance with the International Standard on Related Services (ISRS) 4400 (Revised), *Agreed-Upon Procedures Engagements*. An agreed-upon procedures engagement involves us performing the procedures that have been agreed with the Board of Fund and reporting the findings, which are the factual results of the agreed-upon procedures performed. We make no representation regarding the appropriateness of the agreed-upon procedures.

This agreed-upon procedures engagement is not an assurance engagement. Accordingly, we do not express an opinion or an assurance conclusion.

Had we performed additional procedures, other matters might have come to our attention that would have been reported.

Professional Ethics and Quality Control

We have complied with the ethical requirements of the Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for Auditors (IRBA Code). The IRBA Code is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour; and it 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)*. For the purpose of this engagement, there are no independence requirements with which we are required to comply.

The firm applies International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*; and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Procedures and Findings

We have performed the procedures described in the table below, which were agreed upon with the Board of Fund in respect of the audited annual financial statements and other specified information in the general ledger and management information comprising the accounting records of the Fund for the year ended 30 June 2025.

Unless otherwise indicated, all balances, lists, schedules and other relevant documents referred to in the table below relate to the accounts/balances reflected in the audited annual financial statements of the Fund for the year ended 30 June 2025.

Sample size and selection criteria

Unless otherwise stated in the procedure, the sample should be selected as follows:

Sort the list by member number or other numerical identifier, if no member number is applicable, and divide the total number of items on the list by the number of items to be selected, to obtain the variable rounded off to the nearest whole number (the “nth item”). Select a sample starting from the first to the nearest nth item on the list, then select every nth item until the required sample size is reached.

BDO South Africa Incorporated
Registered Auditors

BDO South Africa Inc.

BDO South Africa Inc. (Nov 20, 2025 09:27:53 GMT+2)

Terri Weston
Partner
Registered Auditor

20 November 2025

123 Hertzog Boulevard
Foreshore
Cape Town, 8001

	Procedures	Findings								
	Statement of Net Assets and Funds									
1.	Investments									
1.1	Obtain a list of all investments as at 30 June 2025 from the Fund administrator and agree the total investment balance per the list to the amount reflected in the Statement of Net Assets and Funds per the audited annual financial statements as at 30 June 2025 and note any differences.	<p>We obtained a list of all investments as at 30 June 2025 from the Fund administrator and agreed the total investment balance per the list to the amount reflected in the Statement of Net Assets and Funds per the annual financial statements as at 30 June 2025 and noted the following difference:</p> <table border="1" data-bbox="917 645 1417 1032"> <thead> <tr> <th></th> <th>R'000</th> </tr> </thead> <tbody> <tr> <td>Total as per the list of investment balances</td> <td>231 821 085</td> </tr> <tr> <td>Investments balance as per the Statement of Net Assets and Funds</td> <td>231 837 063</td> </tr> <tr> <td>Difference</td> <td>15 978</td> </tr> </tbody> </table> <p>The difference is as a result of a mis-match in accounting treatment between the administrators of the Fund and the external asset managers.</p>		R'000	Total as per the list of investment balances	231 821 085	Investments balance as per the Statement of Net Assets and Funds	231 837 063	Difference	15 978
	R'000									
Total as per the list of investment balances	231 821 085									
Investments balance as per the Statement of Net Assets and Funds	231 837 063									
Difference	15 978									
1.1.1	<p>a) Obtain external confirmations of all investment balances, per the list of investments obtained in procedure 1.1, from the investment managers / insurers / collective investments managers as at 30 June 2025. Where the auditor is unable to obtain these external confirmations, note this fact.</p> <p>b) For external confirmations that are in a foreign currency, obtain the exchange rate(s) applied by the Fund administrator to translate the investment value to South African rands (ZAR) from the Fund administrator and recalculate the ZAR value using the exchange rate. Agree the recalculated values to the investment balances as per the list of investments obtained in procedure 1.1 and note any differences.</p> <p>c) For external confirmations, that are in ZAR agree the values of the investments per the external confirmations obtained to the investment balances as per the list of</p>	<p>a) We obtained external confirmations of all investment balances, per the list of investments obtained in procedure 1.1, from the external investment managers and collective investments managers as at 30 June 2025 with no exceptions.</p> <p>We could not obtain confirmations for local internal portfolios as these are managed internally. The global external manager is State Street and they manage the portfolio's and serve as an administrator simultaneously.</p> <p>b) For external investments that are in a foreign currency, we obtained the exchange rate applied by the Fund administrator to translate the investment value to South African rands (ZAR) from Fund administrator and recalculated the ZAR values of the investments per the external confirmations obtained and agreed the recalculated values to the investment balances as per the list of investments obtained in procedure 1.1 and noted the following differences:</p>								

	Procedures	Findings																								
	<p>investments obtained in procedure 1.1 and note any differences.</p>	<table border="1" data-bbox="940 293 1447 831"> <thead> <tr> <th></th> <th>R'000</th> </tr> </thead> <tbody> <tr> <td>Total as per the list of investment balances</td> <td>53 403 527</td> </tr> <tr> <td>Accrued income and expenses</td> <td>-</td> </tr> <tr> <td>Subtotal</td> <td>53 403 527</td> </tr> <tr> <td>Total as per the external confirmations obtained from the investment managers</td> <td>53 421 794</td> </tr> <tr> <td>Difference</td> <td>18 267</td> </tr> </tbody> </table> <p>c) For external investments that are in ZAR, we agreed the values of the investments per the external confirmations obtained to the investment balances as per the list of investments obtained in procedure 1.1.</p> <table border="1" data-bbox="916 1099 1425 1615"> <thead> <tr> <th></th> <th>R'000</th> </tr> </thead> <tbody> <tr> <td>Total as per the list of investment balances</td> <td>71 491 852</td> </tr> <tr> <td>Accrued income and expenses</td> <td>-</td> </tr> <tr> <td>Subtotal</td> <td>71 491 852</td> </tr> <tr> <td>Total as per the external confirmations obtained from the investment managers</td> <td>71 495 538</td> </tr> <tr> <td>Difference</td> <td>3 686</td> </tr> </tbody> </table> <p>The differences identified above are a result of a mis-match in accounting treatment between the administrators of the Fund and the external asset managers.</p>		R'000	Total as per the list of investment balances	53 403 527	Accrued income and expenses	-	Subtotal	53 403 527	Total as per the external confirmations obtained from the investment managers	53 421 794	Difference	18 267		R'000	Total as per the list of investment balances	71 491 852	Accrued income and expenses	-	Subtotal	71 491 852	Total as per the external confirmations obtained from the investment managers	71 495 538	Difference	3 686
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1.1.2	<p>From the list of investments obtained in procedure 1.1, by inspection of the list or inquiry with the Fund administrator, note new investments made during the year ended 30 June 2025. Select a sample of 10 of the largest value new investments (if there are less than 10 new investments, select all) from the list of investments obtained in</p>	<p>We inspected the list obtained in procedure 1.1, and also inquired with the Fund administrator, and noted new investments made during the year ended 30 June 2025.</p>																								

	Procedures	Findings
	procedure 1.1, and perform the following procedures:	We selected all new investments from the list of investments obtained in procedure 1.1, and performed the following procedures:
1.1.2.1	Inquire from the Principal Officer the date on which the investment policy statement of the Fund was last reviewed/approved by the Board of Fund. Note the date.	We inquired from the Principal Officer and noted that the investment policy statement of the Fund was reviewed/approved by the Board of Fund on 11 August 2024 for the IPS dated 30 June 2024 governing the 2025 financial year.
1.1.2.2	Obtain the latest approved policy statement from the Principal Officer / and Inspect the investment policy statement and document the different categories of investments that are within the scope of the investment policy statement.	We obtained the latest approved policy statement from the Principal Officer. We inspected the investment policy statement from the Principal Officer and the different categories of investments within the scope of the investment policy statement are as follows: <ul style="list-style-type: none"> - Equities - Nominal and Inflation Linked Bonds - Local and International Cash - Local and International Property - Private Equity
1.1.2.3	Inspect the investment note 3 of the audited annual financial statements for the year ended 30 June 2025 and document the categories of investments that the Fund has invested in.	We inspected the investment note 3 of the audited annual financial statements for the year ended 30 June 2025 and the categories of investments that the Fund has invested in are as follows: <ul style="list-style-type: none"> - Cash - Debt Instruments - Investment properties - Equities - Collective investment schemes - Hedge Funds - Private equity funds - Investment in participating employer(s)
1.1.2.4	Compare the categories documented in procedure 1.1.2.2 with the categories documented in procedure 1.1.2.3 and note the instances where the investment categories per the audited annual financial statements do not agree to the investment policy statement.	We compared the categories documented in procedure 1.1.2.2 with the categories documented in procedure 1.1.2.3 and noted no instances where the investment categories per the audited annual financial statements do not agree with the investment policy statement.
1.2.1	Calculate the total value of direct investments held by the Fund in the participating employer as reflected in the investment note 3 of the audited annual financial statements, as a percentage of the total assets reflected in the Statement of Net	We calculated the total value of direct investments held by the Fund in the participating employer as reflected in the investment note 3 of the audited annual financial statements, as a percentage of the

	Procedures	Findings
	Assets and Funds per the audited annual financial statements and note the calculated percentage.	total assets reflected in the audited annual financial statements. The calculated percentage is 0.90%
1.2.2	<p>Where the calculated percentage in procedure 1.2.1 exceeds 5%, obtain from the Fund administrator the exemption letter received by the Fund from the Authority for these investments.</p> <p>Note the date of the exemption letter; alternatively, note if no exemption letter could be obtained.</p>	Not applicable. The calculated percentage in procedure 1.2.1 did not exceed 5%.
1.3	<p>Section 19(5B) Investments</p> <p>Inquire from the Principal Officer about the matters specified below, as they relate to the year ended 30 June 2025 and note the following:</p> <ul style="list-style-type: none"> i. Any loans or guarantees have been granted to a member of the Fund other than for the purposes of Section 19(5); and ii. Any loans have been granted to and investments were made in the shares of the following: <ul style="list-style-type: none"> a. A company controlled by an officer or a member of the Fund or a director of a company which is an employer participating in the scheme or arrangement whereby the fund has been established; or b. A subsidiary (as defined in the Companies Act) of such a first-mentioned company. <p>Where loans of this nature have been granted, note the following details of the loans granted: date, amounts and name of the borrower.</p>	<p>Section 19(5B) Investments</p> <p>We inquired from the Principal Officer about the matters specified below, as they relate to the year ended 30 June 2025. Based on our inquiries performed, we noted the following:</p> <ul style="list-style-type: none"> i. There were no loans or guarantees granted to a member of the Fund; and ii. There were no loans granted to and investments made in the shares of the following: <ul style="list-style-type: none"> a. A company controlled by an officer or a member of the Fund or a director of a company which is an employer participating in the scheme or arrangement whereby the fund has been established; or b. A subsidiary (as defined in the Companies Act) of such a first-mentioned company.
1.4	<p>Section 19(5D) Investments</p> <p>Inquire from the Principal Officer about the matters specified below as they relate to the year ended 30 June 2025 and document the responses obtained:</p> <ul style="list-style-type: none"> a. The Fund, directly or indirectly, acquired or held shares or any other financial interest in another entity at 30 June 2025, which resulted in the Fund exercising control over that entity, without obtaining the prior approval from the Authority; and 	<p>Section 19(5D) Investments</p> <p>We inquired from the Principal Officer about the matters specified below as they relate to the year ended 30 June 2025. Based on our inquiries performed, the following responses were obtained:</p> <ul style="list-style-type: none"> a. The Fund has not acquired or held any shares or financial interest in another entity which results in the exercising of control. b. Not Applicable.

	Procedures	Findings																		
	b. The approval referred to in paragraph (a) was given, subject to any conditions, and note these conditions.																			
2.	Member individual accounts (defined contribution funds as well as the defined contribution section of hybrid funds)																			
2.1	Obtain a list of the member individual accounts for defined contribution members (including contributing, paid-up and deferred members) as at 30 June 2025 and as at 1 July 2024 from the Fund administrator, and perform procedure 2.3:	We obtained a list of the member individual accounts for members forming part of the Additional Voluntary Contribution Scheme (“AVCS”) and Performance Bonus Scheme (“PBS”) for defined contribution members (including contributing, paid-up and deferred members) as 30 June 2025 and as at 1 July 2024 from the Fund administrator, and performed procedure 2.3:																		
2.2	Obtain a reconciliation of the total value of the list of member individual accounts as at 30 June 2025 obtained in procedure 2.1 to the Members’ individual accounts balance as per the Statement of Net Assets and Funds as at 30 June 2025 from the Fund administrator. Note the reconciling items.	<p>We obtained a reconciliation of the total value of the list of member individual accounts as at 30 June 2025 obtained in procedure 2.1 to the Members’ individual accounts balance as per the Statement of Net Assets and Funds as at 30 June 2025 from the Fund administrator. The following reconciling items were noted:</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th></th> <th>R’000</th> </tr> </thead> <tbody> <tr> <td>Total as per the list of member individual accounts</td> <td>6 627 082</td> </tr> <tr> <td>ACCS</td> <td>650 548</td> </tr> <tr> <td>PBS</td> <td>5 976 534</td> </tr> <tr> <td>add: re-allocation of back dated transaction on Fund administration system</td> <td>0</td> </tr> <tr> <td>Subtotal</td> <td>6 627 082</td> </tr> <tr> <td>Member individual account as reflected on the Statement of Net Assets and Funds as at 30 June 2025</td> <td>6 627 082</td> </tr> <tr> <td>ACCS</td> <td>650 548</td> </tr> <tr> <td>PBS</td> <td>5 976 534</td> </tr> </tbody> </table>		R’000	Total as per the list of member individual accounts	6 627 082	ACCS	650 548	PBS	5 976 534	add: re-allocation of back dated transaction on Fund administration system	0	Subtotal	6 627 082	Member individual account as reflected on the Statement of Net Assets and Funds as at 30 June 2025	6 627 082	ACCS	650 548	PBS	5 976 534
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	Procedures	Findings	
		Difference	(0)
2.3	<p>Select a sample of the lesser of 25 or 10% of the number of members from the list of members at the end of the year obtained in procedure 2.1 (selected based on the selection criteria provided above) and perform the following procedures for each member selected and for each of the following three months selected, based on the sample selection criteria described below:</p> <ul style="list-style-type: none"> • [Insert month x; • Insert month y; and • Insert the last month of the year]. <p>[Specify the basis of the sample selection for the 2 months, other than the last month of the year, as agreed with the Fund.]</p>	We selected all members from the list of members at the end of the year obtained in procedure 2.1 for the months July 2024 to June 2025 (the full financial year) and performed the following procedures for each member selected:	
2.3.1	Obtain a list of the member and employer contributions received and allocated for the respective months from the Fund administration system, by accessing the administration system and extracting this list, or by obtaining this list from the Fund administrator and perform procedure 2.3.3.	We accessed the administration system and extracted from the Fund administrator a list of the member and employer contributions received and allocated for the respective months from the Fund administration system and performed procedure 2.3.3 below.	
2.3.2	Obtain the payroll supplied by the participating employers to the Fund administrator for the respective months and perform procedure 2.3.3.	We obtained the payroll supplied by the participating employers to the Fund administrator for the respective months and performed procedure 2.3.3 below.	
2.3.3	Agree the member and employer contributions per the list obtained in procedure 2.3.1 with the member and employer contributions per the documents obtained in procedure 2.3.2 and note any differences.	The member and employer contributions obtained in procedure 2.3.1 agreed with the member and employer contributions obtained in procedure 2.3.2.	
2.4	Obtain the registered rules of the Fund from the Fund administrator and perform the procedure below.	We obtained the registered rules of the Fund from the Fund administrator and performed the procedure below.	
2.4.1	Calculate the member and employer contribution rates for each member selected in procedure 2.3 by dividing the contribution obtained in 2.3.1 by the salary per the payroll obtained in procedure 2.3.2. Agree the calculated member and employer contribution rates to the rate per the rules of the Fund obtained in procedure 2.4. Note any differences.	We calculated the member and employer contribution rates, as applicable, for each member selected in procedure 2.3 by dividing the contribution obtained in 2.3.1 by the salary per the payroll obtained in procedure 2.3.2. The calculated member and employer contribution rates, as applicable, agreed to the contribution rates per the rules of the Fund obtained in procedure 2.4.	
2.5	Inquire from the Fund administrator whether the Fund is a unitised or non-unitised fund and note the type of fund.	We inquired from the Fund administrator whether the Fund is a unitised or non-unitised	

	Procedures	Findings
		fund and noted that the Fund is a non-unitised fund.
2.5.1	<p>If the fund is a unitised fund, as noted in procedure 2.5:</p> <p>For the sample of members selected in procedure 2.3, perform the following procedures:</p>	<p>If the fund is a unitised fund, as noted in procedure 2.5:</p> <p>Not applicable. The Fund does not offer unitised investment products.</p>
2.5.1.1	Recalculate the units allocated to the member for the specific month, as per the fund administration system, by dividing the contributions by the unit price using both inputs as per the administration system on the dates that the contributions were unitised. Agree the recalculated units to the units allocated to the member for the specific month, as per the fund administration system. Note any differences.	Not applicable. The Fund does not offer unitised investment products.
2.5.1.2	Obtain an external confirmation of the unit prices from [insert the name and specify the authority of the investment manager / actuary / other party who provides the external confirmation] throughout the year ended 30 June 2025. Note any exceptions of confirmations not obtained.	Not applicable. The Fund does not offer unitised investment products.
2.5.1.3	Agree the unit price per the administration system in 2.5.1.1 to the unit price per the external confirmation in 2.5.1.2 and note any differences.	Not applicable. The Fund does not offer unitised investment products.
2.5.1.4	Recalculate the member's fund credit as at 30 June 2025 by multiplying the number of units with the unit price, using both inputs as per the administration system. Agree the recalculated amount to the member's fund credit per the listing obtained in procedure 2.1 and note any differences.	Not applicable. The Fund does not offer unitised investment products.
2.5.1.5	Agree the year-end unit price as per the administration system used in procedure 2.5.1.1 to the unit price obtained from the [insert the name of the investment manager / actuary / specify other authorised party] in procedure 2.5.1.2 and note any differences.	Not applicable. The Fund does not offer unitised investment products.
2.5.2	If the fund is a non-unitised fund, as noted in procedure 2.5, for the sample of members selected in procedure 2.3, perform the following procedures:	The fund is a non-unitised fund, as noted in procedure 2.5, for the sample of members selected in procedure 2.3, we performed the following procedures:
2.5.2.1	Obtain the resolution of the Board of Fund and/or the approved recommendation by the fund valuator that indicates the rate of investment	We obtained the resolution of the Board of Fund for the period 1 July 2024 to 31 March 2025 that indicates the rate of investment returns to be

	Procedures	Findings
	returns to be allocated to members from the Fund administrator.	allocated to members from the Fund administrator. We obtained the approved recommendation by the fund valuator for the period 1 April to 30 June 2025 that indicates the rate of investment returns to be allocated to members from the Fund administrator.
2.5.2.2	Inquire from the Fund administrator about how the investment returns as per the resolution of the Board of Fund and/or the approved recommendation by the fund valuator obtained in procedure 2.5.2.1 are allocated to the members of the Fund.	We inquired from the Fund administrator about how the investment returns as per the resolution of the Board of Fund and/or the approved recommendation by the fund valuator obtained in procedure 2.5.2.1 are allocated to the members of the Fund.
2.5.2.3	Recalculate the member's closing fund credit as at 30 June 2025 by: <ul style="list-style-type: none"> • Taking the member's opening fund credit from the opening listing obtained in procedure 2.1. • Adding the contributions allocated as per the administration system; and • Adding/subtracting the returns allocated to the member as calculated using the basis provided by Fund administrator obtained in procedure 2.5.2.2. Agree the recalculated amount to the member's fund credit per the closing listing obtained in procedure 2.1 and note any differences.	We recalculated the member's closing fund credit as at 30 June 2025 by: <ul style="list-style-type: none"> • Taking the member's opening fund credit from the opening listing obtained in procedure 2.1; • Adding the contributions allocated as per the administration system; and • Adding/subtracting the returns allocated to the member as calculated using the basis provided by the Fund administrator in procedure 2.5.2.2. The recalculated amount agreed to the member's fund credit per the closing listing obtained in procedure 2.1.
2.6	Switches Obtain a list from the Fund administrator of the members who switched investment portfolios during the 30 June 2025 (including Lifestage switches). Select a sample of the lesser of 25 or 10% of the members who switched between investment portfolios during the year (selected based on the selection criteria provided above), and perform the following procedures:	Switches Not applicable, there is no member level investment choice or life stage model.
2.6.1	Obtain the [service level agreement / client mandate between the administrator and the Fund] from the Fund administrator and note the following terms: <ul style="list-style-type: none"> • Days indicated to process a member-elected switch. • Timing to effect a Lifestage switch. • Fees deductible from the member individual accounts to process a switch. 	Not applicable, there is no member level investment choice or life stage model.

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2.6.2	<p>Member-elected switches</p> <p>For member-elected switches included in the sample selected in procedure 2.6, obtain the member’s instruction to switch investment portfolios from the Fund administrator, and perform the following procedures:</p>	<p>Member-elected switches</p> <p>Not applicable, as no member-elected switches.</p>
2.6.2.1	<p>Inspect the member’s instruction for details of the required switch and note the following details per the instruction:</p> <ul style="list-style-type: none"> • Date of receipt of the member’s instruction by the Fund administrator; • Effective date of the switch; and • Investment portfolio to be switched into. 	Not applicable, as no member-elected switches.
2.6.2.2	<p>Inspect the member’s fund credit transactions from the administration system obtained from the Fund administrator and note the following details about the switch:</p> <ul style="list-style-type: none"> • Date when the switch was processed by the Fund administrator; • Effective date of the switch; and • Investment portfolios switched into. 	Not applicable, as no member-elected switches.
2.6.2.3	<p>Agree the effective date of the switch and the investment portfolios switched into, as noted in procedure 2.6.2.1, to the effective date of the switch and the investment portfolios switched into and noted in procedure 2.6.2.2, and note any exceptions with regard to the date of switch and/or the portfolios switched.</p>	Not applicable, as no member-elected switches.
2.6.2.4	<p>Calculate the number of days taken to process the switch, using the following:</p> <ul style="list-style-type: none"> • Date of receipt of the member’s instruction by the Fund administrator noted in procedure 2.6.2.1. • Date when the switch was processed by the Fund administrator noted in procedure 2.6.2.2. 	Not applicable, as no member-elected switches.
2.6.2.5	<p>Agree the number of days taken to process the switch, per 2.6.2.4, with the number of days per the terms per the [service level agreement / client mandate between the administrator and the Fund] in 2.6.1.</p> <p>Note any difference in timing where the number of days taken to process the switch is greater than the terms per the [service level agreement /</p>	Not applicable, as no member-elected switches.

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	client mandate between the administrator and the Fund].	
2.6.3	<p>Lifestage switches</p> <p>Obtain the Fund’s Lifestage investment strategy from the Fund administrator.</p>	<p>Lifestage switches</p> <p>Not applicable, as there are no Lifestage switches.</p>
2.6.3.1	For Lifestage switches included in the sample selected in procedure 2.6, perform the following procedures:	Not applicable, as there are no Lifestage switches.
2.6.3.2	<p>Inspect the member’s fund credit transactions on the administration system obtained from the Fund administrator and note the following details about the Lifestage switch:</p> <ul style="list-style-type: none"> • Date when the Lifestage switch was processed by the Fund administrator; and • Investment portfolios switched into. 	Not applicable, as there are no Lifestage switches.
2.6.3.3	Agree the investment portfolios switched into and noted in procedure 2.6.3.2 to the Fund’s Lifestage investment strategy obtained in procedure 2.6.3.	Not applicable, as there are no Lifestage switches.
2.6.3.4	<p>Agree the timing of the Lifestage switch per 2.6.3.2 with the terms per the [service level agreement / client mandate between the administrator and the Fund] in 2.6.1.</p> <p>Note any difference in timing.</p>	Not applicable, as there are no Lifestage switches.
2.6.4	For all switches selected in procedure 2.6, inspect the member’s record on the administration system for fees deducted for switches, and agree the fees deducted to the fee due in terms of the [service level agreement / client mandate] (obtained in procedure 2.6.1). Note any differences.	Not applicable, there is no member level investment choice or life stage model.
2.7	Obtain the Asset Liability Match (“ALM”) reconciliation per investment portfolio / product / category as at 30 June 2025, from the Fund administrator and perform the following procedures:	Not applicable as the AVCS and PBS are not backed by specific investment portfolios.
2.7.1	Obtain a reconciliation of the total investment balance per investment portfolio / product / category, as reflected on the ALM reconciliation, to the total balance per the list of investments obtained in procedure 1.1 from the Fund administrator. Note any reconciling items.	Not applicable as the AVCS and PBS are not backed by specific investment portfolios.
2.7.2	Obtain a reconciliation of the total member individual accounts value per investment portfolio / product / category, as reflected on the ALM reconciliation, to the total member individual	Not applicable as the AVCS and PBS are not backed by specific investment portfolios.

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	accounts value as per the listing obtained in procedure 2.1. from the Fund administrator. Note any reconciling items.	
2.7.3	Inspect the total difference between assets and liabilities reflected on the ALM and note whether the variance is larger than 2% of total assets of the Fund per the Statement of Net Assets and Funds.	Not applicable as the AVCS and PBS are not backed by specific investment portfolios.
3	Accumulated funds (for defined benefit funds as well as defined benefit sections of hybrid funds)	
3.1	Obtain a list of defined benefit members as at 30 June 2025 from the Fund administrator and perform the following procedures:	We obtained a list of defined benefit members as at 30 June 2025 from the Fund administrator and performed the following procedures:
3.2	Select a sample of the lesser of 25 or 10% of the number of defined benefit members at 30 June 2025 from the list of members provided by the Fund administrator (selected based on the selection criteria provided above). Perform the following procedures for each member, for each of the following three months: <ul style="list-style-type: none"> • [Insert Month x; • Insert Month y; and • 30 June 2025. [Specify the basis of the sample selection for the 2 months, other than the last month of the year, as agreed with the Fund].	We selected all defined benefit members at 30 June 2025 from the list of members provided by the Fund administrator for the months July 2024 to June 2025 (the full financial year) and performed the following procedures for each member:
3.2.1	Obtain a list of the member contributions received and allocated for the respective months on the administration system from the Fund administrator.	We obtained a list of the member contributions received and allocated for the respective months on the administration system from the Fund administrator.
3.2.2	Obtain the payroll files supplied by the participating employers to the Fund administrator for the respective months.	We obtained the payroll files supplied by the participating employers to the Fund administrator for the respective months.
3.2.3	Agree the member contributions received and allocated as obtained in 3.2.1 with 3.2.2 and note any differences.	The member contributions received and allocated as obtained in 3.2.1 agreed with the member contributions obtained in 3.2.2.
3.2.4	Calculate the member contribution rates for each member selected by dividing the contribution by the salary per the payroll obtained in procedure 3.2.2. Agree the calculated member contribution rate(s) to the rate(s) noted in rule 5 obtained in procedure 2.4, and note any differences.	We calculated the member contribution rates for each member selected by dividing the contribution by the salary per the payroll obtained in procedure 3.2.2. The calculated member contribution rate(s) agreed to the rate(s) noted in rule 5 obtained in procedure 2.4.
3.3	Inquire from the Fund administrator when the actuarial valuation of the Fund was last performed	We inquired from the Fund administrator the date of the latest statutory actuarial valuation

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	and approved by the Board of Fund. Note the date of the last valuation and when it was approved by the Board of Fund.	and when it was submitted to the Authority and noted that the date of the valuation was 30 June 2024 and it was submitted to the Authority on 12 November 2024. The Fund performed a statutory actuarial valuation as at 30 June 2025 which is pending submission to FSCA.
3.4	Obtain the actuarial valuation report of the Fund from the Fund administrator and inspect the actuarial valuation report for the employer contribution rate recommended by the valuator. Note the employer contribution rate recommended by the actuary in the report.	We obtained the latest actuarial valuation report, 30 June 2024 of the Fund from the Fund administrator. The employer contribution rate recommended by the valuator was 15.50% as per the Fund rules.
3.5	Calculate the employer contribution rates for each member selected by dividing the contribution obtained in 3.2.2 by the salary per the payroll obtained in procedure 3.2.2. Agree the calculated employer contribution rates to the rate per actuarial valuation report obtained in procedure 3.4. Note any differences.	We calculated the employer contribution rates for each member selected by dividing the contribution obtained in 3.2.2 by the salary per the payroll obtained in procedure 3.2.2. The calculated employer contribution rates agreed to the rate per actuarial valuation report obtained in procedure 3.4.
4	Surplus apportionment in terms of Sections 15B and 15C (this will include reserve account distributions)	
4.1	Inspect the latest actuarial valuation report obtained in procedure 3.4 for (a) Section(s) 15B [and 15C] surplus apportionment. If applicable, note the surplus apportionment amount/value.	Not applicable. We noted no Section(s) 15B [and 15C] surplus apportionment in the actuarial valuation report obtained in procedure 3.4.
4.1.1	If a surplus apportionment was recommended per the actuarial valuation report in procedure 4.1, obtain the minutes of meetings of the Board of Fund from Fund administrator and inspect for the approval of the Section 15B [and 15C] surplus.	Not applicable. We noted no Section(s) 15B [and 15C] surplus apportionment in the actuarial valuation report obtained in procedure 3.4.
4.1.2	If a Section 15B surplus apportionment was recommended per the actuarial valuation report in procedure 4.1, obtain the approval of the Authority for the Section 15B surplus from the Fund administrator.	Not applicable. No Section 15B surplus apportionment was recommended by the actuary per the actuarial valuation report in procedure 4.1.
4.2	Surplus apportionment allocation Obtain a list of the approved surplus allocations to active and/or former members and/or pensioners in the current year noted in procedure 4.1, from the Fund administrator, and perform the following procedures:	Surplus apportionment allocation Not applicable. No surplus allocations to active and/or former members and/or pensioners in the current year were noted in procedure 4.1.
4.2.1	Active members: Select a sample of the lesser of 25 or 10% of the number of active members to whom surplus has	Active members:

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	been allocated in the current year per the approved surplus apportionment listing obtained in procedure 4.2 (selected based on the selection criteria provided above) and perform the following procedures:	Not applicable. No surplus allocations to active members in the current year were noted in procedure 4.2.
4.2.1.1	Inspect the listing for the date of allocations to active members in the current year and note whether any investment return was allocated from the surplus apportionment approval date to the date of allocation.	Not applicable. No surplus allocations to active members in the current year were noted in procedure 4.2.
4.2.1.2	Agree the surplus amount allocated as per the listing (including investment return) in the current year per member to the allocation on the member records per the administration system, and note any differences.	Not applicable. No surplus allocations to active members in the current year were noted in procedure 4.2.
4.2.2	Former members and pensioners allocations: Select a sample of the lesser of 25 or 10% of the number of former members and/or pensioners to whom surplus has been allocated in the current year per the approved surplus apportionment listing obtained in procedure 4.2 (selected based on the selection criteria provided above) and perform the following procedures:	Former members and pensioners allocations: Not applicable. No surplus allocations to former members and/or pensioners in the current year were noted in procedure 4.2.
4.2.2.1	Inspect the listing for the date of allocations to former members and pensioners in the current year and note whether any investment return was allocated from the surplus apportionment approval date to the date of allocation.	Not applicable. No surplus allocations made to former members/pensioners in the current year were noted in procedure 4.2.
4.2.2.2	Agree the surplus amount allocated (including the investment return) in the current year per former member and/or pensioner to the allocation on the member records per the administration system and note any differences.	Not applicable. No surplus allocations made to former members and/or pensioners in the current year were noted in procedure 4.2.
4.2.3	In respect of Section 15B surplus apportionments noted in procedure 4.1, inquire from the Fund administrator and/or inspect [include details of the document inspected] whether the Fund has maintained the Section 15B surplus apportionment for former members who could not be traced in a contingency reserve account and note the response.	Not applicable. We noted no Section 15B surplus apportionments in procedure 4.1.
4.3	Surplus apportionment payments: Obtain a list of all surplus apportionment payments made to members during the year from the Fund administrator and select a sample of the lesser of 25 or 10% of the number of payments	Surplus apportionment payments: Not applicable. No surplus apportionment payments were made to members during the year.

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	(selected based on the selection criteria provided above) and perform the following procedures:	
4.3.1	Agree the amount paid to the member as per the list of surplus apportionment payments obtained in procedure 4.3 to the member's record on the administration system and note any differences.	Not applicable. No surplus apportionment payments were made to members during the year.
4.3.2	Obtain the [insert the name of the document(s) that indicates authorisation of the payment] from the Fund administrator and agree the amount authorised to the amount paid as per the list of surplus apportionment payments obtained in procedure 4.3. Note any differences.	Not applicable. No surplus apportionment payments were made to members during the year.
5	Member and employer surplus accounts	
5.1	Obtain the analysis of the transactions in the member and/or employer surplus account (including debit and credit transactions) for the period as disclosed in the member and employer surplus note [insert the note number] to the audited annual financial statements from the Fund administrator, and perform the following procedures:	Not applicable. No member and/or employer surplus accounts were noted.
5.1.1	Inspect the registered rules of the Fund as obtained in procedure 2.4 and note the debit and credit transactions allowed in the member and employer surplus accounts listed in rule [insert the rule number of the registered rules].	Not applicable. No member and/or employer surplus accounts were noted.
5.1.2	Compare the description of all of the debit and credit transactions allocated to the member and/or employer surplus accounts per the analysis obtained in procedure 5.1 to the categories of transactions that are permitted to be allocated to surplus accounts as noted in procedure 5.1.1. Note any exceptions.	Not applicable. No member and/or employer surplus accounts were noted.
6	Reserves	
6.1	Obtain a list of reserves and other related accounts (e.g. pensioner accounts) and the movements (including debit and credit transactions) per the reserves note 19 to the audited annual financial statements from the Fund administrator, and perform the following procedures:	We obtained a list of reserves and other related accounts and the movements (including debit and credit transactions) per the reserves note 19 to the audited annual financial statements from the Fund administrator, and performed the following procedures:
6.1.1	Inspect the registered rules of the Fund obtained in procedure 2.4 and note the reserve and other related accounts (e.g. pensioner accounts) and the debit and credit transactions allowed in the reserves and other related accounts (e.g. pensioner accounts) listed in rule 11.	We inspected the registered rules of the Fund obtained in procedure 2.4 and noted reserve and other related accounts and the debit and credit transactions allowed in the reserve and other related accounts listed in rule 11.

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6.1.2	Compare the description of the reserve and other related accounts (e.g. pensioner accounts) held by the Fund, as reflected in the listing obtained in 6.1 above, to the categories of reserves and other related accounts that are permitted as noted in procedure 6.1.1. Note any exceptions.	We compared the description of the reserve and other related accounts held by the Fund, as reflected in the listing obtained in 6.1 above, to the categories of reserve and other related accounts permitted as noted in procedure 6.1.1 and found no exceptions.
6.1.3	Compare the description of all the debit and credit transactions allocated to the reserve and other related accounts, as reflected in the listing obtained in procedure 6.1 above, to the categories of transactions that are permitted to be allocated to the reserves and other related accounts as noted in procedure 6.1.1. Note any exceptions.	We compared the description of all the debit and credit transactions allocated to the reserve and other related accounts, as reflected in the listing obtained in 6.1 above, to the categories of transactions that are permitted to be allocated to reserves and other related accounts as noted in procedure 6.1.1 and found no exceptions.
7	Other assets, liabilities and guarantees	
7.1	Housing loans Obtain a list of housing loans (comprising both new and previously issued loans) granted to members by the Fund in terms of Section 19(5) of the Act as at 30 June 2025 from the Fund administrator, and perform the following procedure:	Housing loans Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.1.1	Agree the total value of housing loans on the above list to the corresponding amount disclosed in the housing loans note [insert the note number] to the audited annual financial statements. Note any differences.	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2	From the list in 7.1, select a sample of the lesser of 25 or 10% of the number of members' housing loans (sample to include a combination of new and previously issued loans and selected based on the selection criteria provided above), and perform the following procedures:	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2.1	For new housing loans issued, perform the following procedures:	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2.1.1	Obtain the home loan agreement from the Fund administrator and inspect the agreement for the loan amount and date of granting of the loan.	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2.1.2	Agree the home loan amount from the list in 7.1 to the actual loan amount from 7.2.1.1. Note any differences.	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2.1.3	Inspect the home loan agreement and/or the registered rules as obtained in procedure 2.4 for the maximum allowable percentage of member individual accounts as allowed in terms of rule [insert the rule number of the registered rules]	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.

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	and/or the home loan agreement and note the percentage.	
7.2.1.4	<p>Obtain the member individual account balance at the date of granting the loan from the Fund administrator.</p> <p>Divide the loan amount granted as noted in 7.2.1.1 with the member individual account balance at the date of granting the loan as noted in 7.2.1.1 and note where the percentage calculated exceeds the maximum allowable percentage noted in 7.2.1.3. Note any differences.</p>	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2.2	For all loans selected in 7.2, inspect the member's home loan movement report from the administration system obtained from the Fund administrator for the interest rate(s) used and agree the rate(s) used to the prescribed rate(s) issued by the Authority on the Authority's website, and note any differences.	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.2.3	Obtain the National Credit Act (NCA) registration certificate from the Fund administrator and/or inspect the NCA website for the Fund's name and registration number as evidence that the Fund is registered as a credit provider under the National Credit Act, 2005 ("the NCA").	Not applicable. The Fund does not grant housing loans to its members in terms of Section 19(5) of the Act.
7.3	<p>Housing loan guarantees</p> <p>Obtain the loan agreement between the Fund and the financial institution from the Fund administrator. Inspect the loan agreement and/or the registered rules as obtained in procedure 2.4 for the maximum allowable percentage of member individual accounts as allowed in terms of rule [insert the rule number of the registered rules and/or the loan agreement] and note the percentage.</p>	<p>Housing loan guarantees</p> <p>Not applicable. The Fund does not grant housing loan guarantees to its members in terms of Section 19(5) of the Act.</p>
7.3.1	<p>Defined contribution funds</p> <p>Obtain a list of all housing loan guarantee balances granted to members from the loan provider as at 30 June 2024 from the Fund administrator, and select a sample of the lesser of 25 or 10% of the number of housing loan guarantees (selected based on the selection criteria provided above), and perform the following procedures:</p>	<p>Defined contribution funds</p> <p>Not applicable. The Fund does not grant housing loan guarantees to its members.</p>
7.3.2	Inspect the member's record on the administration system for a flagging of the housing loan guarantee being recorded against the member's name.	Not applicable. The Fund does not grant housing loan guarantees to its members.

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7.3.3	Divide the loan amount granted, as noted on the listing in 7.3.1 above, with the member's individual account balance as per the listing in 2.1 and note where the percentage calculated exceeds the maximum allowable percentage noted in 7.3. Note any differences.	Not applicable. The Fund does not grant housing loan guarantees to its members.
7.4	Defined benefit funds Obtain a list of housing loan guarantees granted to defined benefit fund members from the loan provider as at 30 June 2025 from the Fund administrator, and select a sample of the lesser of 25 or 10% of the number of new housing loan guarantees issued in the current year (selected based on the selection criteria provided above), and perform the following procedures:	Defined benefit funds Not applicable. The Fund does not grant housing loan guarantees to its members.
7.4.1	Inspect the member's record on the administration system for a flagging of the housing loan guarantee being recorded against the member's name.	Not applicable. The Fund does not grant housing loan guarantees to its members.
7.4.2	Obtain the withdrawal benefit calculated by the Fund administrator as at the date of issuing of the guarantee, and perform the following procedure:	Not applicable. The Fund does not grant housing loan guarantees to its members.
7.4.3	Recalculate the percentage by dividing the loan amount granted, as noted on the listing in procedure 7.4, with the amount noted on the withdrawal benefit noted in procedure 7.4.2 and note where the percentage calculated exceeds the maximum allowable percentage noted in procedure 7.3. Note any exceptions.	Not applicable. The Fund does not grant housing loan guarantees to its members.
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8	Contributions	
8.1	Obtain a list of the number of pay points, from the Fund administrator, that reconciles to the contributions note 10 of the audited annual financial statements and select a sample of the lesser of 25 or 10% of the number of pay points (selected based on the selection criteria provided above), and for each pay point perform the following procedures for each of the three months selected under procedure 2.3 and/or 3.2:	We obtained a list of the number of pay points from the Fund administrator that reconciled to the contributions note 10 of the audited annual financial statements and selected a sample of one of the pay points, and performed the following procedures for the months September 2024, February 2025, June 2025.
8.2	Agree the total amount of the list above to the general ledger account number 4000-0, 4000-14, 4000-16, 4000-17, 4000-18, 400-1, 4000-6 and note any differences.	The total amount of the list above agreed to the general ledger account number 4000-0, 4000-1, 4000-14, 4000-16, 4000-17, 4000-18, 3350--153 and 4000-6.
8.3	For the pay points selected in procedure 8.1 above, obtain the bank statements from the Fund administrator and inspect the bank statements for	For the pay points selected in procedure 8.1 above, we obtained the bank statements from the Fund administrator and inspected the bank

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	a description/identification of the bank where the contributions were deposited, and perform the following procedures:	statements for a description/identification of the bank where the contributions were deposited, and performed the following procedures:
8.3.1	Agree the total contribution amount per the documentation received in procedure 2.3.2 and/or 3.2.2 to the total amount reflected on the bank statement obtained in procedure 8.3, and note any differences.	No instances were noted where the total contribution amount received did not reconcile to the amount per the bank statement.
8.3.2	Inspect the date of receipt of the contributions as per the bank statements obtained in procedure 8.3 and note the dates and number of contributions received after seven days of the following month. Note any exceptions.	No instances were noted where contributions were received after 7 days.
8.3.3	For the exceptions noted in 8.3.2 above (receipts after seven days), inquire from the Fund administrator whether Late Payment interest has been raised in terms of Regulation 33 of the Act.	No instances were noted where contributions were received after 7 days.
9.	Benefits	
9.1	Obtain a list from the administration system of lump sum benefits per exit type reflected as expenses in the Fund's Statement of Changes in Net Assets and Funds for 30 June 2025 from the Fund administrator, and perform the following procedure:	We obtained a list from the administration system of lump sum benefits per exit type reflected as expenses in the Fund's Statement of Changes in Net Assets and Funds for 30 June 2025 from the Fund administrator, and performed the following procedure:
9.1.1	Agree the list of lump sum benefits per exit type to the respective general ledger benefit expense accounts reconciliation prepared by the Fund administrator. Note any differences.	The list of lump sum benefits per exit type reconciled to the respective general ledger benefit expense accounts reconciliation prepared by the Fund administrator.
9.2	Select a sample of the lesser of 25 or 10% of the total number of lump sum benefits (as per the selection criteria noted above) pro-rated on the number of exits per exit type from the list. Obtain the member statements from the administration system and perform the following procedures on the sample selected:	A sample of 45 was selected pro-rated on the number of exits per exit type from the list. We obtained the member statements from the administration system and performed the following procedures on the sample selected:
9.2.1	For each selected benefit, compare the following fields: <ul style="list-style-type: none"> • gross benefit amount; • tax amount; • net benefit amount; • exit date; and • type of benefit 	We compared each benefit selected to the administration system and the signed claim form and the IRP5 in accordance with the procedures of the Fund for the following fields: <ul style="list-style-type: none"> • the gross benefit amount; • tax amount; • net benefit amount; • exit date; and

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	<p>to the administration system and the signed claim form, and the IRP5 determined by the procedures of the Fund. Note any differences.</p> <p>Exit date:</p> <p>i. Agree the exit date per the member's withdrawal form obtained from the Fund administrator to the exit date reflected on the administration system. Note any differences.</p> <p>Tax amount:</p> <p>i. Agree the tax amount related to the benefit per the Tax directive obtained from the Fund administrator</p> <p>ii. to the tax amount deducted as reflected on the administration system. Note any differences.</p>	<ul style="list-style-type: none"> type of benefit. <p>We noted no differences.</p> <p>Exit date:</p> <p>i. The exit date as reflected on the member's withdrawal form obtained from the Fund administrator agreed to the exit date reflected on the administration system.</p> <p>Tax amount:</p> <p>The tax amount related to the benefit per the tax directive obtained from the Fund administrator and agreed to the tax amount deducted as reflected on the administration system.</p>
9.2.2	<ul style="list-style-type: none"> For death benefits, and where applicable, disability benefits, where a portion of the benefit had been reinsured by the Fund (reinsurance proceeds): <ul style="list-style-type: none"> Note the portion of the benefit that had been reinsured as reflected on the administration system. Obtain a copy of the confirmation letter from the insurer which reflects the amount of the benefit from the Fund administrator. Recalculate the reinsurance proceed amount by multiplying the member's latest salary with the factor both that can be obtained from the member's record on the administration system and compare the recalculated amount with the amount on the confirmation letter, and note any differences. Obtain a listing of reinsurance proceeds, reflecting all proceeds received per death benefit for the year, from the Fund administrator and agree the amount per the confirmation letter obtained above to the listing, and note any exceptions. 	<p>Not applicable. The Fund does not reinsure a portion of the death/disability benefits.</p>
9.2.3	<p>For a defined benefit fund and hybrid funds with a defined benefit underpin:</p> <p>Obtain the gross benefit as calculated by the Fund Actuary [insert the name of the actuary] from the Fund administrator.</p>	<p>For a defined benefit fund and hybrid funds with a defined benefit underpin:</p> <p>The gross benefit amount is not calculated by the Fund Actuary, it is an automated system driven calculation that was reviewed by the Fund Actuary upon set-up.</p>

	Procedures	Findings
	<p>Agree the gross benefit amount from 9.2.1 to the gross benefit from the calculation obtained.</p> <p>Note any differences.</p> <p>For a defined contribution fund:</p> <p>For members who were active during the year ended, perform the following procedures:</p> <ul style="list-style-type: none"> i. Obtain the opening fund credit amount as at the beginning of the year from the member record on the administration system. ii. Inspect the member record on the administration system to confirm that monthly contributions were added, for the period up to the date of exit as per 9.2.1. Note any exceptions. iii. Obtain the bank statements reflecting the benefit payment(s) from the Fund administrator and agree the net benefit amount(s) as per procedure 9.2.1 to the bank statements and note any differences. iv. Inquire with the Fund administrator about the nature of any differences noted in iii and detail the responses provided (e.g. interest, where applicable). <p>For members who were paid up and/or deferred:</p> <ul style="list-style-type: none"> i. Obtain the opening fund credit amount as at the beginning of the year from the member record on the administration system. ii. Inspect the member record on the administration system to confirm that interest was added, for the period up to the date of exit as per 9.2.1. Note any exceptions. iii. Obtain the bank statements reflecting the benefit payment(s) from the Fund administrator and agree the net benefit amount(s) as per procedure 9.2.1 to the bank statements and note any differences. iv. Inquire with the Fund administrator about the nature of any differences noted in iii and detail the responses provided (e.g. interest, where applicable). 	<p>We agreed the gross benefit amount from 9.2.1 on the benefit schedule, to the amount calculated on the Fund administration system.</p> <p>For a defined contribution fund:</p> <p>For members who were active, we performed the following procedures:</p> <ul style="list-style-type: none"> i. We obtained the opening fund credit amount as at the beginning of the year from the member record on the administration system. ii. We inspected the member records on the administration system and noted that monthly contributions up to the date of exit as per 9.2.1 were added to the member record. iii. We obtained the bank statements reflecting the benefit payment(s) from the Fund administrator. The net benefit amount(s) as per procedure 9.2.1 agreed to the bank statements. iv. Not applicable, there were no differences. <p>For members who were paid up and/or deferred:</p> <ul style="list-style-type: none"> i. We obtained the opening fund credit amount as at the beginning of the year from the member record on the administration system. ii. We noted that interest for the period up to the date of exit as per 9.2.1 were added to the member record as per the administration. iii. We obtained the bank statements reflecting the benefit payment(s) from the Fund administrator. The net benefit amount(s) as per procedure 9.2.1 agreed to the bank statements. iv. Not applicable
9.2.4	<p>In cases where a fund has a member surplus account (defined benefit and defined contribution) or investment reserve account (defined contribution) and the member was due a</p>	<p>Not applicable. The Fund does not have a member surplus account (defined benefit and defined contribution) or investment reserve account (defined contribution).</p>

	Procedures	Findings
	surplus amount as per the surplus account listing noted in 4.2, inspect the member's fund credit transactions on the administration system obtained from the Fund administrator to note that the member record was updated with the surplus amount.	
9.3	Obtain a list of current and unclaimed benefits payable as disclosed in the Statement of Net Assets and Funds as at 30 June 2025 from the Fund administrator, and select a sample of the lesser of 25 or 10% of the total number of benefits from the list (selected based on the selection criteria provided above), and perform the following procedure:	We obtained a list of the current and unclaimed benefits payable as disclosed in the Statement of Net Assets and Funds as at 30 June 2024 from the Fund administrator, selected a sample 25 of the total number of benefits from the list, and performed the following procedure:
9.3.1	For the sample selected above, (excluding death benefits), calculate the number of months that benefit has been unpaid, using the date of exit as the starting month. If the benefit is older than 24 months, inspect the listing to confirm that the benefit is classified as an unclaimed benefit. If the benefit is less than 24 months unpaid, inspect the listing to confirm that the benefit is classified as benefits payable. Note any exceptions, if incorrectly classified.	For the sample selected, we calculated the number of months that the benefit has been unpaid, using the date of exit as the starting month and noted the following: No exceptions were noted where the benefits were not classified in the correct category.
9.3.2	For the sample selected above relating to death benefits, calculate the number of months that benefit has been unpaid using the date of the approved death benefit distribution per the Board of Fund approval, obtained from the Fund administrator. If the benefit is older than 24 months, inspect the listing to confirm that the benefit is classified as an unclaimed benefit. If the benefit is less than 24 months unpaid, inspect the listing to confirm that the benefit is classified as benefits payable. Note any exceptions if incorrectly classified.	For the sample selected relating to death benefits, we calculated the number of months that benefit has been unpaid using the date of the approved death benefit distribution per the Board of Fund approval, obtained from the Fund administrator: The following exception was noted where the benefits were incorrectly classified. We noted that for the beneficiary, of deceased member 554801, the benefit payable should have been reflected as a unclaimed benefit.
10	Transfers	
10.1	Obtain separate lists of Section 14 transfers to and from the Fund throughout the year from the Fund administrator and agree the totals of the lists to the amounts reflected in the "Transfers into the Fund" and "Transfers from the Fund" notes [insert the note numbers] to the audited annual financial statements. Note any differences.	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.

	Procedures	Findings
10.2	From the list of Section 14 transfers to and from the Fund throughout the year, select a sample of the lesser of 25 or 10% of the number of transfers in and the lesser of 25 or 10% of the number of transfers out (selected based on the selection criteria provided above), and perform the following procedures:	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.
10.2.1	<p>Obtain the following Section 14 documentation from the Fund administrator:</p> <p>a. Section 14 (1) transfers: the Section 14(1) application, approval letter from the Authority and Form G in respect of each transfer; and/or</p> <p>b. Section 14 (8) transfers: the Section 14(8) Form H and J, as prescribed.</p> <p>Agree the following information per the listings to the documentation received:</p> <ul style="list-style-type: none"> • Name of transferor/transferee fund; • Effective date; • Approval date; • Number of members; • Transfer amount; and • Growth and investment return. <p>Note any exceptions.</p>	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.
10.2.2	<p>Obtain the bank statements for the date of receipt/payment of the Section 14 transfers from the Fund administrator.</p> <p>Recalculate the number of days between the date of approval, as per the Authority approval obtained in 10.2.1, and the day of receipt/payment as per the bank statement.</p> <p>Note any exceptions, where the Section 14 transfers to and from the Fund were:</p> <ul style="list-style-type: none"> • Not received/paid within 60 days of Authority approval for Section 14(1) transfers; • Not received/paid within 180 days from the effective date for Section 14(8) transfers; and • Not received/paid within the period as noted in the blanket transfer documentation, but not after 60 days from the blanket transfer end date. 	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.
10.2.3	Inquire from the Fund administrator if the growth and investment return had been allocated from	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.

	Procedures	Findings
	the effective date of the transfer to the date of the final settlement. Note any exceptions.	
10.3	From the list of Section 14 transfers from other funds, as per procedure 10.2, select a sample of the lesser of 25 or 10% of the number of members (selected based on the selection criteria provided above), and perform the following procedures:	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.
10.3.1	<p>In respect of unitised funds</p> <p>Recalculate the purchase of units for the amount received by dividing the amount transferred per the listing by the unit price per the administration system on the date of receipt. Agree the recalculated units to the number of units allocated to the member's individual account on the administration system. Note any differences.</p> <p>In respect of non-unitised funds</p> <p>Agree the transfer amount received per the listing to the amount allocated to the member's individual account on the administration system. Note any differences.</p>	Not applicable. There were no Section 14 transfers to and from the Fund during the current year.
10.4	<p>Individual transfers in</p> <p>Obtain the list of individual transfers in throughout the year ended 30 June 2025 from the Fund administrator, select a sample of the lesser of 25 or 10% of the number of individual transfers (selected based on the selection criteria provided above), and perform the following procedures:</p>	<p>Individual transfers in</p> <p>We obtained the list of individual transfers in throughout the year ended 30 June 2025 from the Fund administrator, selected a sample of 4 of the number of individual transfers, and performed the following procedures:</p>
10.4.1	Obtain the recognition of transfer documentation submitted by the transferor fund to the Fund from the Fund administrator. Agree the effective date and amount transferred to the recognition of transfer documentation. Note any exceptions.	<p>We obtained the recognition of transfer documentation submitted by the transferor fund to the Fund from the Fund administrator. The effective date and amount transferred agreed to the recognition of transfer documentation.</p> <p>No exceptions were noted.</p>
10.4.2	<p>In respect of unitised funds</p> <p>Recalculate the purchase of units for the amount received by dividing the amount transferred per the listing by using the unit price per the administration system on the date of receipt. Agree the recalculated units to the number of units allocated to the member's individual account on the administration system. Note any exceptions.</p> <p>In respect of non-unitised funds</p> <p>Agree the transfer amount received per the listing to the amount allocated to the member's</p>	<p>In respect of unitised funds</p> <p>Not applicable, this is a non-unitised fund.</p> <p>In respect of non-unitised funds</p> <p>The transfer amount received per the listing agreed to member's individual account on the administration system.</p>

	Procedures	Findings
	individual account on the administration system. Note any differences.	
10.5	Unclaimed benefit payments Obtain a list of unclaimed benefits paid during the year from the Fund administrator, and perform the following procedures:	Unclaimed benefit payments We obtained a list of unclaimed benefits paid during the year from the Fund administrator, and performed the following procedures:
10.5.1	Agree the total of the list of payments to the respective general ledger unclaimed benefit accounts reconciliation prepared by the Fund administrator.	The total of the list of payments reconciled to the respective general ledger unclaimed benefits accounts reconciliation prepared by the Fund administrator.
10.5.2	Select a sample of the lesser of 25 payments or 10% of the total number of unclaimed benefits paid from the list (selected based on the selection criteria provided above), and perform the following procedures:	We selected a sample of 12 of the total number of unclaimed benefits paid from the list, and performed the following procedures:
10.5.2.1	For each selected unclaimed benefit paid, compare the following fields as reflected on the administrator's listing: <ul style="list-style-type: none"> • Gross benefit amount; • Tax amount; and • Late payment interest (if applicable) to the administration system and the claim forms, tax directives and bank account details.	We compared each unclaimed benefit paid, selected, to the claim forms, tax directives and bank account details for the following fields: <ul style="list-style-type: none"> • The gross benefit amount; • tax amount; and • Late payment interest (if applicable). No exceptions were noted.
10.6	Unclaimed benefit transfers Obtain a list of unclaimed benefits Section 14 transfers during the year from the Fund administrator and from the list of unclaimed benefits Section 14 transfers paid/accrued from the Fund throughout the year, select a sample of the lesser of 25 or 10% of the number of transfers out (selected based on the selection criteria provided above), and perform the following procedures:	Unclaimed benefit transfers Not applicable, there were no unclaimed benefit Section 14 transfers during the year.
10.6.1	Obtain the following Section 14 documentation from the Fund administrator: <ol style="list-style-type: none"> a. Section 14 (1) transfers: the Section 14(1) application, approval letter from the Authority and Form G, in respect of each transfer; and/or b. Section 14 (8) transfers: the Section 14(8) Form H and J, as prescribed. Agree the following information per the listings to the documentation received:	Not applicable, there were no unclaimed benefit Section 14 transfers during the year.

	Procedures	Findings
	<ul style="list-style-type: none"> Name of transferor/transferee fund; Effective date; Approval date; Number of members; Transfer amount; and Growth and investment return. <p>Note any exceptions.</p>	
10.6.2	<p>Obtain the bank statements for the date of receipt/payment of the Section 14 transfers from the Fund administrator.</p> <p>Recalculate the number of days between the date of approval, as per the Authority approval obtained in 10.2.1, and the day of receipt/payment as per the bank statement.</p> <p>Note any exceptions where the unclaimed benefits Section 14 transfers from the Fund were:</p> <ul style="list-style-type: none"> Not paid within 60 days of Authority approval for Section 14(1) transfers; and Not paid within 180 days from the effective date for Section 14(8) transfers. 	Not applicable, there were no unclaimed benefit Section 14 transfers during the year.
10.6.3	Inquire from the Fund administrator if the growth and investment return had been allocated from the effective date of the transfer to the date of the final settlement. Note any exceptions.	Not applicable, there were no unclaimed benefit Section 14 transfers during the year.
11	Pensioners paid	
11.1	Obtain the pensioner payment reconciliation (inclusive of in-fund annuities purchased in the name of the fund and living annuities) for pensions reflected as expenses in the Benefits note 7.1 as reflected in the audited annual financial statements from the Fund administrator for the year ended 30 June 2025, and perform the following procedures:	We obtained the pensioner payment reconciliation for pensions reflected as expenses in the Benefits note 7.1 as reflected in the audited annual financial statements from the Fund administrator for the year ended 30 June 2025, and performed the following procedures:
11.1.1	Agree the total pension expense per the reconciliation to the total pension expense per the pension expenses general ledger account 3050-369 and 3050-42-1. Note any differences and/or unexplained reconciliation items.	The total pension expense per the reconciliation agreed to the pension expenses general ledger account 3050-369 and 3050-42-1.
11.2	<p>In-fund pensioners</p> <p>Obtain a detailed pensioner payroll listing reflecting the pensioner's name, identification number and monthly pension amount for the year ended 30 June 2025 from the Fund administrator and agree the total pensions amount paid to the</p>	<p>In-fund pensioners</p> <p>We obtained a detailed pensioner payroll listing reflecting the pensioner's name, identification number and monthly pension amount for the year ended 30 June 2025 from the Fund administrator. The total pension amount on the</p>

	Procedures	Findings
	<p>total pension amount paid on the reconciliation obtained in procedure 11.1.</p> <p>From the above list, select a sample of the lesser of 25 or 10% of the number of pensioners (selected based on the selection criteria provided above) and perform the following procedures:</p>	<p>detailed pensioner payroll listing totals agreed to the reconciliation obtained in procedure 11.1.</p> <p>From the above list, we selected a sample of 25 and performed the following procedures:</p>
11.2.1	Obtain the Board of Fund minutes or resolution from the Fund administrator, and note the pension increase percentage and the effective date of the pension increase.	We obtained the Board of Fund minutes and we noted that the pension increase percentage was CPI catch-up increase of 3.8% with the effective date of the pension increase 1 January 2025.
11.2.2	Inspect the administration system or observe the Fund administrator indicating on the administration system the pension increase granted to the pensioners. Note the percentage increase granted to the pensioners and the effective date of the pension increase.	We inspected the administration system indicating on the administration system the pension increase granted to the pensioners. We noted a percentage increase granted to the pensioners of a CPI catch-up increase of 3.8%, as applicable, with an effective date of 1 January 2025.
11.2.3	Agree the percentage increase and effective date noted in procedure 11.2.1 to the percentage increase and effective date noted in procedure 11.2.2.	<p>The percentage increase noted in procedure 11.2.1 agreed to the percentage increase noted in procedure 11.2.2.</p> <p>The effective date noted in procedure 11.2.1 agreed to the effective date noted in procedure 11.2.2.</p>
11.2.4	Inquire from the Fund administrator when the most recent (closest to year-end of the Fund) Certificate of Existence or the Department of Home Affairs [Evidence of Survival form/USSD confirmation trail on Fund administration system/EPPF website] that indicates the alive status of the pensioners was obtained for the Fund and note the date.	We inquired from the Fund administrator when the most recent (closest to year-end of the Fund) Certificate of Existence or the Department of Home Affairs (Evidence of Survival form/USSD confirmation trail on Fund administration system/RPPF Website confirmation) that indicates the alive status of the pensioners was obtained for the Fund. We noted that the Certificate of Existence or Department of Home Affairs (Evidence of Survival form/USSD confirmation trail on Fund administration system/RPPF Website confirmation) that indicates the alive status of the pensioners was obtained on 1 March 2025.
11.2.5	Obtain the Certificate of Existence or the Department of Home Affairs documentation noted in procedure 11.2.4 from the Fund administrator and inspect for the pensioners' names and/or identification numbers of the sample of pensioners.	We obtained the Certificate of Existence or the Department of Home Affairs documentation noted in procedure 11.2.4 from the Fund administrator. We inspected the Certificate of Existence or Department of Home Affairs documentation for the pensioners' names and/or identification numbers. No instances were noted where pensioners' names and/or identification numbers did not appear on the Certificate of Existence or Department of Home Affairs documentation.

	Procedures	Findings
11.3	<p>Annuities purchased in the name of the Fund</p> <p>Obtain an external confirmation from the annuity providers summarising the movements from the opening market value to the closing market value for the year, and perform the following procedures:</p>	<p>Annuities purchased in the name of the Fund</p> <p>Not applicable, there were no purchased annuities in the name of the Fund.</p>
11.3.1	<p>Agree the closing market value of the annuity per the external confirmation from the annuity providers to the annuities purchased general ledger account [insert the general ledger account number]. Note any differences.</p>	<p>Not applicable, there were no purchased annuities in the name of the Fund.</p>
11.3.2	<p>Agree the pension expense per the external confirmation from the annuity providers to the pension expense on the pensioner reconciliation obtained in procedure 11.1. Note any differences.</p>	<p>Not applicable, there were no purchased annuities in the name of the Fund.</p>
11.4	<p>Living annuities in the Fund</p> <p>Obtain a detailed pensioner payroll listing reflecting the pensioner's name, identification number, monthly pension and pension payment start date of pensioners in receipt of a living annuity from the Fund administrator and agree the total pension amount on the detailed pensioner payroll listing of pensioners in receipt of a living annuity to the pension amount paid on the pensioner reconciliation obtained in procedure 11.1. Note any differences.</p>	<p>Living annuities in the Fund</p> <p>Not applicable, there were no living annuities in the Fund.</p>
11.4.1	<p>New Living annuities in the Fund</p> <p>From the listing obtained in procedure 11.4, select a sample (selected based on the selection criteria provided above) of the lesser of 25 or 10% of the number of new pensioners in receipt of a living annuity; obtain the detailed pensioner record/statement for the year reflecting the drawdown rate, monthly pensions paid, the balance of the pension from the Fund administrator; and perform the following procedures:</p>	<p>New living annuities in the Fund</p> <p>Not applicable, there were no living annuities in the Fund.</p>
11.4.1.1	<p>Obtain the [insert the name of the document reflecting the pensioners' chosen drawdown rate at retirement] of the new pensioners in receipt of a living annuity.</p>	<p>Not applicable, there were no living annuities in the Fund.</p>
11.4.1.2	<p>Agree the drawdown rate reflected on the pensioner record/statement obtained in procedure 11.4.1 to the drawdown rate obtained in procedure 11.4.1.1, Note any differences.</p>	<p>Not applicable, there were no living annuities in the Fund.</p>
11.4.2	<p>All living annuities in the Fund</p>	<p>All living annuities in the Fund</p>

	Procedures	Findings
	From the listing obtained in procedure 11.4, select a sample (selected based on the selection criteria provided above) of the lesser of 25 or 10% of the number of pensioners in receipt of a living annuity; obtain the detailed pensioner record/statement for the year reflecting the drawdown rate, monthly pensions paid, the balance of the pension from the Fund administrator; and perform the following procedures:	Not applicable, there were no living annuities in the Fund.
11.4.2.1	Compare the drawdown rate as reflected in the detailed pensioner record/statement obtained in procedure 11.4.2 to the living annuities drawdown rates as defined in Section 1 of the Income Tax Act and/or the Authority's Conduct Standard on Living Annuities. Note any exceptions where the drawdown rate, as per the administration system, is higher or lower than the one defined in Section 1 of the Income Tax Act and/or the Authority's Conduct Standard on Living Annuities.	Not applicable, there were no living annuities in the Fund.
11.4.2.2	Recalculate the drawdown rate by dividing the monthly pension paid by the balance of pensions, as reflected in the pensioner record/statement obtained in procedure 11.4.2. Agree the recalculated drawdown rate to the drawdown rate reflected on the record/statement obtained in procedure 11.4.2. Note any exceptions.	Not applicable, there were no living annuities in the Fund.
11.4.2.3	Obtain the Certificate of Existence or the Department of Home Affairs [insert the name of the documentation] noted in procedure 11.2.4 from the Fund administrator and inspect for the pensioner's name and/or identification number. Note any exceptions.	Not applicable, there were no living annuities in the Fund.
12	General	
12.1	Obtain a copy/copies of the fund's fidelity insurance cover/policy from the Fund administrator for the year ended 30 June 2025 and inspect the period of the cover from 1 August 2023 to 31 July 2024, 1 August 2024 to 31 July 2025 and 1 August 2025 to 31 July 2026. Note instances where the cover period does not extend to the year-end. Note the date on which the cover is in place.	We obtained a copies of the Fund's fidelity insurance cover/policy from the Fund administrator and inspected the period of the cover from 1 August 2023 to 31 July 2024, 1 August 2024 to 31 July 2025 and 1 August 2025 to 31 July 2026. The period of the cover per the policy extended to the year-end. The Fund's fidelity insurance cover was in place until 31 July 2026.
12.2	Inquire from the Fund administrator the date(s) of the latest approved Group Life Assurance (GLA) and/or disability benefit policies of the Fund and note the period of cover(s) and whether the	Not applicable. The Fund did not have GLA and/or disability benefit policies.

	Procedures	Findings
	cover(s) extended subsequently to the 30 June 2025. Note the end date of the cover(s).	
12.3	<p>Inquire from the Fund administrator the date of the latest statutory actuarial valuation and when it was submitted to the Authority. Note the date of the valuation and the date of submission to the Authority.</p> <p>Where the Fund is valuation exempt, inquire from the Fund administrator when the valuation exemption was approved by the Authority and note the date.</p>	<p>We inquired from the Fund administrator the date of the latest statutory actuarial valuation and when it was submitted to the Authority and noted that the date of the valuation was 30 June 2024 and it was submitted to the Authority on 12 November 2024</p> <p>The Fund performed a actuarial valuation as at 30 June 2025 which is pending submission to FSCA.</p>
12.3.1	Obtain a copy of the latest statutory valuation from the Fund administrator, as noted in procedure 12.3, and inspect the valuation note for the funding status of the Fund (whether the Fund was under-funded or fully funded).	We obtained the latest statutory valuation from the Fund administrator as noted in procedure 12.3, and inspected the valuation note for the funding status of the Fund. We noted that the funding status was fully funded.
12.3.2	Where the Fund is under-funded per the valuation report, inquire from the Fund administrator, as to whether a scheme, as required in terms of Section 18 of the Act, has been approved by the Authority. Note any exceptions.	Not applicable. Per procedure 12.3.1, the Fund was not under-funded.
12.3.3	Where a scheme as required by Section 18 of the Act has been approved by the Authority, inquire from the Fund administrator as to whether the recommendations/corrective action of the scheme, as required in terms of Section 18 of the Act, have/has been implemented. Note any exceptions.	Not applicable. Per procedure 12.3.1, the Fund was not under-funded.

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS
AT 30 JUNE 2025

INVESTMENTS

	Notes	Direct Investments	Non-compliant Collective investment schemes Note M1	Total	Local	Foreign	Foreign Africa	Total Foreign	Total percentage of foreign exposure	TOTAL as per Regulation 28 (Schedule IB)
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000
Cash (including cash at bank)	A	6 140 217	539 512	6 679 729	3 662 885	3 016 844	-	3 016 844	45,16	6 679 729
Commodities	B	38 374	-	38 374	38 374	-	-	-	-	38 374
Debt instruments including Islamic debt Instruments	C	40 336 877	164 705	40 501 582	37 674 389	721 173	2 106 020	2 827 193	6,98	40 501 582
Investment and owner occupied properties	D	15 892 098	-	15 892 098	15 100 752	791 346	-	791 346	4,98	15 892 098
Equities	E	138 509 320	8 539 447	147 048 767	80 328 810	66 719 957	-	66 719 957	45,37	147 048 767
Investments in participating employers	H	2 077 090	-	2 077 090	2 077 090	-	-	-	-	2 077 090
Hedge Funds	J	2 157 976	-	2 157 976	2 157 976	-	-	-	-	2 157 976
Private Equity Funds	K	17 510 201	-	17 510 201	8 365 639	9 030 238	114 324	9 144 562	52,22	17 510 201
Total investments		222 662 153	9 243 664	231 905 817	149 405 915	80 279 558	2 220 344	82 499 902	35,57	231 905 817

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

A CASH

Instrument	Fair Value R'000
Local	
Local notes, deposits, money market instruments issued by a South African Bank, margin accounts, settlement accounts with an exchange and Islamic liquidity management financial instruments	3 123 373
Notes and coins, any balance or deposit in an account held with a South African bank - exceeding 5% of total assets	2 069 598
Nedbank	373 498
Others	1 696 100
A money market instrument issued by a South African bank including an Islamic liquidity management financial instrument	947 983
Standard Bank	663 101
Other issuers	284 882
Any positive net balance in a margin account with an exchange	105 792
Margin @ JSE	105 792
Foreign	
Foreign balances or deposits, money market instruments issued by a foreign bank including Islamic liquidity management financial instruments	3 016 844
Any balance or deposit held with a foreign bank	2 674 978
StateStreet Bank & Trust Company	2 067 438
Other issuers	607 540
<i>Total of issuers not exceeding 5%</i>	-
Any balance or deposit held with an African bank	-
A money market instrument issued by a foreign bank including an Islamic liquidity management financial instrument - exceeding 5% of total assets	341 866
StateStreet Bank & Trust Company	341 866
Other issuers	-
Total	6 140 217

B COMMODITIES

Instrument	Holding number	Holding %	Fair value R'000
Other		Holding %	
Other commodities	-	0,02	38 374
			38 374
			38 374
Total			38 374

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

C DEBT INSTRUMENTS INCLUDING ISLAMIC DEBT INSTRUMENTS

Instrument	Local or foreign	Secured/ Unsecured	Issued/ Guaranteed	Redemption value R'000	Fair value R'000
Government debt:					
Debt instruments issued by the government of the Republic and any debt or loan guaranteed by the Republic					
	Local	Secured	Issued		35 489 840
	Foreign	Secured	Issued		2 328 752
Total					<u>37 818 592</u>
Bank debt :					
Debt instruments issued or guaranteed by a South African Bank against its balance sheet:-					
Listed on an exchange with an issuer market capitalisation of R20 billion or more, or an amount or conditions as prescribed					
	Local	Secured	Issued		1 392 791
Total					<u>1 392 791</u>
Listed on an exchange with an issuer market capitalisation of less than R2 billion, or an amount or conditions as prescribed					
	Local	Secured	Issued		178 263
Total					<u>178 263</u>
Not listed on an exchange					
	Local	Secured	Issued		61 084
Total					<u>61 084</u>
Other					
Listed on an exchange:					
	Local	Secured	Issued		517 039
	Foreign	Secured	Issued		333 737
Total					<u>850 776</u>
Not listed on an exchange					
	Local	Secured	Issued		35 371
Total					<u>35 371</u>
Total debt instruments including Islamic debt instruments					
					<u><u>40 336 877</u></u>

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

D INVESTMENT AND OWNER OCCUPIED PROPERTIES

Instrument	Fair value R'000
Owner occupied properties	
	Local 136 500
Total of issuer/entity more than 5% of total assets	<u>136 500</u>
Total	<u><u>136 500</u></u>

Instrument	Local/ Foreign	Issued shares	Holding number	Ordinary/ Preference shares	Holding %	Fair value R'000
Shares and linked units in property companies, or units in a collective investment scheme in property, listed on an exchange:						
Issuer market capitalisation of R10 billion or more, or an amount or conditions as prescribed						
	Local	-	-	Ordinary		13 665 424
	Foreign	-	-	Ordinary		<u>745 627</u>
Total of issuers exceeding 5%						14 411 051
Issuer market capitalisation of between R3 billion and R10 billion, or an amount or conditions as prescribed						
	Local	-	-	Ordinary		1 230 807
	Foreign	-	-	Ordinary		<u>6 939</u>
Total of issuers exceeding 5%						1 237 746
Issuer market capitalisation of less than R3 billion, or an amount or conditions as prescribed						
	Local	-	-	Ordinary		<u>105 978</u>
Total of issuers exceeding 5%						105 978
Total						<u><u>15 754 775</u></u>
	Local	-	-	Ordinary		823
Total						<u>823</u>
Total						<u><u>15 755 598</u></u>
Total						<u><u>15 892 098</u></u>

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

E EQUITIES

Instrument	Local/ Foreign	Issued shares	Ordinary/ Preference shares	Holding number	Holding in issuer/ entity %	Fair value R'000
Listed equities						
Issuer market capitalisation of R20 billion or more, or an amount or conditions as prescribed						
	Local	-	Ordinary	-		74 116 426
	Foreign	-	Ordinary	-		57 049 287
Total						131 165 713
Issuer market capitalisation of between R2 billion and R20 billion, or an amount or conditions as prescribed						
	Local	-	Ordinary	-		5 985 291
	Foreign	-	Ordinary	-		933 271
Total						6 918 562
Issuer market capitalisation of less than R2 billion, or an amount or conditions as prescribed						
	Local	-	Ordinary	-		226 987
	Foreign	-	Ordinary	-		197 951
Total						424 938
Unlisted equities						
	Local	-	Ordinary	-		107
Total						107
Total equities						138 509 320

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

F SECURITIES LENDING

Securities on lend	Maximum of Fair value of security	Transaction date	Collateral	Fair value R'000	No. of shares lent	Name of counterparty	Scrip custodian	Manufactured dividend R'000
Equities – Top 100 of companies (by market cap) listed on an exchange	75%							
Equity		30 Jun 25		5 495 866	-			-
Equity		30 Jun 25		4 437 304	-			-
Bonds		30 Jun 25		2 187 845	-			-
Total				12 121 015				-

Included in the value above are the following script lending transactions:

Name of lender	Description	% of total assets	Value of transaction R'000
Nedbank	Equity Loan	-	5 495 866
Standard Bank	Equity and Bond Loan	-	6 625 149
Total			12 121 015

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
 AT 30 JUNE 2025

H INVESTMENTS IN PARTICIPATING EMPLOYER/S

Instrument	Listed or not listed	Issued/ Guaranteed	Fair value R'000
Debt instruments		Issued	2 077 090
Subtotal			<u>2 077 090</u>
Total for investments in participating employers			<u>2 077 090</u>

J HEDGE FUNDS

Instrument	Period into contract	Total value of commitment R'000	Current value of commitment R'000
Hedge Funds MATRIX NCIS FIX INC HEDGE FND B3		-	2 157 976
Total Hedge funds commitment		<u>-</u>	<u>2 157 976</u>

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

K PRIVATE EQUITY FUNDS

Instrument	Local or Foreign	Structure	Category 2 approval	FAIS approval number	Holding %	Term of contract	Total value of commitment R'000	Current value of commitment R'000
Private Equity Fund								
AFRICA DEV PARTNERS 3	Foreign	LP	No	N/A	2,24%	10 years	322 229	426 743
ALPINVEST/AAF CI-B(CAYMAN)	Foreign	LP	No	N/A	100,00%	10 years	522 898	400 148
ALPINVEST/ALPINVEST ATOM FUND (OFFSHORE FEEDER)	Foreign	LP	Yes	N/A	6,90%	10 years	548 097	652 790
BGO EPPF REAL ESTATE OPPORTUNITIES	Foreign	LP	No	N/A	77,70%	Open-ended	459 575	418 147
BRAIT IV	Local	LP	No	N/A	-%		-	446
BUSAMED PTY LTD FUND.L.P.	Local	LP	No	N/A	18,96%	10 years	540 681	403 575
CAPITAL ALLIANCE PRIVATE EQUITY III	Foreign	LP	No	N/A	1,86%	10 years	118 307	10 306
CAPITAL ALLIANCE PRIVATE EQUITY IV	Foreign	LP	No	45888	5,67%	10 years	546 030	586 639
CAPITAL HARVEST PROP LTD	Local	LP	No	N/A	0,50%	10 years	1 039 018	60 570
CAPITAL WORKS PRIVATE EQUITY PARTNERSHIP II"	Local	LP	No	45890	21,73%	10 years	200 000	-
CAPITALWORKS PRIVATE EQUITY PARTNERSHIP III"	Local	LP	Yes	45891	22,08%	10 years	450 000	161 631
CAPITALWORKS PRIVATE EQUITY PARTNERSHIP III"	Local	LP	No	45891	22,46%	10 years	450 000	230 092
CARLYLE ASIA PARTNERS GROWTH II	Foreign	LP	No	N/A	5,78%	Open-ended	1 001 055	309 509
CARLYLE PROPERTY INVESTORS-B	Foreign	LP	No	N/A	0,62%	10 years	89 758	83 023
CROSSFIN TECHNOLOGY HOLDINGS	Local	LP	No	N/A	9,30%	10 years	832 790	92 956
EAGLECREST INFRASTRUCTURE SCSP	Foreign	LP	Yes	46595	8,19%	10 years	805 399	1 071 229
ETHOS MID MARKET FUND I	Local	LP	Yes	9254	10,42%	10 years	350 000	134 122
ETHOS PVTE EQT FUND V	Local	LP	Yes	9254	9,29%	10 years	100 000	358
ETHOS PVTE EQT FUND VI	Local	LP	No	N/A	7,99%	10 years	400 000	45 110
FUTGROWTH INFRA DEV BD FD	Local	LP	No	4307	2,29%	10 years	400 000	548 635
GAMMATEK	Local	LP	No	45737	0,78%	10 years	108 286	54 022
GROWTHPOINT STUD ACCOM HO	Local	LP	No	N/A	12,00%	Open-ended	300 000	313 188
HELIOS PRIVATE EQUITY	Foreign	LP	Yes	45737	2,69%	10 years	118 307	24 463
HELIOS PRIVATE EQUITY FND 3	Foreign	LP	Yes	45255	2,69%	10 years	546 030	363 778
HOUSING IMPACT FUND SOUTH AFRICA	Local	LP	No	N/A	1,64%	10 years	300 000	-
IHS FUND II SA COLLECTOR	Local	LP	Yes	45656	49,87%	10 years	75 000	76 810
IHS SOCIAL HOUSING SA	Local	LP	No	52191	49,90%	10 years	50 000	77 679
INTUTHUKO EQUITY FUND	Local	LP	Yes	35579	-%	10 years	100 000	42 029
KLEOSS FUND I	Local	LP	No	45656	12,54%	10 years	666 376	32 208
LANGO REAL ESTATE LIMITED	Foreign	LP	Yes	40187	9,08%	10 years	644 459	532 073
MEDU III SA	Local	LP	Yes	43242	14,50%	10 years	350 000	23 127
MPANDE PROPERTY FUND	Local	LP	No	51556	36,66%	10 years	350 000	474 241
NEOMA AFRICA FUND	Foreign	LP	Yes	44310	1,58%	10 years	552 365	1 706
NEOMA AFRICA FUND III	Foreign	LP	Yes	587	4,04%	10 years	345 227	14 537
NINETY ONE AFRICA PRIVATE EQUITY FUND 2	Foreign	LP	Yes	N/A	8,24%	10 years	344 291	78 897

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

K PRIVATE EQUITY FUNDS (continued)

Instrument	Local or Foreign	Structure	Category 2 approval	FAIS approval number	Holding %	Term of contract	Total value of commitment R'000	Current value of commitment R'000
NINETY ONE GL ALT FD 2 RA	Foreign	LP	Yes	N/A	69,15%	8 years	-	313 145
NOVA PIONEER-NP PROPERTY SPV1B	Local	LP	Yes	41836	-%	10 years	100 000	126 634
NOVA PIONEER SCHOOL FOR INV	Local	LP	Yes	43310	-%	10 years	200 000	213 086
NOVARE AFRICA PROPERTY FUND II	Foreign	LP	No	N/A	9,95%	10 years	482 588	214 970
OLD Mutual Life Ass FG PL	Local	Subscription agreement	No	520	100,00%	10 years	250 000	313 753
OMPE FUND IV	Local	LP	Yes	45255	2,71%	8 years	100 000	90 651
PAN AFRICAN INFRA DEV FUND	Foreign	LP	Yes	31473	0,79%	15 years	80 557	19 177
PAPE 3 FUND MANAGERS (PTY) LTD	Local	LP	Yes	46337	13,70%	10 years	150 000	121 118
PLUMBAGO INVESTMENT-DSV CAMPUS	Local	Company	No	N/A	49,00%	10 years	703 150	953 483
REIMAGINE SOC IMP RET F I	Local	LP	No	N/A	15,31%	10 years	200 000	81 864
REVEGO AFRICA ENERGY LIMITED	Local	Company	No	N/A	19,30%	10 years	350 000	312 841
SA STUDENT ACCOMODATION IMPACT FUND	Local	Subscription agreement	Yes	N/A	27,67%	Open-ended	350 000	270 667
SCHOOLS AND EDUCATION INVESTMENT IMPACT FUND OF SOUTH AFRICA	Local	LP	Yes	45255	14,28%	10 years	200 000	75 564
SOUTH AFRICAN SME DEBT FD	Local	LP	Yes	579	70,00%	10 years	350 000	264 621
SPHERE HOLDINGS	Local	Subscription agreement	Yes	22327	24,25%	Open-ended	249 966	370 404
STANLIB INFRASTRUCTURE FUND II	Local	LP	Yes	719	-%	15 years	138 632	134 312
TRANSFLOW (RF) PROPRIETARY LIMITED - SATAXI	Local	LP	No	N/A	-%	10 years	175 000	70 635
TRINITAS PRIVATE EQUITY EN COMMANDITE PARTNERSHIP	Local	LP	No	43242	7,49%	10 years	50 000	10 640
TUHF TERM LOAN	Local	LP	No	N/A	-%	10 years	200 000	173 741
VAN SCHAIK BOOK STORE	Local	Subscription agreement	Yes	N/A	23,27%	10 years	100 000	2 223
VANTAGE CAPITAL FUND 1 Tr	Local	LP	Yes	28711	3,39%	10 years	20 000	283
VANTAGE GREENX FUND AD II	Local	LP	Yes	48166	6,66%	10 years	136 440	172 512
VANTAGE MEZZANINE FUND 3	Local	LP	No	45610	11,00%	10 years	187 600	15 920
VANTAGE MEZZANINE FUND I	Local	LP	Yes	25807	5,03%	10 years	50 000	53
VANTAGE MEZZANINE FUND II	Local	LP	Yes	25807	5,03%	10 years	100 000	27 467
VANTAGE MEZZANINE IV SOUTHERN AFRICAN SUB-FUND PARTNERSHIP	Local	LP	No	45610	20,00%	10 years	308 673	118 913
VANTANGE MEZZ3 PAN AF FUND	Local	LP	Yes	45610	10,63%	10 years	94 645	84 657
Funds of Private Equity Fund								
ALPINVEST SECONDARIES FUND	Foreign	LP	No	N/A	1,10%	10 years	1 365 075	1 019 310
ALPINVEST CO-INVESTMENT FUND	Foreign	LP	No	N/A	0,07%	10 years	552 365	551 254
PANTHEON ASIA SLP SICAV SIF	Foreign	LP	No	N/A	0,42%	10 years	1 187 543	1 078 163
STANLIB INFRASTRUCTURE FUND	Local	LP	No	719	7,00%	10 years	400 000	439 492

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

K PRIVATE EQUITY FUNDS (continued)

Instrument	Local or Foreign	Structure	Category 2 approval	FAIS approval number	Holding %	Term of contract	Total value of commitment R'000	Current value of commitment R'000
THUSO PRIVATE MARKETS INCUBATION FUND I PARTNERSHIP	Local	LP	No	51673	99,50 %	10 years	2 000 000	1 233 970
TOP TIER FEEDER MANAGEMEN	Foreign	LP	Yes	N/A	4,00%	10 years	730 795	391 552
TRUEBRIDGE DIR FD I L.P	Foreign	LP	No	N/A	0,90%	10 years	822 146	136 677
TRUEBRIDGE DIR FD I L.P	Foreign	LP	No	N/A	0,60%	10 years	109 619	90 650
TRUEBRIDGE EPPF I TRUCAYM	Foreign	LP	No	N/A	4,50%	10 years	164 429	271 012
Total Private Equity Funds commitment							<u>26 685 401</u>	<u>17 510 201</u>

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

M REGULATION 28 NON-COMPLIANT INVESTMENTS

M1 NON-COMPLIANT COLLECTIVE INVESTMENT SCHEMES

Foreign

SGMF SMAL CAP SELC F U IN	0,20	454 449
SGMF EMG MKTS EQ USD INST	0,23	524 243
SGIF GLB UN ALP EQ USD IN	1,69	3 903 065
EMIM AFRICA OPPORTUNITIES	1,15	2 647 031
AFRICA EM MK F - G CL USD	0,32	743 547
AFRICA EM MKT - S SP INV	-	2 208
PINEBRIDGE CLASS E-1	0,11	263 778
PINEBRIDGE CLASS E-0815	0,11	262 005
PINEBRIDGE CLASS E-0116	0,09	213 333
PINEBRIDGE CLASS E-0216	0,10	230 005
		9 243 664

Total Non-compliant collective investment schemes

9 243 664

The Fund's assets disclosed as non-compliant collective investment schemes have been disclosed as such because the Fund has not obtained the audit certificates from the investment manager's auditors as these are not available. The Fund has obtained a regulation 28 certificate from the investment manager and the look through to the underlying investments is shown in Schedule IB.

Total certified Regulation 28 non-compliant investments

9 243 664

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

O ENTITY / COUNTERPARTY EXPOSURE

Credit / Counterparty risk

Counterparty	Total per counterparty R'000	Exposure to counterparty as a % of the fair value of the assets of the fund
Banks	1 976 510	0,85 %
ABSA BANK LIMITED	327 033	0,14 %
FIRSTRAND BANK LTD	286 845	0,12 %
STANDARD BANK OF SOUTH AFRICA	344 172	0,15 %
INVESTEC BANK LTD	221 668	0,10 %
NEDBANK LIMITED	717 892	0,31 %
HSBC BANK PLC	78 900	0,03 %
Asset managers - local	314 882	0,13 %
PRIME MONEY MARKET C	18 214	0,01 %
STANLIB INST MMKT B4	296 533	0,13 %
NINETY ONE MONEY MARKET Z	135	-
	-	-
Asset managers - foreign	9 243 665	3,96 %
EMIM AFRICA OPPORTUNITIES	2 647 031	1,13 %
SGMF EMG MKTS EQ USD INST	524 243	0,22 %
PINEBRIDGE CLASS E-1	263 778	0,11 %
PINEBRIDGE CLASS E-0815	262 005	0,11 %
PINEBRIDGE CLASS E-0116	213 333	0,09 %
PINEBRIDGE CLASS E-0216	230 005	0,10 %
ICS-INST USD LIQ-PREM DIS	454 449	0,19 %
AFRICA EMG MK F - G CL USD	743 548	0,32 %
AFRICA EMRG MKT - S SP INV	2 208	-
SGIF GLB UN ALP EQ USD IN	3 903 065	1,67 %
Participating employers		
ESKOM HOLDINGS SOC LTD	2 077 090	0,89 %
	13 612 147	5,83 %

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

Market risk

EQUITY HOLDINGS	Market movement by 5%
Investment	R'000
NASPERS LIMITED-N SHS	378 263
FIRSTRAND LIMITED	214 254
PROSUS	213 177
ANGLOGOLD ASHANTI PLC	187 280
STANDARD BANK GROUP LIMITED	186 317
GOLD FIELDS LIMITED	168 662
CAPITEC BANK HOLDINGS LIMITED	155 616
BRITISH AMERICAN TOBACCO PLC	104 911
ANGLO AMERICAN PLC	103 758
COMPAGNIE FINANCIERE RICHMONT SA	79 609
Total value of 10 largest equity holdings	1 791 847
Total movement as % of non-current assets plus bank	0,77 %

OTHER FINANCIAL INSTRUMENTS

Instrument	Market movement by 5%
Instrument	R'000
I2050	526 167
I2046	407 316
NPN	378 263
FSR	186 317
PRX	213 177
AGL	103 758
SBK	186 317
I2038	181 135
GFI	168 662
CPI	155 616
Total value of 10 largest other instruments	2 506 728
Total movement as % of non-current assets plus bank	1,08 %

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IA - SCHEDULES PERTAINING TO THE ANNUAL FINANCIAL STATEMENTS (continued)
AT 30 JUNE 2025

P RECONCILIATION BETWEEN THE INVESTMENTS IN SCHEDULE HA AND SCHEDULE IA

	Fair value current period (as per Schedule HA 3.1) R'000	Cash at bank R'000	Property split (Schedule IAD) R'000	Non-compliant CIS R'000	Total R'000
Cash	6 610 975	68 754	-	-	6 679 729
Commodities	38 374	-	-	-	38 374
Debt instruments including Islamic debt instruments	40 336 876	-	-	164 706	40 501 582
Investment properties and Owner occupied properties*	136 500	-	15 755 598	-	15 892 098
Equities	153 725 406	-	(15 755 598)	9 078 959	147 048 767
Investment in participating employer (s)	2 077 090	-	-	-	2 077 090
Hedge funds	2 157 976	-	-	-	2 157 976
Private equity funds	17 510 201	-	-	-	17 510 201
Collective investment schemes	9 243 664	-	-	(9 243 664)	-
Total investments	231 837 062	68 754	-	-	231 905 817

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IB - ASSETS HELD IN COMPLIANCE WITH REGULATION 28
AS AT 30 JUNE 2025

	Fair value R'000
A Total assets (Schedule IA -Total investments)	231 905 817
B1 Less: Reg 28 compliant investments (certificate received from issuing entity):-	-
B.1.1 Collective Investment Schemes (Reg 28(8)(b)(i))	-
B.1.2 Linked Policies (Reg 28(8)(b)(ii))	-
B.1.3 Non-Linked policies (Reg 28(8)(b)(iii))	-
B.1.4 Entity regulated by FSCA (Reg 28(8)(b)(iv))	-
B2 Less: Reg 28 excluded investments	-
B2.1 Insurance Policies (Reg 28(3)(c))	-
C Less: Investments not disclosed /data not available for disclosure [Refer to schedule IAN]	-
D TOTAL ASSETS FOR REGULATION 28 DISCLOSURE	231 905 817

Categories of kinds of assets	%	Fair value R'000	Fair value %
1 CASH		6 679 729	2,88%
1.1 Notes, deposits, money market instruments issued by a South African Bank, margin accounts, settlement accounts with an exchange and Islamic liquidity management financial instruments	100%	3 662 885	1,58%
(a) Notes and coins; any balance or deposit in an account held with a South African bank;		2 609 110	1,13%
Nedbank	25%	373 498	0,16%
Other issuers	25%	2 235 612	0,96%
(b) A money market instrument issued by a South African bank including an Islamic liquidity management financial instrument		947 983	0,41%
Standard Bank	25%	663 101	0,29%
Other issuers	25%	284 882	0,12%
(c) Any positive net balance in a margin account with an exchange		105 792	0,05%
Margin @ JSE	25%	105 792	0,05%
(d) Any positive net balance in a settlement account with an exchange, operated for the buying and selling of assets		-	0,00%
1.2 Balances or deposits, money market instruments issued by a foreign bank including Islamic liquidity management financial instruments	45%	3 016 844	1,30%
(a) Any balance or deposit held with a foreign bank		2 674 978	1,15%
StateStreet Bank & Trust Company	5%	2 067 438	0,89%
Other issuers	5%	607 540	0,26%
(b) Any balance or deposit held with an African bank		-	0,00%
(c) A money market instrument issued by a foreign bank including an Islamic liquidity management financial instrument		341 866	0,15%
StateStreet Bank & Trust Company	5%	341 866	0,15%
Other issuers	5%	-	0,00%
2 DEBT INSTRUMENTS INCLUDING ISLAMIC DEBT INSTRUMENTS		40 501 582	17,46%
2.1 Inside the Republic	100%	37 674 389	16,25%
(a) Debt instruments issued by, and loans to, the government of the Republic, and any debt or loan guaranteed by the Republic		35 489 840	15,30%
South African Government	100%	35 489 840	15,30%
(b) Debt instruments issued or guaranteed by the government of a foreign country	75%	-	0,00%
(c) Debt instruments issued or by a South African bank against its balance sheet	75%	1 392 792	0,60%
Carried forward		42 169 569	18,18%

ESKOM PENSION AND PROVIDENT FUND
**SCHEDULE IB - ASSETS HELD IN COMPLIANCE WITH REGULATION 28
AS AT 30 JUNE 2025**

Categories of kinds of assets		%	Fair value R'000	Fair value %
Brought forward			42 169 569	18,18%
c(i)	Listed on an exchange with an issuer market capitalisation of R20 billion or more, or an amount or conditions as prescribed	75%	1 392 792	0,60%
	First Rand Bank Limited	25%	836 664	0,36%
	Other issuers	25%	556 128	0,24%
c(ii)	Listed on an exchange with an issuer market capitalisation of between R2 billion and R20 billion, or an amount or conditions as prescribed	75%	-	0,00%
c(iii)	Listed on an exchange with an issuer market capitalisation of less than R2 billion, or an amount or conditions as prescribed	75%	-	0,00%
c(iv)	Not listed on an exchange	25%	-	0,00%
(d)	Debt instruments issued or guaranteed by an entity that has equity listed on an exchange, or debt instruments issued or guaranteed by a public entity under the Public Finance Management Act, 1999 (Act No. 1 of 1999) as prescribed	50%	239 347	0,10%
d(i)	Listed on an exchange	50%	178 263	0,08%
	Transnet Soc Limited	10%	96 362	0,04%
	Other issuers	10%	81 901	0,04%
d(ii)	Not listed on an exchange	25%	61 084	0,03%
	Discovery Limited	5%	25 196	0,01%
	Other issuers	5%	35 888	0,02%
(e)	Other debt instruments:-	25%	552 410	0,24%
e(i)	Listed on an exchange	25%	517 039	0,22%
	Stanlib	5%	296 533	0,13%
	Other issuers	5%	220 506	0,10%
e(ii)	Not listed on an exchange	15%	35 371	0,02%
	Inguza Investments (Pty Ltd)	5%	13 938	0,01%
	Other issuers	5%	21 433	0,01%
		45%		
2.2	Foreign		2 827 193	1,22%
(a)	Debt instruments issued by, and loans to, the government of the Republic, and any debt or loan guaranteed by the Republic	45%	333 737	0,14%
(b)	Debt instruments issued or guaranteed by the government of a foreign country	45%	1 698 556	0,73%
	Arab Republic of Egypt	10%	344 000	0,15%
	Other issuers	10%	1 354 556	0,58%
(c)	Debt instruments issued or guaranteed by a South African Bank against its balance sheet:-	45%	721 173	0,31%
c(i)	Listed on an exchange with an issuer market capitalisation of R20 billion or more, or an amount or conditions as prescribed	45%	721 173	0,31%
	First Rand Bank Limited	25%	360 637	0,16%
	Other issuers	25%	360 536	0,16%
c(ii)	Listed on an exchange with an issuer market capitalisation of between R2 billion and R20 billion, or an amount or conditions as prescribed	45%	-	0,00%
c(iii)	Listed on an exchange with an issuer market capitalisation of less than R2 billion, or an amount or conditions as prescribed	45%	-	0,00%
c(iv)	Not listed on an exchange		-	0,00%
(d)	Debt instruments issued or guaranteed by an entity that has equity listed on an exchange	45%	49 959	0,02%
d(i)	Listed on an exchange	45%	49 959	0,02%
	Office Cherifien Des Pho	10%	29 739	0,01%
	Other issuers	10%	20 220	0,01%
d(ii)	Not listed on an exchange	25%	-	0,00%
(e)	Other debt instruments	25%	23 768	0,01%
e(i)	Listed on an exchange	25%	23 768	0,01%
	Ivory Coast	5%	18 990	0,01%
	Other issuers	5%	4 778	0,00%
Carried forward			46 847 574	20,22%

ESKOM PENSION AND PROVIDENT FUND
**SCHEDULE IB - ASSETS HELD IN COMPLIANCE WITH REGULATION 28
AS AT 30 JUNE 2025**

Categories of kinds of assets		%	Fair value R'000	Fair value %
Brought forward			46 847 574	20,22%
e(ii)	Not listed on an exchange	25%	-	0,00%
3	EQUITIES		147 048 767	63,41%
3.1	Inside the Republic	75%	80 328 810	34,64%
(a)	Preference and ordinary shares in companies, excluding shares in property companies, listed on an exchange:-	75%	80 328 704	34,64%
a(i)	Issuer market capitalisation of R20 billion or more, or an amount or conditions as prescribed	75%	74 116 426	31,96%
	Naspers	15%	7 571 032	3,26%
	Other issuers	15%	66 545 394	28,70%
a(ii)	Issuer market capitalisation of between R2 billion and R20 billion, or an amount or conditions as prescribed	75%	5 985 291	2,58%
	Metair Investments Limited	10%	65 129	0,03%
	Other issuers	10%	5 920 162	2,55%
a(iii)	Issuer market capitalisation of less than R2 billion, or an amount or conditions as prescribed	75%	226 987	0,10%
	Renegen Limited	5%	21 936	0,01%
	Other issuers	5%	205 051	0,09%
(b)	Preference and ordinary shares in companies, excluding shares in property companies, not listed on an exchange	10%	106	0,00%
	Cycad Financial Holdings	2,5%	106	0,00%
3.2	Foreign		66 719 957	28,77%
(a)	Preference and ordinary shares in companies, excluding shares in property companies, listed on an exchange:-	45%	58 974 930	25,43%
a(i)	Issuer market capitalisation of R20 billion or more, or an amount or conditions as prescribed	45%	57 843 708	24,94%
	Microsoft Corp	15%	2 015 127	0,87%
	Other issuers	15%	55 828 581	24,07%
a(ii)	Issuer market capitalisation of between R2 billion and R20 billion, or an amount or conditions as prescribed	45%	933 271	0,40%
	NMB Bank Plc	10%	218 757	0,09%
	Other issuers	10%	714 514	0,31%
a(iii)	Issuer market capitalisation of less than R2 billion, or an amount or conditions as prescribed	45%	197 951	0,09%
	Credit Agricole Egypt	5%	122 393	0,05%
	Other issuers	5%	75 558	0,03%
(b)	Preference and ordinary shares in companies, excluding shares in property companies, not listed on an exchange	10%	7 745 027	3,34%
	First Rand Bank Limited	2,5%	2 319 480	1,00%
	Other issuers	2,5%	5 425 547	2,34%
4	IMMOVABLE PROPERTY		15 892 098	6,85%
4.1	Inside the Republic	25%	15 100 752	6,51%
(a)	Preference shares, ordinary shares and linked units comprising shares linked to debentures in property companies, or units in a Collective Investment Scheme in Property, listed on an exchange	25%	14 963 429	6,45%
a(i)	Issuer market capitalisation of R10 billion or more, or an amount or conditions as prescribed	25%	13 665 424	5,89%
	Nepi RockCastle	15%	2 489 637	1,07%
	Other issuers	15%	11 175 787	4,82%
a(ii)	Issuer market capitalisation of between R3 billion and R10 billion, or an amount or conditions as prescribed	25%	1 230 807	0,53%
	SA Corporate Real Estate Fund	10%	419 970	0,18%
	Other Issuers	10%	810 837	0,35%
a(iii)	Issuer market capitalisation of less than R3 billion or an amount or conditions as prescribed	25%	67 198	0,03%
	Octodec Investments Ltd	5%	65 757	0,03%
	Other Issuers	5%	1 441	0,00%
Carried forward			208 859 770	90,07%

ESKOM PENSION AND PROVIDENT FUND
**SCHEDULE IB - ASSETS HELD IN COMPLIANCE WITH REGULATION 28
AS AT 30 JUNE 2025**

Categories of kinds of assets	%	Fair value R'000	Fair value %
Brought forward		208 859 770	90,07%
(b) Immovable property, preference and ordinary shares in property companies, and linked units comprising shares linked to debentures in property companies, not listed on an exchange	75%	137 323	0,06%
Hampton Park South	5%	136 500	0,06%
Other Issuers	5%	823	0,00%
4.2 Foreign	25%	791 346	0,34%
(a) Preference shares, ordinary shares and linked units comprising shares linked to debentures in property companies, or units in a Collective Investment Scheme in Property, listed on an exchange	25%	791 346	0,34%
a(i) Issuer market capitalisation of R10 billion or more, or an amount or conditions as prescribed	25%	745 627	0,32%
Emaar PropertiesPJSC	15%	87 808	0,04%
Other Issuers	15%	657 819	0,28%
a(ii) Issuer market capitalisation of between R3 billion and R10 billion, or an amount or conditions as prescribed	25%	6 939	0,00%
Six Of October Develop	10%	6 210	0,00%
Other Issuers	10%	729	0,00%
a(iii) Issuer market capitalisation of less than R3 billion or an amount or conditions as prescribed	25%	38 780	0,02%
Grit Real Estate	5%	4 685	0,00%
Other Issuers	5%	34 095	0,01%
(b) Immovable property, preference and ordinary shares in property companies, and linked units comprising shares linked to debentures in property companies, not listed on an exchange	15%	-	0,00%
5 COMMODITIES		38 374	0,02%
5.1 Inside the Republic	10%	38 374	0,02%
(a) Kruger Rands and other commodities on an exchange, including exchange traded commodities	10%	38 374	0,02%
a(i) Gold (including Kruger Rands)	10%	38 374	0,02%
New Gold Issuer Limited	10%	38 374	0,02%
a(ii) Other commodities	5%	-	0,00%
5.2 Foreign	10%	-	0,00%
(a) Gold and other commodities on an exchange, including exchange traded commodities	10%	-	0,00%
a(i) Gold	10%	-	0,00%
a(ii) Other commodities	5%	-	0,00%
6 INVESTMENTS IN THE BUSINESS OF A PARTICIPATING EMPLOYER INSIDE THE REPUBLIC IN TERMS OF:-		2 077 090	0,90%
(a) Section 19(4) of the Pension Funds Act		2 077 090	0,90%
(b) To the extent it has been allowed by an exemption in terms of section 19(4A) of the Pension Funds Act		-	0,00%
7 HOUSING LOANS GRANTED TO MEMBERS IN ACCORDANCE WITH THE PROVISIONS OF SECTION 19(5)	95%	-	0,00%
8 HEDGE FUNDS, PRIVATE EQUITY FUNDS AND ANY OTHER ASSET NOT REFERRED TO IN THIS SCHEDULE		19 668 177	8,48%
8.1 Inside the Republic	15%	10 523 615	4,54%
(a) Hedge fund	10%	2 157 976	0,93%
a(i) Funds of hedge funds	10%	-	0,00%
a(ii) Hedge funds	10%	2 157 976	0,93%
Matrix Fixed Income Hedge Fund	2,5%	2 157 976	0,93%
Carried forward		211 984 789	91,41%

ESKOM PENSION AND PROVIDENT FUND

SCHEDULE IB - ASSETS HELD IN COMPLIANCE WITH REGULATION 28
AS AT 30 JUNE 2025

Categories of kinds of assets		%	Fair value R'000	Fair value %
Brought forward			211 984 789	91,41%
(b)	Private equity funds	10%	8 365 639	3,61%
b(i)	Funds of private equity funds	10%	1 673 465	0,72%
	Thuso Private Market Fund	5%	1 233 973	0,53%
	Other Issuers	5%	439 492	0,19%
b(ii)	Private equity funds	10%	6 692 174	2,89%
	Plumbargo Investment	2,5%	953 483	0,41%
	Other Issuers	2,5%	5 738 691	2,47%
(c)	Other assets not referred to in this schedule and excluding a hedge fund or private equity fund	2,5%	-	0,00%
8.2	Foreign	15%	9 144 562	3,94%
(a)	Hedge fund	10%	-	0,00%
a(i)	Funds of hedge funds	10%	-	0,00%
a(ii)	Hedge funds	10%	-	0,00%
(b)	Private equity funds	10%	9 144 562	3,94%
b(i)	Funds of private equity funds	10%	3 538 622	1,53%
	Alpinvest Secondary Fund	5%	1 019 311	0,44%
	Other Issuers	5%	2 519 311	1,09%
b(ii)	Private equity funds	10%	5 605 940	2,42%
	Eaglecrest Infrastructure	2,5%	1 071 230	0,46%
	Other Issuers	2,5%	4 534 710	1,96%
(c)	Other assets not referred to in this schedule and excluding a hedge fund or private equity fund	2,5%	-	0,00%
TOTAL ASSETS – REGULATION 28			231 905 817	100,00%

ESKOM PENSION AND PROVIDENT FUND

**SCHEDULE IB - ASSETS HELD IN COMPLIANCE WITH REGULATION 28
AS AT 30 JUNE 2025**

INVESTMENT SUMMARY (Regulation 28)

	Local	Fair value	Foreign	Fair value	Africa	Fair value	Total
	R'000	%	(Excluding Africa) R'000	%	R'000	%	R'000
1 Balances or deposits, money market instruments issued by a bank including Islamic liquidity management financial instruments	3 662 885	1,58	3 016 844	1,30	-	-	6 679 729
2 Debt instruments including Islamic debt instruments	37 674 389	16,25	2 827 193	1,22	-	-	40 501 582
3 Equities	80 328 810	34,64	66 719 957	28,77	-	-	147 048 767
4 Immovable property	15 100 752	6,51	791 346	0,34	-	-	15 892 098
5 Commodities	38 374	0,02	-	-	-	-	38 374
6 Investment in the business of a participating employer	2 077 090	0,90	-	-	-	-	2 077 090
8 Hedge Funds, private equity funds and any other assets not referred to in this schedule	10 523 615	4,54	9 144 562	3,94	-	-	19 668 177
TOTAL	149 405 915	64,43	82 499 902	35,57	-	-	231 905 817



Assurance Report on Compliance with Regulation 28 of the Pension Funds Act

Independent Auditor's Reasonable Assurance Report on Assets Held in Compliance with Regulation 28 of the Pension Funds Act No. 24 of 1956, as amended

To the Board of Fund of Eskom Pension and Provident Fund

Report on Compliance of Schedule IB with Regulation 28 of the Act

We have undertaken our engagement in accordance with Section 15 of the Pension Funds Act No. 24 of 1956, as amended (the Act) in order to provide the Board of Fund of Eskom Pension and Provident Fund (the Fund) with a reasonable assurance opinion that Schedule IB "Assets held in compliance with Regulation 28" (the Schedule) on pages 97 to 102 at 30 June 2025 is prepared in all material respects in accordance with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) of the Act, and the Fund has complied, in all material respects, with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) as at 30 June 2025.

The Board of Fund's responsibility for the Schedule

The Board of Fund is responsible for ensuring that the Schedule is prepared in accordance with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) and for compliance of the Fund with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9). This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the *Code of Professional Conduct for Registered Auditors* issued by the Independent Regulatory Board for Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. 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)*.

The firm applies the International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the Schedule is prepared in accordance with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) and whether the Fund complies with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) based on performing a reasonable assurance engagement.

We performed our reasonable assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)) issued by the International Auditing and Assurance Standards Board. That standard requires that we plan and perform this engagement to obtain reasonable assurance about whether the Schedule is prepared in accordance with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) and whether the Fund complies with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9).

A reasonable assurance engagement in accordance with ISAE 3000 (Revised) involves performing procedures to obtain sufficient appropriate evidence that the Schedule is prepared in accordance with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) and that the Fund complies with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9). The nature, timing and extent of procedures selected depend on the auditor's judgement, including the assessment of the risks of non-compliance with Regulation 28 (3)(a), (3)(c),



(3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9), whether due to fraud and error. In making those risk assessments we consider internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control.

Summary of work performed

We completed our audit of the annual financial statements of the Eskom Pension and Provident Fund for the year ended 30 June 2025, prepared in accordance with the Regulatory Reporting Requirements for Retirement Funds in South Africa, on which we issued an unmodified opinion on 19 November 2025. That audit was performed in accordance with International Standards on Auditing. Where appropriate, we have drawn on evidence obtained regarding information contained in the Schedule that has been extracted from the Fund's underlying accounting records that were the subject of our audit engagement on the annual financial statements and forms the subject matter of this engagement.

We have performed such additional procedures as we considered necessary which included:

- Evaluating whether confirmations from financial institutions are in support of the records made available to us;
- Evaluating whether the investments are classified correctly per the categories of Schedule IB based on information obtained about the nature of investments from the financial institutions;
- Recalculating the percentages of assets held in relation to total assets; and
- Comparing the percentages calculated to the prescribed limits.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

Opinion

In our opinion, the Schedule IB "Assets held in compliance with Regulation 28" at 30 June 2025 is prepared in all material respects in accordance with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) of the Act, and the Fund has complied, in all material respects, with Regulation 28 (3)(a), (3)(c), (3)(e)-(i), (3)(iB), (3)(j), (4), (8)(a) and (9) as at 30 June 2025.

Other matter - Compliance with regulations 28(3)(iA) and 28(8)(b)

Regulation 28(3)(iA) states that the aggregate exposure by a Fund to all issuers in respect of direct infrastructure, across all asset categories, excluding any debt instrument issued or guaranteed by the South African Government, may not exceed 45% of the aggregate fair value of the total assets of the Fund. Regulation 28(8)(b) requires the Fund to report its infrastructure assets, with respect to the top 20 holdings, in the format specified in Table 2. The definition of 'infrastructure' in the amended Regulation 28 as prescribed in Government Gazette No.46649 of 1 July 2022, which became effective on 3 January 2023 does not provide criteria for the identification and classification of infrastructure. As a result, compliance with Regulations 28(3)(iA) and 28(8)(b) was excluded from the scope of our assurance engagement. Our opinion is not modified in respect of this matter.

Restriction on use

Without modifying our opinion we emphasise that Schedule IB is designed to meet the information needs of the Board of Fund for the purpose of reporting to the Financial Sector Conduct Authority (FSCA). As a result our report is not suitable for another purpose. Our report is presented solely for the information of the Board of Fund for the purpose of reporting to the FSCA.

BDO South Africa Incorporated
Registered Auditors

BDO South Africa Inc.
BDO South Africa Inc. (Nov 20, 2025 09:27:53 GMT+2)

Terri Weston
Director
Registered Auditor

123 Hertzog Boulevard
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20 November 2025