



ORION NAMIBIA PENSION  
AND PROVIDENT FUNDS

# ANNUAL REPORT

FOR THE FINANCIAL YEAR  
ENDED 30 JUNE 2024



real answers to real needs



## YOUR TRUSTED RETIREMENT PARTNER THROUGH CHALLENGING TIMES

### STATEMENT OF THE MANAGEMENT BOARD

The Management Board hereby declares that it recognises and embraces its responsibility to ensure the accuracy and integrity of this 2023/24 annual report. The Board has diligently applied its mind to the report content and is of the opinion that it addresses and accurately represents all the material issues relating to the Fund as well as its ongoing efforts to deliver on its commitments to its members and stakeholders.

In reaching this conclusion, the Board:

- Ensured that proper registers, books and records of the operations of the Fund were kept as legally required.
- Considered all the facts and risks that could impact the integrity of this report.
- Reviewed the annual financial statements and PwC's audit report; and
- Reviewed the accounting practices and the effectiveness of the internal financial controls as required by law.

### A NOTE ABOUT THE FUND NAMES IN THIS REPORT

Orion Namibia is an umbrella fund arrangement made up of both a pension fund and provident fund offering. For the purpose of this report, and unless stated otherwise, the terms "Orion Namibia Funds" and "the Fund" are used to denote all the fund offerings available under the Orion Namibia Funds banner.

### DISCLAIMER

Any small discrepancies in fund membership and assets under management quoted in various parts of this report are due to the differences in date ranges and focus areas between the Funds' valuers and auditors. The auditor typically focuses on a Fund level, while the valuator bases its assessments on member-specific information. This can sometimes result in situations where exiting members are included in one assessment but then excluded in another; or where assets and liabilities fluctuate between the assessments of the auditor and valuator. These discrepancies are usually very minor, and the final, audited figures will be shown in the following year's annual report.



# TABLE OF CONTENTS

MESSAGE FROM THE BOARD CHAIRPERSON

04

MESSAGE FROM THE PRINCIPAL OFFICER

07

ABOUT THE ORION NAMIBIA PENSION  
AND PROVIDENT FUNDS

11

- Professional Service Providers
- Management Board of the Orion Namibia
- Fund Policies Approved and Implemented Fund

13

14

16

SUMMARY OF FINANCIAL STATEMENTS 24

- Orion Namibia Pension Fund
- Orion Namibia Provident Fund

17

2023/24 HIGHLIGHTS

27





**MESSAGE  
FROM THE BOARD  
CHAIRPERSON**

## MESSAGE FROM THE BOARD CHAIRPERSON

Dear stakeholders,

We are pleased to present the annual report for the Orion Namibia Pension Fund and the Orion Namibia Provident Fund (the Fund) for the financial year ending 30 June 2024. Due to the Funds' Annual Financial Statements and Audit which are usually completed at the end of December each year, the Report includes information up to December 2024.

During the reporting period, we have navigated both challenges and opportunities in the financial markets. The geopolitical tensions in the world with the continuing Russia-Ukraine war and the conflict in the Middle East, created turbulence and uncertainty in local and international markets. Despite this volatile environment, the Board navigated these turbulent times by focussing on its key objective of ensuring that Fund assets continue to grow to meet the Funds' responsibility towards members and beneficiaries, employing prudent investment strategies, focused on sustainable growth, and ensuring that your retirement savings continue to work for you.

On the local front, there was a lot of mixed emotions. We sadly lost our third President, Honorable Hage G. Geingob in February, but the resilience and pride of the Namibian people shone through the tough times as we bid our President farewell and embraced the swearing in of our fourth president, Honorable Nangolo Mbumba.

At the same time, the nation prepared for its scheduled presidential and national assembly elections in November 2024, with expectations of possible changes in the political landscape and the prospects of the first woman president for the Republic of Namibia, Honorable Netumbo N Ndaitwah.

On the money side of things, the local economy expanded by 3.5% year on year in the second quarter of 2024, indicating a slow-down from the 4.3% year on year growth recorded in the first quarter. Inflation has decreased, hovering below the 5% mark and coupled with the repo rate cuts by the Bank of Namibia, provided much-needed relief to both consumers and businesses.



The local **economy expanded by 3.5%** year on year in the second quarter of **2024**



**Benny Amuenje**  
Chairperson of the Board

In addition, the nation eagerly awaited the anticipated changes in the tax legislation which would present the chance to receive some cash back from the revenue office, as well as to stabilise business operations and the cost of living.

The hype around Green Hydrogen and the discovery of oil was somehow dampened by scepticism around the timing of these investments realising tangible benefits to the country, the huge capital lay-out required and a lack of sufficient and optimistic investors in that sector. It was not all doom and gloom, as our country recorded tourist arrivals that matched pre-covid statistics. Tourist destinations were flooded, the aviation industry and car rental industry experienced remarkable improvements.

All in all, a year that brought with it lots of uncertainty and doubt, especially with the crippling drought the country experienced. The light at the end of the tunnel was the overall positive sentiment and resilience of the markets and in particular the performance by the Orion Funds that provided investment returns of between 9.4% and 11.4% to its members over the 12-month period 01 July 2023 to 30 June 2024.

The planned establishment of the Orion Namibia Retirement Fund, which was envisioned to offer multiple benefit structures under one umbrella, has been delayed as the Special Rules submitted to Namfisa were not approved due to some tax legislative challenges. The Fund is reviewing its options on how best to still offer a comprehensive retirement solution to its members that will cater for withdrawal, preservation and the provision of annuities.

With the increased financial liability of providing for risk claims that may be repudiated by the Insurer for various reasons under a pension fund arrangement, the Board is exploring different options of how best members, and their beneficiaries can continue to enjoy the current risk benefits and its sound governance structure under a different arrangement. Defined contribution funds cannot accumulate enough reserves that will cater for catastrophic events, such as earthquakes, floods, extreme sports, political unrests, etc. that might not be covered by insurance firms; as these contributions are explicitly applied, after expenses, to grow the savings pot of members, which will enable them to purchase an annuity that will replace their salary, or a portion thereof, upon retirement.

We are also committed to keep track of technological developments and enhance the various communication avenues available in our market. To this end, I wish to encourage members to register for their Member Web access and to ensure that the Fund has their most up-to-date personal information and beneficiary nomination forms on file. This will go a long way in streamlining direct communication between the member and their beneficiaries with the Fund and enhance service delivery at times when our members need it most.

With the Funds' strategy strongly focused on member information and education, as well as enhanced service delivery, 2025 holds the promise of enhanced interaction between the Members and the Fund. Along with the impending implementation of FIMA and the indications of the National Pension Fund for the country, the Fund is continuously keeping an eye on these developments to manage the anticipated changes in the retirement landscape.

I also wish to express my appreciation to the Board of Trustees, Principal Officer's office, our valued service providers and all Orion members and participating employers for their continued support of the Fund and their commitment to engage meaningfully through various communication channels. I can assure you that the Board remains committed to growing the Fund and to meaningfully contribute and meet the needs of all members and stakeholders alike.

Yours sincerely

**Benny Amuenje**  
Chairperson of the Board



The Board is exploring different options of how best **members, and their beneficiaries can continue to enjoy the current risk benefits** and its sound governance structure under a different arrangement.





**MESSAGE FROM  
THE PRINCIPAL  
OFFICER**

## MESSAGE FROM THE PRINCIPAL OFFICER

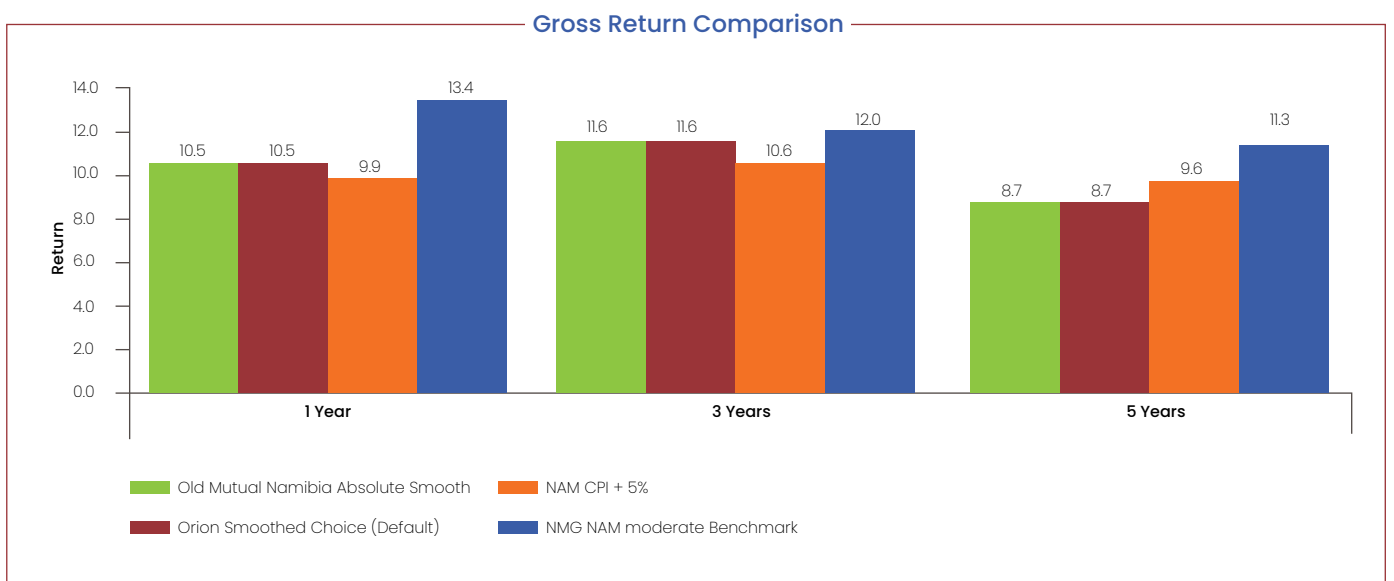
Dear members,

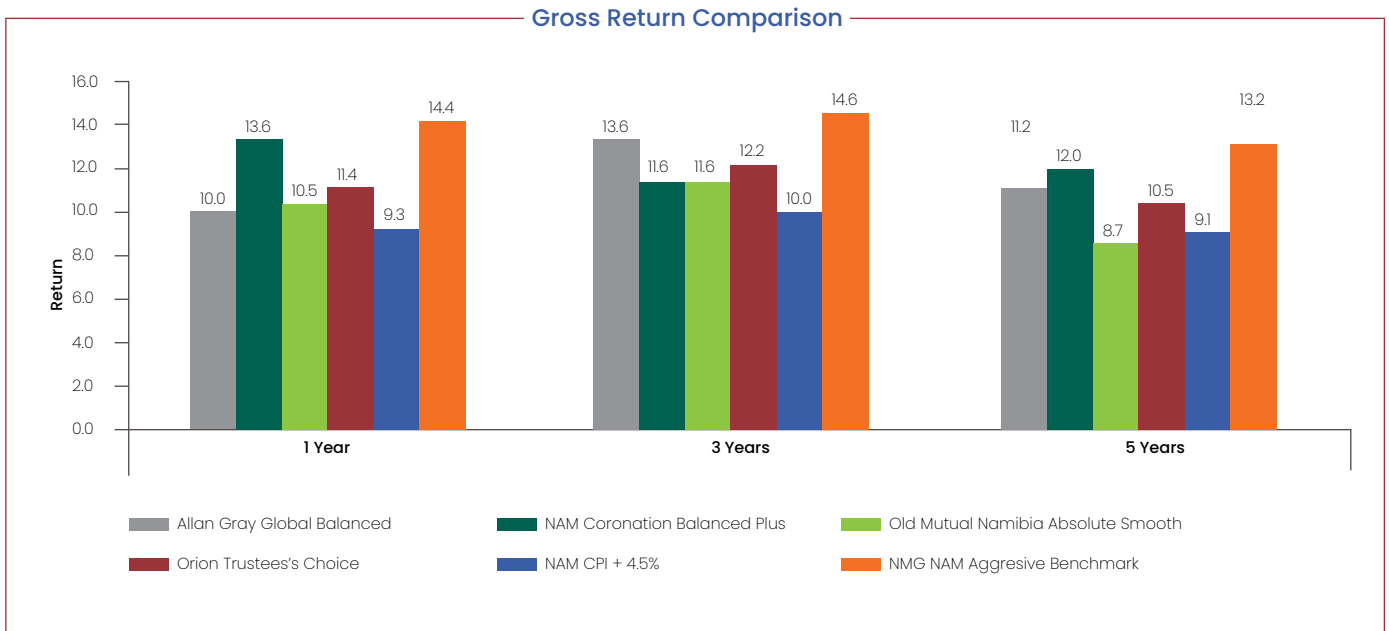
The Orion Funds ended the financial year on a healthy N\$6.4 billion in assets at the end of June 2024, evenly split between the Pension and Provident Sections.

The Funds new investment structure is in place and employers have been receiving communication in this regard during August / September 2024. A summation of the investment changes are as follows:

There was a renaming of the portfolios, and the Moderate Growth Portfolio is now the Smoothed Choice Portfolio, remaining with the investment in the Old Mutual Absolute Growth Portfolio 50% guarantee (AGP50), which has a lower risk profile that aims for minimal negative returns for member fund credits. This portfolio matched its benchmark of NCPI + 3.96% returning 9.4% for the one-year period and 11.6% over the three-year period whilst the five-year period still shows a slight underperformance of 8.7% against a target of 9.6%.

The High Growth Portfolio is now known as the Trustees Choice portfolio with its NAM CPI + 4.54% benchmark. This portfolio will have significant exposure to growth assets (shares and property) at times, and as such short-term negative returns are possible. Investment returns can be volatile; however, some smoothing is provided through the investment in Old Mutual Absolute Growth Portfolio 50% guarantee. The portfolio returned 11.4% over the 12-month period, outperforming the benchmark by 2% and similarly over a three-year period with 12.2% against a benchmark of 10%. The five-year period recorded a 1.4% outperformance with 10.5% investment returns against the targeted return of 9.1%.





The graphs above depict the Pension Fund performance which basically mirrors the Provident Fund performance of the Fund over the same periods.

The Aggressive Portfolio was renamed to the Employer's Choice Portfolio which allows Participating Employers to select from a list of the Funds' pre-approved asset managers with different risk – return profiles. These options may include products that have a low tracking error ('quasi passive choice'), are well diversified (through multi manager style), have different investment style such as value or growth, etc. Short-term negative returns are possible with these types of products since they focus on different styles and are market linked portfolios (linked to capital markets). Asset Managers may choose to optimise exposures to certain asset classes. Investment returns for some products such as value and growth, can be very volatile depending on the investment cycle.

This broadened investment platform allows participating employers to exercise different options based on their risk appetite and with due consideration for their overall employer profile.

Finally, the Fund has selected the Old Mutual Core Growth Portfolio 90 (CGP90) and Core Growth Portfolio 100 (CGP100) as its capital preservation option for all members three years to normal retirement. Members three years before retirement will automatically be switched into the relevant CGP portfolio as selected by the Management Committee of the relevant participating Employer. These members will have the opportunity to opt out of the CGP portfolio and remain in the portfolio they have been invested in until their retirement date.

It is vital to always consider the benchmark over a long-time horizon for retirement fund investments, as these savings are accumulated over the working life of an individual which spans approximately thirty-five years on average.

The system migration from the Compen to the Compass System has come with both its benefits and challenges and the Fund is happy to report that the major bugs have been sorted out and any other hiccups are managed with the utmost urgency. The Administration Team has been rolling out the Member Web that allows members direct excess onto the system to view their personal information and their contribution history as well as their latest fund credit balance. Members are also able to update their beneficiary nomination form on the system, but due to current legal requirements, members are still encouraged to print out the form, complete it, sign it off and then provide the signed form to their employer and the Fund Administrator.

The Fund is still driving the process of collating member contact information such as e-mails and cellphone numbers to enable direct fund to member contact. This will further enhance the Fund capability to continuously inform members of fund updates, regulatory updates and educational information that will allow members to make better informed choices about their precious savings.

The Funds ended the financial year on a healthy **N\$6.4 billion in assets at the end of June 2024**, evenly split between the Pension and Provident Sections.

The Orion Funds remain members of the Retirement Fund Institute in Namibia (RFIN), which provides a platform for the industry to address issues of mutual concern with the Regulator and other stakeholders such as the Namibia Revenue Agency (NamRA). With the extension of the tax amnesty to October 2026, the Fund implores members to ensure that they use the grace period well and update their tax affairs with NamRA.

The Fund is also a member of BATSETA and this allows the Fund to stay abreast of developments in the industry in neighboring South Africa and other Southern Africa countries and to also tap into continuous professional development opportunities for Trustees and fund officers. Batseta is a non-profit organization, which is focused on the interests of principal officers, trustees and fund fiduciaries within the retirement industry.

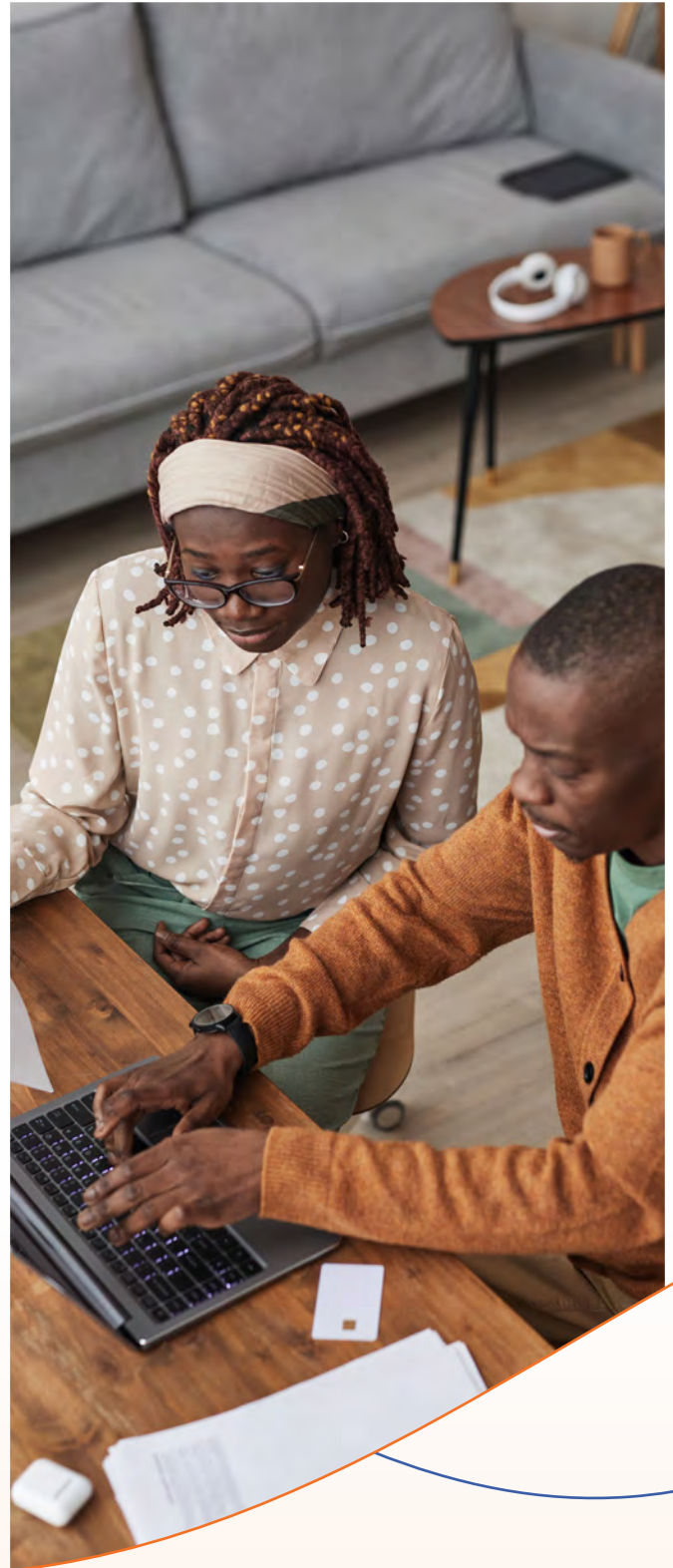
Renewed focus is being placed on late and non-contributions by Participating Employers, which is in non-compliance with Section 13A of the Pension Funds Act, compelling Employers to pay over pension fund contributions not later than 7 days after month-end. The Regulator has also been issuing cautionary letters to relevant employers who are in non-compliance with Section 13A. It is really important for employers to pay the full contributions on time as any short contributions are deemed as non-compliance with the Act. The Financial Institutions and Markets Act (FIMA) will upon its implementation, raise interest on late contributions with the repo rate plus four percent (4%), which will be payable by employers guilty of not paying their contributions on time.

Exciting news is that the new administration system caters for web-based uploading of Employer contribution schedules directly by the Employer and the roll-out of this system functionality to employers is gaining good traction.

We have the common objective to steer your savings in such a way that you craft a meaningful retirement goal with our support and access to information that will guide your decision-making along this journey. We really wish to encourage members to engage with the Fund through the various communication channels that already exist and trust that we will see a huge uptake of members via the system online registration

Yours sincerely

**Ramon Hansen**  
Principal Officer





**ABOUT THE  
ORION NAMIBIA  
PENSION AND  
PROVIDENT FUNDS**

Designed to meet the retirement planning and risk needs of the majority of employers and employees in Namibia, the Orion Namibia Funds offer investment choice and benefit flexibility. Both the Orion Namibia Pension Fund and the Orion Namibia Provident Fund are defined contribution funds and offer flexible contribution structures to suit needs and affordability.

**THE FUNDS OFFER A WIDE SELECTION OF COST-EFFECTIVE RISK BENEFITS**

	<b>Lump sum death cover</b> (including optional Accidental Death benefit)
	<b>Disability income benefit:</b> Fund members receive the benefit as a monthly payment
	<b>Disability cover:</b> Fund members receive a lump sum payout
	<b>Dread disease benefits</b>
	<b>Family funeral cover</b>

**EFFECTIVE 01 APRIL 2024 THE INVESTMENT STRUCTURE OF THE FUND HAS CHANGED AS FOLLOWS:**

<b>Orion Smoothed Choice (Default)</b>
AGP50 (SMOOTH) <hr style="width: 50%; margin: 10px auto;"/> Core Growth Portfolio (90%) Product / Core Growth Portfolio (100%) Product
<b>Orion Trustee's Choice</b>
AGP50 (SMOOTH) ALLAN GRAY NAMIBIA BALANCED NAM BALANCED PLU CALIBER CAPITAL TRUST <hr style="width: 50%; margin: 10px auto;"/> Core Growth Portfolio (90%) Product / Core Growth Portfolio (100%) Product
<b>Orion Employer's Choice</b>
CORE GROWTH PORTFOLIO (CGP90) CORE GROWTH PORTFOLIO (CGP100) ALLAN GRAY NAMIBIA BALANCED NINETY-ONE MANAGED NAM BALANCED PLUS OMIGNAM PROFILE PINNACLE* <hr style="width: 50%; margin: 10px auto;"/> Core Growth Portfolio (90%) Product / Core Growth Portfolio (100%) Product

**UNDER THIS STRATEGY OPTION MANCO'S WILL ELECT ANY OF THE FOLLOWING:**

- Orion Namibia Pension or Provident Default Option
- Orion Namibia Pension or Provident Trustee's Choice
- Orion Namibia Pension or Provident Employer's Choice

For members that are three (3) years or less to retirement, the assets are moved to Core Growth (CGP 90) by default unless CGP 100 was selected by their Employer. These portfolios are designed to protect member capital close to retirement. The members also have the choice to opt out of the Core Growth portfolio and remain in the selected market portfolio.

**PROFESSIONAL SERVICE PROVIDERS**

**ACTUARY/VALUATOR**

**Nicolaas Smit**  
**i3 Actuaries and Consultants**  
 PO Box 80560, Windhoek, Namibia  
 1st floor Corner of Feld and Jan Jonker Roads, Windhoek, Namibia

**AUDITORS**

**PricewaterhouseCoopers**  
 PO Box 1571, Windhoek, Namibia  
 344 Independence Avenue, Windhoek, Namibia

**BENEFIT ADMINISTRATORS**

**Old Mutual Life Assurance Company (Namibia) Limited**  
 PO Box 165 Windhoek, Namibia  
 9th floor, Mutual Tower, 223 Independence Avenue, Windhoek, Namibia

**INVESTMENT CONSULTANT**

**NMG Consultants & Actuaries (Namibia) Limited**  
 PO Box 13393, Windhoek, Namibia  
 3rd floor Office Towers, Maerua Mall, Jan Jonker Road Windhoek, Namibia

**INVESTMENT MANAGER**

**Namibia Asset Management Limited**  
 PO Box 23329, Windhoek, Namibia 1st floor,  
 Millennium House, Corner of Robert Mugabe Avenue & Dr AB May Street, Windhoek, Namibia

**Allan Gray Namibia Unit Trust Management Limited**  
 PO Box 230, Windhoek, Namibia Gams Building, AM Weinburg Estate 13 Jan Jonker Road Klein, Windhoek, Namibia

**Capricorn Asset Management (Proprietary) Limited**  
 PO Box 284, Windhoek, Namibia 4th floor, Capricorn House, 119 Independence Avenue, Windhoek, Namibia

**Old Mutual Life Assurance Company (Namibia) Limited**  
 PO Box 165 Windhoek, Namibia  
 9th floor, Mutual Tower, 223 Independence Avenue, Windhoek, Namibia

**Ninety-One**  
 Am Weinburg Estate,  
 Winterhoek building, 1st floor West Officer,  
 13 Jan Jonker Avenue, Windhoek, Namibia

**RISK INSURER**

**Old Mutual Life Assurance Company (Namibia) Limited**  
 PO Box 165, Windhoek, Namibia  
 9th floor, Mutual Tower, 223 Independence Avenue, Windhoek, Namibia

**ORION NAMIBIA ADMINISTRATION DETAILS**

Old Mutual Life Assurance Company (Namibia) Limited  
 Old Mutual Corporate Namibia  
 PO Box 165, Windhoek, Namibia  
 9th floor, Mutual Tower, 223 Independence Avenue, Windhoek Namibia  
 081 956 1000 (reception) / 081 956 1013 (call centre)  
 Registration Number: 97/081

## MANAGEMENT BOARD OF THE ORION NAMIBIA FUND

The Board is comprised of nine (9) members (excluding the Principal Officer).

The Board is representative of the Orion Namibia Fund's commitment to diversity, equality and inclusion of the Sustainable Development Goals that the Board voluntarily endorses. Between themselves, the Board Members have the extensive experience and complementary skills required to govern the Fund effectively and properly. The Board Members are respected professionals with practical experience in the administration of retirement funds, knowledge of the financial services and legal industries, and expertise in all investment, actuarial, accounting, and social aspects of effective fund management. On-going Board Member development is encouraged within the Fund. The Fund is a member of BATSETA who is a professional industry body that helps Trustees and Principal Officers of Retirement Funds to fulfil their roles in a professional manner. Some of the training the Trustees have undergone pertains to their fiduciary duties, good corporate governance, distribution of death benefits and basic investment training.

### BOARD CHANGES DURING THE 2024 REPORTING PERIOD

#### Resignations 2024

Nicole Maske: 31 March 2024

#### Appointments 2024

Marco Erasmus: 01 May 2024



The Fund is a **member of BATSETA**, a professional body that helps Trustees and Principal Officers of Retirement Funds fulfill their roles professionally.

## BOARD MEMBERS



### Benny Amuenje

Chairperson of the Board  
Independent Trustee

Re-appointed: 01.07.2023  
End of second term: 30.06.2026



### Hinasha Mbudje

Deputy Chairperson  
Chairperson of the Death Claims  
Sub-Committee  
Independent Trustee

Re-appointed: 01.10.2022  
End of second term: 30.09.2025



### Hilda Basson Namundjebo

Independent Trustee

Reappointed: 01.08.2022  
End of second term: 31.07.2025



### Marco Erasmus

Independent Trustee

Appointed: 01.05.2024  
End of first term: 30.04.2027

## BOARD MEMBERS



**Deon Gerber**

Independent Trustee

Re-appointed: 01.06.2023  
End of second term: 31.05.2026



**Ruben Philander**

Chairperson of the Communications Sub-Committee

Independent Trustee

Re-appointed: 01.08.2022  
End of second term: 31.07.2025



**Ingo Schneider**

Chairperson of the Investment Sub-Committee

Independent Trustee

Appointed: 01.02.2023  
End of first term: 31.01.2026



**Selma Shaanika**

Chairperson of the Audit Sub-Committee

Independent Trustee

Appointed: 01.02.2023  
End of first term: 31.01.2026



**Ndapandula Tshitayi**

Independent Trustee

Appointed: 01.02.2023  
End of first term: 31.01.2026



**Ramon Hansen**

Principal Officer

Re-appointed: 01.11. 2021  
End of term: 31.10. 2026



**Chasanareen Cloete**

Assistant Principal Officer

Re-appointed: 01.11. 2021  
End of term: 31.10. 2026

## FUND POLICIES APPROVED AND IMPLEMENTED

The Board is ultimately responsible for the oversight and management of the Fund. To ensure that the Fund is properly managed and the appropriate measures are in place, the following policies are implemented, monitored, and reviewed by the Board:

- Board Charter and Code of Conduct
- Business Continuity and Crises Plan
- Communications Policy
- Complaints Policy
- Conflict of Interest Policy
- Gift Policy
- Interest Allocation Policy
- Investment Policy Statement
- Performance Appraisal Policy
- Pension Backed Housing Loan Policy
- Risk Benefit Policy
- Strategic Framework and Risk Management Policy
- Subsistence and Remuneration Policy
- Terms of References of the Different Sub-committees
- Trustee Training Policy
- Unclaimed Benefits Policy





**SUMMARY  
OF FINANCIAL  
STATEMENTS**  
AS AT 30 JUNE 2024

## SUMMARY OF FINANCIAL STATEMENTS AS AT 30 JUNE 2024

Note: You can request the full Financials which contain the Auditor's Report from the office of the Principal Officer.

### OPINION

We have audited the financial statements of Orion Namibia Provident Fund (the "Fund") set out on pages 11 to 20, which comprise the statement of net assets and funds as at 30 June 2024 and the statement of changes in net assets and funds for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. The financial statements are prepared for the purpose of reporting to the Registrar of Pension Funds.

In our opinion, the financial statements of Orion Namibia Provident Fund for the year ended 30 June 2024 are prepared, in all material respects, in accordance with Regulatory Reporting Requirements for Pension Funds in Namibia.

### BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Fund in accordance with the International Ethics Standards Board for Accountants International Code of Ethics for Professional Accountants (including International Independence Standards) and other independence requirements applicable to performing audits of financial statements in Namibia. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.

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

*PricewaterhouseCoopers*

PricewaterhouseCoopers

Registered Accountants and Auditors  
Chartered Accountants (Namibia)

Per: Nina A Coetzer  
Windhoek, Namibia Date:  
16 December 2024

**ORION NAMIBIA PROVIDENT FUND - STATEMENT OF NET ASSETS AND FUNDS ORION NAMIBIA PROVIDENT FUND**  
 NAMFISA REGISTRATION NUMBER: 25/7/7/35 STATEMENT OF NET ASSETS AND FUNDS AT 30 JUNE 2024

ASSETS	NOTES	CURRENT YEAR N\$	PREVIOUS YEAR N\$
<b>Non-current assets</b>		<b>3 200 288 644</b>	<b>2 852 467 233</b>
Investments	1	3 200 288 644	2 852 467 233
<b>Current assets</b>		<b>111 006 370</b>	<b>100 214 972</b>
Accounts receivable	2	59 096 791	75 244 630
Contributions receivable	3.1	378 177	23 299 448
Cash at bank		51 497 302	1 636 794
Transfers receivable	4	34 100	34 100
<b>Total Assets</b>		<b>3 311 295 014</b>	<b>2 952 682 205</b>
<b>FUNDS AND LIABILITIES</b>			
<b>Member's funds</b>			
Active members' individual accounts		3 101 749 836	2 778 008 434
Amounts to be allocated		58 097 797	18 015 596
<b>Reserves</b>			
Reserve accounts	12	6 384 627	11 638 125
<b>Total funds and reserves</b>		<b>3 166 232 260</b>	<b>2 807 662 155</b>
<b>Non-current liabilities</b>		<b>12 294 436</b>	<b>15 667 010</b>
Unclaimed benefits	5	12 294 436	15 667 010
<b>Current liabilities</b>		<b>132 768 318</b>	<b>129 353 040</b>
Benefits payable	6	99 041 439	99 675 336
<b>Accounts payable</b>	<b>7</b>	<b>33 726 879</b>	<b>29 677 704</b>
<b>Total funds and liabilities</b>		<b>3 311 295 041</b>	<b>2 952 682 205</b>



**ORION NAMIBIA PENSION FUND - STATEMENT OF CHANGES IN NET ASSETS AND FUNDS**

ORION NAMIBIA PROVIDENT FUND NAMFISA REGISTRATION NUMBER: 25/7/7/36 STATEMENT OF CHANGES IN NET ASSETS AND FUNDS FOR THE YEAR ENDED 30 JUNE 2024

	NOTES	AMOUNTS TO BE ALLOCATED	ACTIVE MEMBERS' INDIVIDUAL ACCOUNTS	RESERVE ACCOUNTS	TOTAL
		CURRENT YEAR N\$	CURRENT YEAR N\$	CURRENT YEAR N\$	CURRENT YEAR N\$
Balance at beginning of period		18 015 596	2 778 008 434	11 638 125	2 807 662 155
Contributions received and accrued	3	40 082 201	324 038 564	29 550 600	393 671 365
Contributions transferred from reserve accounts - contribution holiday		-	100 214 972	-	-
Net investment income	9	-	301 104 959	(21 323 965)	279 780 994
Risk-benefit proceeds		-	-	2 315 900	2 315 900
Risk-benefit proceeds transferred to accumulated fund		-	2315 900	(2 315 900)	-
Other income	11	-	-	1 977 452	1 977 452
Less:		-	-	(43 589 009)	(43 589 009)
Risk Benefit premium		-	-	(19 169 816)	(19 169 816)
Administration expenses	10	-	-	(24 419 193)	(24 419 193)
<b>Net income before transfers and benefits</b>		<b>40 082 201</b>	<b>627 463 348</b>	<b>(33 388 847)</b>	<b>634 156 702</b>
<b>Transfers and benefits</b>			<b>(264 317 512)</b>	<b>(11 269 085)</b>	<b>(275 586 597)</b>
Transfers from other funds	4	-	27 012 297	-	27 012 297
Transfers to other Funds	8	-	(62 551 778)	-	(62 551 778)
Unclaimed benefits	5	-	-	(8 595 490)	(8 595 490)
Unpaid benefits	6	-	-	(1 190 555)	(1 190 555)
<b>Benefits</b>	<b>6</b>		<b>(288 778 031)</b>	<b>(1 483 0400)</b>	<b>(230 261 071)</b>
<b>Net Income after transfers and benefits (carried forward)</b>		<b>40 082 201</b>	<b>363 145 836</b>	<b>(44 657 392)</b>	<b>358 570 105</b>
<b>Funds and Reserves</b>		<b>(28 669 363)</b>	<b>53 540 342</b>	<b>(24 870 979)</b>	<b>-</b>
Actuarial adjustments		-	(39 404 434)	(39 404 434)	-
Amounts allocated during the period:		-	111 692	(111 692)	-
- Contributions					
<b>Balance at the end of period</b>		<b>58 097 797</b>	<b>3 101 749 836</b>	<b>6 384 627</b>	<b>3 166 232 260</b>
		PREVIOUS YEAR N\$	PREVIOUS YEAR N\$	PREVIOUS YEAR N\$	PREVIOUS YEAR N\$
Balance at beginning of period		4 908 068	2 320 088 338	25 184 630	2 350 181 036
Contributions received and accrued	3	47 864 437	315 814 874	33 035 971	396 715 282
Net investment income	9	-	259 857 646	(1 391 893)	258 465 753
Risk-benefit proceeds		-	-	7 894 163	7 894 163
Risk-benefit proceeds transferred to accumulated fund		-	7 826 663	(7 826 663)	-
Less:		-	-	(49 459 452)	(49 459 452)
Risk-benefit premiums		-	-	(26 179 136)	(26 179 136)
Administration expenses	10	-	-	(23 280 316)	(23 280 316)

<b>Net income before transfers and benefits</b>		<b>47 864 437</b>	<b>583 499 183</b>	<b>(17 747 874)</b>	<b>(613 615 746)</b>
<b>Transfers and benefits</b>		-	<b>(152 956 536)</b>	<b>(3 178 091)</b>	<b>(156 134 627)</b>
Transfers from other funds	4	155 451	73 807 715	51 988 627	125 951 793
Transfers to other funds	8	-	(14 502 022)	(7 812)	(14 509 834)
Unclaimed benefits	5	-	-	(357 159)	(357 159)
Unpaid benefits	6	-	-	(1 236 843)	(1 236 843)
Benefits	6	-	(182 586 727)	(1 576 277)	(184 163 004)
<b>Net income after transfers and benefits (carried forward)</b>		<b>47 864 437</b>	<b>430 452 647</b>	<b>(20 925 965)</b>	<b>457 481 119</b>
<b>Funds and Reserves</b>		<b>(34 756 909)</b>	<b>27 377 449</b>	<b>7 379 460</b>	-
<b>Actuarial adjustments</b>		-	<b>(3 208 630)</b>	<b>3 208 630</b>	-
<b>Amounts allocated during the period:</b>					
- Contributions		(34 756 909)	30 586 079	4 170 830	-
- Transfers from other funds		(321 076)	321 076	-	-
<b>Balance at end of period</b>		<b>18 015 596</b>	<b>2 778 008 434</b>	<b>11 638 125</b>	<b>2 807 662 155</b>

**ORION NAMIBIA PENSION FUND - STATEMENT OF NET ASSETS AND FUNDS ORION NAMIBIA PENSION FUND NAMFISA**  
REGISTRATION NUMBER: 25/7/7/36 STATEMENT OF NET ASSETS AND FUNDS FOR THE YEAR ENDED 30 JUNE 2024

ASSETS	NOTES	CURRENT YEAR N\$	PREVIOUS YEAR N\$
<b>Non-current assets</b>		<b>3 227 489 157</b>	<b>2 956 781 495</b>
Investments	1	3 227 489 157	2 956 781 495
<b>Current assets</b>		<b>84 524 473</b>	<b>99 659 008</b>
Accounts receivable	2	56 880 641	74 543 269
Contributions receivable	3.1	2 375 365	16 643 528
Cash at bank		24 336 373	7 541 371
Transfers receivable	4	932 094	930 840
<b>Total assets</b>		<b>3 312 013 630</b>	<b>3 056 440 503</b>
<b>FUNDS AND LIABILITIES</b>			
<b>Member's funds</b>			
Active members' individual accounts		2 850 435 949	2 617 872 702
Amounts to be allocated		41 737 412	5 752 823
<b>Reserves</b>			
Reserve accounts	13	156 621 672	140 912 854
<b>Total funds and reserves</b>		<b>3 048 795 033</b>	<b>2 764 538 379</b>
<b>Non-current liabilities</b>		<b>30 255 307</b>	<b>44 528 106</b>
Unclaimed benefits	5	30 255 307	44 528 106
<b>Current liabilities</b>		<b>232 963 290</b>	<b>247 374 018</b>
Benefits payable	6	206 958 688	188 994 669
Accounts payable	7	26 004 396	37 069 765
Transfers payable	8	206	21 309 584
<b>Total funds and liabilities</b>		<b>3 312 013 630</b>	<b>3 056 440 503</b>

**ORION NAMIBIA PENSION FUND - STATEMENT OF CHANGES IN NET ASSETS AND FUNDS**

ORION NAMIBIA PENSION FUND NAMFISA REGISTRATION NUMBER: 25/7/7/36

STATEMENT OF CHANGES IN NET ASSETS AND FUNDS FOR THE YEAR ENDED 30 JUNE 2024

	NOTES	AMOUNTS TO BE ALLOCATED	ACTIVE MEMBERS' INDIVIDUAL ACCOUNTS	RESERVE ACCOUNTS	TOTAL
		CURRENT YEAR N\$	CURRENT YEAR N\$	CURRENT YEAR N\$	CURRENT YEAR N\$
Balance at beginning of period		5 752 823	2 617 872 702	140 912 854	2 764 538 379
Contributions received and accrued	3	35 984 589	317 293 910	33 617 090	386 895 589
Net investment income	9	-	229 605 353	61 178 926	290 784 279
Risk-benefit proceeds		-	-	7 986 812	7 986 812
Risk-benefit proceeds transferred to accumulated fund		-	7 986 812	(7 986 812)	-
Less:		-	-	(48 377 639)	(48 377 639)
Risk-benefit premiums		-	-	(20 108 308)	(20 108 308)
Administration expenses	10	-	-	(28 269 331)	(28 269 331)
<b>Net income before transfers and benefits</b>		<b>35 984 589</b>	<b>554 886 075</b>	<b>48 511 465</b>	<b>639 382 129</b>
<b>Transfers and benefits</b>		<b>-</b>	<b>(320 240 682)</b>	<b>(34 884 793)</b>	<b>(355 125 475)</b>
Transfers from other funds	4	-	<b>32 951 399</b>	-	<b>32 951 399</b>
Transfers to other funds	8	-	<b>(6 845 949)</b>	<b>(19 470)</b>	<b>(6 865 427)</b>
Unclaimed benefits	5	-	-	(30 004 724)	(30 004 724)
Unpaid benefits	6	-	-	(2 660 703)	(2 660 705)
Benefits	6	-	(346 346 132)	(2 199 886)	(348 546 018)
<b>Net Income after transfers and benefits (carried forward)</b>		<b>35 984 589</b>	<b>234 645 393</b>	<b>13 626 672</b>	<b>284 256 654</b>
<b>Funds and Reserves</b>			<b>(2 082 146)</b>	<b>2 082 146</b>	<b>-</b>
Actuarial adjustments		-	(2 082 146)	2 082 146	-
Amounts allocated during the year:					
- Contributions		-	-	-	-
<b>Balance at end of period</b>		<b>41 737 412</b>	<b>2 850 435 949</b>	<b>156 621 672</b>	<b>3 648 795 033</b>
<b>PREVIOUS YEAR</b>					
		PREVIOUS YEAR N\$	PREVIOUS YEAR N\$	PREVIOUS YEAR N\$	PREVIOUS YEAR N\$
Balance at beginning of period		7 541 892	2 356 983 313	180 122 852	2 544 648 057
Contributions received and accrued	3	26 880 294	268 263 506	33 286 122	328 429 922
Contributions transferred from reserve accounts – contribution holiday		-	6 924 844	(6 924 844)	-
Net investment income	9	-	236 743 458	15 945 933	252 689 391
Risk-benefit proceeds		-	-	12 488 124	12 488 124
Risk-benefit proceeds transferred to accumulated fund		-	11 937 494	11 937 494)	-
Less:		-	-	(52 846 362)	(52 846 362)
Risk-benefit premiums		-	-	(25 738 951)	(25 738 951)
Administration expenses	10	-	-	(27 107 411)	(27 101 411)
<b>Net income before transfers and benefits</b>		<b>26 880 294</b>	<b>523 869 302</b>	<b>(9 988 521)</b>	<b>540 761 075</b>

<b>Transfers and benefits</b>			<b>(316 520 255)</b>	<b>(4 350 498)</b>	<b>(320 870 753)</b>
Transfers from other funds	4a	-	43 767 510	-	43 767 510
Transfers to other funds	8	-	(75 598 240)	(89 370)	(75 687 610)
Unclaimed benefits	5	-	-	(166 732)	(166 732)
Unpaid benefits	6	-	-	(707 187)	(707 187)
Benefits	7	-	(246 666 046)	(1 227 773)	(247 893 819)
<b>Net income after transfers and benefits (carried forward)</b>		<b>26 880 294</b>	<b>207 349 047</b>	<b>(14 339 019)</b>	<b>219 890 322</b>
<b>Funds and Reserves</b>		<b>(28 669 363)</b>	<b>53 340 342</b>	<b>(24 870 979)</b>	<b>-</b>
Actuarial adjustments			30 604 852	(30 604 852)	-
Amounts allocated during the year					
- Contributions		(28 669 263)	22 935 490	5 733 873	-
<b>Balance at end of period</b>		<b>5 752 823</b>	<b>2 617 872 702</b>	<b>140 912 854</b>	<b>2 764 538 379</b>

## NOTE TO THE SUMMARY FINANCIAL STATEMENTS

The full Annual Financial Statements of the Orion Pension and Provident Funds can be requested from the office of the Principal Officer.

## BASIS OF PREPARATION OF SUMMARY FINANCIAL STATEMENTS

The summary financial statements on the previous pages were derived from the regulatory financial statements of the Orion Namibia Pension Fund and Provident Fund for the year ended 30 June 2024. The summary financial statements are prepared in accordance with the criteria set by the Management Board with the purpose of providing a high-level overview of the financial position of each Fund as well as other relevant income and expenses. As such, these summary financial statements should not form the basis for any investment decision. All such decisions should only be taken after studying the full set of audited financial statements.

## SUMMARY OF THE VALUATOR'S REPORT AS AT 30 JUNE 2023

### ORION NAMIBIA PENSION FUND

#### Financial Position of the Fund

The Fund's financial position as at valuation date is summarized below. Previous valuation figures are also shown for comparative purpose:

FUND ACCOUNT	30 JUNE 2023	30 JUNE 2022
	N\$ '000	N\$ '000
Accumulation Account	2,614,055	2,369,817
<b>Reserve Accounts</b>		
Expense Reserve Account	7,453	6,752
Investment Reserve Account	18,510	23,747
Risk Reserve Account	3,112	2,831
Data Mismatch Reserve Account	69,817	66,240
Participating Employer Reserve Account	44,103	49,948
<b>Unallocated Deposits</b>	<b>5,753</b>	<b>7,542</b>
<b>Total Fund</b>	<b>2,762,803</b>	<b>2,526,877</b>



## Recommendations

### We recommend the following:

- No additional bonus allocation.
- The balance of Reserve Accounts be maintained.
- The Participating Employer Reserves that have not yet been distributed to be distributed by offsetting the balance from the contribution or reimbursement to the employer in cases where the participating employer is no longer active.
- The interest rate application to members on Compass system be allocated as per the recommended approach detailed in Section 3.7.
- The administrator to perform a detailed asset liability matching exercise to ensure that members' liability in various portfolios reasonably matches the investment value of the portfolio. The asset liability matching exercise to be performed regularly thereafter, at least once in every quarter.
- The Fund sundry expenses to continue being funded through a monthly expenses adjustment on investment return and the rate of 0.012% per month be maintained.

### Appropriateness of Assets

The participating employers of the Fund had access to three separate investment portfolios at valuation date: the Moderate Growth, High Growth, and Aggressive Growth. Members have an option to switch to Capital Protection Portfolio (CPO) three years before retirement. Only Moderate and High Growth Portfolios have been utilised during the valuation period.

A portion of the Data Mismatch Reserve is invested in Pointbreak Institutional Money Fund to minimise the reserve's exposure to market volatility, while the balance of reserves of the Fund are invested in the Moderate Growth Portfolio. The assets with respect to outstanding death claims is invested in the Old Mutual Profile Banker Portfolio Account

It is important that the assets and the liabilities in these portfolios properly align to minimise the Fund's exposure to investment risks. The table below shows the invested assets as at valuation date and the accumulated member liabilities with respect to the two portfolios.

PORTFOLIO	INVESTED ASSETS	ACCUMULATED CREDIT	SURPLUS/ DEFICIT	FUNDING LEVEL
	N\$ '000	N\$ '000	N\$ '000	%
Moderate Growth Portfolio	2 863 458	2 620 970	242 488	109.3%
High Growth Portfolio	1 197	712	485	168.0%
<b>Total</b>	<b>2 864 655</b>	<b>2 621 682</b>	<b>242 973</b>	<b>109.3%</b>

The invested assets, may not necessarily match the liabilities due to some of the following reasons:

- Accumulated Credits may include contribution received but not yet invested
- Invested assets includes exited members' assets not yet disinvested from market
- Investment return timing mismatched

The interest rates developments highlighted in Section 3.7, as well the entire system migration could have potentially resulted in misalignment of invested assets and their respective liabilities. We therefore recommend that the administrator perform a detailed asset liability matching exercise across all portfolios to ensure that the members' liability in various portfolios reasonably matches the investment value of the portfolio.

The asset liability matching exercise should then be performed regularly thereafter, at least once in every quarter. This process ensure that the surplus/deficits are monitored and maintained at minimal level to avoid adverse effect to the asset composition of the Fund.

In our opinion, the nature and spread of the assets of the Fund are appropriate given the nature of the liabilities being backed by these investment portfolios.

## ORION NAMIBIA PROVIDENT FUND

### Financial Position of the Fund

The Fund's financial position as at valuation date is summarised below. Previous valuation figures are also shown for comparative purpose:

FUND ACCOUNT	30 JUNE 2023	30 JUNE 2022
	N\$ '000	N\$ '000
Accumulation Account	2 738 604	2 335 213
<b>Reserve Accounts</b>		
Expense Reserve Account	4 613	2 493
Investment Reserve Account	20 330	6 836
Risk Reserve Account	4 979	4 530
Data Mismatch Reserve Account	20 639	7 736
Participating Employer Reserve Account	409	381
<b>Unallocated Deposits</b>	<b>18 016</b>	<b>4 908</b>
<b>Total Fund</b>	<b>20807 662</b>	<b>2 362 097</b>



### Recommendations

**We recommend the following:**

- No additional bonus allocation.
- The balance of Reserve Accounts be maintained.
- The interest rate application to members on Compass system be allocated as per the recommended approach detailed in Section 3.7.
- The administrator to perform a detailed asset liability matching exercise to ensure that members' liability in various portfolios reasonably matches the investment value of the portfolio. The asset liability matching exercise to be performed regularly thereafter, at least once in every quarter.
- The Fund sundry expenses to continue being funded through a monthly expenses adjustment on investment return and the rate of 0.012% per month be maintained.

### Appropriateness of Assets

The participating employers of the Fund had access to three separate investment portfolios at valuation date; the Moderate Growth, High Growth, and Aggressive Growth. Members have an option to switched to Capital Protection Portfolio (CPO) three years before retirement. Only Moderate and High Growth Portfolios have been utilized during the valuation period.

A portion of the Data Mismatch Reserve is invested in Pointbreak Institutional Money Fund to minimise the reserve's exposure to market volatility, while the balance of reserves of the Fund are invested in the Moderate Growth Portfolio. The assets with respect to outstanding death claims is invested in the Standard Bank Namibia Corporate Call Account.

It is important that the assets and the liabilities in these portfolios properly align to minimise the Fund's exposure to investment risks. The table below shows the invested assets as at valuation date and the accumulated member liabilities with respect to the two portfolios.

PORTFOLIO	INVESTED ASSETS	ACCUMULATED CREDIT	SURPLUS/ DEFICIT	FUNDING LEVEL
	N\$ '000	N\$ '000	N\$ '000	%
Moderate Growth Portfolio	2 149 163	2 317 614	-168 451	92.7%
High Growth Portfolio	656 577	426 979	229 598	153.8%
<b>Total</b>	<b>2 805 740</b>	<b>2 744 593</b>	<b>61 147</b>	<b>102.2%</b>

The invested assets, may not necessarily match the liabilities due to some of the following reasons:

- Accumulated Credits may include contribution received but not yet invested
- Invested assets includes exited members' assets not yet disinvested from market
- Investment return timing mismatched

The interest rates developments highlighted in Section 3.7, as well as the entire system migration could have potentially resulted in misalignment of invested assets and their respective liabilities. We therefore recommend that the administrator perform a detailed asset liability matching exercise across all portfolios to ensure that the members' liability in various portfolios reasonably matches the investment value of the portfolio.

The asset liability matching exercise should then be performed regularly thereafter, at least once in every quarter. This process ensure that the surplus/deficits are monitored and maintained at minimal level to avoid adverse effect to the asset composition of the Fund.

In our opinion, the nature and spread of the assets of the Fund are appropriate given the nature of the liabilities being backed by these investment portfolios.

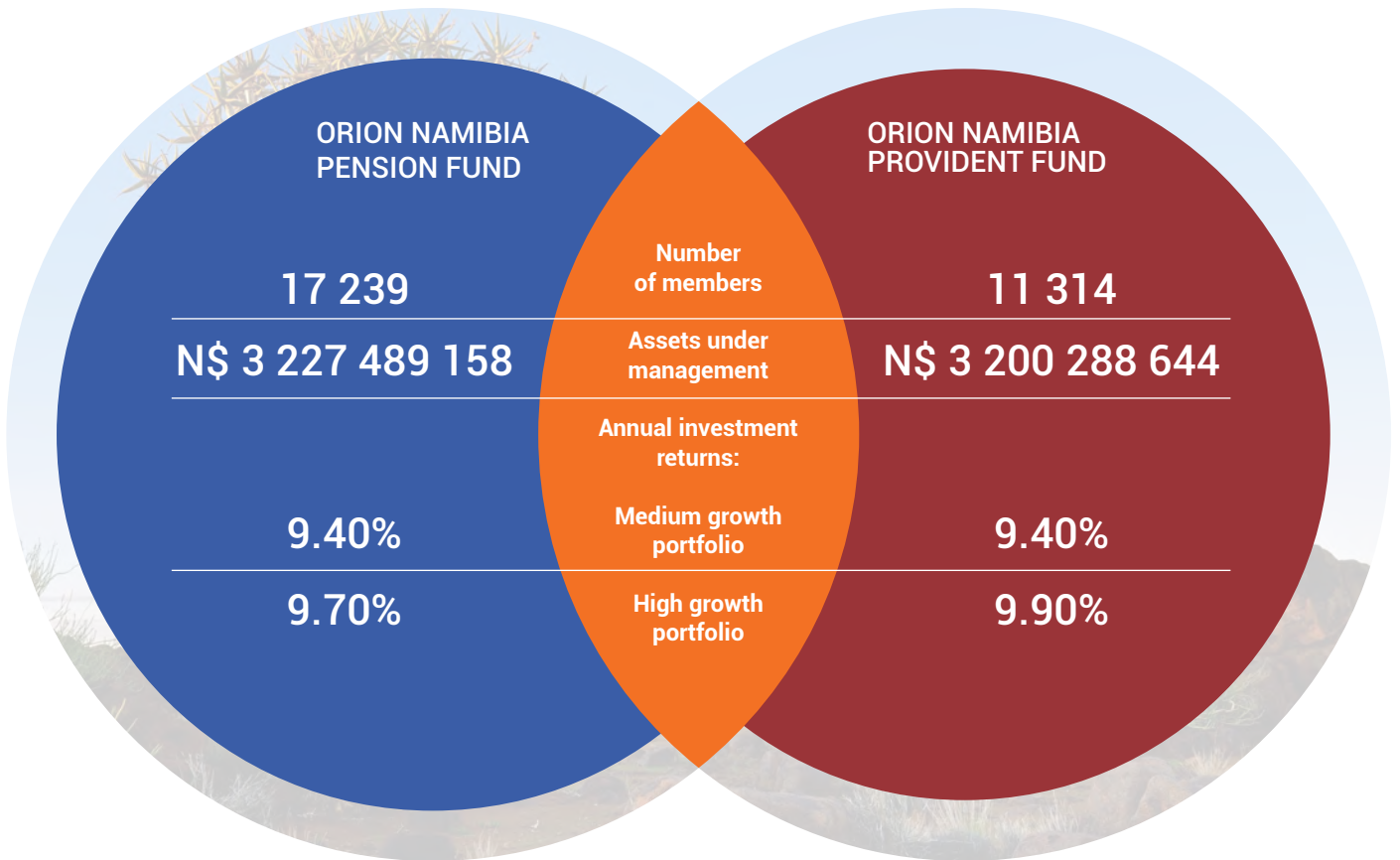




**2023/2024  
OPERATIONAL  
HIGHLIGHTS**

## 2023/2024 OPERATIONAL HIGHLIGHTS

### FUND GROWTH AND PERFORMANCE



### STRENGTHENING DIGITAL ENGAGEMENT

The Fund is committed to enhancing its communication and engagement with stakeholders by adopting a more strategic and integrated approach.

Recognizing the importance of accessibility and transparency, the Fund has undertaken significant initiatives to modernise its brand and communication channels.

As part of its rebranding efforts, the Fund is in the process of updating its corporate identity, including the introduction of a new logo. This rebranding reflects the Fund's commitment to innovation, growth, and alignment with evolving industry trends.

In addition, the Fund is expanding its digital footprint by establishing a presence on key social media platforms, including LinkedIn, Instagram, and Facebook. These platforms will facilitate direct communication, provide timely updates, and enhance engagement with a broader audience.

As digital transformation continues to reshape communication, the Fund remains dedicated to ensuring that all its Participating Employers and Members are well-informed and actively engaged through these enhanced channels.

The Fund will continue to explore innovative ways to foster transparency, accessibility, and meaningful interactions in the digital space.



REGISTERED OFFICE OF THE FUND  
Mutual Tower, 223 Independence Avenue,  
Windhoek Namibia

081 956 1000 (reception)  
081 956 1013 (call centre)

You can also like and follow our **Facebook page @ORIONNAMIBIA** to get access to the latest industry news, updates, and insights related to pension and provident funds and be the first to know about upcoming events, webinars, and important announcements.