Sanlam Umbrella Provident Fund: Sanlam Group (Retirement Fund)

Information Guide for Members regarding retirement fund and related group insurance benefits

This booklet does not form part of the official Retirement Fund Rules and Group Insurance Policies. In the event of any contradiction between the contents of this booklet and the official Rules and/or Policies, the provisions of the Rules and Policies shall prevail. These rules and policies are available on request at **myretirementfund@sanlam.co.za**

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Note: On 1 December 2022 all members of the Sanlam Staff Umbrella Pension and Provident Funds (SSUF) were transferred to the Sanlam Umbrella Provident Fund - Participating Employer: Sanlam Group.

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1. Introduction

Retirement Fund and related group insurance benefits for office staff employees within the Sanlam Group and its affiliates, are provided by four separate products, namely the Sanlam Umbrella Provident Fund: Sanlam Group (the Retirement Fund), Sanlam Office Staff Group Life Assurance, Sanlam Family/Funeral Insurance and Sanlam Office Staff IncomeCare Insurance. The benefits offered by the Retirement Fund and related group insurance policies are covered briefly in this document. More information is available on the My Retirement Fund website:

http://www.sanlam.co.za/campaigns/myretirementfund/Pages/default.aspx

Membership is compulsory for all permanent office staff employees who are in the full-time service of a participating employer in the Sanlam Group.

2. Proof of good health

There is a lot of flexibility regarding the level of lump sum death and disability benefits. You will notice that you will qualify for these cover within certain limits without having to provide medical proof of good health.

However, should the cover that you opted for or that you qualify for by default (as explained at point 8) exceed the following limits (refer to as proof free limits) the underwriter will require medical proof of good health before you can qualify for the amount that exceeds the proof free limits mentioned below:

- **Death benefits payable by the Retirement Fund and Group Life Insurance (including the lump sum disability benefit)**

  Combined proof free limit = R17 000 000

- **Death benefit on your spouse's life (optional)**

R2 000 000

- **Monthly income disability benefit**

  R130 000 pm

  (Including the 14.56 % x TGP retirement savings contributions to the Retirement Fund - see point 12.1)

<u>Please note</u>:
The onus is on the member to provide all outstanding medical reports/information to the underwriter (Sanlam Group Risk). Until the medical examination report has been finalised and the results are in Sanlam's possession the member's benefits will be limited to the above proof free limits.

- **Critical Illness insurance**

  No proof of good health is required, but this benefit is limited to a maximum of R1 500 000.

3. Operation of the Retirement Fund

The Sanlam Umbrella Provident Fund: Sanlam Group (the Retirement Fund) is a **defined contribution retirement fund**.

The retirement benefits cannot be determined in advance and depend on the contributions to retirement benefits and the investment returns earned thereon.

Contributions are a fixed percentage of Total Guaranteed Package (TGP). Refer to point 5.1.

As a member, you carry the risk of any negative investment returns, but you also enjoy the benefit of any positive investment returns. You have a choice of investment portfolios with different risk profiles. (See point 15.) **Your contribution period, chosen contribution rates and investment returns largely determine the size of your benefit.**

4. Basis for calculation of benefits and contributions

- Retirement Fund Contributions are a % of Total Guaranteed Package (TGP).
- Disability income benefits are calculated as a % of TGP according to a sliding scale
- Death, lump sum disability and critical illness benefits are calculated as a multiple of TGP.

Please note:
The remuneration structure of certain occupational categories consists of a low TGP and a higher flexible component. The Board of Trustees, on request of the employer, may decide to increase the TGP of such employees with a factor for the purpose of calculating their death and disability benefits.

5. Retirement Fund contributions

Employees can choose the level of their contribution rates within certain limits.

Important: By choosing lower contributions rates you will increase your take home pay, **but you will pay more tax and save less for retirement.** This may have a significant, negative effect on your retirement benefit and your quality of life after retirement.

5.1. Contribution rate options

The default contribution rate is set at 17.5 % of TGP.

The default contribution rate is not compulsory and you may opt to make a lower contribution.

Members can choose to adjust the contribution rate in multiples of 0.5 % subject to a minimum level of 10 % and a maximum level of 27.5 %.

The allowable contribution rates (as a percentage of TGP) are as follows: 10 % (minimum contribution rate), 10.5 %; 11%; 11.5 %; 12%; 12.5 %; 13%; 13.5%; 14%; 14.5%, 15%; 15.5%; 16%; 16.5%; 17%; 17.5% (the recommended contribution rate); 18%; 18.5%; 19%; 19.5%; 20%, 20.5%; 21%; 21.5%; 22%; 22.5%; 23%; 23.5%; 24%; 24.5%; 25%; 25.5%; 26%; 26.5%; 27%; and 27.5 % (maximum contribution rate).

Please note:

- When salaries are reviewed members may increase or reduce their contribution rate, subject to minimum and maximum rates as indicated above.
- The cost for death benefits (See point 8.1) is deducted from the contribution where after the balance is saved for retirement.

5.2. Additional voluntary contributions

You may, subject to certain conditions, make additional voluntary contributions over and above those mentioned at Point 5.1 to improve your benefits at retirement.

6. Retirement

6.1. Retirement age

Your normal retirement age is as contracted between you and your employer.

6.2. Early retirement

In terms of the rules of the Retirement Fund you may retire up to 10 years before your normal retirement date. The employer's permission is required should you wish to retire more than 5 years before your normal retirement date.

6.3. Retirement benefit

The retirement benefit will be equal to all your contributions, plus the net investment returns earned thereon, i.e. your Member Share.

- Member whose membership commenced 1 March 2021 or later

  A maximum of one-third of your Member Share may be taken in cash. The balance must be used to purchase a pension of your choice.

- Members whose membership commenced before 1 March 2021:

  - If you were younger than 55 years on 1 March 2021

    Unvested benefit: A maximum of one-third of your Member Share may be taken in cash. The balance must be used to purchase a pension of your choice.

    If the unvested benefit is less than R247 500 then you can take the full portion in cash at retirement. However, if the unvested benefit is more than R247 500 then you may only take one-third of this in cash and you must use at least two-thirds to buy a pension when you retire.

    Vested benefit: You can use the vested portion to purchase a pension of your choice or you have the flexibility to take the full benefit or part thereof as a cash lump sum.

Please consult with your financial advisor regarding the taxability of benefits payable.

7. Benefit at termination of employment

Your full Member Share to the date of termination of service comprising of all your contributions (after deducting the cost for death benefits – see point 8.1), plus the actual net investment returns earned thereon is payable.

The termination of service benefit can be preserved in the Retirement Fund, taken in cash or transferred to another approved fund.

8. Death benefits before retirement

Commencement date of death cover:

If the employee is on date of permanent appointment in the opinion of Sanlam incapable of performing his/her normal duties with the employer as a result of a bodily injury or sickness the death benefits only become applicable on the date that he/she is in the opinion of Sanlam capable of resuming his/her normal duties.

Death benefits are provided by the Retirement Fund, Group Life and Family Insurance and are explained separately.

8.1. Death benefits provided by the Retirement Fund

- Your full Member Share is payable; plus
- a lump sum insured benefit, according to the option you exercised, subject to a maximum of 3x your annual TGP.

Cost of insured death benefit

See table below for the rate per age band. The ages refer to your current age and not the age at which you entered the Retirement Fund.

Age band	Monthly Premium Rate per R1 000 cover From 1 May 2023
Younger than 26 years	R0.173
26 – 30 years	R0.129
31 – 35 years	R0.135
36 – 40 years	R0.150
41 – 45 years	R0.157
46 – 55 years	R0.180
56 years and older	R0.225

Options and conditions to decrease or increase cover

- At inception, you qualify for a maximum death benefit of 3x your annual TGP but you have the option **to decrease** your cover, subject to a minimum level of 0.5x TGP.
- Annually on 1 May, you will be given the option **to either increase or decrease** your level of cover. The new cover level may not be more than the maximum level of 3x TGP.

  Any increase will be subject to proof of good health.
- A member can also **increase** his/her death cover up to the maximum of 3x TGP, within 3 months of the following events:

  - when he/she marries, and/or
  - when a child is born or legally adopted.

  In the case of members younger than 50 years an increase of 1x TGP will be allowed without proof of good health at the said events.

  To qualify for the above option to increase cover, the member must submit his/her option form to the Retirement Fund via the Human Capital department within three (3) months of said event.
- In the case of members who are 50 years and older any option to increase cover will be subject to proof of good health.
- With respect to your insured death benefit under the Retirement Fund you may select a minimum of 0x TGP, subject to your member share being at least 0.5x TGP or more.
- If you choose to reduce your insured death benefit, the saving in the cost of death benefits will be applied for your retirement benefits. Alternatively, if you choose to increase your insured death benefit your savings for retirement will be reduced according
- Formula for calculating the saving or extra cost for reducing or increasing your insured death benefit:

$$\frac{\textit{Amount by which benefit is decreased/increased}}{1\ 000} \times \textit{Rate} = \textit{Saving / extra cost}$$

Example

Important Note: The example is for a hypothetical member and should in no way be construed as advice. Each member has specific death cover needs. You are strongly advised to make any decision regarding your death cover with an accredited financial advisor.

We consider a 37-year old member with a TGP of R120 000, who reduces his/her cover.

We assume that this member's circumstances are such that a death cover level of 2x TGP will satisfy the member's requirements. As a result, the member reduces the death cover multiple from 3 to 2x TGP. We quantify the new level of death cover and the reduction in the cost of death cover, which will be added to the member's monthly contribution for retirement savings:

Rate per R1 000 of cover under the Retirement Fund	R0.150
Cover = 3x TGP	R360 000
Cost for cover of 3x TGP	R54.00
Decreased cover selected = 2x TGP	R240 000
Cost for cover of 2x TGP	R36.00 pm
Additional contribution for retirement benefits to the Retirement Fund due to decrease in cover (R360 000 – R240 000 = R120 000 ÷ 1 000 x R0.150)	R18.00 pm

The example above can be extended to members of any age with any level of decreased cover, to calculate any additional retirement contribution savings that will be redirected to the Retirement Fund.

Should the member at a later stage wants to increase his/her cover then the additional premium for the increased cover will reduce the contribution for retirement savings.

8.2. Death benefits provided by the Group Life Insurance

8.2.1 On your own life

The following benefits are payable if a member dies before retirement:

- An amount equal to maximum 3x TGP (whatever level was elected) is payable;

  Plus

- In the case of members who were members of the Group Life Insurance before 1 August 2018 and have remained a member uninterruptedly since then, any additional cover level which they enjoy as a result of the conversion of their cover to a multiple of TGP as from 1 August 2018.

Option to decrease or increase benefit

- Members may decrease their group life insurance on 1 May annually, provided that the death benefit may not be less than 0.5x TGP on their own life.
- Members who have less than 3x TGP cover may increase their level of cover annually during the flex event, subject to proof of good health and a maximum cover level of 3x TGP.

8.2.2 Cover on your spouse's life (Optional)

Spouse cover is not compulsory.

Married members can at appointment choose maximum 1x TGP cover on the life of their spouse. The maximum age of the spouse to qualify for cover is 69 years. No proof of good health is required if cover is less than proof free limit. (See point 2).

Important:

- **No benefit will be payable if the spouse dies within 12 months of joining this insurance**.
- **Spouse cover lapses when the marriage is dissolved, unless the member within 3 months of divorce submits the relevant documents to retain the cover, subject to a maximum of 1x TGP on the life of the former spouse**.

Married members who have no spouse cover will annually on 1 May be granted the option to take out spouse cover. Proof of the spouse's good health will then be a requirement.

In the case of cohabiting spouses, proof of your spouse's good health at your own cost will always be a requirement.

8.2.3 Cost of cover under Group Life Insurance

The cost of the cover under this Insurance will be recovered as an after tax deduction from your salary and is from 1 May 2023:

- Cover on your own life : R0.318 per month per R1 000 cover
- Cover on your spouse's life : R0.327 per month per R1 000 cover

8.3. Death Benefit provided by Family Insurance (Optional)

All new permanent appointed employees have a once-off option to become a member of this insurance at appointment and need to select either Option 1 or Option 2.

Should the member elect to insure parents, then he/she can also select the additional parent cover.

8.3.1 Benefits and Premiums

The benefits payable at death are:

	Benefits payable at death		
	Option 1	**Option 2**	**Additional parent cover**
Family member on whom benefit is applicable			
• Basic benefit			
Principal member	R35 000	R70 000	
Qualifying Spouse	R35 000	R70 000	
Qualifying child aged 14 and over	R35 000	R70 000	
Qualifying child aged 6 and over but younger than 14	R19 250	R38 500	
Qualifying child younger than age 6 and/or still-born child	R10 000	R20 000	
• Additional spouses	R35 000	R70 000	
• Parents cover	R 7 500	R15 000	R10 000
	Monthly premiums		
• Basic benefit	R11.40	R22.75	-
• Additional spouse	R 5.20 per spouse	R10.40 per spouse	-
• Parent cover	R29.25 per parent	R58.50 per parent	R52.00 per parent

Qualifying spouse in regard to a member means the person with whom he/she is joined in marriage, provided that such person, at the time of qualifying for the insurance, has already reached the age of 15 years. The cover will lapse at termination of the membership of the member or when the spouse reaches 75 years of age, whatever happens first.

If a member is joined in marriage with two or more persons, qualifying spouse means only that one of them whom the member nominated in writing to the employer during the person's life, on the understanding that –

(a) the member may, with the consent of the employer, nominate more than one qualifying spouse, provided that –

(i) the spouse must be nominated within three monhts after the marriage;

(ii) every qualifying spouse must be registered by the employer;

(iii) an additional monthly premium as determined by Sanlam is paid in respect of each additional qualifying spouse;

(iv) once a nomination has been made, it remains in force as long as the member is joined in marriage with the relevant spouse or until the member revoke such nomination;

(b) if there is any doubt, the employer in consultation with the management committee may in its sole discretion determine if a person is an additional qualifying spouse.

A member may, within three months after his/her marriage is dissolved, choose to have his/her former qualifying spouse still regarded as an additional qualifying spouse, provided that the former qualifying spouse has been nominated as an additional qualifying spouse and an additional monthly premium as determined by Sanlam is paid in respect of each additional qualifying spouse.

8.3.2 Example of premium

An employee gets divorced and then gets married to another person. (Member prefers to keep ex-spouse on insurance)

	Option 1	Additional parent cover	Option 2	Additional parent cover
Employee and family (Basic benefit)	R11.40	-	R 22.75	-
Ex-spouse	R 5.20		R 10.40	
2 Parents	R58.50	R104.00	R117.00	R104.00
Sub-totals	**R75.10**	**R104.00**	**R150.15**	**R104.00**
Total premium per month	**R179.10**		**R254.15**	

8.3.3 Addition of family members

New employees also have an once-off option of adding the following family members to the insurance

1. Legal parents and parents-in-law [maximum: four (4)]

The maximum age of entry for parents is 79 years. If your parents and/or parents-in-law are 80 years and older they cannot be added under the Family Insurance benefit.

Important: In the case of the death of a parent owing to natural causes within 6 months of joining the insurance, no benefit will be payable.

Qualifying parent in regard to a member means the legal father or mother of the member or the spouse of such a person, or the legal father or mother of a qualifying spouse of the member or the spouse of such a person, provided that –

(a) he/she is nominated in writing to the employer by the member within three months after the marriage; and

(b) an additional monthly premium as determined by Sanlam is paid; and

(c) he/she at the time of qualifying for insurance in terms of the Policy, is not yet 80 years of age;

(d) not more than four qualifying parents per member are insured in terms of this Policy;

(e) the legal father or mother of an additional qualifying spouse or the spouse of such a person will not be regarded a qualifying parent.

The insurance lapse on the lives of:

- the parents of a spouse when the spouse dies.
- stepparents when the biological parent dies or when they are no longer legally married to the parent of the member;
- parents of the spouse in the event of divorce.

2. Additional spouses

This includes an employee's ex-spouse in the case of divorce.

Important: In a case where additional spouses are added, no benefit will be payable if one of the additional spouses die within 6 months of joining the insurance.

This stipulation is not valid in the case of a divorced person who keeps his/her ex-spouse on the insurance.

8.3.4 Future additions

- The future addition of parents-in-law will be permitted only when an employee marries and provides Human Resources with a copy of the marriage certificate and the particulars of the parents-in-law, within **3 months** after the wedding.
- If in the case of divorce the member prefers to keep the ex-spouse on the insurance, he/she must provide Human Resources with a copy of the divorce order within **3 months** after the divorce.

8.3.5 Important conditions:

1. The basic benefit (refer point 8.3.1), is compulsory to be a member of the insurance. The premium for this basic benefit is the same for all members, irrespective of their circumstances, for example an employee who is married with children, pays the same premium as someone who is not married.

   The number of children is unlimited, but the requirements of the following definition must be met to qualify for the benefit:

   Qualifying child in regard to a member means his/her unmarried child and which includes a legally adopted child, a stepchild, a foster-child and a posthumous child, provided that –

   (a) the child is under the age of 21 years; or

   (b) if the child is 21 years or older, but under the age of 26 years, such child is a full-time student at an educational institution; or

   (c) if the child is incapacitated by a physical or mental infirmity from maintaining himself/herself such incapacity commenced when the child was either under the age of 21 or under the age of 26 years while a full-time student at an educational institution; or

   (d) still-born,

   excluding a stepchild who, on the date of death of the member, was not to any extent dependent on the member for maintenance.

   For purposes of this definition –

   (i) Stepchild means a child who is the biological child of the member's legal spouse, which child was born from a previous relationship between the spouse and a person other than the member.

   (ii) Foster child means a child placed in foster care as envisaged in terms of applicable legislation.

   (iii) Adopted child means a child formally adopted in terms of applicable legislation.

   (iv) A posthumous child means a biological child of the member, born after the death of the member.

   (v) A still-born child means a child that has had at least 26 weeks of intra-uterine existence but showed no sign of life after complete birth.

2. The inclusion of additional family members is optional at appointment. Please refer points 8.3.3 and 8.3.4 for future additions.

   Once you added them to the insurance you cannot remove them.

3. The cover of your in-laws will cease on their death, the death of your spouse, your divorce or when your membership ceases, whatever happens first.

4. In the event that you become divorced, the cover on the life of your ex-spouse lapses, although you can apply to keep your ex-spouse on the insurance and pay a monthly premium for your ex-spouse. (Refer point 8.3.4)

5. If the principal member dies or becomes occupationally disabled before normal retirement age, the cover continues until normal retirement age, but no further premiums are payable.

6. The benefit will lapse under the following circumstances:

   - as soon as you terminate your service with your employer, other than as a result of total and permanent disability; or
   - on reaching your normal retirement date; or
   - as soon as the period of five years has lapsed or on the 31st of December nearest to age 65, whichever occurs first, if you elected at early retirement or retrenchment to continue your membership (See point 10); or
   - at the dissolution of the Family Insurance.

9. Death benefits after retirement

It depends on the type of pension you choose at retirement.

10. Continuation of death benefits under the Group Life and Family (Funeral) Insurance in case of retirement/retrenchment

10.1 When you retire you have the option to continue with 5% of the cover you enjoyed at termination of employment, for each year of completed service, maximum 100% of the death benefit under the Group Life; and

you can also continue with your full Family Insurance benefits:

(a) for a period of 5 years; or

(b) up to the 31st of December nearest to your age of 65 years;

whichever occurs first.

10.2 If you are a member who enjoys spouse cover and retire, you may exercise the option to continue with the death benefit on your spouse‘s life on the same basis as described in point 10.1 if your spouse is younger than the age of 70 years.

10.3 If you are retrenched and have completed 15 years uninterrupted service with the employer you also qualify for the options in points 10.1 and 10.2.

11. Conversion of death cover to Individual Insurance after termination of membership

When you choose to exercise the option(s) in point 10, you may only exercise the following options, described in points 11.1 and 11.2 below, when you reach the date on which the benefits in point 10 lapse.

11.1. On your own life (Cover under the Retirement Fund and Group Life)

If you retire or terminate your service before your normal retirement date, you have the option to effect individual life assurance with Sanlam up to a certain maximum amount (*determine according to years of service) within 2 months of retirement or termination of service without having to submit proof of good health.

**Please note:*

The premium for cover under the Retirement Fund is non-taxable and therefore the benefit is taxable if paid by the Fund. After conversion, the premium of the policy is paid with after tax money and therefore any benefit paid under the policy is tax-free.

To ensure that the cover payable after conversion is in line with the pre-converted cover, the convertible amount will be calculated as explained at point 10.1 and then scale down to 75% of the calculated amount (a 25% tax rate is therefore assumed).

11.2. On your spouse's life (Group Life Insurance)

If you retire, die or terminate your service before your normal retirement date, both you or your spouse have the right to effect individual life assurance with Sanlam up to a certain maximum amount (determine according to years of service, refer point 10.1 for calculation basis) within 2 months of said event, without having to submit proof of good health.

12. Disability benefits

Commencement date of disability cover

- If the employee is on date of permanent appointment in the opinion of Sanlam incapable of performing his/her normal duties with the employer as a result of a bodily injury or sickness, then the disability benefits only become applicable on the date that he/she is in the opinion of Sanlam capable of resuming his/her normal duties.
- The disability benefit is not payable if the member becomes disabled within twelve months from commencement date due to an illness or bodily injury that directly or indirectly arises or is traceable to a condition the member experienced 6 months before commencement date.

12.1. Income benefit

In the event of disablement the IncomeCare Insurance provides an income benefit. If you become totally disabled and cannot engage in a suitable occupation, you will receive a tax free disability income equal to the following after the expiry of a 3-month waiting period:

- 75% of the first R120 000 of annual TGP; plus
- 60% of the next R360 000 of annual TGP; plus
- 50% of the annual TGP in excess of R480 000; and
- contributions of 14.56% of your TGP will be paid to the Retirement Fund

The benefit remain payable until you recover, die or reach normal retirement date, whichever occurs first.

While you are disabled, you remain a member of the Retirement.

You also remain entitled to death benefits before retirement and these are based on your TGP before disablement. When your income benefit ceases at the attainment of normal retirement age, ordinary retirement benefits are payable to you.

Example: *Total Guaranteed Package (TGP)*	*R10 000 pm*
Benefit payable after a waiting period of 3 months: *- Disability income benefit of 75 % of TGP payable to the member; plus*	*R 7 500*
- Contribution of 14.56 % of TGP to Retirement Fund (14.56 % x R10 000); plus	*R 1 456*
Total tax free disability income benefit payable in respect of this member is therefore (R7 500 + R1 456)	*R8 956 pm*

Cost of disability income cover

The cost of this insurance will be recovered as an after tax deduction from your salary and is currently 0.648% of your TGP per annum.

Conversion to individual insurance

At termination of service before your normal retirement date, subject to certain conditions, you have the option to effect individual insurance with Sanlam up to a certain maximum amount, within 2 months of the termination of service, without having to submit proof of good health.

12.2. Lump sum disability benefit

In event of total and permanent disablement a lump sum disability benefit will be paid to you six months after the claim for disability benefits has been admitted. The lump sum will be calculated as follow:

Group life death benefit Refer 9.2.1	Lump sum disability benefit
1x TGP	1x TGP
2x TGP	1½x TGP
3x TGP	2x TGP

If your disablement occurs within the 5 years preceding your normal retirement date, the lump sum will be reduced pro rata.

Please note:

At termination of service no conversion option to individual insurance is available in respect of the lump sum disability benefit.

13. Critical Illness Insurance

Critical Illness insurance is a compulsory benefit for employees appointed as from 1 May 2011 and will pay a benefit when a member is diagnosed with one of the illnesses listed under point 13.3.

13.1. Who will be insured?

Only you as principal member (employee) will be insured (not your spouse).

13.2. Sum assured (cover)

You will be covered for either 0.5x or 1x Annual Total Guaranteed Package (TGP) [whichever cover level you selected] up to a maximum of R1 500 000.

Important: A maximum of R7 500 000 applies in the insurance industry to all critical illness insurance that may be paid on the life of one person.

13.3. Critical illnesses

Hereafter a comparative summary of the two options:

	Standard option		Comprehensive option	
Critical illnesses covered	**Claim event**	**% of the cover amount paid**	**Claim event**	**% of the cover amount paid**
	○ Chronic renal failure	100%	○ Chronic renal failure	100%
	○ Paraplegia	100%	○ Paraplegia	100%
	○ Myocardial infarction	100%	○ Myocardial infarction	100%
	○ Blindness (two eyes)	100%	○ Blindness: - Two eyes - One eye	 100% 25%
	○ Organ transplant	100%	○ Organ transplant	100%
	○ Major burns	100%	○ Major burns	100%
	○ Stroke *(Excluding a stroke resulting from external injuries)*	100%	○ Stroke *(Excluding a stroke resulting from external injuries)*	100%
	○ Coronary artery bypass surgery *(Excluding other procedures on the coronary vessels like percutaneous transluminal angioplasty or laser therapy)*	100%	○ Coronary artery bypass surgery *(Excluding other procedures on the coronary vessels like percutaneous transluminal angioplasty or laser therapy)*	100%
	○ Deep coma *(Excluding a coma which is artificially induced for purposes of ventilation)*	100%	○ Deep coma *(Excluding a coma which is artificially induced for purposes of ventilation)*	100%
	○ Cancer *Excluding …* *- Carcinoma in situ, like carcinoma in situ of the cervix;* *- All skin cancers (except malignant melanomas with Clark level 2 or more depth invasion);* *- Early prostatic cancers, medically classified as TNM class T1(a) or T1(b) or equivalent; and* *- Kaposi sarcoma*	100%	○ Cancer *Excluding …* *- Carcinoma in situ, like carcinoma in situ of the cervix;* *- All skin cancers (except malignant melanomas with Clark level 2 or more depth invasion);* *- Early prostatic cancers, medically classified as TNM class T1(a) or T1(b) or equivalent; and* *- Kaposi sarcoma*	100%
			○ Aortic artery surgery *(Excluding aortic surgery done on the brances of the aorta)*	100%
			○ Heart valve surgery	100%
			○ Chronic liver failure *(Excluding cirrhosis due to alcohol or substance abuse)*	100%
			○ End-stage lung disease	100%
			○ Sero-positive rheumatoid arthritis *(Excluding joints in hands and feet)*	100%
			○ Multiple sclerosis	100%
			○ Parkinson's disease	100%

	Standard option	Comprehensive option	
		○ Alzheimer's disease	100%
		○ Accidental HIV infection	100%
		○ Motor neurone disease	100%
		○ Muscular dystrophy	100%
		○ Aplastic anaemia	100%
		○ Cardiomyopathy:	
		- Any type of cardiomyopathy on optimal treatment with functional impairment to the degree of New York Heart Association (NYHA) class IV shortness of breath	100%
		- Any type of cardiomyopathy on optimal treatment with functional impairment to the degree of New York Heart Association (NYHA) class III shortness of breath, and 4 or less metabolic equivalents (METS) on a maximal effort test	50%
		○ Benign brain tumour:	
		- A brain tumour with malignant behaviour that is inoperable or recurrent, or causes permanent neurological impairment, excluding cognitive impairment	100%
		- A brain tumour with malignant behaviour that is only partially removable, or that is treated with chemotherapy or radiotherapy	50%
		○ Loss of limb function due to medical causes:	
		- Permanent loss of more than 90% of the use of each of any two limb functions due to medical causes	100%
		- Permanent loss of more than 90% of the use of a limb function due to medical causes	50%
		(Excluding loss of limb functions originating from bodily injury)	

	Standard option	Comprehensive option
		○ Hearing loss: - Total and permanent hearing loss in two ears: 100% - Permanent binaural loss of hearing of 60% or more: 50% ○ Pulmonary embolism: 30% ○ Angioplasty: 25% ○ Arrhythmia: 25%
Number of claim events	Pays a benefit only **once** on the diagnosis of a critical illness.	It pays a benefit once per critical illness. The benefit remains payable for other critical illnesses - ○ in the event of a critical illness of which the cause, in Sanlam's opinion, is totally unrelated to the critical illness for which a benefit has already been paid; ○ in the case of 'angioplasty' and 'arrhythmia', provided that the claims with regard to 'angioplasty' is limited to two (2); and ○ in the event of a critical illness involving any one organ, system or body part, or related group of organs, systems or body parts, which in Sanlam's opinion is related to a critical illness, for which less than 100% has already been paid to the member. (Such benefit will be reduced by all the amounts that have already been paid in this regard.)

13.4. Pre-existing health conditions – Waiting period

- A claim for a specific critical illness will not be paid if that critical illness occurred prior to the inception date of the critical illness cover.
- A claim for a specific critical illness which occurred **within two years** of the inception date of the critical illness cover will also not be paid if that critical illness was caused directly or indirectly by, or can be traced to, a physical injury that took place, or a health impairment of which the member was aware or experienced symptoms of or for which medical treatment was received prior to the inception date of the critical illness cover.

Examples:

- A critical illness claim for a heart attack or stroke with regard to a member using medication for high blood pressure or cholesterol, will not be rejected solely because he/she uses the medication.

- In case of a person with heart problems (e.g. angina) having a heart attack within 2 years, the claim will not be admitted.

13.5. Cessation of cover

All cover ceases at the earliest of the following events:

- at death;
- at termination of employment;
- at retirement; or
- age 65; or
- as soon as a benefit has been paid – in the case of Standard Option

whichever happens first

13.6. Conversion to individual insurance and Continuation of cover

- Members have the option to effect an individual life assurance policy with Sanlam up to a certain maximum amount (Refer point 10.1 for calculation basis) within 2 months of termination of employment, without having to submit proof of good health, on the condition that the member is younger than 65 years of age.
- Critical illness cover is continued during disability if the disablement is the result of a cause other than a critical illness. No further premiums are paid after the date of disablement.

13.7. General

- A critical illness claim is payable only if the member has survived the critical illness for at least 7 days. For example: No critical illness benefit will be paid if a member dies within 7 days of a heart attack.
- Notice of a claim must be submitted in writing to Sanlam within 6 months of a critical illness having taken place.
- All costs with regard to provision of proof regarding the critical illness will be for the account of the member.

13.8. Premiums

The premiums for Crititcal Illness Insurance is calculated as follow:

Example

Rate from 1 May 2023	Standard Cover R0.266 per R1 000	Comprehensive Cover R0.426 per R1 000
Total Guaranteed Package (TGP)	R200 000	R200 000
Sum assured in respect of Critical Illness Insurance (1 x TGP)	R200 000	R200 000
Monthly premium = R0.266 / R0.426 x $\frac{\text{R200 000}}{\text{R 1 000}}$	R53.20	R85.20

14. Is tax payable on benefits which I receive?

- Lump sum benefits (death, disability and critical illness benefits) under the Group Life Insurance are not taxable.
- A portion of lump sum benefits (death and retirement) under the SSUF can be taxable.
- Disability income benefits are tax free.
- Pension payments are taxable in the same way as ordinary income.

15. How is members' money invested?

15.1. Investment options

The Retirement Fund is a defined contribution fund, with the risk of good or poor investment returns being borne by the individual member. The investment returns on the contributions paid to the Retirement Fund have a significant effect on the value of the retirement benefit.

Because the risk profile and needs of individual members may differ, members are provided with a choice of different investment portfolios. (Your contributions can be channelled to one or more of the portfolios in the ratio chosen by you.)

See Annexure A for a comparative summary of the available portfolios. Full details of these portfolios as well as an Investment Information Guide are available on the My Retirement Fund website at **http://www.sanlam.co.za/campaigns/myretirementfund/Pages/default.aspx**.

IF A NEW MEMBER DOES NOT INDICATE HIS/HER CHOICE, HIS/HER CONTRIBUTIONS WILL BE INVESTED IN THE LIFE STAGE OPTION.

15.2. Lifestage Option

The Lifestage investment strategy provides members with more than six (6) years to retirement with exposure to growth investment with the aim of accruing capital in a time period that can absorb the volatility inherent in the stock market.

Starting at 6 years from retirement, the member is gradually switched from the Sanlam Lifestage Accumulation Portfolio to the preservation phase by means of 50 monthly switches. The process is completed 22 months before retirement, at which time the member is fully invested in the Sanlam Capital Protection portfolio, which is the same portfolios as the Stable Bonus Portfolio.

The fund value and contributions of members will be invested in the Lifestage option unless the Retirement Fund has been instructed by the member in writing to invest his/her fund value/contributions in another investment portfolio(s). Members who joined the Retirement Fund within 6 years before retirement and who are invested in the default option will be phased into the Sanlam Capital Protection portfolio.

It is important to note that while the Lifestage Option has been selected by the trustees and Joint Forum as the appropriate default portfolio it may not be suitable for all members. Like all the other investment options, there are risks associated with the Lifestage Option. The Retirement Fund trustees, Joint Forum, the employer and its advisors cannot be held responsible for any loss, regardless of its nature, that results from the selection of any of the available investment options.

15.3. Change of Portfolio(s)

You will have the opportunity to change your choice of investment portfolio(s) with regard to your Member Share, as well as your future contributions, at any stage, free of charge.

16. How is the Retirement Fund managed?

The Retirement Fund is managed by a Board of Trustees.

Employees elect five members of the Joint Forum and the employer appoints five members. The nomination and election of member representatives takes place by means of a vote. However the employees in the Sanlam Group are represented by a Joint Forum.

17. How are members informed of their benefits?

Proper communication with members regarding their fund benefits is very important.

- Members have access to their fund values via the Retirement Fund Web. The values are updated daily.
- Once a year each member will receive a manual benefit statement and annual report.

18. Nomination of beneficiaries for death benefits

The following information may help you when completing your nomination form:

In terms of the stipulations of the Pension Funds Act, if a member of the Funds dies, the Board of Trustees are responsible for the allocation and payment of death benefits. The allocation must be fair and take into account all the appropriate facts, which is why it is important that the wishes of the deceased are observed.

For this reason, it is necessary for a member to complete the nomination forms. However, nominations must be reviewed as a member's circumstances change.

The Act stipulates, among other things the following:

Death benefits do not form part of your estate after your death and consequently you cannot dispose of them in your will. The only way of indicating how these moneys should be allocated after your death is by completing a nomination form.

Although the Board of Trustees will take into account the wishes of the deceased as specified in a nomination form, they are not bound by them if there are other dependants as well, or where fairness necessitates another division.

The final allocations will be at the discretion of the Board of Trustees of the Funds. In terms of Section 37C of the Pension Funds Act, the Board of Trustees are compelled to make sure that death benefits are distributed to your dependants and/or nominees in a fair and equitable manner.

A person/persons who can be regarded as dependants, is/are:

- people for whom you are legally responsible for maintenance;
- those for whom you are not legally responsible, if the said person,
  - in the opinion of the Board of Trustees, was in fact dependant on you for maintenance at the time of your death;
  - is your spouse, including a party in a common law marriage in terms of black law and custom, or an association recognised as a marriage in terms of the tenets of an Asian religion;
  - is your child, including a child born after your death, an adopted child or a child born out of wedlock;
- someone for whom you would have become legally responsible for maintenance if you had not died.

Take the following into account when a beneficiary is appointed:

If you die without a beneficiary being appointed:

- The Board will, at their discretion, pay the death benefit to your dependants.
  In most cases, your spouse and children who are regarded as dependants will benefit.
- If, within twelve months, the Board of Trustees are not aware of any dependants or cannot trace the dependants, the benefits are paid into the estate. The benefits are then taken into account for the calculation of executor's fees.

If you appoint a beneficiary who is a dependant:

Because you best understand the needs of your family and dependants, the Board of Trustees places a lot of value to your nomination as a guideline for the decision on the allocation of the death benefit.

However, remember that circumstances can change after you completed the nomination forms and that the Board of Trustees could divide the death benefit in another way in the interest of your dependants.

If you appoint a beneficiary who is not a dependant:

- The said person will receive that portion of the death benefit which the Board of Trustees regards as fair.
- If there are no surviving dependants, the Board of Trustees will pay the death benefit to the beneficiary after twelve months or the said portion thereof as indicated by you, only to the extent to which the benefits exceed the outstanding debt against your estate, if the estate is insolvent.

General

You may nominate as many people as you like to receive a share of your death benefit. If there is insufficient space on the form, you may make a copy of it and fill in the particulars of the others on the copy. However, you must state clearly that the copy does not replace the other form, but is in addition to it.

Annexure A: Investment portfolios

SANLAM LIFESTAGE DEFAULT INVESTMENT OPTION

	SANLAM ACCUMULATION PORTFOLIO	SANLAM CAPITAL PROTECTION PORTFOLIO (PRESERVATION PHASE)
DESCRIPTION	Market-linked Pooled Portfolio	Guaranteed Pooled Preservation Portfolio
MANAGEMENT STYLE	Multi-Manager (See note [1])	Single Manager
ASSET MANAGER(S) AS AT 30 SEPTEMBER 2023	**Asset Class** / **Managers** SA Equity: Equity Blend, Satrix SA Property: Property Blend SA Bonds: Matrix, Prescient SA ILB: Sanlam SA Cash: Sanlam SA Alternatives: Amplify, Chrysalis Capital, Ethos Mid Market, Capitalworks Private Equity, Sanlam International Equity: GinsGlobal, Sanlam International Property: Nedgroup International Bonds: Ninety One, GinsGlobal International Cash: JP Morgan	Sanlam Investment Management (SIM)
RISK PROFILE	Aggressive	Cautious/Moderate
ASSET MIX BREAKDOWN ON 30 SEPTEMBER 2023	SA Equity : 39.4% SA Bonds : 15.4% SA Cash : 1.6% SA Property : 2.1% SA Hedge : 3.6% International : 37.9%	SA Equity : 30.9% SA Credit : 2.6% SA Bonds : 25.2% SA Cash : 4.9% SA Property : 7.0% SA Alternatives : 0.1% International : 29.3%
INVESTMENT APPROACH	This is an aggressive portfolio displaying high levels of volatility over the short term. The portfolio aims to provide market-related capital growth to members who are more than six years from retirement and who need to grow their retirement savings.	The portfolio aims to provide capital protection. It invests in the Stable Bonus Portfolio, which provides investors with exposure to the financial markets while protecting them against adverse market movements. This is achieved by smoothing returns over time and offering capital protection on the net contributions invested together with the vested bonuses in case of benefit payments upon resignation, retirement, death or retrenchment. A bonus is declared monthly in advance, which consists of a vesting and non-vesting component. Bonuses cannot be negative.
INVESTMENT FEES	**Annual investment fee % of Assets from 1 April 2023** First R50m : 0.720% Next R50m : 0.670% Next R200m : 0.545% Next R200m : 0.520% Above R500m : 0.495% Calculate on the total assets of all the members in this portfolio. (See note [2])	**Annual investment fees as % of Assets** Calculated daily and recovered monthly: 1.325% The fee includes both guarantee premium and asset management fee. (See note [2])
TOTAL EXPENSE RATIO (TER) ON 31 MARCH 2023	0.893%	1.36%
TRANSACTION COSTS (TC)	0.120%	0.08%
TOTAL INVESTMENT CHARGES (TER + TC = TIC) (See note [4] on page 15)	1.013%	1.44%

	SANLAM ACCUMULATION PORTFOLIO	SANLAM CAPITAL PROTECTION PORTFOLIO (PRESERVATION PHASE)
BENCHMARK	SA Equities : 40.0% FTSE/JSE capped SWIX SA Bonds : 11.0% ALBI SA Cash : 2.0% STeFI SA Inflation-linked Bonds : 5.0% IGOV SA Property : 4.0% FTSE/JSE SAPY International Equities : 32.0% MSCI (All Country World Equity Index) International Bonds : 2.0% Barclays Global International Property : 2.0% Bloomberg Global Aggregate Index	SA Equities : 30.0% FTSE/JSE capped SWIX SA Cash : 7.0% STeFI SA Inflation-linked Bonds : 2.0% IGOV International Equities : 20.0% MSCI (87.5% Developed Markets & 12.5% Emerging Markets) International Bonds : 2.5% Bloomberg Global Aggregate Index (GABI) International Alternatives : 5.0% 90-day average SOFR+1.75% p.a. International Property : 2.5% FTSE EPRA/NAREIT Developed Index SA Property : 6.5% JSE 7 – 12 years Total Return Index plus 1.0% p.a. SA Bonds : 17.5% JSE Government Bond Index SA Credit : 4.5% 3 month JIBAR + 1.25% SA Alternatives : 2.5% CPI + 45% p.a.
BENCHMARK RETURNS AS AT 30 SEPTEMBER 2023	1 year : 16.0% 3 years : 12.2% 5 years : 8.0% 7 years : 7.3%	CPI inflation +3% 1 year : 7.8% 3 years : 8.8% 5 years : 7.9% 7 years : 7.9% 10 years : 8.1%
GROSS PAST INVESTMENT RETURNS UP TO 30 SEPTEMBER 2023	**Annual rates (%)** 1 year : 16.1 3 years : 12.3 5 years : 8.3 7 years : 7.6 **Calendar year (%)** 2017: 15.4 2018: -5.6 2019: 12.2 2020: 5.2 2021: 23.4 2022: -0.2 Inception date: 1 July 2013	**Annual rates (%)** 1 year : 9.4 3 years : 8.0 5 years : 7.4 7 years : 7.6 10 years : 9.4 **Calendar year (%)** 2017 : 8.15 2018 : 7.71 2019 : 7.10 2020 : 6.00 2021 : 7.60 2022 : 6.70

Notes:

1. ***Sanlam Multi Managers International continually monitors the asset managers for these portfolios, making any changes that they may find necessary. The Asset Managers as at 30 September 2023 are listed here.***
2. ***Fees are exclusive of performance fees. In addition to the investment fee mentioned above, Sanlam Multi Manager International may incentivise some of the underlying asset managers on a performance fee basis. The aim of the performance fee is to reward an asset manager for superior performance relative to a challenging benchmark. This may result in additional fees, but only when the underlying asset manager appointed by Sanlam Multi Manager International outperform their performance benchmark. No performance fee is payable to Sanlam Multi Manager International and the total value of performance fees in any calendar year is capped.***

INVESTMENT MENU PORTFOLIOS

	MARKET-LINKED INVESTMENT PORTFOLIOS				
	SIM AGGRESSIVE	**SATRIX ENHANCED BALANCED TRACKER**	**CORONATION MANAGED**	**SMM NUR BALANCED**	**ALLAN GRAY GLOBAL BALANCED**
DESCRIPTION	Market-linked Unique Portfolio (See note [1])	Market-linked Pooled Portfolio	Market-Linked Pooled Portfolio	Market-linked Pooled Portfolio	Market-Linked Pooled Portfolio (See note [2])
ASSET MANAGER(S)	Sanlam Investment Management (SIM)	Sanlam Investment Management (SIM)	Coronation Fund Managers	**Asset Class** / **Managers** SA Cash: ABSA SA Balanced: Camissa, Old Mutual, Sentio	Allan Gray Ltd
RISK PROFILE (See note [3])	Aggressive	Aggressive	Aggressive	Moderate Aggressive	Moderate Aggressive
ASSET MIX BREAKDOWN ON 30 SEPTEMBER 2023	SA Equity : 53.9% SA Bonds : 15.1% SA Cash : 3.2% International : 27.9%	SA Equity : 38.9% SA Property : 2.4% SA Bonds : 18.2% SA Cash : 2.2% International : 38.3%	SA Equity : 41.4% SA Bonds : 8.7% SA Hedge : 1.3% SA Property : 6.8% SA Cash : 0.4% SA Commodities : 0.8% International : 40.6%	SA Equity : 33.2% SA Cash : 21.4% SA Property : 1.9% SA Bonds : 15.4% International : 28.1%	SA Equity : 42.9% SA Bonds : 7.3% SA Property : 0.6% SA Cash : 5.2% SA Commodities : 2.6% International : 41.4% See Note[2].
INVESTMENT APPROACH	This portfolio follows an aggressive approach, subject to certain risk parameters, in view of the highest possible proceeds. This approach, however, increases the risk of the portfolio as well as the volatility of returns.	This portfolio invests primarily in equity, property, fixed interest investments, cash and foreign assets. Each of the underlying asset classes, except cash, is managed on a passive basis, i.e. tracks an underlying index. The high equity allocation can result in more volatile returns.	The portfolio is an aggressive clean slate balanced portfolio. It aims to deliver significant outperformance compared to its peers over the medium term. Although the underlying investment views are based on Coronation's best house view, the portfolio manager has the flexibility to deviate from it to increase the risk profile of the portfolio to ensure that the performance objectives are met.	The portfolio is Shari'ah compliant and aims to provide steady long-term returns and capital growth with moderate exposure to volatility in the short term. It aims to outperform its benchmark over rolling three-year periods. The manager selection will ensure that the overall portfolio is managed in accordance with the guidelines and standards as set from time to time by the Accounting and Auditing Organisation for Islamic Financial Institutions (AAOIFI). The portfolio managers will invest in a wide variety of domestic and international asset classes such as equity, sukuks and listed property and be mindful of avoiding interest or Riba.	This portfolio is actively managed with selected investments from all asset classes according to Allan Gray's house view. Allan Gray invests where value is exceptional and risk low. The alternative strategy of this portfolio makes it an excellent choice for split funding.

	SIM AGGRESSIVE	SATRIX ENHANCED BALANCED TRACKER	CORONATION MANAGED	SMM NUR BALANCED	ALLAN GRAY GLOBAL BALANCED
INVESTMENT FEES (Calculated and charged monthly)	**Investment fee - % per annum** 0.45% on local and foreign asset Plus; a performance linked fee equal to: For every 1% out/under performance of the benchmark the basic fee increase/ decrease with 0.15% / 0.05% Maximum performance fee: 0.45%	**Investment fee - % per annum** 0.325% on local and foreign assets	**Investment fee - % per annum** First R200m : 0.50% Next R300m : 0.45% Next R500m : 0.425% >R1 billion : 0.40% Plus Performance fee: 22.8 % of the out performance of the benchmark over a rolling 3 years term (capped at 1%).	**Investment fee - % per annum** 0.90% pa	**Total assets of SSUF in portfolio** — **Fee p.a.** Local assets 0.30% International assets 0.60% Performance fees: 25% of under or out performance of the benchmark paid into a reserve from where performance fees are paid.
TOTAL EXPENSE RATIO (TER)	0.41%	0.38%	0.59%	0.96%	1.35%
TRANSACTION COSTS (TC)	0.12%	0.04%	0.22%	0.15%	0.08%
TOTAL INVESTMENT CHARGES (TER + TC = TIC) ON 31 MARCH 2023 (See note [4])	0.53%	0.42%	0.81%	1.11%	1.43%
BENCHMARK	Equities : 49.5% SWIX Fixed Interest : 13.0% BEASSA Index Property : 5.0% SAPY Property Index Cash : 5.0% STeFI Int. Equities : 23.5% MSCI World Equity Index Int. Fixed Interest : 4.0% Bloomberg Global Aggregate Index	SA Equities : 40% FTSE/JSE Capped SWIX SA Property : 4% FTSE/JSE SA Listed Property Index (SAPY) SA Bonds : 11% All bond Index (ALBI) SA Inflation Linked Bonds : 5% JSE ASSA TR Inflation-Linked Gov Bond Index SA Cash : 2% Short Term Fixed Interest Index (STeFI) International Equities : 32% MSCI All Country World Index (ACWI) International Property : 4% FTSE EPRA/NAREIT Developed Divident+ International Bonds : 2% Bloomberg Global Aggregate Index (GABI)	Equities :45.0% Shareholder Weighted Index (Capped SWIX*) Fixed Interest : 20.0% ALBI 20 Int. Equities : 20.0% MSCI Net All Country World Net Index Cash : 7.5% STeFI (3 months) Int. Fixed Interest : 2.5% Bloomberg Barclays Global Aggregate Index SA Property : 5.0% ALBI	The market value weighted average rolling three year total return of the peer group Sharia'h Balanced Funds.	SA Equities : 47% FTSE/JSE Capped SWIX All Share Indek (J433T) Fixed Interest : 14% All Bond Total Return Index (ALBI) Cash : 9% 3-month Fixed Income Index (STeFI) Int. Equities : 18% Morgan Stanley Capital International All Country World Index (MSCI world Equity Index) Int. Fixed Interest: 12% JP Morgan Global Government Bond Index
BENCHMARK RETURNS AS ON 30 SEPTEMBER 2023	1 year : 15.3% 3 years : 10.8% 5 years : 7.8% 7 years : 7.3% 10 years : 8.7%	1 year : 15.8% 3 years : 12.5% 5 years : 7.8%	1 year : 14.1% 3 years : 11.8% 5 years : 7.8% 7 years : 7.5% 10 years : 8.3%	1 year : 11.0% 3 years : 10.2% 5 years : 6.5% 7 years : 6.1%	1 year : 13.9% 3 years : 11.7% 5 years : 7.9% 7 years : 7.6% 10 years : 8.0%

	SIM AGGRESSIVE		SATRIX ENHANCED BALANCED TRACKER		CORONATION MANAGED		SMM NUR BALANCED		ALLAN GRAY GLOBAL BALANCED	
GROSS PAST INVESTMENT RETURNS UP TO 30 SEPTEMBER 2023	**Annual rates (%)**	**Calendar years (%)**	**Annual rates (%)**	**Calendar years (%)**	**Annual rates (%)**	**Calendar years (%)**	**Annual rates (%)**	**Calendar years (%)**	**Annual rates (%)**	**Calendar years (%)**
	1 year : 12.2	2017: 14.20	1 year : 16.1	2019 : 9.4	1 year : 18.8	2017: 12.90	1 year : 10.0	2017: 7.9	1 year : 17.4	2017: 11.9
	3 years : 10.1	2018: -3.95	3 years : 12.9	2020 : 5.0	3 years : 14.9	2018: -6.80	3 years : 10.2	2018: 1.8	3 years : 15.3	2018: -2.8
	5 years : 7.4	2019: 15.60	5 years : 8.4	2021 : 24.1	5 years : 10.5	2019: 14.10	5 years : 8.3	2019: 9.8	5 years : 8.9	2019: 8.2
	7 years : 7.2	2020: 2.59		2022 : -0.6	7 years : 8.8	2020: 10.00	7 years : 7.8	2020: 6.9	7 years : 8.4	2020: 4.6
	10 years : 8.5	2021: 20.94			10 years : 9.3	2021: 23.80		2021: 25.1	10 years : 9.6	2021: 20.3
		2022: 1.20				2022: 3.10		2022: 0.1		2022: 9.8
	See note [1] The Focus 2 portfolio was established on 1 January 2001.		This portfolio was established on 1 April 2018.		This portfolio was established on 1 April 2000.		This portfolio was established on 1 January 2014			

Notes:

1. **The SIM Aggressive was previously known as Focus 2 and the SIM Moderate portfolio as Focus 1. The mandates of these portfolios were adjusted as from 1 September 2011.**
2. **Allan Gray as Asset Managers are strong value investors and therefore they sometimes have an aggressive style in selecting shares. This may lead to volatile short term returns but also the possibility to increase returns over the long term. The Allan Gray Domestic Balanced portfolio was replaced with the Allan Gray Global Balanced portfolio on 1 September 2015.**
3. **The risk profile indicated here reflects the overall viewpoint of the various asset managers and does not necessarily correspond with that of the Board of Trustees.**
4. **The TER was incurred as expenses relating to the administration of the Financial Product. The TC was incurred as costs relating to the buying and selling of the assets underlying the Financial Product. The TIC was incurred as costs relating to the investment of the Financial Product. A higher TER does not necessarily imply a poor return, nor does a low TER imply a good return. The current TER may not necessarily be an accurate indication of future TER's.**

	MARKET-LINKED PORTFOLIOS				
	SANLAM THE MOST AGGRESSIVE	**SANLAM WEALTH CREATION**	**SIM MODERATE**	**SIM MODERATE ABSOLUTE FUND**	**SMM MODERATE ABSOLUTE FUND**
DESCRIPTION	Market-linked Pooled Portfolio	Market-linked Pooled Portfolio	Market-linked Unique Portfolio (See note [1])	Market-linked Pooled Portfolio	Market-linked Pooled Portfolio
ASSET MANAGER(S)	Sanlam Investment Management in conjunction with Sanlam Employee Benefits.	Sanlam Investment Management (SIM)	Sanlam Investment Management (SIM)	Sanlam Investment Management (SIM)	Sanlam Investment Management (SIM)
RISK PROFILE (See note [3])	Aggressive	Moderate Aggressive	Moderate	Moderate	Moderate
ASSET MIX BREAKDOWN AS ON 30 SEPTEMBER 2023	SA Equity : 34.8% SA Bonds : 15.0% SA Cash : 9.7% SA Property : 2.4% SA Alternatives : 5.9% International : 32.2%	SA Equity : 31.7% SA Bonds : 27.3% SA Cash : 2.8% SA Property : 1.2% International : 37.0%	SA Equity : 44.0% SA Bonds : 22.8% SA Cash : 8.0% International : 25.4%	SA Equity : 11.4% SA Bonds : 40.4% SA Cash : 37.5% International : 10.7%	SA Equity : 14.4% SA Bonds : 38.7% SA Cash : 12.6% SA Property : 3.0% SA Alternatives : 4.6% International : 26.7%
INVESTMENT APPROACH	The fund is an actively managed fund that is designed to target long-term investment returns at a risk and volatility level higher than that of a typical global balanced fund.	This objective is to provide high investment growth over the long term and is therefore a suitable for investors who have a long-term investment horizon and can accept short-term volatility. This is a multi-asset, multi managed portfolio and have exposure to all the major asset classes, including offshore.	The moderate investment approach that is followed for this portfolio should result in less volatile returns than SIM Aggressive portfolio.	The target of this portfolio is: - To achieve returns in excess of inflation (CPI) over any three-year period; and - Not earning a negative return during any rolling twelve-month period.	The fund targets a return of inflation plus 5% over rolling 3-year periods, while protecting capital over rolling 12-month periods. The fund is diversified across several underlying investment managers, asset classes and financial instruments.
INVESTMENT FEES	**Investment fee - % per annum** 0.8% on local and foreign assets	**Total assets** / **Fee** Less than R50m 0.95% R50m – R100m 0.875% R100m – R150m 0.70% R150m – R300m 0.60% Above R300m 0.575%	**Investment fee - % per annum** 0.40% on local and foreign assets Plus; a performance linked fee equal to: For every 1% out/under performance of the benchmark the basic fee increase/ decrease with 0.15% / 0.05% Maximum performance fee: 0.45%	**Investment fee - % per annum** 0.45% on local and foreign assets	**Total assets** / **Fee** Less than R100m 0.80% R100m – R250m 0.75% R250m – R500m 0.70% R500m – R billion 0.65% Above R1 billion 0.60%
TOTAL EXPENSE RATIO (TER)	1.24%	1.02%	0.36%	0.50%	1.00%
TRANSACTION COSTS (TC)	0.15%	0.15%	0.12%	0.10%	0.19%
TOTAL INVESTMENT CHARGES (TER + TC = TIC) AS AT 31 March 20232 (See note [4])	1.39%	1.17%	0.48%	0.60%	1.19%

	MARKET-LINKED PORTFOLIOS				
	SANLAM THE MOST AGGRESSIVE	**SANLAM WEALTH CREATION**	**SIM MODERATE**	**SIM MODERATE ABSOLUTE FUND**	**SMM MODERATE ABSOLUTE FUND**
BENCHMARK	SA Equity : 45% FTSE/JSE Capped SWIX SA Property : 5% FTSE/JSE SA Listed Property Index (SAPY) SA Cash : 10% CPI + 2% International Equity : 30% MSCI All Country World Index (ACWI) International Property : 10% S & P Global REIT Index	SA Balanced : 53.0% Alexander Forbes SA Large Manager Watch (Median) SA Bonds : 7.0% BEASSA ALBI Total Return International Equities : 37.0% MSCI World All Country Index International Bonds : 3.0% Bloomberg Global Aggregate Bond Index	SA Equities : 38.0% SWIX SA Bonds : 17.0% BEASSA ALBI TRI SA Inflation linked bonds : 5.0% JSE ASSA TR Infation-Linked GOV Bond Property : 5.0% FTSE/JSE SA Listed Property Index (SAPY) SA Cash : 10.0% STeFI Int. Equities : 20.0% MSCI World Equity Index International Bonds : 5.0% Bloomberg Global Aggregate Index	Benchmark = CPI + 5%	Benchmark = CPI + 5%
BENCHMARK RETURNS AS ON 30 SEPTEMBER 2023	1 year : 17.6% 3 years : 12.8% 5 years : 9.0%	1 year : 16.7% 3 years : 12.3% 5 years : 9.2% 7 years : 8.1%	1 year : 13.8% 3 years : 9.9% 5 years : 7.1% 7 years : 6.6% 10 years : 8.1%	Target return: 1 year : 9.8% 3 years : 10.8% 5 years : 10.0% 7 years : 9.9% 10 years : 10.1%	1 year : 9.8% 3 years : 10.8% 5 years : 10.0% 7 years : 9.9% 10 years : 10.1%
GROSS PAST INVESTMENT RETURNS UP TO 30 SEPTEMBER 2023	**Annual rates (%)** / **Calendar years (%)** 1 year : 17.7 - 3 years : 13.5 - 5 years : 8.3 -	**Annual rates (%)** / **Calendar years (%)** 1 year : 17.0 - 3 years : 14.1 - 5 years : 9.7 - 7 years : 8.9 -	**Annual rates (%)** / **Calendar years (%)** 1 year : 11.5 3 years : 9.6 2017: 13.40 5 years : 6.5 2018: -3.15 7 years : 6.2 2019: 11.20 10 years : 7.8 2020: 1.84 2021: 18.82 2022: 1.20 See note [1] The Focus 1 portfolio was established on 1 November 1999.	**Annual rates (%)** / **Calendar Years (%)** 1 year : 12.2 2017: 9.4 3 years : 8.0 2018: 4.1 5 years : 7.5 2019: 11.5 7 years : 7.7 2020: 5.2 10 years : 8.5 2021: 14.4 2022: 2.2	**Annual rates (%)** / **Calendar years (%)** 1 year : 13.7 - 3 years : 13.6 - 5 years : 11.2 - 7 years : 9.9 - 10 years : 10.0 -

	SMOOTH BONUS PORTFOLIOS		CASH PORTFOLIO
	STABLE BONUS	**MONTHLY BONUS**	**SIM ENHANCED CASH FUND**
DESCRIPTION	Guaranteed Portfolio	Guaranteed Portfolio	Cash Portfolio
ASSET MANAGER(S)	Sanlam Investment Management in conjunction with Sanlam Employee Benefits.		Sanlam Investment Management (SIM)
RISK PROFILE (See note [3])	Cautious	Cautious	Conservative
ASSET MIX BREAKDOWN AS ON 30 SEPTEMBER 2023	Equity : 30.9% Bonds : 25.2% Cash : 4.9% Property : 7.0% International : 27.4% Credit : 2.6% Other : 2.0%	Equity : 30.9% Bonds : 25.2% Cash : 5.1% Property : 6.9% International : 29.2% Credit : 2.6% Alternatives : 0.01%	
INVESTMENT APPROACH	Investors are protected against negative movements in the market by smoothing the returns of the portfolio. A non-negative bonus is declared monthly in advance, which consists of a vesting and non-vesting component.	Investors are protected against negative movements in the market by smoothing the investments returns of the portfolio. Fully vesting bonuses, which cannot be negative, are declared monthly in advance.	The portfolio's objective is to provide capital stability and high liquidity while offering competitive returns relative to bank deposits. It invests primarily in cash and money market instruments.
INVESTMENT FEES	Fees are based on the total of this fund's assets in this portfolio. **Total assets** — **Fee** Less than R100m — 0.425% R100m – R300m — 0.375% R300m — 0.325% **PLUS** Guarantee premium — 0.9% p.a.	Fees are based on the total of this fund's assets in this portfolio. **Total assets** — **Fee** Less than R100m — 0.425% R100m – R300m — 0.375% R300m — 0.325% **PLUS** Guarantee premium — 1.6% p.a. **NB:** Nett bonus rates are declared, in other words the investment levy has already been deducted.	**Fee (VAT incl)** 0.15%
TOTAL EXPENSE RATIO (TER)	1.25%	2.001%	0.15%
TRANSACTION COSTS (TC)	0.08%	0.080%	0.00%
TOTAL INVESTMENT CHARGES (TER + TC = TIC) AS AT 31 March 2023 (See note [4])	1.33%	2.081%	0.15%
RESTRICTION ON TRANSFERS	Transfers out of these portfolios once a year on fund anniversary (1 April of every year) are guaranteed to be partially at book value (provided 4 months written notice is given). At other times of the year transfers are at the lower of book and market value.		None

	SMOOTH BONUS PORTFOLIOS				CASH PORTFOLIO	
	STABLE BONUS		MONTHLY BONUS		SIM ENHANCED CASH FUND	
BENCHMARK	Returns are compared against CPI Inflation		Returns are compared against CPI Inflation		STeFI Index	
BENCHMARK RETURNS AS ON 30 SEPTEMBER 2023	1 year : 7.8 3 years : 8.8 5 years : 7.9 7 years : 7.9 10 years : 8.1		CPI +3%: 1 year : 7.8% 3 years : 8.8% 5 years : 7.9% 7 years : 7.9% 10 years : 8.1%		1 year : 7.5% 3 years : 5.3% 5 years : 5.9% 7 years : 6.3% 10 years : 6.3%	
GROSS PAST INVESTMENT RETURNS UP TO 30 SEPTEMBER 2023	**Annual rates (%)**	**Calendar years (%)**	**Annual rates (%)**	**Calendar years (%)**	**Annual rates (%)**	**Calendar years (%)**
	1 year : 9.4 3 years : 8.0 5 years : 7.4 7 years : 7.6 10 years : 9.4	2017 : 8.15 2018 : 7.71 2019 : 7.10 2020 : 6.00 2021 : 7.60 2022 : 6.70	1 year : 8.6 3 years : 7.6 5 years : 6.9 7 years : 7.1 10 years : 8.9	2017 : 7.59 2018 : 7.06 2019 : 6.40 2020 : 5.40 2021 : 7.50 2022 : 6.20	1 year : 8.8 3 years : 6.0 5 years : 6.9 7 years : 7.5 10 years : 7.5 Inception date: 1 November 2018	2020 : 6.7 2021 : 5.0 2022 : 6.1