AXIS PENSION TRUST

AXIS PENSION PLAN

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST DECEMBER, 2022

Contents

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CHAIRMAN'S REMARKS

I want to express my profound gratitude on behalf of the Board of Trustees of the Axis Pension Plan for the opportunity given Axis Pension Trust to manage your hard earned money. We understand that for most of our clients, their Axis Pension Plan constitutes their largest saving till date. We therefore do not take the opportunity granted us to manage these resources lightly. We promise to remain a faithful fiduciary in guiding and helping our members achieve their retirement goals.

We also want to welcome you to the 4th Annual Open Forum for the Axis Pension Plan. My remarks are structured to touch on the global economy as well as the Ghanaian economy, the scheme's asset positioning and return for 2022 which will dovetail into a brief education on investment risk and end with a general scheme operational update.

The Global economy in 2022 experienced significant challenges; from the war in Ukraine and growing geopolitical tensions between China and America. The resultant effect of the global uncertainty was felt by almost all nations resulting in increased energy and food prices, mounting inflation rates, rising interest rates and volatile markets. The Ghanaian economy was not spared and was heavily impacted by the Ukraine war that disrupted global food and resources supply chains. These, coupled with our local economic management weaknesses plunged the Ghanaian economy into an unprecedented debt and fiscal crises. Ghana's economic indicators spiraled out of control during the year under view. Inflation which begun the year at 13.9% closed the year at 54.1%. Interest rates on the 91days and 2 years' treasury maturities increased from 12.52% and 16.74% to 35.36% and 36.10% respectively. The Cedi saw the steepest depreciation since 2014, closing the year down by about 30% from the beginning year rate.

To stem the tide of the fast falling economy the government announced it was going to seek monetary support from the IMF. It is believed an earlier announcement to seek IMF help could have averted most of the pains the economy experienced in 2022 and still going through now. To bring the nation's debt to sustainable levels and also qualify for IMF financing, the Finance Minister announced a domestic debt exchange program (DDEP) to help reduce the country's debt to GDP from the current 102% to about 55% by 2028. Government bond holders have had to take significant interest rate discounts as well as extension in their bond maturities as a result.

In spite of the unsettling landscape, 2022 was somewhat surprisingly another strong year for the Axis Pension Plan. Over the course of the year, we shifted our asset allocation away from local currency government of Ghana securities and significantly increased currency diversification within the portfolio by growing our Ghana Eurobond allocation and exposure to the ABSA New Gold ETF (GLD). The effect of the depreciating currency and Gold's strong performance in 2022 resulted in an average return of 36.5% for the schemes constituent fund. This return represents 5.5% return above our average inflation benchmark of 31.0% and 6.9% above inflation over the last 3 years. Total assets under management represented by the Schemes Net Asset Value (NAV) for year-end December 2022 was GHS 251.45 million from GHS 183.71 million for year ended 2021.

Each year, we use the opportunity of the open forum to extol the virtue of long term thinking as it relates to investing for retirement. This year, we want to use the opportunity to highlight the often neglected subject of '**risk**' as it relates to investing. Risk refers to the degree of uncertainty and/or the potential loss inherent in an investment. Every investment decision is subject to risk. The risk comes in multiple forms. I will highlight four (4) common risks that directly affect the Axis Pension Plan.

The assets under our management are subject to **credit risk** where a potential issuer (government and corporates) of securities fail to honour their debt servicing obligation. Our investments in fixed interest rate securities also presents another risk called **interest rate risk**. Interest rate risk occurs when changes in the direction of rates affect the market value of securities held by the scheme. Since interest rates is constantly changing, values of investment assets such as bonds, treasury bills and real estate also change in relation to the changes in interest rates. Mark to market which became a talk of town in 2022 relates to the value of fixed income securities falling when interest rates rise and vice-versa. The asset management industry through their regulator took a bold step to force their members to reflect changes in interest rate (mark-to market) on their portfolio daily. It is the international standard for valuing securities and it is expected that the pensions industry will follow suit in future.

There is also **currency risk** which relates to the value of an investment in a base currency changing due to investment in assets in other currencies. Currently the Fund's assets have some substantial exposure to USD and therefore movement in the currency will have an impact on the daily value of fund. To bring it home, anytime the Ghana Cedi appreciates relative to the USD, clients balance will reduce to reflect the changes in the currency. Lastly the schemes exposure to stocks on the Ghana Stock exchanges exposes scheme members to **equity risk**. The risks of investing in equity include share price falls, receiving no dividends or receiving dividends lower in value than expected.

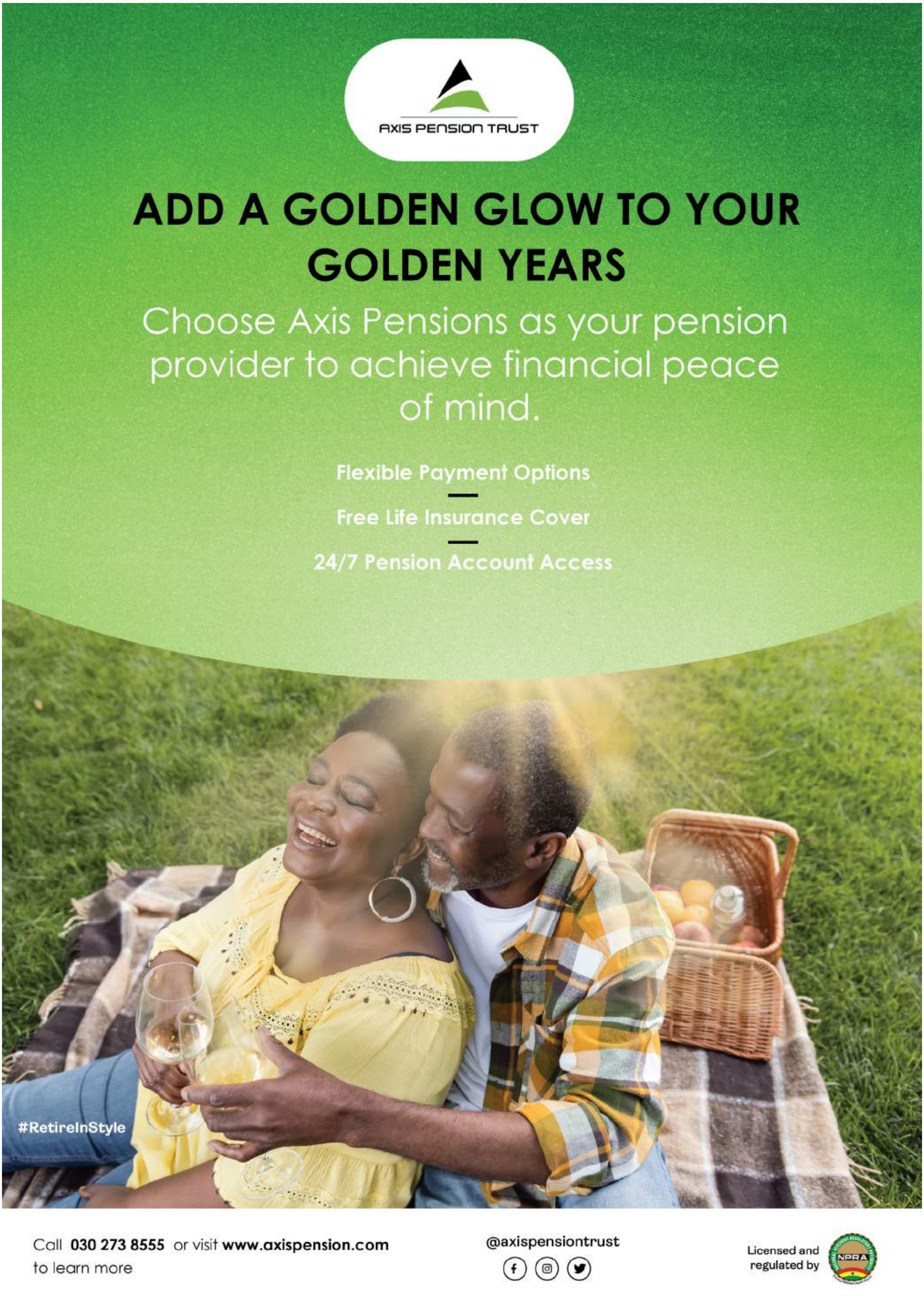
The above risks expose our clients to daily movements in their account balance. In the short term, there will be periods where client's balances will reduce when the above mentioned risk moves against the schemes. There will also be many periods where clients' balances will go up. Overall, in the long term, we do expect the up periods to outnumber the down periods and ultimately deliver growth to you our most cherished clients.

To summarize, every investor in today's market shall be subject to market risk. Investment is not a free ride. It is only a Ponzi scheme that can promise and guarantee a return equivalent to the 45-degree angle line on a continuous basis. Legitimate and genuine investment programs are characterized with bouts of up and down movements. In investing, there will be periods of pain and many moments of glory. It is the disciplined investor with long term perspective who will live to see the glory days.

We believe the only way to build trust is by communicating frankly with our clients. We continue to engage our clients through multiple channels including periodic engagements online and physically, our daily show on Sunny 88.7 FM in Accra, pre-retirement seminar and this Annual Open Forum. The essence of these engagements is to give account of the stewardship of your money. We are proud to have also sent multiple client memos to update our members on the management of your investment in 2022 especially due to the fluid and fast deteriorating local economic indicators. These memos, we believe as fiduciaries, help us keep you updated on key decisions especially during fluid situations which may not permit a meeting within the short term. We will continue with this initiative in 2023 and beyond to walk this journey with you and keep you informed of major decisions we take on behalf of your Fund.

On behalf of the Board of trustees, I thank all participating employers and scheme members for your continued trust in our stewardship of your financial resources. Have a great 2023.

Robert Marshall Bennin
Chair, Board of Trustees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REPORT OF THE TRUSTEES

The Trustees present their report together with the audited Financial Statements of the Scheme for the year ended 31st December, 2022.

Establishment, Nature and the Status of the Scheme

The Scheme is a defined Contribution Scheme which provides Lump Sum benefits on Retirement and such other ancillary benefits to members who meet the qualifying conditions stipulated under the National Pensions Act, 2008 (Act 766).

The Scheme is a tax exempt pension fund under the National Pensions Act, 2008 (Act 766) and any amendments made to it thereafter. The Scheme's activities are bound by provisions of the National Pensions Act, 2008, (Act 766), Regulations made under it, Guidelines formulated and published and any Board directives that may be issued from time to time as well as the Governing Rules of the Scheme.

Trustees of the Scheme are ultimately responsible for administration of the Scheme and their responsibility to the Scheme is established by a Trust Deed and Scheme Governing Rules approved on 12th November 2012. Scheme Governing Rules and Trust Deed both of which are subject to Act 766, form the basis of establishing the Scheme.

Trustees

The current Board of Trustees as well as any changes made during the year are indicated as below:

LICENCE NO.	NAME	POSITION	DATE OF APPOINTMENT	DATE OF EXIT
NPRA17007	Robert Marshall Bennin	Chairperson	13/10/2017	—
NPRA/MTOPS/12002/15001	Oware Afriyie	Member	12/11/2012	—
NPRA19024	Dorcas Okantey	Member	09/01/2020	—
NPRA17025	Daniel Kwesi Sarpong	Member	13/10/2017	—
NPRA19025	Matthew Mani	Member	28/06/2019	—
NPRA19026	Ato Boateng	Independent Trustee	28/06/2019	—

Scheme Membership Statistics

a. Movement During The Year

	2022	2021	2020
Members as at 1st January	38,862	33,942	27,101
Additions	10,487	5,914	7,825
Withdrawals	2,070	994	984
Members as at 31st December	47,279	38,862	33,942

b. Other Statistics

Description	Deferred Contributors	Transfers In	Transfers Out	Early Withdrawal	Retirement (Statutory	Retirement (Early)	Permanent Emigration	Incapacitated Members	Death
Numbers	9,058	199	11	1,195	820	—	9	—	35

Financial Summary

Activity	2022 (GH¢)	2021 (GH¢)	2020 (GH¢)
Contributions	86,712,188	71,570,576	58,385,459
Net Investment Income	40,203,033	23,488,810	16,137,518
Benefits Paid	71,511,909	44,806,601	18,507,565
Assets Under Management	251,453,760	183,708,290	130,262,112

Expenses

All expenses of the Scheme are charged against the Scheme. We confirm that expenses charged and deducted from the Scheme funds are those allowable under the National Pensions Act, 2008 (Act 766), Guidelines on Fees and Charges and any other directives issued by the Authority from time to time.

			2022	2021
Fee Type	Maximum Rate (% p.a.)	Actual Rate (% p.a.)	Amount (GH¢)	Amount (GH¢)
NPRA Fees	0.33	0.33	796,620	495,694
Trustee (Administrator) Fees	1.33	1.33	3,210,622	2,133,708
Pension Fund Custodia	0.25	0.18	603,500	401,073
Pension Fund Mgr. Fees	0.56	0.50	1,207,001	800,209
Audit Fees			16,852	16,695

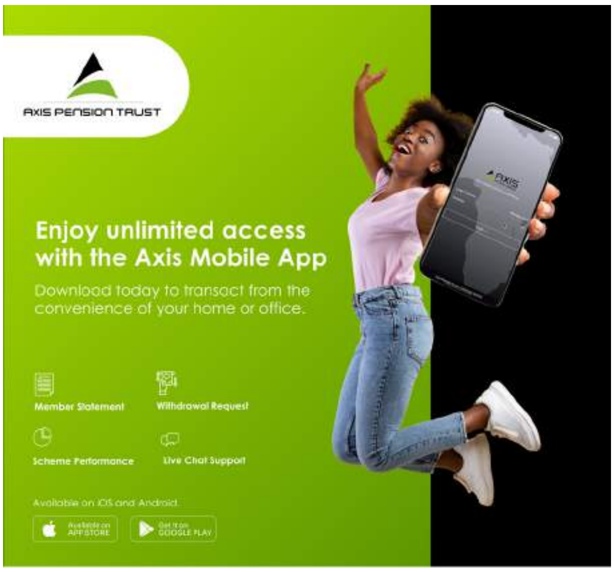
Member Communication

Our SMS and email transaction alerts as well as email memos on developments within the economy and its impact on pensions funds were regularly shared in the year under review. The Axis Money Show on Sunny 88.7FM in Accra is another initiative by Axis to discuss financial tips to help our clients manage their finances better. We were pleased to have successfully held a number of online and physical engagements to update clients on their Fund and other economic developments within the past year. Our other regular engagements including the Pensions-on-the-Go on all our social media handles, the annual Pre-Retirement Seminar and Annual Open Forum were successfully held to keep up with our agenda to communicate effectively and promote transparency in the scheme's management.

Access to Benefit Statements

Scheme members have a 24-hour online access to their benefit statements via https://cap.axispension.com/crm/ and the Axis Mobile App. Members may use their SSNIT numbers or Axis membership numbers to log on to the platform to view and print statements.

All scheme members are encouraged to take advantage of this platform to update themselves with the growth and performance of their retirement savings. For remote access, you may dial *1860# on MTN and Vodafone to access our suite of services.



INVESTMENT REPORT

Member Communication

The political and economic foundation of Ghana is at a fragile crossroad owing to overleveraging of the economy that has pushed the nation's debts to "junk status" whilst rapid inflation and depreciation of the local currency is destroying consumers purchasing power and threatening the existence of businesses. With limited access to both domestic and global capital markets, the economy is literally hanging on life support, in dire need of debt relief and an IMF sanctioned bailout. Confidence in the political leadership and in the central bank is at its lowest, deepening socioeconomic uncertainty as the nation gears to go to the polls in 2024 to elect a new president.

Persistent increase in both consumer and producer price inflation contributed to the 1,250 bps increase in policy rate throughout FY 2022. With inflation ending FY 2022 at a two decade high of 54.1percent, the central bank responded albeit with limited success by increasing the policy rate to a twenty year high at 28 percent. Consequently, short term interest rates increased aggressively over the year with the Ghana Reference Rate (GRR), the 91, 182 and 364 Treasury bill rates ending the year at 32.83, 35.36, 35.9 and 36.1 percent respectively.

Ghana's already precarious fiscal position caused by excessive expenditure and debt binge was made worse by rising global interest rates which had the concomitant effect of causing capital flight from the domestic economy leading to rapid depreciation of the local currency. On an annualized basis, the Ghana Cedi has lost close to 15 percent of its value versus the USD over the last 10 years. In 2022, the Ghana cedi came under immense pressure depreciating by over 30% and at some point during the year had the unenviable position as the worst currency performer globally. The performance of the cedi was largely attributed to growing uncertainties in the economy, credit downgrades and deteriorating international reserve position due primarily to portfolio outflows.

The country's unsustainable fiscal position, combined with underperforming revenue levers, high expenditure and lackluster economic growth triggered multiple credit downgrades by the major credit ratings agencies (CRAs). Consequently, the spreads on both local and Eurobond issuances began to trade at distress levels, effectively pricing the government out of any issuance. Unable to raise capital and revenue to support its budget and pay its debt, the current administration defaulted on its domestic and external debt obligations. It is in this context that the government of Ghana formally requested an IMF support for the implementation of a multiyear program aimed at restoring macroeconomic stability, investor confidence and debt sustainability. As a result of the fact that the IMF cannot lend to a country whose public debt is deemed unsustainable, authorities resorted to financial restructuring through a debt exchange program aimed at reducing its public debt to GDP to 55% in present value terms by 2028.
Beyond the "domestic debt exchange program" (DDEP), the government will have to think of bolder and more transformative policies to build fiscal buffers towards a path of sustainability. In the context of a large informal sector and low tax base, addressing weakness in enforcing compliance and improving tax administration must be a strategic imperative for mobilizing domestic resources to support economic recovery. Improving the efficiency of revenue collection through institutional reforms such as improved governance and adopting digitization and e-governance will improve transparency and reduce illicit financial flow. The confluence of unprecedented negative events in the prior year meant 2022 was an "annus horribilis", dominated by bear markets across various assets with local government of Ghana debt securities down -20.4% on a total return basis, the Ghana stock exchange composite index down -12.38% and the Ghana cedi down over -30.0%. Rarely have investors had to grapple with losses of this magnitude across domestic assets and with high levels of correlation during cycles of economic stress, investors have had limited options to hide. Indeed 2022 was a year to forget.

Statement of Investment Principles

We the Trustees attest that Scheme funds have been invested with the objective of obtaining safe and fair returns in accordance with National Pensions Act, 2008 (Act 766). We confirm that there has been full compliance with prohibitions on investments which include but are not limited to, use of Pension Fund assets as collateral, investing outside maximum allowable limits, investing outside the scope of Assets stipulated by the Investment Guidelines and investing in securities issued by any issuer for which there exists a conflict of interest.

Particulars of Investment Policy

The Axis Pension Plan is an umbrella pension scheme that is made up of three retirement plans underlined by segregated asset class-based constituent fund portfolios, namely; the Axis Pension Plan Equity Fund, Axis Pension Plan Bond Fund and Axis Pension Plan Money Market and Alternative Funds. This strategy is designed to improve investment returns within an asset class and to optimize efficiency in the management of the Fund's assets.

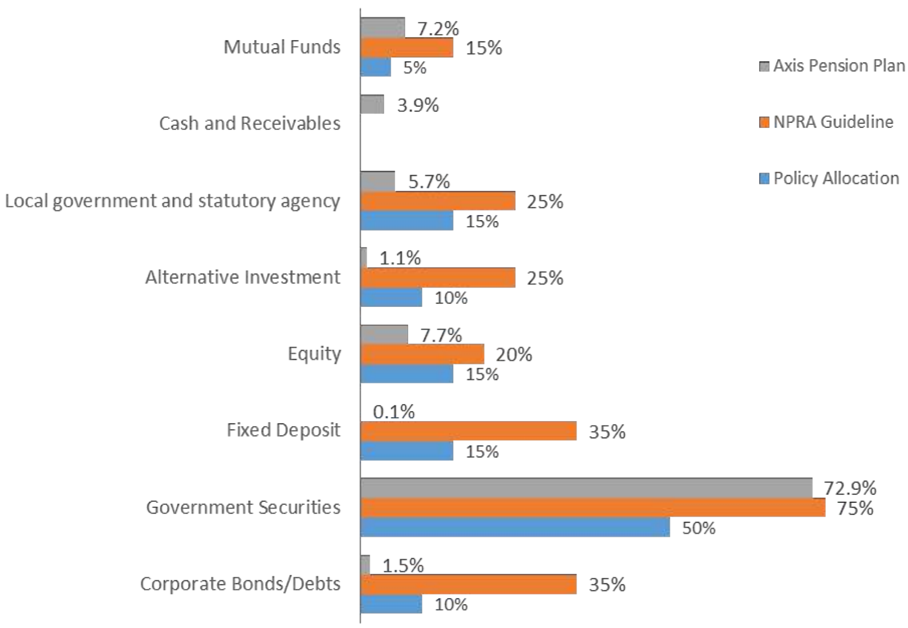
In whatever asset class we invest in, our goal is clear, i.e. to grow the value of the Fund so members enjoy decent pensions at retirement. Axis Pension Plan return objectives are therefore to achieve a stable real return of 5% and/or attain a return that exceeds the 364 days Government Paper return on a rolling 5 year basis. Below is the strategic global asset allocation of the scheme:

Asset Class	Policy Allocation	Control Ranges (%)
Corporate bonds & debts	10%	+10% to -5%
Government notes & bonds	45%	+10% to -10%
Treasury bills	5%	+10% to -5%
Fixed deposit	15%	+5% to -10%
Equity	15%	+5% to -7.5%
Alternative investments	10%	+5% to -5%
Local government and statutory agency	15%	-5%
Mutual fund	5%	+5% to -5%

Investment Allocation

Asset	Maximum Allocation(%)	Actual Allocation(%)	Investment Income Earned (GH¢)	2022 Year End Value (GH¢)	2021 Year End Value (GH¢)
Treasury Notes	75%	72%	43,703,082	183,815,059	101,513,238
Corporate Bonds/(REITs)	35%	2%	10,956,053	3,871,882	4,018,017
Money Market	35%	0%	355,378	137,269	13,780,628
Local Government & Statutory Agencies Securities	25%	6%	2,656,857	14,734,606	19,997,439
Listed Equities	20%	14%	2,972,573	37,395,670	19,474,386
Open and Closed Ended Funds	15%	2%	1,131,872	4,055,051	19,932,811
Cash and Receivables	5%	4%	257,547	10,091,913	5,386,380
TOTAL		**100%**	**62,033,362**	**254,101,450**	**184,102,899**

Actual Allocations Compared with Policy Allocations



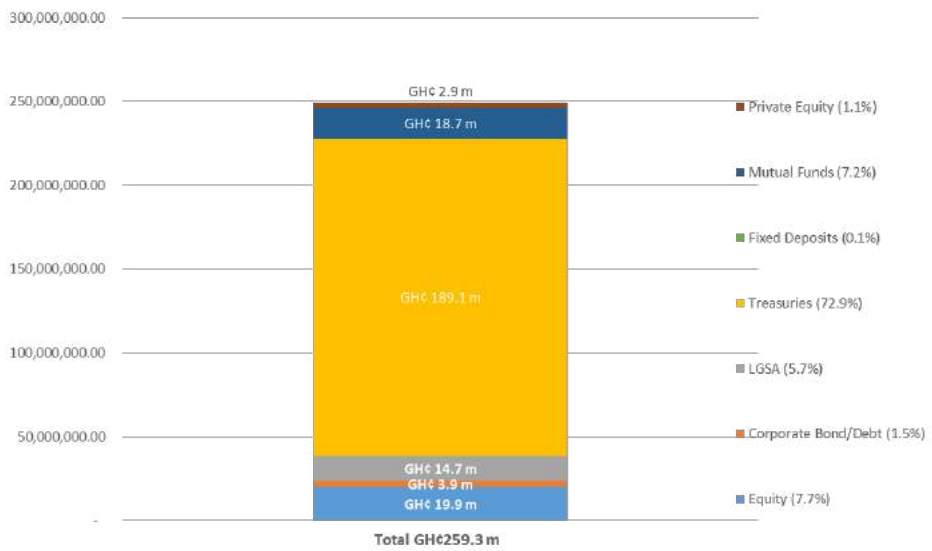
Portfolio Execution and Investment Performance

The table highlights our significant increase in our Treasury Securities allocation, whiles we cut back in our bank fixed deposit exposures. The increase in Treasuries was because of its safe haven status, particularly during the height of the pandemic. We strategically increased our exposure in equities during the course of the year to lower the average purchase cost of key holding as we believed the general fall in price present great buying opportunities in our top our equity picks.

Strong Net Asset Growth since Inception

Below is the evolution of the Axis Pension Plans net asset value (NAV) over the past 9 years

Diversified Assets Reflect Our Asset Mix Strategy



Investment Management Mandates & Constituent Funds

The Axis Pension Plan assets are invested to reflect segregated asset class based constituent funds namely; Equity Fund, Government Bond Fund, Alternative Assets Funds and Income plus Credit Fund. This strategy is designed to improve investment returns within an asset class and to optimize efficiency in management of assets. The arrangements for segregated management of the scheme's assets, as at December 31, 2022, are set out below-

Constituent Fund	Fund Manager	% of the Fund
Government Bond Constituent Fund	Blackstar Advisors Ltd	45.6%
Income and Credit Fund	Stanbic Investment Management Service Ghana Ltd.	39.1%
Equity Constituent Fund	IC Asset Managers Ltd.	14.6%
Alternative Constituent Fund	Stanbic Investment Management Service Ghana Ltd.	0.8%

Equity Fund

Asset Class	Target Allocation	Lower Limit	Upper Limit
Listed Equities	100%	60%	133%
Tactical Allocation			
Equity and Balanced Mutual Fund	30%	0%	40%
Money Market	10%	0%	10%

Money Market Fund

Asset Class	Target Allocation	Lower Limit	Upper Limit
Government Securities (up to1 Tenor)	17%	0%	50%
Money Market Securities	50%	17%	67%
Corporate Notes & Bond (2-10 Years)	33%	17%	67%
Portfolio Total	100%	33%	183%

Bond Fund

	Maturity	Target Allocation	Lower Limit	Upper Limit
Treasury Bonds/Notes	>2 - 10 Years	100%	78%	122%
Portfolio Total		100%	78%	122%

Tactical Allocation

Money Market Securities	1 - 270 days	10%	0%	15%

Performance of Investment Packages

The Axis Pension Plan net return for 2022 was 36.5% at the global level, outperforming inflation by 5.5%. This return however is different from what is reflected in member's accounts. The Fund applies life cycle investing strategy where members are allocated to different investment packages based on their age. Clearly, investment needs and appetite towards risks tend to differ with age. The scheme has therefore been designed to place younger members in more aggressive portfolios with automatic shift to conservative portfolios as they approach retirement. This is best practice globally for Defined Contribution investing and we at Axis are proud to lead the industry in the application of this strategy since inception in 2013. The NPRA has adopted this practice for industry-wide implementation by all pension schemes in the new guidelines for investments.

Retirement Plan Membership

Retirement Plan	Growth Retirement Plan	Preservation Retirement Plan
Age Range	<40 Years	>40 Years

Axis Pension Plan Historical Performance

Retirement Plans against Benchmarks	2022 Annualized	3-Years CAGR	5-Years CAGR	Since inception CAGR	Cumulative Returns Since Inception
Growth Portfolio Retirement Plan	34.5%	22.1%	18.6%	20.0%	414.4%
Preservation Portfolio Retirement Plan	38.5%	24.8%	21.2%	21.9%	492.6%
Average Scheme's Return	36.5%	23.5%	19.9%	20.9%	452.4%
Inflation Benchmark	31.0%	16.6%	13.6%	14.5%	237.8%
US Dollar	30.0%	12.0%	11.3%	14.1%	227.2%

Outlook & Portfolio Strategy

Business and consumer sentiment is expected to remain negative given the macroeconomic distortions in the economy characterized by soaring inflation, incessant depreciation of the local currency, high cost of credit and tight cedi liquidity. All meaningful economic expansions begin with the supply of credit, therefore with financial institutions potentially slowing down the creation of credit due to the negative impact of DDE on their capital, the real economy is going to be starved of a key ingredient required for growth. The central bank's composite index of economic activity that tracks cyclical dynamics in economic activity both from the perspective of the consumer and business is down in negative territory just as witnessed during the height of the covid pandemic in Q1 2020. Consequently, Ghana's economy is forecasted to grow below trend pace at 2.8% in the coming year.

Ghana's decision to default on its debt as well as the debt exchange program is arguably the greatest disruption to the financial market since independence and will have far reaching consequences as investors begin to reevaluate asset allocation decisions. In the context of the debt exchange program and considering the elevated levels of inflation, investors will be entering a regime of negative real returns characterized by assets with yields failing to compensate for inflation.

Over at Axis and as responsible stewards of capital our goal remains the same which is to build a diversified portfolio that will remain resilient in any economic and business cycle whilst taking tactical advantage of any dislocation in asset prices. In this regard and within our mandate, treasuries will feature albeit with reduced exposure and predominantly in T-bills for liquidity purposes and as tool to execute our portfolio management strategy. We will no longer gain single security exposure to Eurobonds but will rather invest in Eurobonds through either mutual funds or ETFs. We believe Eurobonds will continue to offer superior risk adjusted returns to the portfolio and its added importance as a hedge to local currency volatility cannot be emphasized enough. In addition, the ability to clip foreign currency denominated income via coupons enhances the suitability of this asset class in the portfolio.

Furthermore, we are increasingly looking for opportunities to build-up exposure in real assets through exchange traded funds (ETFs) as a diversifier to the portfolio and a hedge to supply shocks caused by geopolitical events. This asset class also has the added benefit of acting as a hedge to local currency depreciation because the underlying assets are quoted in hard currency.

We remain very cautious about the general credit environment and will not add much exposure to our credit or corporate bond portfolio. We will evaluate our current corporate credit holdings individually and cut back significantly when credit conditions among issuers deteriorate substantially.

We will maintain our equities holding in line with our strategic asset allocation. In equities, our preference are companies with resilient balance sheet, consistently high returns on equity, leaders in their industry and selling at a discount compared with peers. We believe the general stock market is under-valued and will not turn down an opportunity to buy great companies with exceptional management at favorable prices.

Finally, due to the inherent risk in government securities including the negative real returns of "new bonds" in the context of the domestic debt exchange program, we will look to build our exposure in the alternative asset class as prescribed by the NPRA in order to compensate for the lost yield. We will execute this strategy by partnering best-in-class managers who have built a solid track record including but not limited to Private Equity, Private Debt, REIT and Project Finance.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The National Pensions Act, 2008 (Act 766) requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the financial transactions of the Scheme for the year and of the disposition at year end of its assets and liabilities. It also requires the Trustees to ensure that the Scheme keeps proper accounting records which disclose with reasonable accuracy at any time the financial position of the Scheme. They are also responsible for safeguarding the assets of the Scheme. The Trustees are responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards and the requirements of the National Pensions Act, 2008 (Act 766) and the Occupational and Personal Pension (General) Regulations, 2011 (L.I. 1990). The Trustees have instituted appropriate internal controls to avert cases of fraud or error from which material misstatements may arise.

The Trustees accept responsibility for the annual financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgments and estimates, in conformity with International Financial Reporting Standards and in the manner required by the National Pensions Act, 2008 (Act 766) and the Occupational and Personal Pension (General) Regulations, 2011 (L.I. 1990). The Trustees assert that the financial statements give a true and fair view of the state of the financial affairs of AXIS PENSION PLAN.

STATUTORY REQUIREMENTS

The Trustees have complied with the requirements of the National Pensions Act, 2008 (Act 766), Regulations made under it, Guidelines and Board Directives that have been issued.

AUDITOR

John Kay and Co have been with the Scheme since 1st September, 2013 and have expressed their willingness to continue in office as Auditors of the Scheme.

ON BEHALF OF THE BOARD OF TRUSTEES

Robert Marshall Bennin		**28th April, 2023**
Trustee	Signature	Date
Ato Boateng		**28th April, 2023**
Trustee	Signature	Date

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AXIS PENSION PLAN

Opinion

We have audited the accompanying financial statements of Axis Pension Plan, which comprise Statement of Net Assets available for benefits as at 31st December, 2022, and the Statement of Changes in Net Assets available for benefits and Statements of Cash Flows for the year ended and notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes, as set out on pages 19 to 34.

In our opinion, the financial statements give a true and fair view of the financial position of the Scheme at 31 December 2022 and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and in the manner required by the National Pensions Act, 2008 (Act 766) and the Occupational and Personal Pension (General) Regulations, 2011 (L.I. 1990).

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 Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA) and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Trustees for the Financial Statements

The Trustees are responsible for the preparation of the financial statements that give a true and fair view in accordance with International Financial Reporting Standards and the requirements of the National Pensions Act, 2008 (Act 766)and the Occupational and Personal Pension (General) Regulations, 2011 (L.I. 1990), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Trustees are also responsible for overseeing the Scheme's financial reporting process. In preparing the financial statements, the Trustees are responsible for assessing the Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Scheme or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objective is 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 judgment and maintain professional skepticism throughout the audit. We also:

• Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Funds internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.
- Obtain sufficient appropriate audit evidence regarding the financial information of the Fund or its activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance 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.

Key Audit Matter

In accordance with ISAs, this part of our report is intended to describe the matters communicated with those charged with governance that we have determined, in our professional judgment, were most significant in the audit of the financial statements.

1. Income Recognition

The Scheme generates income largely from the investment of the assets of the scheme made up of members' contributions as well as the undistributed portion of the assets of the scheme brought forward from the previous accounting period. Some of these investments straddles the end of the accounting year under review and hence a key consideration for the appropriate recognition of the income of the scheme is the cut-off date. The income of the scheme for the year should be recognized only if they accrue or are derived during the year up to and including the year end date, being 31 December 2022. Income that accrues beyond this date should be recognized in the following accounting year.

To ensure that in recognizing income, the cut-off date have been taken into consideration, the audit team performed the following procedures:

1. Reviewed the design and implementation of the scheme's income recognition procedure to determine the adequacy of controls over the scheme's investment valuation procedures and income recognition at the year-end;
2. Obtained evidence of the existence and accuracy of interest income thereon of a sample of significant investments whose maturity dates are after the year-end by reviewing their particulars and re-computing the expected year-end interest income; and
3. Evaluated the adequacy of the accounting policies and the disclosures on income recognized in the scheme's statement of changes in net assets available for the benefits.

Report on Other Legal and Regulatory Requirements

Compliance with the requirements of Section 137 of the Companies Act, 2019 (Act 992) of Ghana

We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit. In our opinion, proper books of accounts have been kept by the Fund so far as it appears from our examination of those books.

This audit opinion is signed by:

GILBERT LOMOFIO

(P/No-ICAG/P/1417)

John Kay & Co

For and on behalf of John Kay & Co. (ICAG/F/2023/128)

Chartered Accountants

Accra.

John Kay & Co. 28 APR 2023 P.O. Box 16088 KIA, Accra

28th April, 2023

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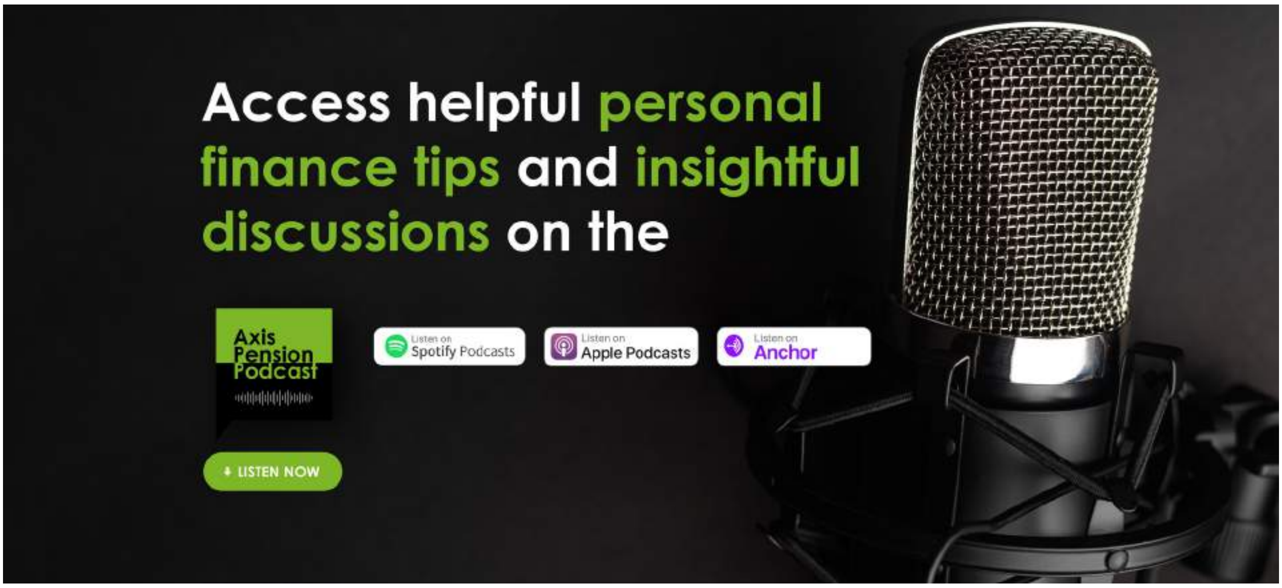

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Statement of Net Assets Available For Benefits As At 31st December, 2022

	Note	2022 GH¢	2021 GH¢
ASSETS			
Bank Balance	4	10,091,913	5,386,380
Investments Held at Amortized Cost	5	202,558,815	139,309,322
Fair Value Through Profit and Loss	6	41,450,722	39,407,197
TOTAL ASSETS		**254,101,450**	**184,102,899**
LIABILITIES			
Administrative Expenses Payable	7	556,390	375,397
Benefits Payables	15	2,091,300	4,196
Other Payables	13	-	15,016
TOTAL LIABILITIES		**2,647,690**	**394,609**
TOTAL ASSETS LESS LIABILITIES		**251,453,760**	**183,708,290**
Represented By:			
NET ASSETS AVAILABLE FOR BENEFITS		**251,453,760**	**183,708,290**

The Financial Statements on pages 11 to 26 were approved by the Trustees on .... and were signed on their behalf by:

ON BEHALF OF THE BOARD OF TRUSTEES

Robert Marshall Bennin		**28th April, 2023**
Trustee	Signature	Date
Ato Boateng		**28th April, 2023**
Trustee	Signature	Date

Statement of Changes In Net Assets Available For Benefits FOR THE YEAR ENDED 31ST DECEMBER, 2022

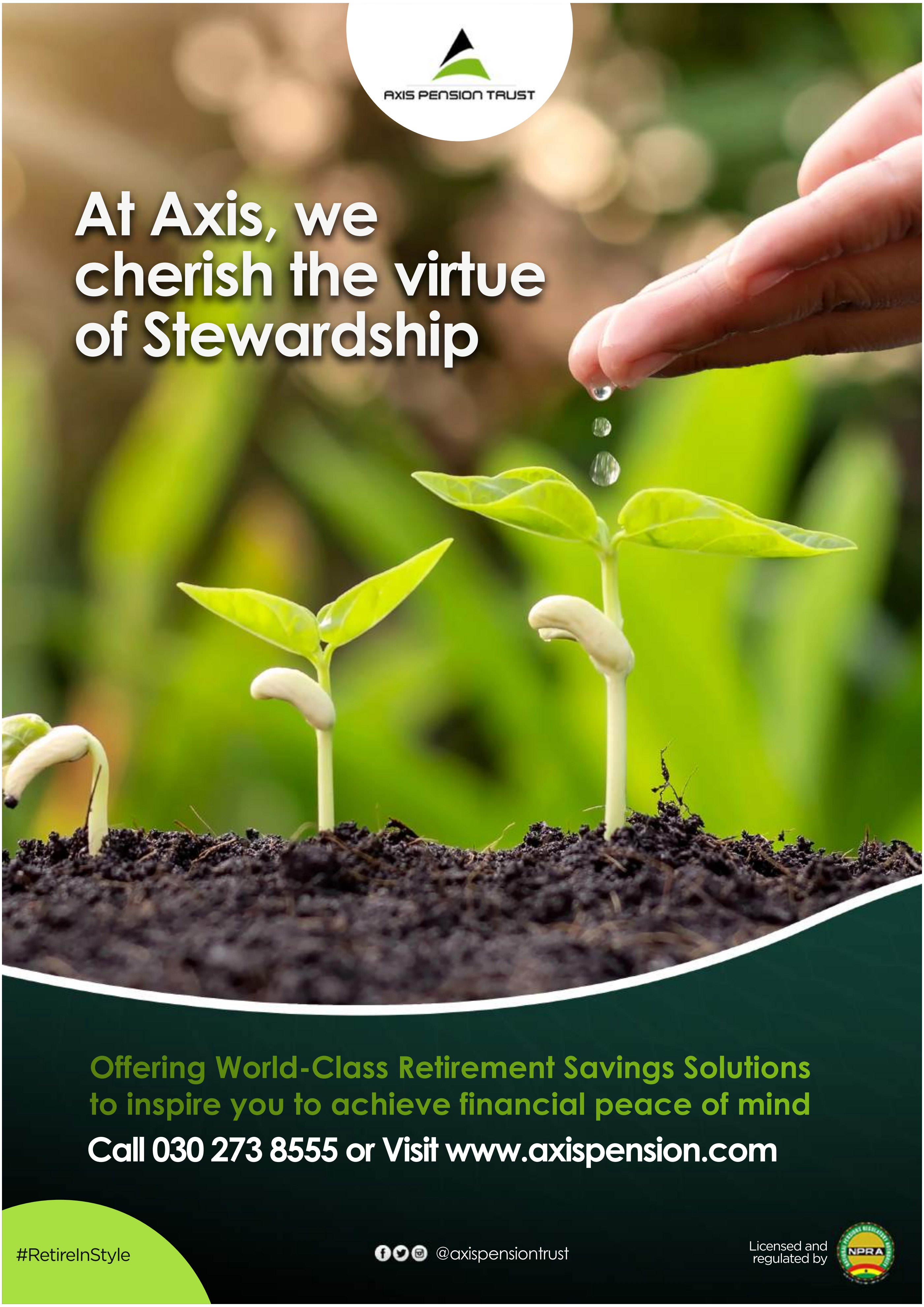
	Note	2022	2021
		GH¢	GH¢
DEALINGS WITH MEMBERS			
Contributions	8	86,712,188	71,570,576
Benefits	9	(71,511,909)	(44,806,601)
Net Additions from Dealings with Members		**15,200,279**	**26,763,975**
RETURNS ON INVESTMENTS			
Investment Income	10	45,450,307	23,538,373
Brokerage Fees/Commissions	17	(21,674)	(33,866)
Provision For Impairment Loss	14	(5,225,600)	(15,697)
Net Investment Income		**40,203,033**	**23,488,810**
Net Gains / (Losses) on Fair Value Through P/L	11	**18,176,753**	**7,040,772**
Administrative Expenses	12	**5,834,595**	**3,847,379**
Increase (Decrease) In Net Assets For The Year		**67,745,470**	**53,446,178**

Statement of Movement In Net Assets Available For Benefits FOR THE YEAR ENDED 31ST DECEMBER, 2022

	Note	2022 GH¢	2021 GH¢
Net Assets Available For Benefits As At 1st January		**183,708,290**	130,262,112
Increase (Decrease) In Net Assets For The Year		67,745,470	53,446,178
Net Assets Available For Benefits As At 31st December	16	**251,453,760**	**183,708,290**

Statement of Cash Flows For The Year Ended 31st December, 2022

	2022 GH¢	2021 GH¢
Increase (Decrease) in Net Assets for the Year	67,745,470	53,446,178
Adjusted for: Investment Income (Non-Cash)	(21,882,245)	(5,295,471)
CASH FLOWS FROM OPERATING ACTIVITIES		
Increase/(Decrease) in Benefits. Payable	2,087,104	(43,815)
Increase/(Decrease) in Admin Exp. Payable	180,993	95,088
Increase/(Decrease) in Other Payables	(15,016)	15,016
Increase/(Decrease) in Receivables	-	567,322
Net Cash Generated from Operating Activities	**48,116,306**	**48,784,318**
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Treasury Bonds	(176,667,708)	(92,210,329)
Purchase of Treasury Bills	(9,646,196)	-
Purchase of Ordinary Shares	(17,200,886)	(8,684,362)
Purchase of Money Market Securities	(7,388,000)	(60,108,822)
Purchase of Corporate Bonds	(372,000)	(1,000,000)
Purchase of Units in Open / Close Ended Funds	(2,391,668)	(18,573,000)
Purchase of LGSA Securities	(460,000)	(27,544,934)
Proceeds from Disposal of Treasury Bonds	116,455,845	65,688,949
Proceeds from Disposal of Treasury Bills	8,697,197	6,534,969
Proceeds from Disposal of Ordinary Shares	15,484,063	1,072,858
Proceeds from Disposal of Money Mkt Sec	21,035,628	58,016,232
Proceeds from Disposal of Corporate Bonds	680,854	89,576
Proceeds from Disposal of Units of Open/Closed End Funds	2,868,913	1,465,008
Proceeds from Disposal of LGSA Securities	5,493,185	27,382,444
Net Cash Used in Investing Activities	**(43,410,773)**	**(47,871,411)**
Net Increase (Decrease) in Cash and Cash Equivalents	**4,705,533**	**912,907**
Cash and Cash Equivalents as at 1st January	5,386,380	4,473,473
Cash and Cash Equivalents as at 31st December	**10,091,913**	**5,386,380**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1. SCHEME INFORMATION

The Scheme is a defined Contribution Scheme which provides Lump Sum benefits on Retirement and such other ancillary benefits to members who meet the qualifying conditions stipulated under the National Pensions Act, 2008 (Act 766). Axis Pension Trust Ltd is the sponsor of the Axis Pension Plan. As at the date of reporting, the number of members of Axis Pension Plan is 47,279.

2. BASIS OF PREPARATION

2.1 Statement of Compliance

The Financial Statements of the Scheme have been prepared in accordance with International Financial Reporting Standards (IFRS) and in compliance with the National Pensions Act, 2008 (Act 766), the Occupational and Personal (General) Regulations 2011 (L.I. 1990) and relevant Guidelines.

2.2 Basis of Measurement

The Financial Statements are prepared under the historical cost convention, as modified by the revaluation of certain financial instruments. The actuarial present value of pensions and other future benefits of the Scheme are not applicable to these Financial Statements.

2.3 Use of Estimates and Judgment

The preparation of financial statements in conformity with IFRS requires management to make judgment, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and the associated assumptions are based on historical experience and other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgment about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

2.4 Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(i) Quoted Investments

The financial assets at fair value through profit or loss are determined by reference to their quoted bid price at the reporting date. Changes in market values are recognised in the Statement of Changes in Net Assets Available for Benefits.

(ii) Cash and Cash Equivalents

The fair value of cash and cash equivalents approximates their carrying values.

(iii) Non-Derivative Financial Liabilities

Fair value, which is determined for disclosure purposes, is calculated on the present value of future principal and interest cash flows, discounted at the market rate of interest at the reporting date. Instruments with maturity period of 6 months are not discounted as their carrying values approximate their fair values.

2.5 Fair value of Financial Instruments

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under IFRS 13 are described as follows:

Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Scheme has the ability to access.

Level 2

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

2.6 Comparatives

Where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied in the preparation of the financial statements are set out below.

3.1 Functional and Presentation Currency

The financial statements are presented in Ghana Cedis (GH¢), which is the Scheme's functional and presentation currency. Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency rate of exchange ruling at the end of the reporting period. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in the Statement of changes in net assets.

3.2 Contributions

Contributions are recognized in the period in which they fall due. The Contributions are in compliance with rates as per the National Pensions Act, 2008 (Act 766) and the Scheme Governing Rules.

3.3 Benefits

Benefits are recognized in the period in which they fall due. Benefits represent all valid benefit claims paid/payable during the year in compliance with the National Pensions Act, 2008 (Act 766) and the Scheme Governing Rules.

3.4 Investment Income

Dividend Income from investments is recognized when the shareholders' right to receive payment has been established. Interest income is accrued on a time basis by reference to the principal outstanding and the effective interest rate applicable.

3.5 Financial Assets

The Trustees determine the classification of Financial Assets of the Scheme at initial recognition.
Financial Assets are classified as follows:

a. Financial Assets at Fair Value through Profit or Loss

Fair value through profit or loss is the classification of instruments that are held for trading or for which the entity's business model is to manage the financial asset on a fair value basis i.e. to realise the asset through sales as opposed to holding the asset to collect contractual cash flows. Upon initial recognition as financial asset or financial liability, it is designated by the Trustees at fair value through profit or loss except for investments that do not have a quoted market price in an active market, and whose fair value cannot be reliably measured. The trustees have elected to classify all investments in equity under FVTP&L.

b. Investment Held at Amortised Cost

Investments held at amortised cost are non-derivative financial assets with fixed or determinable payments and fixed maturity. In determining the classification of financial assets to the above class, two test criteria are applied;

Business model test: The objective of the entity's business model is to hold the financial asset to collect the contractual cash flows (rather than to sell the instrument prior to its contractual maturity to realise its fair value changes).

Cash flow characteristics test: The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding. The Trustees have assessed the business model of the Pension Scheme and cash flow characteristics of its fixed income investments and elected to classify all fixed income instruments under amortised cost.

c. Initial Recognition of Financial Asset

Purchase and sales of financial assets held at fair value through profit or loss and liabilities are recognized on the date the Trustees commit to purchase or sell the asset. Financial assets are initially recognized at fair value plus directly attributable transaction costs, except for financial assets at fair value through profit or loss.

d. Subsequent Measurement of Financial Asset

Financial Assets classified as fair value through profit or loss are subsequently measured at fair value with the resulting changes recognized in the Statement of Changes in Net Assets.

e. De-recognition

Financial assets are derecognized when the right to receive cash flows from the financial assets has expired or where the Scheme has transferred substantially all risks and rewards of ownership. Any interest in the transferred financial assets that is created or retained by the Scheme is recognized as a separate asset or liability.

Financial liabilities are derecognized when the contractual obligations are discharged, cancelled or expired.

4. SIGNIFICANT ACCOUNTING POLICIES CONTD.

f. Amortized Cost Measurement

The amortized cost of a financial asset or financial liability is the amount at which the financial asset or liability is measured at initial recognition, minus principal repayment, plus or minus the cumulative amortization using the effective interest method of any difference between the initial amount recognized and the maturity amount, minus any reduction for impairment.

g. Identification and Measurement of Impairment

A financial asset or a group of financial assets are impaired using the "expected credit loss" model, where the Trustees calculate the allowance for credit losses by considering on a discounted basis the cash shortfalls it would incur in various default scenarios for prescribed future periods and multiplying the shortfalls by the probability of each scenario occurring. The allowance is the sum of these probability weighted outcomes.The Expected Credit Loss Model (ECL) is used in the recognition of impairment losses. The ECL means that on the day an entity recognizes (enters into a an investment contract) a financial asset, it has to provide from day 1 credit losses up to 12 months expected credit loss even if the financial assets are not credit impaired. When the issuer's credit risk worsens due to some observed conditions, then a lifetime ECL must be booked.

Objective evidence that financial assets are impaired can include default or delinquency by a debt issuer and other observable data that suggests adverse changes in the payment status of the debt issuer.

The Trustees first assess whether objective evidence of impairment exists individually for financial assets that are individually significant, and individually or collectively for financial assets that are not individually significant. If the Trustees determine that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognized, are not included in a collective assessment of impairment. Future cash flows in a group of financial assets that are collectively valuated for impairment are estimated on the basis of the historical loss experience for assets with credit risk characteristics similar to those in the Scheme. Historical loss experience is adjusted on the basis of current observable data to reflect the effects of current conditions that did not affect the period on which the historical loss experience is based, and to remove the effects of conditions in the historical period that do not exist currently. If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognized, the previously recognized impairment loss is reversed by adjusting the allowance account. The amount of the reversal is recognized in the Statement of Changes in Net Assets.

f. Subsequent Measurement of Financial Asset

Available for Sale financial assets are subsequently measured at fair value with the resulting changes recognized in Statement of Movement in Net Assets Available for Benefits. The fair value changes on available for sale financial assets are recycled to the Statement of Changes in Net Assets when the underlying asset is sold, matured or derecognized. Financial Assets classified as fair value through profit or loss are subsequently measured at fair value with the resulting changes recognized in the Statement of Changes in Net Assets.

g. De-recognition

Financial assets are derecognized when the right to receive cash flows from the financial assets has expired or where the Scheme has transferred substantially all risks and rewards of ownership. Any interest in the transferred financial assets that is created or retained by the Scheme is recognized as a separate asset or liability.

Financial liabilities are derecognized when the contractual obligations are discharged, cancelled or expired

3. SIGNIFICANT ACCOUNTING POLICIES CONTD

h. Amortized Cost Measurement

The amortized cost of a financial asset or financial liability is the amount at which the financial asset or liability is measured at initial recognition, minus principal repayment, plus or minus the cumulative amortization using the effective interest method of any difference between the initial amount recognized and the maturity amount, minus any reduction for impairment.

i. Identification and Measurement of Impairment

The Trustees assess at each balance sheet date whether there is objective evidence that a financial asset or group of financial assets are impaired. A financial asset or a group of financial assets are impaired and impairment losses are incurred if, and only if, there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset, and that loss event has an impact on the estimated future cash flows of the financial asset, or group of financial assets that can be reliably estimated.

Objective evidence that financial assets are impaired can include default or delinquency by a debt issuer and other observable data that suggests adverse changes in the payment status of the debt issuer. Impairment losses on available for sale financial assets are recognized by transferring the difference between the acquisition cost and the current fair value out of Net Assets in the Statement of Changes in Net Assets available for benefits.

The Trustees first assess whether objective evidence of impairment exists individually for financial assets that are individually significant, and individually or collectively for financial assets that are not individually significant. If the Trustees determine that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognized, are not included in a collective assessment of impairment.

Future cash flows in a group of financial assets that are collectively valuated for impairment are estimated on the basis of the historical loss experience for assets with credit risk characteristics similar to those in the Scheme. Historical loss experience is adjusted on the basis of current observable data to reflect the effects of current conditions that did not affect the period on which the historical loss experience is based, and to remove the effects of conditions in the historical period that do not exist currently. If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognized, the previously recognized impairment loss is reversed by adjusting the allowance account. The amount of the reversal is recognized in the Statement of Changes in Net Assets.

Impairment losses on Available-for-Sale financial assets are recognized by transferring the difference between the amortized acquisition cost and current fair value out of Net Assets to the Statement of Changes in Net Assets. When a subsequent event causes the impairment loss on an Available-for-Sale financial asset to decrease, the impairment loss is reversed through the Statement of changes in net assets. However, any subsequent recovery in the fair value of an impaired Available-for-Sale financial asset is recognized directly in Net Assets.

3.6 Provisions

Provisions are recognized when the Scheme has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. Where the obligation is expected to be settled over a period of years, the provision is discounted using a discount rate appropriate to the nature of the provision.

3.7 Cash and Cash Equivalents

Cash and cash equivalents as referred to in the Cash Flow Statement comprises, current and call accounts with banks.

3.8 Standards, Amendments and Interpretations issued but not yet effective

As at the end of the reporting period, there were no new standards, amendments to standards and interpretations issued but yet to be effective for pension fund reporting.

4. BANK BALANCE

	2022 GH¢	2021 GH¢
Call Account	10,091,913	5,386,380
Total Bank Balance	**10,091,913**	**5,386,380**

5. INVESTMENTS HELD AT AMORTISED COST

	2022 GH¢	2021 GH¢
Treasury Notes	188,066,643	101,513,238
Corporate Bonds	3,871,882	4,053,122
Treasury Bills	993,423	-
Fixed Deposits	137,269	13,780,628
Local Gov't and Statutory Agency Securities	14,734,606	19,997,439
Total Investments Held at Amortised Cost	**207,803,823**	**139,344,427**
Expected Credit Loss	(5,245,008)	(35,105)
	202,558,815	**139,309,322**

6. FAIR VALUE THROUGH PROFIT AND LOSS

	2022 GH¢	2021 GH¢
Access Bank Ghana Ltd	-	132,300
Standard Chartered Bank	70,561	71,050
Total Ghana Ltd	995,216	1,248,996
Ecobank Ghana Ltd.	5,503,803	6,299,534
CAL Bank	1,842,263	2,465,798
Enterprise Group Ltd.	3,786,941	3,301,739
Mega Capital	118,360	118,580
Scancom Ghana Ltd	7,086,732	3,450,996
Societe Generale	68,797	82,556
Fanmilk Ghana Ltd.	462,288	616,384
Ghana Oil Company Ltd	6,135	6,492
New Gold ETF	14,598,263	-
Octane DC Bond Fund	604,996	608,733
Omega Income Fund	183,747	183,747
Omega Equity Fund	518,539	518,539
Heritage Fund	45,811	45,811
Databank Money Market Fund	981,419	9,879,659
EDC Fixed Income Fund	-	8,696,322
Private Equity - Oasis Africa VC Fund	2,856,311	1,679,961
IC Africa Fixed Income Fund	1,720,540	-
Total Fair Value Through Profit and Loss	**41,450,722**	**39,407,197**

7. ADMINISTRATIVE EXPENSES PAYABLE

	2022 GH¢	2021 GH¢
Asset Based Fees	74,739	50,237
NPRA Fees	301,222	202,470
Trustee (Administrator) Fees Payable	115,461	76,116
Pension Fund Manager Fees Payable	56,621	38,058
Pension Fund Custodian Fees Payable	8,347	8,516
Audit Fees Payable		
Total Administrative Expenses Payable	**556,390**	**375,397**

8. CONTRIBUTIONS

	2022 GH¢	2021 GH¢
Contributions Received	86,712,188	71,570,576
Net Contribution	**86,712,188**	**71,570,576**

9. BENEFITS

	2022 GH¢	2021 GH¢
Lump Sum Benefit Paid	68,936,509	44,802,405
Taxes Payable on Withdrawals	1,765	2,932
Benefits Payable	2,089,535	1,264
Taxes Paid	484,100	-
Total Benefits	**71,511,909**	**44,806,601**

10. INVESTMENT INCOME

	2022 GH¢	2021 GH¢
Interest on Treasury Bonds	27,182,668	12,904,897
Interest on Treasury Bills	281,123	768,203
Interest on Money Market Securities	355,378	3,021,739
Interest on Corporate Bonds	10,956,053	765,557
Interest on Local Gov't & Stat. Agency Sec.	2,656,857	3,924,717
Dividend Income	2,166,983	646,500
Interest on Bank Deposits	295,144	257,547
Other Income	1,556,101	1,249,213
Total Investment Income	**45,450,307**	**23,538,373**

11. GAINS / LOSSES ON FAIR VALUE THROUGH P/L

	2022 GH¢	2021 GH¢
Gain / (Loss) in valuation of Ordinary Shares holdings	(654,123)	3,977,541
Gain/ (Loss) from disposal of Ordinary Share Investments	375,743	621,830
Gain / (Loss) from valuation of holdings in Open/Closed End Funds	374,099	1,093,596
Gain/ (Loss) from disposal of Open / Closed End Fund Investments	757,773	208,992
Gain / (Loss) in valuation of Treasury Bonds	19,982,622	178,085
Gain/(Loss) in disposal of Treasury Bonds	(3,743,331)	445,006
Gain / (Loss) from Valuation of Private Equity	1,083,970	240,030
Gain/Loss from disposal of LGSAs	-	275,692
Net Gains / (Losses) on Fair Value Through P/L	**18,176,753**	**7,040,772**

12. ADMINISTRATIVE EXPENSES

	2022 GH¢	2021 GH¢
Asset Based Fees		
NPRA Fees	796,620	495,694
Trustee (Administrator) Fees	3,210,622	2,133,708
Pension Fund Manager Fees	1,207,001	800,209
Pension Fund Custodian Fees	603,500	401,073
Audit Fees	16,852	16,695
Total Administrative Expenses	**5,834,595**	**3,847,379**

13. OTHER PAYABLES

	2022 GH¢	2021 GH¢
Returned Benefits	-	9,875
Other Payables	-	5,141
	-	**15,016**

14. PROVISION FOR IMPAIRMENT LOSS

	2022 GH¢	2021 GH¢
Charge for the year – Government Bonds	5,221,890	-
Charge for the year – Corporate Bonds	3,710	15,697
	5,225,600	**35,105**

Following the announcement of the Domestic Debt Exchange Programme, we view the accrued interest on Treasury Notes, Daakye and ESLA Bonds as credit impaired. An impairment proportionate to the accrued interest on these asset classes was provided for.

15. BENEFITS PAYABLE

	2022 GH¢	2021 GH¢
Lump Sum Benefit Payable	2,089,535	1,264
Taxes Payable on Withdrawals	1,765	2,932
	2,091,300	**4,196**

Money Market Fund

2022	Contribution		Net Investment Income		Total
	GH¢		GH¢		GH¢
Balance as at 1st January	129,499,083		54,209,207		183,708,290
Additions	86,712,188		52,545,191		139,257,379
Deductions	(71,511,909)				(71,511,909)
Balance as at 31st December	**144,699,362**		**106,754,399**		**251,453,760**

2021	Contribution		Net Investment Income		Total
	GH¢		GH¢		GH¢
Balance as at 1st January	102,735,108		27,527,004		130,262,112
Additions	102,735,108		26,682,203		98,252,779
Deductions	(44,806,601)		-		(44,806,601)
Balance as at 31st December	**129,499,083**	-	**54,209,207**	-	**183,708,290**

17. BROKERAGE FEES/COMMISSIONS

This refers to service charges assessed by brokers in return for handling the purchase or sale of securities on behalf of the Scheme.

18. FINANCIAL RISK MANAGEMENT, OBJECTIVES AND POLICIES

The Scheme has exposure to the following risks from its use of financial instruments:

- Asset/Portfolio/Credit risk
- Liquidity risk
- Market risk
- Operational risk

This note presents information on the Scheme's exposure to each of the risks, the Scheme's objectives, policies and processes for measuring and managing risk.

Risk Management framework

The Trustees have overall responsibility for the establishment and oversight of the Scheme's Risk Management framework. The Scheme's Risk Management policies are established to identify and analyze the risks faced by the Scheme, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. The Trustees, through the standards and procedures aims to develop a disciplined and constructive control environment, in which all Trustees understand their roles and obligations.
The Trustees are responsible for monitoring compliance with risk management policies and procedures, and for reviewing the adequacy of the risk management framework in relation to risks faced by the Scheme.

(a) Asset/Portfolio/Credit Risk

Credit risk is the risk that counterparties (i.e. financial institutions and companies) in which the Fund's assets are invested will fail to discharge their obligations or commitments to the Fund, resulting in a financial loss to the Fund.

The Fund's policy over credit risk is to minimise its exposure to counterparties with perceived higher risk of default by dealing only with counterparties that meets the standards set out in the NPRA guidelines and the Fund's investment policy statement

(b) Liquidity risk

Liquidity risk is the risk that the fund either does not have sufficient financial resources available to meet all its obligations and commitments as they fall due.

The fund's approach to managing liquidity is to ensure that it will maintain adequate liquidity in the form of cash and very liquid instruments to meet its liabilities (including benefits) when due.

The following are contractual maturities of financial assets:

31 December 2022:

Financial Assets	3 months or less (GH¢)	4 - 6 Months (GH¢)	7- 12 Months (GH¢)	Morethan 12 Months (GH¢)
Fixed Deposits	137,269	-	-	-
Corporate Bond	-	76,756	1,143,303	1,611,551
Government Securities	13,038,420	282,130	22,901,198	190,770,088
Local Government and Statutory Agencies Securities	-	-	-	15,734,626
	13,175,689	**358,886**	**24,044,501**	**208,116,265**

The following are contractual maturities of financial liabilities:

31 December 2022:

Financial Liabilities	3 months or less (GH¢)	4 - 6 Months (GH¢)	7- 12 Months (GH¢)	Morethan 12 Months (GH¢)
Benefit Payable	2,091,300	-	-	-
Administrative Expenses Payable	556,390	-	-	-
	2,647,690	**-**	**-**	**-**

(c) Market risk

Market risk is the risk that changes in market prices, such as interest rates on investments will affect the fund's income. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

(d) Equity Price risk

Listed equity securities are susceptible to market price risk arising from uncertainties about future values of the investment securities. The Fund's policy over equity price risk is to minimize its exposure to equities and only deal with equities that meets the standards set out in the NPRA guidelines and the Fund's investment policy statement.

(e) Interest Rate risk

Interest risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The investment managers advise the Trustees on the appropriate balance of the portfolio between equity, fixed rate interest, and variable rate interest investments. The Fund has no interest bearing liabilities.

(f) Operational risk

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with the Fund's processes, personnel, technology and infrastructure, and from external factors other than credit, market and liquidity risks such as those arising from legal and regulatory requirements and generally accepted standards of Fund behaviour. Operational risks arise from all of the Fund's operations and are faced by all pension schemes.

The Fund's objective is to manage operational risk so as to balance the avoidance of financial losses and damage to the Fund's reputation with overall cost effectiveness and to avoid control procedures that restrict initiative and creativity.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to the administrator. This responsibility is supported by the development of following policies and standards;

- governing rules and trust deed;
- investment policy statement;

- requirements for the reporting of non-compliance with regulatory and other legal requirements;
- training and professional development;
- ethical and business standards;
- risk mitigation, including insurance where this is effective.

Compliance with the Fund governing rules is supported by a programme of annual reviews undertaken by the external auditor. The results of these reviews are discussed with Trustees.

19. TAX

Under Section 89 (1) of the National Pensions Act, 2008 (Act 766), the Scheme is exempt from income tax.

20. COMMITMENTS AND CONTINGENCIES

As at the date of reporting, there were no outstanding Commitments or contingencies.

21. EVENTS AFTER THE REPORTING PERIOD

Events subsequent to the balance sheet date are reflected in the financial statements only to the extent that they relate to the year under consideration and the effect is material. As at the end of the reporting period

The Government of Ghana is engaging in a Domestic Debt Exchange Programme (DDEP) as part of the requirement to access an Extended Credit Facility from the International Monetary fund (IMF).

As part of this programme, investment holdings in Government bonds and notes, by companies may be impacted if a company signs on to the program that is expected to end in March 2023, though pension funds are exempted from this program, the policy guideline on the exemptions were not released by the Government.

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