

**RULE AMENDMENT NO. 6**

**TO THE REVISED AND CONSOLIDATED RULES OF  
THE ESKOM PENSION AND PROVIDENT FUND**

ON THIS THE 12<sup>TH</sup> DAY OF FEBRUARY 2026, AT A MEETING OF THE BOARD OF THE ESKOM PENSION AND PROVIDENT FUND, HELD VIRTUALLY, THE BOARD BY A MAJORITY RESOLVED TO AMEND THE REVISED AND CONSOLIDATED RULES OF THE ESKOM PENSION AND PROVIDENT FUND, WITH EFFECT FROM THE REGISTRATION DATE, FOR THE FOLLOWING REASON,

- i.) *To extend the option available to all Employers to allow in service Members to elect to not have a contribution deducted from their Performance Bonus. In so doing, to extend the rule that allows the External Employer to allow its employees to elect whether a contribution should be deducted from their Performance Bonus, to apply to all participating Employers in the Fund.*

The rules will be amended as follows:

1. By deleting rule 5.2.12 and replacing it as follows:

5.2.12 At the specific request of an EMPLOYER in respect of a MEMBER employed by that EMPLOYER, RULE 5.2.6, RULE 5.2.8, RULE 5.2.9, and RULE 5.2.10 shall not apply to the PERFORMANCE BONUS paid to such a MEMBER.

Certified that the above resolution has been adopted in accordance with the provisions of the Rules of the Fund.

DocuSigned by:  
  
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**CHAIRPERSON**

DocuSigned by:  
  
C5EB0ABDA61F4C3...  
**PRINCIPAL OFFICER**

Signed by:  
  
F6C3DF4B8F07474...  
**BOARD MEMBER**

Signed by:  
  
#125851442115438...  
**BOARD MEMBER**

**VALUATOR'S CERTIFICATE:** In my capacity as the Actuary of the Eskom Pension and Provident Fund, I certify that in my opinion, the rules of the Eskom Pension and Provident Fund are financially sound.

**LIESEL VENETIA RYAN**  
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**12 FEBRUARY 2026**  
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DATE

  
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Signature

**B.Sc. FASSA**  
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Qualifications

