



**NATIONAL PENSION COMMISSION**  
(PenCom)

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# **2022 THIRD QUARTER REPORT**

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## MISSION STATEMENT

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*PenCom exists for the effective regulation and supervision of the Nigerian Pension Industry to ensure that retirement benefits are paid as and when due*

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## Director General's Remarks



I am most delighted to present to you the Commission's third quarter 2022 report, which highlighted significant developments in the pension industry. This Report provides industry stakeholders and the general public with details of strategic activities that focused on ensuring the prompt payment of retirement benefits, as well as efforts aimed at promoting a vibrant and sustainable pension industry that positively impacts the Nigerian economy.

I would like to commend the sustained efforts of the Staff and Management of the Commission, which ensured the achievement of the Commission's medium and long-term objectives. I am also delighted to mention that despite the overwhelming head-winds in the global economic climate and the country's challenging macroeconomic environment, the Pension Fund Assets under Management (AuM) increased by ₦156.74 billion from ₦14.27 trillion as 30 June 2020 to ₦14.42 trillion as at 30 September 2022. This laudable performance, in the growth of the AuM, points to the fact that the pension industry will continue to deliver value and benefit to its stakeholders and the nation's economy.

During the period under review, the Commission steadily pursued increased diversification of Pension Fund portfolios by ramping up efforts aimed at ensuring sustained investment of Pension Fund in alternative Asset classes and structured infrastructure projects that meet the stringent requirements as enshrined in the Regulation for the Investment of Pension Fund Assets. Although the Commission's efforts at diversifying investments of pension funds and hedging against inflation has gradually begun to yield results, it is, however, worthy to note that efforts are ongoing to ensure that the annualized average rates of return of pension funds across RSA and Legacy Funds are above headline inflation rates.

Perhaps, the most significant achievement recorded in the third quarter of 2022 was the successful issuance of Guidelines on Accessing RSA Balance towards payment of Equity Contribution for Residential Mortgage. The Guidelines give effect to Section 89(2) of the Pension Reform Act (PRA) 2014, which allows eligible RSA holders to apply a percentage of the balances in their Retirement Savings Accounts for payment of equity contribution towards residential mortgage for employees of the Public, Private and the Informal Sectors.

These significant achievement in the Nigerian Pension Industry could not have been possible without the right people, strategy, culture and governance structures that support the delivery of consistent and sustained value for all our stakeholders. We have, once again, demonstrated our firm assurance to serving the needs of our stakeholders and providing global best practices in pension regulation and supervision.

Thank you.

**Aisha Dahir-Umar**





## SECTION ONE

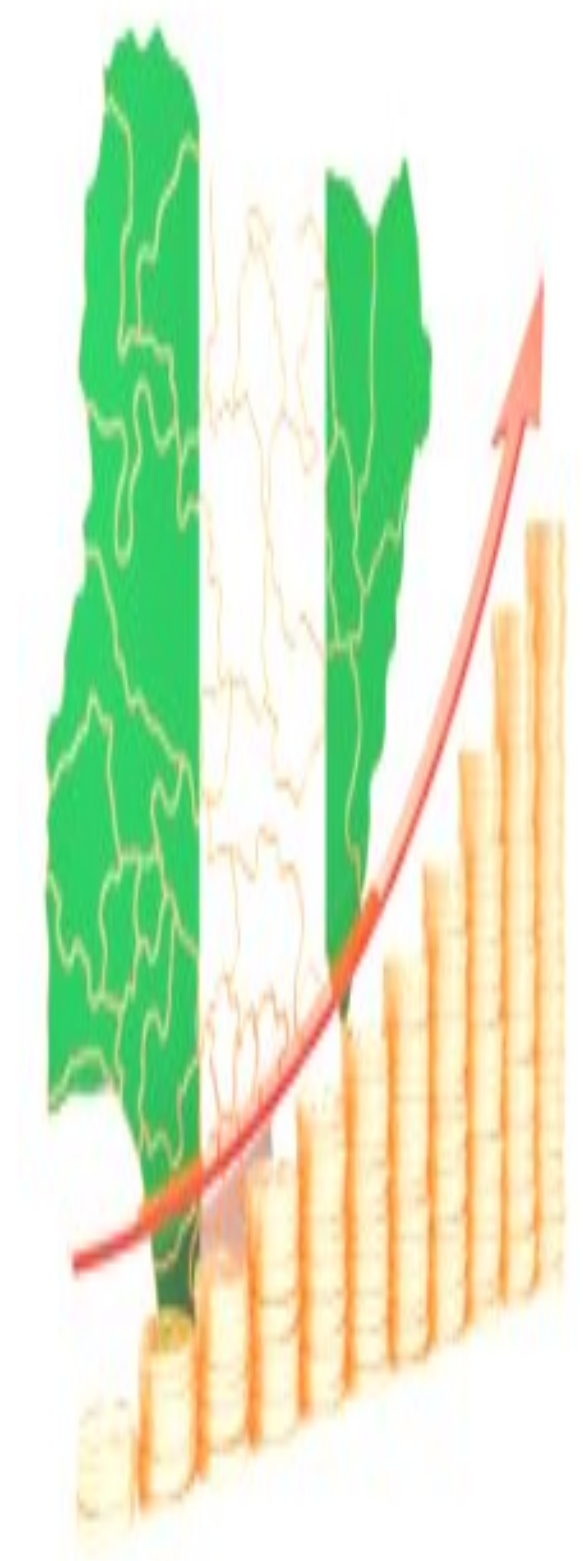
### 1.0 OPERATING ENVIRONMENT

#### 1.1 Macroeconomic Development

The Nigerian economy has exhibited steady but low growth since the Covid-19 pandemic induced recession of 2020. The economy grew by 3.11% in Q1:2022 and 3.54% in Q2:2022. The growth during the period was indicative of the economy's response to the post pandemic fiscal and monetary policy actions targeted at stimulating growth. The growth was majorly driven by Agriculture, ICT, Trade and Manufacturing.

Oil revenues has also picked up with recovery in global oil prices but did not translate into growth in revenue as gains from the price rally were offset by local subsidy payment on petroleum, as well as the largescale theft in the oil and gas sector that resulted in the reduction of revenue and foreign exchange to the country.

In line with the turnout of global events, the domestic economy has witnessed rising inflation, as the rate of inflation increased from 18.60% in June 2022 to 20.77% in September 2022. The Monetary Policy Committee (MPC), in their quest to contain the raising inflation rate, they increased the monetary policy rate (MPR) from 13% in June, 2022 to 15.50% in September 2022 and also increased the Cash Reserve ratio (CRR) from 22.50% in July to 32.50% in September 2022, to help curb the increase of domestic money supply in order to moderate exchange rate pressures by incentivizing the retention of foreign capital and credit lines. However, inflationary pressures are expected to continue particularly with the election cycle ahead and further development in global inflation trend.



## 1.2 Developments in the Capital Market

### 1.2.1 The Stock Market

Activities on the Nigerian Bourse witnessed a decrease in Q3: 2022 as the All Share Index (NSE-ASI) and Market Capitalization closed at 49,024.16 points and ₦26.45 trillion, compared to 51,817.59 points and ₦27.94 trillion in Q2 2022 indicating a loss of 10.33% (ASI) and 10.36% (Mkt Cap), respectively.

Investors staked about ₦1.97 trillion on Nigerian equities in the third quarter as stable corporate earnings continue to stimulate investors' appetite for Nigerian quoted stocks. Trading data released indicated that total transactions year to date up to 30 September 2022, stood at ₦1.969 trillion, 47.8 per cent or ₦637 billion above ₦1.332 trillion recorded in comparable period of 2021. The report underlined that while foreign investors had also shown improved appetite for Nigerian stocks, the performance of the domestic market was driven by Nigerian investors.

Transactions by domestic investors accounted for 83.70 per cent of total transactions at the Nigerian market in third quarter 2022 compared with 78.43 per cent in third quarter 2021. The report showed improvements in transactions at the institutional and retail ends of the market. Domestic institutional investors closed deals worth ₦1.648 trillion in third quarter 2022 as against ₦1.045 trillion traded in corresponding period of 2021. Total value of transactions by retail investors also improved from ₦436.53 billion in third quarter 2021 to ₦556.78 billion in third quarter 2022.





### 1.2.2 The Bond Market

According to the S&P/FMDQ Sovereign Bond Index, which tracks the performance of sovereign debt publicly issued by the Federal Government of Nigeria, decreased by 4.38% as it declined from **N621.69 Billion** as 30 June 2022 to **N594.46 Billion** as at 30 September 2022. The Monetary Policy Committee increased the policy rate (MPR) by 150 bps from 14% to 15.50% in the month of September 2022, in other to curb the rising inflation rate in the economy that was caused by the rising cost of energy due to the Russian Ukraine war. The increase in the MPR resulted in increase in short-and-medium-term yield.

#### Sources

*S&P/FMDQ Sovereign Bond index, 2022*

*National Bureau of Statistics, 2022*

*Nigerian Exchange Group website/report, 2022*





## SECTION TWO



### 2.0 REGULATORY AND SUPERVISORY ACTIVITIES

#### 2.1 Surveillance of the Pension Industry

##### 2.1.1 Update on the On-Site Examinations of Licensed Pension Funds Operators

The Commission continued the 2022 Onsite Examination of Licensed PFOs and has thus far examined 14 LPFOs.

##### 2.1.2 Membership of Closed Pension Fund Operators

S/N	NAME OF CPFA	NAME OF FUND	MEMBERSHIP
1.	Chevron Nigeria Closed PFA Limited	Chevron Nigeria Closed Pension Fund	Active – 1612 Pensioners- 1418
2.	Nestle Nigeria Trust (CPFA) Limited	Nestle Nigeria Pension Fund	940
3.	Nigerian Agip CPFA Limited	Nigerian Agip Oil Company Limited (Staff Pension Fund) Agip Energy and Natural Resources Nigeria limited (Staff Pension Fund) Nigeria Agip Exploration Limited (Staff Pension Fund)	Active – 866 Pensioners - 755 Active – 0 Pensioners - 25 Active – 36 Pensioners - 3
4.	Progress Trust CPFA Limited	Nigeria Breweries Pension Fund (Old Fund) Nigeria Breweries Pension Fund (New Fund) Nigeria Breweries Pension Fund (Pensioners Fund)	389 2275 781
5.	Shell Nig. Closed Pension Fund Administrator Limited	Shell Nigeria Staff (Non-Contributory) Fund	Active – 1753 Pensioners - 3361
6.	Total (E & P) Nigeria CPFA Limited	Total E & P Nigeria Staff Non Contributory Pension Fund	Active – 1560 Pensioners - 515

### 2.1.3 Appointment of Executive/Non-Executive Directors and Top Management of Pension Fund Operators



The Commission approved the following appointments during the Third Quarter, 2022:

S/N	Name of Nominee	Operator	Position	Date of Appointment
1.	Ms. Cindy Ajele	Tangerine APT Pensions Limited	Head, Business Development Department	4 July 2022
2.	Ms. Oluwadeun Deborah Peters	Sigma Pensions Limited	Head, Finance & Accounts Department	5 July 2022
3.	Mr. Adedeji Samuel Folaranmi	Crusader Sterling Pensions Limited	Head, Investment Department	6 July 2022
4.	Mr. Mahmud Sulaiman	Guaranty Trust Pension Managers Limited	Head, Business Development Department	7 July 2022
5.	Mr. Ajala Omobolaji Idris	Guaranty Trust Pension Managers Limited	Company Secretary/Head Legal Department	7 July 2022
6.	Mr. Uzah Chinedu	Leadway Pensure PFA Limited	Head, Information and Communications Department	7 July 2022
7.	Mr. Adeyemi Ajisafe	Chevron Nigeria Closed CPFA Limited	Head, Fund Administrator and Benefit Department	18 July 2022
8.	Mr. Abayomi Dauda Sanni	ARM Pension Managers Limited	Non-Executive Director	20 July 2022
9.	Mr. Olufemi Mese	Chevron Nigeria Closed CPFA Limited	Head, Compliance, Risk Management and Internal Control Department	20 July 2022
10.	Mr. Ugochukwu Kingsley Chibike	Leadway Pensure PFA Limited	Head, Risk Management Department	25 July 2022
11.	Mr. Micheal Oyeleye	Stanbic IBTC Pension Managers Limited	Head, Investment Research and Strategy Department	26 July 2022
12.	Mr. Aliyu Dahiru Mohammed	Tangerine APT Pensions Limited	Managing Director/Chief Executive Officer	26 July 2022
13.	Miss. Ada Obiajunwa	Tangerine APT Pensions Limited	Executive Director	26 July 2022
14.	Mr. Barret Ishaku Kwartong	Norrenberger Pensions Limited	Ag. Head, Legal Department	27 July 2022
15.	Mr. Christopher Adeyemi	First Pension Custodian Limited	Non-Executive Director	29 July 2022
16.	Mr. Ekpen Atabhuje	Progress Trust CPFA Limited	Non-Executive Director	3 August 2022
17.	Mr. Adedeji Samuel Folaranmi	Crusader Sterling Pensions Limited	Head, Investment Department	5 August 2022
18.	Mrs. Chinyere Chima Ebere	Sigma Pensions Limited	Head, Corporate Services Department	5 August 2022
19.	Mr. Olusegun Folarin	Nestle Nigeria Trust (CPFA) Limited	Managing Director	8 August 2022
20.	Mr. Ludovic Ros-siaud	Total E & P Nigeria CPFA Limited	Non-Executive Director	10 August 2022





S/N	Name of Nominee	Operator	Position	Date of Appointment
21.	Mr. Mustapha Hameed	Nestle Nigeria Trust (CPFA) Limited	Fund Manager	11 August 2022
22.	Mr. Rotimi Okpaise	CrusaderSterling Pensions Limited	Independent Non-Executive Director	11 August 2022
23.	Mrs. Stella Ojekwe-Onyejeli	First Pension Custodian Limited	Independent Non-Executive Director	11 August 2022
24.	Mr. Godson Akinwunmi Fan-imokun	First Pension Custodian Limited	Non-Executive Director	11 August 2022
25.	Mr. George Ogua-chuba	Total E & P Nigeria CPFA Limited	Non-Executive Director	17 August 2022
26.	Jumoke Omo-Ibrahim	Stanbic IBTC Pension Managers Limited	Ag. Head, Finance Department	17 August 2022
27.	Mr. Arinola Koleolu	First Pension Custodian Limited	Head, Human Capital Management and Development	17 August 2022
28.	Mrs. Abimbola Sulaiman	ARM Pension Managers Limited	Executive Director	17 August 2022
29.	Mr. Damilola Odunaike	Norrenberger Pensions Limited	Head, Treasury and Investment Department	23 August 2022
30.	Mr. Oluwateniola Eleoramo	Norrenberger Pensions Limited	Non-Executive Director	23 August 2022
31.	Mrs. Mosunmola Moyo-Balogun	Guaranty Trust Pension Managers Limited	Ag. Head, Benefit Administration Department	24 August 2022
32.	Mrs. Fodunrin Eunice Omotayo	UBA Pensions Custodian Limited	Ag. Chief Financial Officer	26 August 2022
33.	Mr. Victor Ibeawuchi	Total E & P Nigeria CPFA Limited	Non-Executive Director	30 August 2022
34.	Mr. Lwanga Agbata	Nigerian University Pension Management Company Limited	Head, Benefit Administration Department	2 September 2022
35.	Alhaji Inuwa Isa Mohammed	Leadway Pensure PFA Limited	Non-Executive Director	5 September 2022
36.	Mr. Robert Imowo	First Guarantee Pensions Limited	Non-Executive Director	6 September 2022
37.	Mr. Herbert Wigwe	First Guarantee Pensions Limited	Non-Executive Director and Chairman	6 September 2022
38.	Mr. Okechukwu Nwuke	First Guarantee Pensions Limited	Non-Executive Director	6 September 2022
39.	Mr. Fred Asasa	Total E & P Nigeria CPFA Limited	Non-Executive Director	7 September 2022
40.	Mr. Sarmad Saleem	Nestle Nigeria Trust (CPFA) Limited	Non-Executive Director	12 September 2022

S/N	Name of Nominee	Operator	Position	Date of Appointment
41.	Mr. Olumuyiwa Afolabi	Guaranty Trust Pension Managers Limited	Head, Operations	12 September 2022
42.	Mr. Adeniyi Adeyinka	Guaranty Trust Pension Managers Limited	Head, Information and Communication Technology Department	14 September 2022
43.	Mr. Jude Ezenwa	Sigma Pensions Limited	Ag. Head, Contribution Processing Department	23 September 2022
44.	Mrs. Kemi Izedonmi	Guaranty Trust Pension Managers Limited	Head, Corporate Services Department	23 September 2022
45.	Mrs. Zainab Aliyu	Leadway Pensure PFA Limited	Non-Executive Director	23 September 2022

#### 2.1.4 Resignation of Executive/Non-Executive Directors and Top Management of Pension Fund Operators

In a similar vein, the Commission approved the exit of some Board members from the Board of eight (8) Pension Fund Operators in line with the Corporate Governance Code for licensed PFOs, during the quarter under review. Those who resigned are listed in the Table below:

S/N	Name	Operator	Position	Date Approved
1	Mr. Saheed Kolade	Pension Alliance Limited	Head, Investment Department	26 July 2022
2	Mr. Emmanuel Ikazobor	ARM Pension Managers Limited	Chairman	27 July 2022
3	Ms. Jumoke Ogundare	ARM Pension Managers Limited	Non-Executive Director	27 July 2022
4	Mrs. Jolaade Oduntan	Norrenberger Pensions Limited	Managing Director/Chief Executive Officer	31 August 2022
5	Lateef Falola	Guaranty Trust Pension Managers Limited	Head, Operations	5 September 2022
6	Uduak Akpan	Guaranty Trust Pension Managers Limited	Head, Benefits	5 September 2022
7	Hassan Hanbal	Guaranty Trust Pension Managers Limited	Head, Fund Accounts	5 September 2022
8	Clement Aisedion-Okezi	Guaranty Trust Pension Managers Limited	Head, Risk	5 September 2022

#### 2.1.5 Other Activities

The Department issued a Circular prohibiting gifts and other inducement to Retirement Savings Account holders, by Pension Fund Operators.



## **2.2 Update on Compliance by the Private Sector**

### **2.2.1 Issuance of Pension Clearance Certificates**

The Commission received 4,756 applications from private sector organizations for the issuance of Pension Clearance Certificates (PCCs). The records showed that the 4,756 organizations were all issued PCC had remitted a total sum of ₦25,552,103,647.34 into the Retirement Savings Accounts (RSAs) of their employees, totalling 57,687.

### **2.2.2 Update on the Recovery of Outstanding Pension Contributions and Penalties from Defaulting Employers**

Following the issuance of demand notices to defaulting employers whose pension liabilities were established by the Recovery Agents (RAs), the sum of ₦1,164,959,964.10 representing principal contribution (₦959,050,659.58) and penalty (₦205,909,304.52) was recovered from 29 defaulting employers during the quarter under review. Meanwhile, 19 defaulting employers have been recommended for appropriate legal action, after all administrative steps taken to make them comply failed. From the commencement of the recovery exercise in June 2012 to 30 September 2022, a total of ₦23,295,655,877.33 comprising of principal contributions (₦12,399,968,842.12) and penalties (₦10,895,687,035.20) was recovered from defaulting employers.

### **2.2.3 Update on Refund of Pension Contributions to Personnel of the Military and Other Security Agencies**

During the quarter under review, the Commission granted approval for the refund of ₦1,147,395.30 to 11 personnel of the Military and other Security Agencies who were exempted from the Contributory Pension Scheme (CPS).

### **2.2.4 Supervision of the Pension Transitional Arrangement Directorate (PTAD)**

The Commission attended the meeting of the Standing Committee on Pension which took place on 15 September 2022. The meeting was hosted by the Pension Transitional Arrangement Directorate.

### **2.2.5 Update on the Nigeria Social Insurance Trust Fund (NSITF)**

The Commission received 20 batches of applications to transfer NSITF contributions on behalf of 228 NSITF contributors for the sum of ₦15,455,036.18 during the quarter under review. Approval was granted to transfer ₦13,997,164.56 to RSAs of the 228 members. Similarly, the Commission approved monthly pensions in the sum of ₦40,674,620.57 to 2,304 NSITF pensioners. Thus from 2006 to date, total pension payment made to NSITF pensioners from the NSITF fund amounted to the sum of ₦5,295,590,052.90.

## 2.2.6 Complaints and Enquiries

The Commission received 8 complaints relating to non-remittance of pension contributions. Out of the number received, 1 complaint was resolved while the remaining 7 complaints were at various stages of resolution.

## 2.3 Compliance by State Governments

### 2.3.1 Status of Implementation of the CPS and other Schemes

The number of States with laws on the CPS remained Twenty-Five (25) as at Q3 2022, seven (7) States were at bill stage. The Bauchi State Government enacted its Law on the CPS on 5 August 2022. Five (5) States had enacted Laws on the Contributory Defined Benefits Scheme (CDBS) with two (2) out of five (5) States currently implementing the scheme while the other three (3) Gombe, Zamfara and Adamawa are yet to commence implementation. The level of compliance by States with the CPS is as detailed in Table below:

STATUS OF IMPLEMENTATION ON PENSION ARRANGEMENTS IN STATES AND THE FCT AS AT SEPTEMBER 2022										
States at Bill Stage	States with Enacted Laws on CPS	States with Pension Bureau/ Board in line with CPS	States Remitting ER & EE Pension Contributions	States that had Conducted Actuarial Valuation	Availability of RBBRFA	Funding of Accrued Rights	Payment of Pension Under CPS	Valid Group Life/ Sinking Fund	States Remitting only EE Pension Contributions	States with CDBS Pension Schemes
<b>Number of States</b>										
7	25	15	10	7	9	6	6	7	2	5
KWARA	LAGOS	LAGOS	LAGOS	LAGOS	LAGOS	LAGOS	LAGOS	LAGOS	KEBBI	JIGAWA
PLATEAU	FCT	FCT	FCT	FCT	FCT	FCT	FCT	FCT	RIVERS	KANO
CROSS RIVER	OSUN	OSUN	OSUN	OSUN	OSUN	OSUN	OSUN	OSUN		ADAMAWA
BORNO	KADUNA	KADUNA	KADUNA	KADUNA	KADUNA	KADUNA	KADUNA	ONDO		GOMBE
AKWA IBOM	DELTA	DELTA	DELTA	DELTA	DELTA	DELTA	DELTA	EDO		ZAMFARA
KATSINA	EKITI	EKITI	EKITI	EKITI	ANAMBRA (LG)	ANAMBRA (LG)	EKITI	KADUNA		
YOBE	ONDO	ONDO	ONDO	RIVERS	RIVERS			EKITI		
	EDO	EDO	EDO		NIGER					
	BENUE	BENUE	BENUE		EKITI					
	KEBBI	KEBBI	ANAMBRA							
	NIGER	NIGER								
	RIVERS	RIVERS								
	OGUN	OGUN								
	BAYELSA	BAYELSA								
	KOGI	KOGI								
	ANAMBRA									
	ABIA									
	TARABA									
	IMO									
	SOKOTO									
	EBONYI									
	NASARA-WA									
	ENUGU									
	OYO									
	BAUCHI									
<p><i>* States with backlog of Remittances: Osun, Anambra, Delta, FCT Area Councils, Ekiti, Ondo and Benue (Only 3 MDAs remitting)</i></p> <p><i>** Anambra (LG): Only a one-off payment of ₦300 million was made in 2019. This amount has now grown to ₦700 Million as at 30 September 2022.</i></p> <p><i>2 States (Jigawa and Kano) implementing CDBS. Gombe, Zamfara and Adamawa have laws on CDBS but are yet to commence implementation</i></p> <p><i>EE – Employee; ER – Employer</i></p> <p><i>CPS – Contributory Pension Scheme</i></p> <p><i>CDBS – Contributory Defined Benefits Scheme</i></p> <p><i>RBBRFA – Retirement Benefits Bond Redemption Fund Account</i></p> <p><i>Ekiti: GLJ Policy cover for only 100 State employees. No Local Government employees were covered.</i></p>										





### **2.3.2 Emerging Issues in the Implementation of the CPS in Kaduna State**

The Kaduna State Pension Bureau requested a meeting with the Commission on 27 July 2022, to discuss the State's desire to implement a hybrid pension arrangement. The move was in the State's efforts at finding solutions to the debacle of its huge accrued rights liabilities. However, the meeting could not hold due to the two days public holiday declared on 27 and 28 July 2022, in the State. A new date is yet to be fixed for the meeting. The State has, however, requested the requirements for the issuance of a "no objection" by the Commission, to enable the PFAs invest in its bonds. A copy of the requirements was forwarded to the Executive Secretary of the Kaduna State Pension Bureau.

### **2.3.3 Update on the ₦2 Billion Monthly Commitment by the Lagos State Government to defray the Accrued Rights of Retirees**

The Lagos State Government paid the sums of ₦1.5 billion and ₦1.11 billion for the months of July and August 2022, respectively, towards settlement of the outstanding accrued rights being owed to the State's retirees. This brings the cumulative payment so far made by the State to ₦9.33 billion for the period December 2021 to August 2022, instead of the committed sum of ₦18 billion.

### **2.3.4 Update on the Benue State Pension Reform Law 2019**

The Benue State Pension Commission forwarded a Draft Pension Bill 2022 aimed at re-enacting a new Pension Law to the Commission, for review. The Commission has reviewed the Bill and forwarded its comments and observations to the State. The State had incorporated the Commission's inputs but is yet to present the Bill to the State House of Assembly for legislative processes.

### **2.3.5 Update on Payment of Retirement Benefits by Ekiti State**

- i. The Ekiti State Government on 4 August 2022, issued retirement bond certificates totalling ₦18.84 million in favour of thirty (30) beneficiaries. The beneficiaries are the State's first batch of retirees under the Contributory Pension Scheme (CPS).
- ii. The Ekiti State Pension Commission (ESPC), via a letter of 24 August 2022, informed the Commission of its intention to implement a Voluntary Contributions (VC) arrangement under the Contributory Pension Scheme (CPS) for both mandatory and exempted employees of the State. The State subsequently forwarded a draft VC Guidelines to the Commission for review. The Guideline is being reviewed by the States Operations Department and Benefits and Insurance Department of the Commission.



- iii. The Commission also received a copy of the amended Ekiti State Pension Reform Law 2022, on 5 September 2022. The Law has been reviewed from both the operational and legal perspectives and forwarded to the State.

### **2.3.6 Update on the Bauchi State Pension Reform Law 2022**

The Bauchi State Governor has signed the Bauchi State and Local Government Pension Bill 2022 on 5 August 2022 into law. The law seeks to institutionalize the CPS in the State. The Commission subsequently forwarded an implementation roadmap to the State to guide its implementation of the scheme.

### **2.3.7 The Status of Refund on Zamfara State Funds**

The Commission finalized and forwarded the report on the refund of pension contributions to the Zamfara State Government and its employees to the Zamfara State Head of Service, the State's appointed consultant - Royal Rocks Consulting and the Speaker, Zamfara State House of Assembly. Following the review of the report, the Consultant had forwarded its observations and comments to the Commission. The submission is being reviewed in the Commission.

### **2.3.8 Update on the activities of the Zonal Offices**

The staff of the South-West Zonal Office (SWZO) inspected the new offices of Veritas Glanvills Pensions Limited in Ekiti and Ogun States as well as the new Head Office building of Fidelity Pension Managers Limited in Lagos, in September 2022. The inspection reports had been forwarded to the Surveillance Department of the Commission for further action.

### **2.3.9 Engagement Meetings/ Familiarization Visits and Courtesy Calls**

#### **i. Engagement Meeting with the Chairman of the Gombe State Pension Reform Committee/Secretary to the State Government**

The North-East Zonal Office (NEZO) held a meeting with the Chairman of the Gombe State Pension Reform Committee in the person of the Secretary to the State Government on 8 September 2022. The meeting discussed the steps to be taken by the Gombe State Government towards implementing the CPS in the State.

#### **ii. Engagement Meeting with the Yobe State CPS Implementation Committee**

The North-East Zonal Office (NEZO) held a meeting with the Yobe State CPS Implementation Committee headed by the Yobe State Head of Service on Thursday 29 September 2022. The meeting was at the instance of the Committee to appreciate the import of the CPS and an understanding of the recommendations contained in the outcome of review of the State's CPS bill.



### iii. Engagement of Key Stakeholders in Kwara State

As part of the sustained efforts to collaborate with critical stakeholders and ensure adoption of the CPS in Kwara State, the North-Central Zonal Office (NCZO) met with the executive members of the Nigeria Labour Congress (NLC), Kwara State Chapter on Monday 12 September 2022. The meeting discussed the status of implementation of the CPS in the State as well as the modalities for convening a tripartite meeting between the State Labour Unions, the State Government and representatives of the Commission.



### iv. Meeting between the South-East Zonal Office (SEZO) and the Permanent Secretary, Anambra State Local Government Pensions Board (LGPB) Awka, Anambra State

A delegation from the SEZO held a meeting with the Permanent Secretary Anambra State LGPB on 4 August 2022. The meeting enlightened the leadership of the agency on the workings of the CPS. The meeting was also intended to resolve some of the impediments to full implementation of the CPS in the State and to clear doubts and reassure the agency of the Commission's support in this regard.

### v. Meeting with the Cross River State Head of Service

Staff of the South-South Zonal Office (SSZO) met with the Cross River State Head of Service on 11 July 2022 in Calabar. The purpose of the meeting was to douse the rising negative impression of the public on the CPS after a phone-in programme held by the Head of Service (HOS) to sensitize workers on the adoption of the CPS in the State. The HOS, after the meeting, requested that a larger enlightenment forum be organized for the State Government functionaries and for the employees of the State at a future date for further clarification on the workings of the scheme.



## 2.3.10 Sensitization/Enlightenment Workshops:

The Zonal Offices carried out **60** physical and **3** virtual enlightenment/sensitization workshops for a total of **2,120** participants within the review period, as shown in the table below:

Zonal Office	Sensitization Topics	Date	Mode of Delivery	No. of Participants
North-West	Enlightenment Session on the CPS for Staff of the Public Complaints Commission (PCC), Kano	4 July 2022	Physical	27
	Enlightenment session on the CPS for Staff of Standard Organization of Nigeria (SON), Kano	19 July 2022	Physical	20
	Enlightenment session on the CPS for Staff of the Staff of the National Emergency Management Agency (NEMA), Kano	29 July 2022	Physical	9
	Enlightenment session on the CPS for Staff of the Hadejia Jama'are River Basin Development Authority, Kano	10 August 2022	Physical	62
	Enlightenment session on the CPS for Staff of the Standard Organization of Nigeria (SON), Kano	26 August 2022	Physical	23

## Sensitization/Enlightenment Workshops:



Zonal Office	Sensitization Topics	Date	Mode of Delivery	No. of Participants
North-West	Enlightenment session on the CPS for staff of the Nigeria Correctional Service, Kano State Command, Kano	1 September 2022	Physical	52
	Enlightenment session on the CPS for Staff of the Corporate Affairs Communication (CAC), Kano Regional Office, Kano	7 September 2022	Physical	18
	Enlightenment session on the CPS for staff of the Nigeria Immigration Service (NIS), Kano	7 September 2022	Physical	34
	Enlightenment session on the CPS for Staff of the National Population Commission (NPC), Kano	8 September 2022	Physical	41
	Enlightenment session on the CPS for staff of the Federal Road Safety Corps (FRSC) Kano Sector Command, Kano	14 September 2022	Physical	55
	Enlightenment session on the CPS for staff of the Federal Road Safety Corps (FRSC) Kano Municipal Office, Kano	14 September 2022	Physical	40
	Enlightenment session on the CPS for staff of the Federal Road Safety Corps (FRSC) Fagge Unit Command, Kano	14 September 2022	Physical	58
	Enlightenment session on the CPS for staff of the Federal Road Safety Corps (FRSC) Nas-sarawa Unit Command, Kano	14 September 2022	Physical	65
	Enlightenment session on the CPS for staff of the National Health Insurance Authority, Kano	15 September 2022	Physical	22
	Enlightenment session on the CPS for staff of 9Mobile Nigeria, Kano	20 September 2022	Physical	47
	Enlightenment session on the CPS for staff of the Federal Road Safety Corp (FRSC), Danbatta Unit Command, Kano	21 September 2022	Physical	21
	Enlightenment session on the CPS for staff of the Nigeria Communications Commission (NCC), Kaduna	22 September 2022	Physical	29
	Enlightenment session on the CPS for staff of the National Teachers Institute (NTI), Kaduna	22 September 2022	Physical	53
	Enlightenment session on the CPS for staff of the Federal Road Safety Corp (FRSC), Gwarzo Unit Command	28 September 2022	Physical	12

## Sensitization/Enlightenment Workshops:



Zonal Office	Sensitization Topics	Date	Mode of Delivery	No. of Participants
North-East	Enlightenment session on the CPS for Staff of the National Youth Service Corps (NYSC), Gombe.	4 July 2022	Physical	42
	Enlightenment session on the CPS for Staff of the Nigerian Airspace Management Agency (NAMA), Airport, Gombe.	5 July 2022	Physical	18
	Enlightenment session on the CPS for Staff of the Gombe State Cooperative Financing Agency Limited (CFA), Gombe.	6 July 2022	Physical	19
	Enlightenment session on the CPS for Staff of the Centre for Management Development (CMD), Federal Secretariat, Gombe.	20 July 2022	Physical	18
	Enlightenment session on the CPS for Staff of Mambila Beverages Nigeria Limited, Taraba Jalingo State	26 August 2022	Physical	60
	Members of Gombe State Pension Reform Committee	8 September 2022	Physical	1
	Enlightenment session CPS for Staff of National Health Insurance Scheme, Damaturu, Yobe State	28 September 2022	Physical	1
	Enlightenment session CPS for Staff of Nigeria Postal Service, Damaturu, Yobe State	29 September 2022	Physical	14
	Enlightenment session CPS for Staff of the Corporate Affairs Commission, Yobe State	29 September 2022	Physical	10
North-Central	Enlightenment session on the CPS for staff of Ajenipa Limited, Ilorin, Kwara State.	1 July 2022	Physical	18
	Enlightenment session on the CPS for staff of the Nigeria Security & Civil Defence Corps, Ilorin, Kwara State.	2 July 2022	Physical	123
	Enlightenment session on the CPS for staff of the Prospective Retirees of the Federal Polytechnic Offa, Kwara State	6 July 2022	Physical	40
	Enlightenment session on the CPS for staff of the Joint Admissions Matriculations Board, Kwara State.	27 July 2022	Physical	34
	Enlightenment session on the CPS for staff of the Standards Organization of Nigeria, Kwara State.	28 July 2022	Physical	21
	Enlightenment session on the CPS for staff of the Port Health Services (PHS - Ministry of Education), Kwara State	29 September 2022	Physical	17
	Enlightenment session on the CPS for staff of the National Association of Proprietors of Private Schools (NAPPS), Kwara State	29 September 2022	Physical	30
	Enlightenment session on the CPS for staff of the Temitope Hospital, Kwara State	29 September 2022	Physical	17



## Sensitization/Enlightenment Workshops:



Zonal Office	Sensitization Topics	Date	Mode of Delivery	No. of Participants
South-East	Enlightenment session on the CPS for staff of the Stanel World, Okpuno, Awka, Anambra State.	14 July 2022	Physical	87
	Enlightenment session on the CPS for staff of the Nigeria Health Insurance Authority, Awka, Anambra.	20 July 2022	Physical	20
	Enlightenment session on the CPS for staff of the National Human Rights Commission, Awka, Anambra State.	21 July 2022	Physical	16
	Enlightenment session on the CPS for staff of the Federal Inland Revenue Service (FIRS), Awka, Anambra.	21 July 2022	Physical	12
	Enlightenment session on the CPS for staff of the Bank of Agriculture (BOA), Awka, Anambra State.	9 August 2022	Physical	6
	Enlightenment session on the CPS for staff of the Nigeria Security and Civil Defence Corps, (NSCDC), Awka, Anambra.	11 August 2022	Physical	64
	Enlightenment session on the CPS for staff of the National Identity Management Commission, (NIMC), Awka, Anambra State.	19 August 2022	Physical	16
	Enlightenment session on the CPS for staff of the Bank of Industry (BOI), Awka, Anambra State.	23 August 2022	Physical	4
	Enlightenment session on the CPS for staff of NDE, Awka, Anambra State	1 September 2022	Physical	29
	Enlightenment session on the CPS for staff of BIODC, Awka, Anambra State	15 September 2022	Physical	28
	Enlightenment session on the CPS for staff of Nigeria Incentive Based Risk Sharing System for Agricultural Lending, Awka, Anambra State	30 September 2022	Physical	12
South-West	Enlightenment session on the CPS for staff of the Mainstreet Microfinance Bank Limited, Lagos.	5 July 2022	Virtual	67
	Enlightenment session on the CPS for staff of the Standards Organization Of Nigeria, Lekki, Lagos.	6 July 2022	Physical	62
	Enlightenment session on the CPS for staff of the Deep Blue Energy Services Limited, Lagos.	21 July 2022	Virtual	21
	Enlightenment session on the CPS for staff of Greenlife Pharmaceuticals Limited, Illupeju, Lagos.	22 July 2022	Physical	65
	Enlightenment session on the CPS for staff of Eunisell Limited, Lagos.	29 July 2022	Physical	44



## Sensitization/Enlightenment Workshops:

Zonal Office	Sensitization Topics	Date	Mode of Delivery	No. of Participants
South-West	Enlightenment session on the CPS for the Association of Senior Civil Servants of Nigeria, Lagos.	1 August 2022	Physical	48
	Enlightenment session on the CPS for the Staff of Multichem Industries Limited, Lagos.	3 August 2022	Physical	56
	Enlightenment session on the CPS for staff of the National Centre for Technology Management, Lagos.	8 August 2022	Physical	35
	Enlightenment session on the CPS for staff of the PPC Limited, Lagos.	12 August 2022	Virtual	98
	Enlightenment session on the CPS for staff of Terra Energy Services, Nigeria Limited, Lagos	16 September 2022	physical	25
	Enlightenment session on the CPS for staff of Nigeria Immigration Service, Lagos	20 September 2022	physical	24
	Enlightenment session on the CPS for Management and Staff of the Centre for Black and African Arts and Civilization (CBAAC), Broad Street, Lagos	29 September 2022	Physical	40
	Enlightenment session on the CPS for staff of Management and staff of Nigeria Institute for Cultural Orientation (NICO), Iganmu, Lagos	28 September 2022	Physical	40
South-South	Enlightenment session on the CPS for the Management of the Nigeria Flour Mills, Calabar, Cross River State.	19 July 2022	Physical	13
	Enlightenment session on the CPS for Staff of the Nigeria Flour Mills, Calabar, Cross River State.	26 July 2022	Physical	17
	<b>63 Sensitizations</b>			<b>2,120</b>



### 2.3.11 Complaints/Enquiries Received:

The Zonal Offices received a total of **1,850** complaints/enquiries on issues relating to multiple registrations, late processing of Pension Clearance Certificates and underpayment/non-payment of retirement benefits. Out of this number, **1,620** complaints were resolved at the respective Zonal Offices while the remaining **230** complaints were forwarded to the relevant Head Office Departments for resolution.

### 2.3.12 Requests/Renewals of Compliance Certificate:

The Zonal Offices received a total of **442** requests for issuance/renewal of Pension Clearance Certificates within the 3<sup>rd</sup> Quarter 2022. The requests were reviewed and forwarded to the Compliance & Enforcement Department of the Commission for processing. So far, **359** of these requests were processed and issued certificates which have been forwarded to the respective Zonal Offices while the remaining **83** are at various stages of processing.



## 2.4 Update on the Micro Pension Plan

### 2.4.1 Micro Pension Registration and Contribution

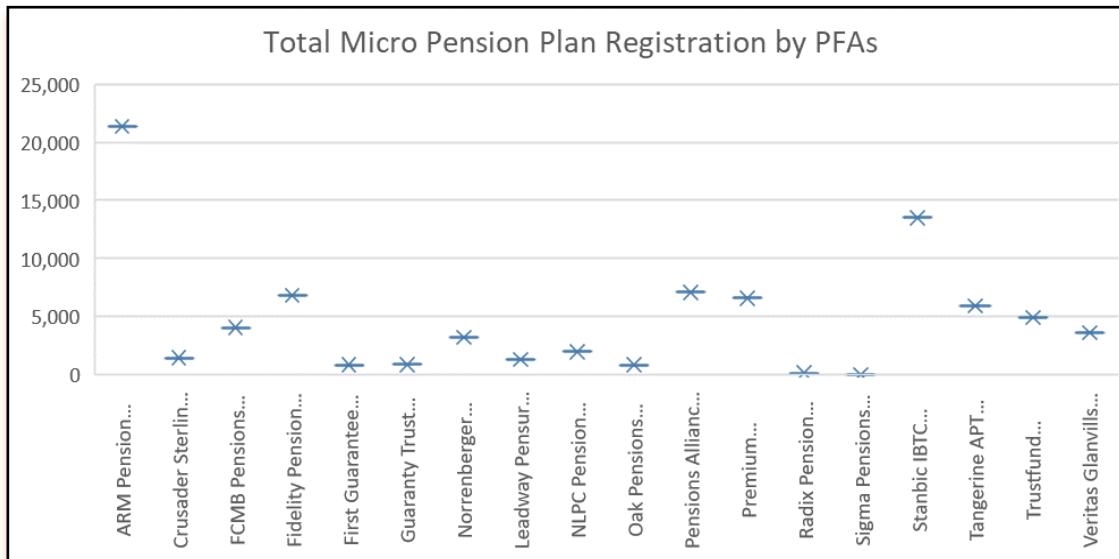
A total number of **4,193** Micro Pension Contributors (MPC) were registered during the period under review by **18** Pension Fund Administrators bringing the total number of registered participants to **84,612** as at September, 2022. Details of the registered MPCs by PFAs are shown in Table 5 below:

**Table 5:**

S/N	PFA Name	Total No. of RSAs as at 30 June	RSAs for July 2022	RSAs for August 2022	RSAs for Sept 2022	RSAs Registered 3 <sup>rd</sup> Quarter, 2022	Total No. of RSAs as at 30 Sept 2022	% of Total
1	ARM Pension Managers (PFA) Limited	20,441	264	294	376	934	21,375	25.26
2	Crusader Sterling Pensions Ltd	1,456	2	1	1	4	1,460	1.73
3	FCMB Pensions Limited	3,714	262	63	11	336	4,050	4.79
4	Fidelity Pension Managers Limited	6,785	9	11	21	41	6,826	8.07
5	First Guarantee Pensions Limited	830	9	7	6	22	852	1.01
6	Guaranty Trust Company	861	1	0	0	1	862	1.02
7	Norrenberger Pensions	3,221	7	5	4	16	3,237	3.83
8	Leadway Pensure PFA Limited	1,233	5	34	18	57	1,290	1.52
9	NLPC Pension Fund Administrators Limited	1,907	25	16	25	66	1,973	2.33
10	Oak Pensions Limited	775	7	20	41	68	843	1.00
11	Pensions Alliance Limited	6,899	46	55	82	183	7,082	8.37
12	Premium Pensions Limited	6,573	6	7	11	24	6,597	7.80
13	Radix Pension Managers Limited	133	0	0	1	1	134	0.16
14	Sigma Pensions Limited	0	9	0	7	16	16	0.02
15	Stanbic IBTC Pension Managers Limited	12,377	334	403	400	1137	13,514	15.97
16	Tangerine APT Pensions Limited	4,891	181	333	541	1055	5,946	7.03
17	Trustfund Pensions PLC	4,834	33	16	35	84	4,918	5.81
18	Veritas Glanvills Pensions Limited	3,489	55	34	59	148	3,637	4.30
	<b>Grand Total</b>	<b>80,419</b>	<b>1,255</b>	<b>1,299</b>	<b>1,639</b>	<b>4,193</b>	<b>84,612</b>	<b>100.00</b>



The table above reveals that within the quarter, Stanbic IBTC Pension Managers Limited, Tangerine APT Pensions Limited and ARM Pensions Managers (PFA) Limited registered the largest number of MPCs with **1,137**, **1,055** and **934** respectively. Conversely, Crusader Sterling Pension Limited, Guaranty Trust Company and Radix Pension Managers Limited had the least RSA numbers with **4**, **1** and **1**, respectively.



The global registration, however, shows that ARM Pension Managers, Stanbic IBTC Pension Managers and Pensions Alliance registered the largest number of MPCs with **21,375**, **13,514** and **7,082** respectively, as at 30 September 2022.

## 2.4.2 Pension Contributions Received from Micro Pension Contributors

The total Pension Contributions received from MPCs in Q3 2022 was **₦45,135,440.45**. This brings the total Pension Contributions received to **₦325,915,922.12** from **9,000** MPCs as at 30 September 2022 as shown in Table 6 below:

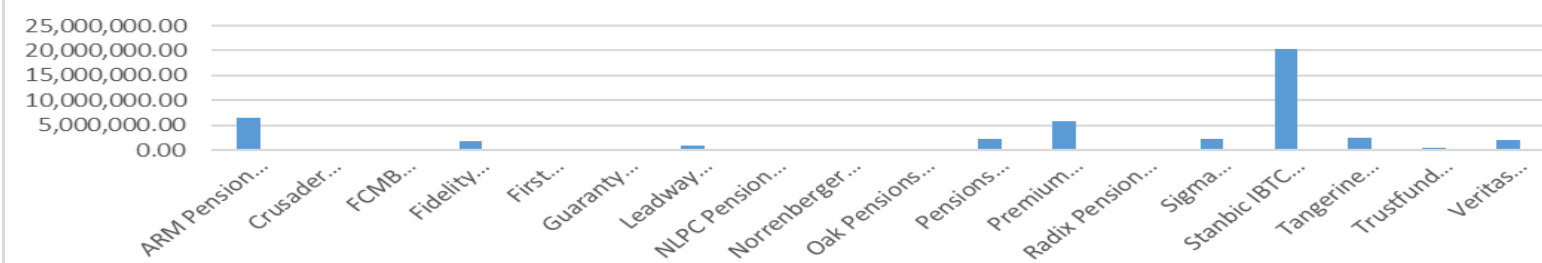
**Table 6:**

S/N	PFA of Name	Total Value of Fund as at 30 June 2022 (N) 2nd Qtr	Contribution Received for July 2022 (N)	Contribution Received for August 2022 (N)	Contribution Received for September 2022 (N)	Contribution Received for the 3 <sup>rd</sup> quarter	Total Value of Fund as at 30 September 2022 (N)	% Increase
1	ARM Pension Managers (PFA) Limited	32,174,557.23	2,029,724.39	2,031,600.00	2,383,983.22	6,445,307.61	38,619,864.84	11.85
2	Crusader Sterling Pensions Ltd	2,746,057.75	25,000.00	7,000.00	10,000.00	42,000.00	2,788,057.75	0.86
3	FCMB Pensions Limited	7,435,869.48	56,800.00	137,000.00	138,000.00	331,800.00	7,767,669.48	2.38
4	Fidelity Pension Managers Limited	36,765,062.28	604,250.00	462,600.00	735,974.86	1,802,824.86	38,567,887.14	11.83
5	First Guarantee Pensions Limited	413,850.97	40,050.90	-	-	40,050.90	453,901.87	0.14
6	Guaranty Trust Company	540,928.96	50,000.00	60,000.00	28,000.00	138,000.00	678,928.96	0.21
7	Leadway Pensure PFA Limited	2,636,694.56	292,968.33	453,750.00	163,600.00	910,318.33	3,547,012.89	1.09

S/N	PFA of Name	Total Value of Fund as at 30 June 2022 (N) 2nd Qtr	Contribution Received for July 2022 (N)	Contribution Received for August 2022 (N)	Contribution Received for September 2022 (N)	Contribution Received for the 3 <sup>rd</sup> quarter	Total Value of Fund as at 30 September 2022 (N)	% In-crease
8	NLPC Pension Fund Administrators Limited	1,826,881.01	10,000.00	60,000.00	30,000.00	100,000.00	1,926,881.01	0.59
9	Norrenberger Pensions	8,167,186.32	14,000.00	13,500.00	10,100.00	37,600.00	8,204,786.32	2.52
10	Oak Pensions Limited	429,112.94			-	0.00	429,112.94	0.13
11	Pensions Alliance Limited	14,604,488.54	1,656,000.00	369,700.00	112,000.00	2,137,700.00	16,742,188.54	5.14
12	Premium Pensions Limited	17,668,863.14	2,687,100.00	2,629,000.00	593,000.00	5,909,100.00	23,577,963.14	7.23
13	Radix Pension Managers Limited	743,391.77		-	-	0.00	743,391.77	0.23
14	Sigma Pensions Limited	-	1,038,142.70	-	1,093,996.19	2,132,138.89	2,132,138.89	0.65
15	Stanbic IBTC Pension Managers Limited	123,120,129.11	6,970,000.00	4,528,711.66	8,716,000.00	20,214,711.66	143,334,840.77	43.98
16	Tangerine APT Pensions Limited	4,638,262.05	57,839.12	1,697,267.19	736,741.89	2,491,848.20	7,130,110.25	2.19
17	Trustfund Pensions PLC	13,966,204.91	184,500.00	122,500.00	184,900.00	491,900.00	14,458,104.91	4.44
18	Veritas Glanvills Pensions Limited	12,902,940.65	460,250.00	753,840.00	696,050.00	1,910,140.00	14,813,080.65	4.55
	<b>Grand Total</b>	<b>280,780,481.67</b>	<b>16,176,625.44</b>	<b>13,326,468.85</b>	<b>15,632,346.16</b>	<b>45,135,440.45</b>	<b>325,915,922.12</b>	<b>100.00</b>

A breakdown of the pension contributions received in Q3 2022 showed that Stanbic IBTC Pension Managers Limited, ARM Pension Managers (PFA) Limited and Premium Pensions Limited had the highest contributions collected within the period with **₦20,214,711.66**, **₦6,445,307.61** and **₦5,909,100.00**, respectively. In contrast, the PFAs with the lowest contributions were Crusader Sterling Pensions Limited, First Guaranty Pensions Limited and Norrenberger Pensions with **₦42,000.00**, **₦40,050.90** and **₦37,600.00**, respectively. Out of the total pension contributions received, Stanbic IBTC Pension Managers Limited, Fidelity Pension Managers Limited and ARM Pension Managers (PFA) Limited accounted for the largest amount with **₦143,334,840.77**, **₦38,619,864.84** and **₦38,567,887.14** representing 43.98%, 11.85% and 11.83%, respectively as at 30 September 2022.

### Micro Pension Contribution Q:3 2022





### 2.4.3 Contingent Withdrawals

Four (4) PFAs processed and approved MPP Contingent Withdrawals for eight (8) MPCs amounting to **₦901,714.26** in Q3 2022 bringing the total Contingent Withdrawals to **₦23,210,441.12** from **125** MPCs as at 30 September 2022, as shown in the table 7 below:

**Table 7:**

S/N	PFA	No. of RSAs	Amount (₦)
1.	ARM Pension Managers (PFA) Limited	2	26,944.87
2.	Stanbic IBTC Pension Managers Limited	4	733,000.00
3.	Veritas Glanvills Pensions Limited	1	26,400.00
4.	Crusader Sterling Pensions Limited	1	115,369.39
	<b>Total</b>	<b>8</b>	<b>901,714.26</b>

### 2.4.4 Conversion from MPP to CPS

A total of **Sixty-One (61)** MPCs converted from MPP to the Mandatory CPS in Q3, 2022 with **₦202,339.67** contribution bringing the total Conversion amount to **₦4,940,023.92** from **471** MPCs as at 30 September 2022 with the breakdown shown in Table 8 below.

**Table 8:**

S/N	PFA	No. of RSAs	Amount (₦)
1.	ARM Pension Managers (PFA) Limited	27	1,010.06
2.	First Guarantee Pensions Limited	2	0.00
3.	Norrenberger Pensions	2	0.00
4.	Pension Alliance Limited	5	0.00
5.	Stanbic IBTC Pension Managers Limited	2	3,559.18
6.	Trustfund Pension Managers Limited	21	196,190.55
7.	Veritas Glanvills Pensions Limited	2	1,579.88
	<b>Total</b>	<b>61</b>	<b>202,339.67</b>



#### **2.4.5 Update on Engagement with Micro Pension Stakeholders - Constitution of Joint PenCom/PenOp Committee on the Implementation of MPP:**

The Joint PenCom/PenOp Committee on the implementation of Micro Pension Plan (MPP) was constituted to come up with pragmatic steps to successfully drive the implementation of the MPP. Part of the initiatives developed by the Committee in driving the MPP include, but not limited to, the creation of awareness, the development of incentives such as health insurance and the adoption of shared services platforms towards improving service delivery.

- i. **Awareness Campaigns:** The First phase of the media campaign in Aba, Abuja, Lagos, Kano, Kaduna, Onitsha and Port-Harcourt, which commenced in April 2022 ended in August 2022. The media campaign in the above cities were via Radio, Outdoor and Digital Media. Radio Jingles developed in English, Pidgin, Hausa, Yoruba and Igbo were aired on three popular Radio Stations in the aforementioned cities. In addition, outdoor messaging using Billboards and Lamp Posts were placed at strategic locations in the selected cities while in the digital media space, the use of infomercials, Graphics Interchange Format (GIF) and skits were deployed using TikTok, Instagram, Facebook and Twitter. Consequently, a survey was conducted to assess the impact of the first phase of the media campaign before rolling out the second phase. The survey result is expected to serve as input to guide implementation of the 2<sup>nd</sup> phase media campaign for greater impact. The second phase of the campaign is expected to commence in the 3<sup>rd</sup> week of October, 2022.
- ii. **Development of Incentives:** Provision of incentives has been recognized as a critical factor for informal sector workers' participation in the MPP. Three Service Providers; AXA Mansard Health Insurance, Leadway Assurance Company and Tangerine Life Insurance were engaged by PenOp to provide health insurance cover to MP Contributors. To this end, the Commission has developed a draft Circular on the Provision of minimum Health Insurance for Micro Pension Plan Participants which is currently undergoing processing.

#### **iii. Engagement with Key Stakeholders**

- The Commission participated at the annual Journalist Conference held in Lagos and Abuja on the 18 and 25 August 2022, respectively and made a presentation on the Implementation of MPP.
- The Commission also participated and sponsored the 3<sup>rd</sup> quarter Pension Seminar held in Abuja for the Conference of Civil Society of Nigeria. The Conference was aimed at driving greater participation in the CPS and boosting the MPP.
- The Commission was at the one-day induction program organized by the North East Development Commission for its new staff at the Public Service institute, Abuja on the 1<sup>st</sup> of September, 2022, and presented overview of the CPS.



## 2.5 Update on RSA Registrations

### 2.5.1 RSA Membership Count by PFA

A total of 86,861 new RSAs were registered and the associated PINs issued to employees in different sectors, in the quarter ended 30 September 2022 and 9,792,486 from inception. Analysis of the distribution of RSA registrations across PFAs in the third quarter 2022, revealed that Stanbic IBTC continued to maintain the largest market share of 22% with 19,447 new registrations, followed by NPF which had 11% market share with 9,795 new registrations. ARM, Leadway, and Sigma PFAs followed with 10%, 8%, 6% market share respectively. Consequently, the five (5) PFAs collectively held about 56.9% of the 86,861 RSAs registered in the quarter under review. The table below, provides details of the RSA registration count by PFAs for the quarter under review and from inception.

SN	PFA	RSA Registrations 30-Sep -22	Q3 %	RSA Registrations ITD
1	ARM Pension Managers (PFA) Limited	8,495	9.78	881,730
2	CrusaderSterling Pensions Limited	2864	3.30	368,637
3	FCMB Pensions Limited	4,788	5.51	728,542
4	Fidelity Pension Managers Limited	1401	1.61	321,802
5	First Guarantee Pension Limited	1836	2.11	284,593
6	Guaranty Trust Pensions Managers Limited	550	0.63	86,957
7	Leadway Pensure PFA Limited	1776	2.04	682,552
8	Nigerian University Pension Management Company	6597	7.59	26,393
9	NLPC Pension Fund Administrators Limited	108	0.12	348,696
10	NORRENBURGER Pensions Limited	2361	2.72	157,855
11	NPF Pensions Managers	9795	11.28	322,188
12	Oak Pensions Limited	2174	2.50	226,760
13	Pensions Alliance Limited	4175	4.81	595,723
14	Premium Pension Limited	4846	5.58	768,213
15	Radix Pension Managers Limited	1661	1.91	42,374
16	Sigma Pensions Limited	5111	5.88	762,503
17	Stanbic IBTC Pension Managers Limited	19447	22.39	1,976,589
18	TangerineApt Pensions Limited	3225	3.71	262,322
19	Trustfund Pensions Limited	4605	5.30	793,078
20	Veritas Glanvills Pensions Limited	1046	1.20	154,979
	<b>Total</b>	<b>86,861</b>	<b>100</b>	<b>9,792,486</b>



## 2.5.2 Gender and Age Distribution

The analysis of new registrations into the CPS by age and gender within the quarter showed that out of a total of 86,861 registrations, about 86% or 74,370 of them were below 40 years of age. Out of this number, 44,822 or 52% were below 30 years of age. This points to the increasing sustainability of the CPS, as the younger generation are actively being enlisted into the scheme. On the gender distribution, 56,028 or about 65% of those that registered during the quarter were males, thus sustaining dominance over the female gender in terms of registration into the scheme.

The table provides details on the age and gender distribution of the registrations that took place during the quarter ended 30 September 2022.

1 July — 30 September 2022				
Period	Female	Male	Total	Percentage
Less than 30 yrs	17,315	27,507	44,822	52
30 - 39 yrs	9,975	19,573	29,548	34
40 - 49 yrs	2,709	6,518	9,227	11
50 - 59 yrs	699	1,906	2,605	3
60 - 65 yrs	103	384	487	1
Above 65 yrs	32	140	172	0
<b>Total</b>	<b>30,833</b>	<b>56,028</b>	<b>86,861</b>	<b>100</b>
<b>Percentage</b>	<b>35%</b>	<b>65%</b>	<b>100%</b>	

## 2.5.3 Impact of the RSA Transfer System (RTS) on the Pension Industry

From 1 July to 30 September 2022, a total of 36,999 RSA transfer requests were submitted by PFAs on behalf of RSA holders. Furthermore, a total of 30,973 RSA transfer requests initiated by RSA holders will be processed in the third RSA Transfer Quarter 2022, which will be concluded in the first week of October 2022. This covers RSA transfer requests submitted by PFAs between 1 June 2022 and 31 August 2022 and, are therefore, eligible for transfer in the third quarter of 2022.

Successfully processed RSAs will be transferred to their new PFAs, along with their associated pension assets. The total value of the pension assets of transferred RSAs will be determined at the conclusion of quarter activities.

## SECTION THREE



### 3.0 PENSION INDUSTRY STATISTICS

#### 3.1 Pension Contributions

The total pension contributions remitted to individual RSAs in Q3 2022 stood at ₦223.82 billion. Out of this total, the public sector accounted for ₦120.62 billion or 53.89%, while the private sector contributed ₦103.20 billion or 46.11%. The cumulative pension contributions from inception to the end of the third quarter of 2022 amounted to ₦8.24 trillion, which is an increase from ₦8.01 trillion as at the end of Q2 2022. Details of the pension contributions remitted into the RSAs are shown below:

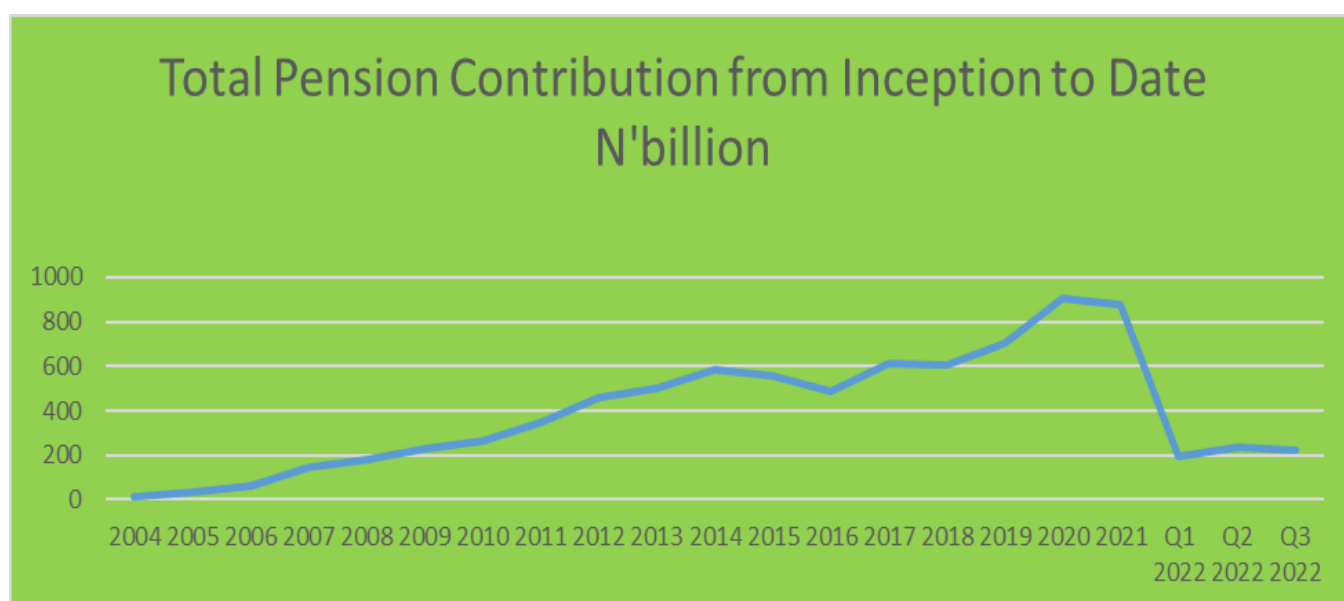
**Table: Total Contribution for Inception to date**

Year/Quarter	Public Sector		Private Sector		Total	
	Amount (N billion)	% of Total	Amount (N billion)	% of Total	Amount (N billion)	% of Total
2004	15.60	0.37	0	0.00	15.60	0.19
2005	34.68	0.81	0	0.00	34.68	0.42
2006	37.38	0.87	23.03	0.58	60.41	0.73
2007	80.63	1.89	68.34	1.72	148.97	1.81
2008	99.28	2.32	80.81	2.04	180.09	2.19
2009	137.10	3.21	91.21	2.30	228.31	2.77
2010	162.46	3.80	103.03	2.60	265.49	3.22
2011	228.92	5.36	119.53	3.02	348.45	4.23
2012	302.24	7.07	159.52	4.02	461.76	5.61
2013	278.50	6.52	225.42	5.69	503.92	6.12
2014	237.76	5.56	343.97	8.68	581.73	7.06
2015	200.05	4.68	358.91	9.05	558.96	6.79
2016	225.86	5.29	262.33	6.62	488.20	5.93
2017	257.11	6.02	353.73	8.92	610.84	7.42
2018	266.84	6.25	340.72	8.59	607.55	7.38
2019	331.56	7.76	369.13	9.31	700.69	8.51
2020	536.97	12.57	371.12	9.36	908.09	11.02
2021	491.75	11.51	387.40	9.77	879.15	10.67
Q1 2022	90.33	2.11	101.11	2.55	191.44	2.32
Q2 2022	136.79	3.20	101.96	2.57	238.75	2.90
Q3 2022	120.62	2.82	103.20	2.60	223.82	2.72
<b>Total</b>	<b>4,272.43</b>	<b>100.00</b>	<b>3,964.47</b>	<b>100.00</b>	<b>8,236.90</b>	<b>100.00</b>





The aggregate pension contributions of the public sector increased from ₦4.15 trillion in Q2 2022 to ₦4.27 trillion as at the end of Q3 2022. Similarly, the aggregate pension contributions of the private sector also increased from ₦3.86 trillion in Q2 2022 to ₦3.96 trillion as at the end of Q3 2022.



### 3.1.2 Ranking of PFAs by the Amount of Contributions Received

The ranking of PFAs by cumulative pension contributions received from the inception of the CPS to the end of Q3 2022 indicated that the top five ranked PFAs received 69.76% of the total contributions as at the end of Q3 2022. Similarly, the top ten ranked PFAs accounted for 86.63% of the total contributions. In comparison, the bottom five and bottom ten PFAs accounted for 3.98% and 11.98% of the total pension contributions, respectively.

**Table: Ranking of PFAs by Amount of Contributions Received**

Rank	Amount	Weight (%)
<b>TOP 5</b>	150,571,918,299.10	67.27
<b>TOP 10</b>	201,660,796,127.95	90.10
<b>BOTTOM 5</b>	5,325,950,369.75	2.38
<b>BOTTOM 10</b>	22,165,461,054.20	9.90

### 3.2 Overview of Pension Industry Fund Portfolio

The total value of Pension Fund assets as at 30 September 2022 was ₦14.42 trillion, which comprised of ₦10.31 trillion: RSA 'Active' Funds (i.e. RSA Funds I, II III and V); ₦1.15 trillion: RSA Retiree Fund IV; ₦1.49 trillion: CPFAs; and ₦1.44 trillion: Approved Existing Schemes. Fund VI Active and Retiree Fund amounted to ₦32.68 billion.

Pension Fund Assets were mainly invested in Federal Government Securities (FGN), which accounted for 63.73% of total assets. The composition of investments in FGN Securities were as follows: FGN Bonds: 95.78%; Treasury Bills: 2.02%; and Agency Bonds, Sukuk and Green Bonds accounting for 2.20%.



A Summary of the Pension Industry Portfolio across fund types for the third quarter (Q3:2022) ended 30 September 2022, is shown in Table below:

*Table : Pension Fund Portfolio by Fund Type as at 30 September 2022*

	RSA FUNDS		CPFAs	AES	FUND VI ACTIVE & RETIREE	TOTAL PENSION FUND ASSETS	WEIGHT
	RSA ACTIVE FUNDS	RSA RETIREE FUNDS					
	(I,II,III,V)						
<b>% OF PENSION ASSETS</b>	<b>71%</b>	<b>8%</b>	<b>10%</b>	<b>10%</b>	<b>0%</b>	<b>100%</b>	
<b>ASSET CLASS</b>	<b>₦'Billion</b>	<b>₦'Billion</b>	<b>₦'Billion</b>	<b>₦'Billion</b>	<b>₦'Billion</b>	<b>₦'Billion</b>	
Domestic Ordinary Shares	729.54	11.03	28.81	98.30	0.90	868.58	6.02%
Foreign Ordinary Shares	-	-	96.29	-	-	96.29	0.67%
<b>FGN Securities:</b>	<b>6,863.88</b>	<b>788.26</b>	<b>711.12</b>	<b>812.07</b>	<b>17.03</b>	<b>9,192.37</b>	<b>63.73%</b>
<i>FGN Bonds</i>	6,627.97	753.72	663.50	753.07	6.24	8,804.49	61.04%
<i>Treasury Bills</i>	113.86	19.40	0.68	51.29	0.63	185.87	1.29%
<i>Agency Bonds (NMRC)</i>	10.97	1.12	0.55	0.13	-	12.77	0.09%
Sukuk	96.75	13.26	0.59	6.84	10.15	127.59	0.88%
Green' Bond	14.33	0.76	45.82	0.74	-	61.64	0.43%
State Govt. Securities	118.33	14.68	17.65	15.86	-	166.51	1.15%
Corporate Debt Securities	973.70	140.90	223.33	145.84	3.62	1,487.39	10.31%
Supra-National Bonds	7.82	0.95	-	0.61		9.37	0.06%
<b>Local Money Market Securities:</b>	<b>1,435.46</b>	<b>191.61</b>	<b>213.99</b>	<b>229.02</b>	<b>9.99</b>	<b>2,080.06</b>	<b>14.42%</b>
<i>Bank Placement</i>	1,324.63	180.19	207.83	203.29	9.99	1,925.93	13.35%
<i>Commercial Papers</i>	110.82	11.42	6.16	25.73	-	154.12	1.07%
Foreign Money Market Securities	-	-	31.65	1.04	-	32.69	0.23%
<b>Mutual Funds:</b>	<b>37.48</b>	<b>0.50</b>	<b>17.02</b>	<b>4.09</b>	<b>0.55</b>	<b>59.63</b>	<b>0.41%</b>
<i>Open/Close-End Funds</i>	34.76	0.50	17.02	4.09	0.55	56.91	0.39%
<i>REITs</i>	2.72	-	-	0.00	-	2.72	0.02%
Real Estate Properties	0.63	-	119.42	109.32	-	229.37	1.59%
Private Equity Fund	24.61		11.35	5.99	0.04	41.99	0.29%
Infrastructure Fund	81.71	0.65	15.97	5.31	-	103.65	0.72%
Cash & Other Assets	36.98	8.39	2.38	8.11	0.55	56.40	0.39%
<b>Net Assets Value</b>	<b>10,310.12</b>	<b>1,156.96</b>	<b>1,488.98</b>	<b>1,435.55</b>	<b>32.68</b>	<b>14,424.29</b>	<b>100.0%</b>

The industry Net Asset Value (NAV) as at reporting date increased by 1.09% (**₦156.74 billion**) to **₦14.42 trillion** compared to a NAV of **₦14.27 trillion** as at 30 June, 2022. The growth in Q3:2022 was lower than the growth of **₦388.98 billion** (2.80%) recorded in Q2:2022. The growth was mainly due to contributions received and interest income which was partly offset by depreciation in the prices of FGN bonds and equities during the period.



Table below, shows the comparative Pension Industry Portfolio for the period ended 30 June 2022 and 30 September 2022:

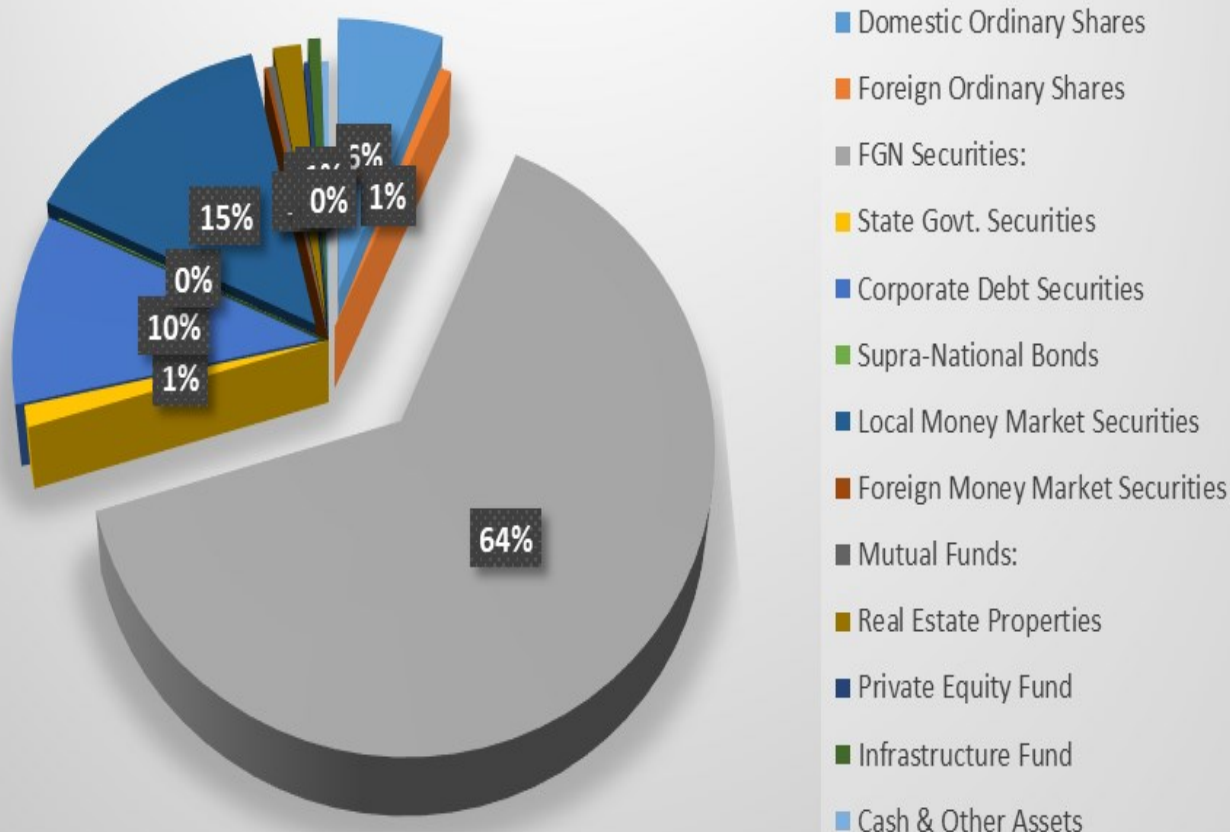
ASSET CLASS	TOTAL PENSION FUND ASSETS		TOTAL PENSION FUND ASSETS		VARIANCE	
	30-Jun-22		30-Sep-22		Jun' 22 - Sep' 22	
	₦'Billion	Weight %	₦'Billion	Weight %	₦'Billion	Weight %
Domestic Ordinary Shares	969.15	6.79%	868.58	6.02%	(100.57)	-11.58%
Foreign Ordinary Shares	99.91	0.70%	96.29	0.67%	(3.61)	-3.75%
<b>FGN Securities:</b>	<b>9,007.89</b>	<b>63.14%</b>	<b>9,192.37</b>	<b>63.73%</b>	<b>184.47</b>	<b>2.01%</b>
FGN Bonds	8,313.83	58.27%	8,804.49	61.04%	490.66	5.57%
Treasury Bills	475.64	3.33%	185.87	1.29%	(289.77)	-155.90%
Agency Bonds (NMRC)	13.83	0.10%	12.77	0.09%	(1.05)	-8.24%
Sukuk	136.51	0.96%	127.59	0.88%	(8.92)	-6.99%
Green bonds	68.09	0.48%	61.64	0.43%	(6.45)	-10.46%
State Govt. Securities	160.97	1.13%	166.51	1.15%	5.55	3.33%
Corporate Debt Securities	1,189.61	8.34%	1,487.39	10.31%	297.77	20.02%
Supra-National Bonds	8.07	0.06%	9.37	0.06%	1.31	13.95%
Local Money Market Securities	2,141.92	15.01%	2,080.06	14.42%	(61.87)	-2.97%
Foreign Money Market Securities	14.13	0.10%	32.69	0.23%	18.56	56.77%
<b>Mutual Funds:</b>	<b>56.13</b>	<b>0.39%</b>	<b>59.63</b>	<b>0.41%</b>	<b>3.50</b>	<b>5.86%</b>
Open/Close-End Funds	53.85	0.38%	56.91	0.39%	3.05	5.37%
REITs	2.28	0.02%	2.72	0.02%	0.44	16.24%
Real Estate Properties	236.22	1.66%	229.37	1.59%	(6.85)	-2.99%
Private Equity Fund	38.87	0.27%	41.99	0.29%	3.12	7.43%
Infrastructure Fund	88.37	0.62%	103.65	0.72%	15.28	14.74%
Cash & Other Assets	256.30	1.80%	56.40	0.39%	(199.90)	-354.43%
<b>Net Assets Value</b>	<b>14,267.55</b>	<b>100.00%</b>	<b>14,424.29</b>	<b>100.00%</b>	<b>156.74</b>	<b>1.09%</b>

The value of investments in quoted ordinary shares (domestic and foreign) stood at **₦964.87 Billion** (6.68% of total assets under management) indicating a net decrease of **₦104.19 billion** (9.75%) compared to **₦1.07 Trillion** as at 30 June, 2022. The decrease in the value of investments in domestic quoted equities was primarily due to the depreciation in the prices of some stocks during the reporting period, as the Nigerian Stock Exchange Pension Index (NSE-PI) depreciated by 9% in Q3:2022.

The value of investments in FGN Securities increased by **₦184.47 billion** (2.01%) to **₦9.19 trillion** as at 30 September 2022 from **₦9.00 trillion** as at 30 June 2022. The increase in the value of investments in FGN Securities was majorly due to additional investments in this asset class during the quarter.



## Asset Allocation as at 30 September 2022



### 3.3 Review of RSA Funds

#### 3.3.1 RSA Active Fund

The NAV of the RSA 'Active' Funds, which includes RSA 'Active' Funds I, II, III, Fund V as well as Fund VI Active was ₦10.30 trillion as at 30 September 2022. This represented a net growth of ₦164.59 billion (1.62%) as the NAV increased from ₦10.14 trillion as at 30 June, 2022 to ₦10.30 trillion as at 30 September, 2022. These figures were exclusive of the balance of ₦39.22 billion and ₦35.63 billion in respect of the contributions of FGN workers awaiting transfers to PFAs as at 30 June 2022 and 30 September 2022, respectively.

The breakdown of the NAV of the RSA 'Active' Funds and the comparative variances for the period ended 30 June 2022 and 30 September 2022, respectively are presented in Table 3 below:

**Table 3: RSA 'Active' Fund Assets –30 June 2022/30 September 2022:**

ASSET CLASS	RSA ACTIVE FUND				Variance	
	Jun-22		Sep-22		Jun' 22/Sep' 22	
	₦Billion	Weight %	₦Billion	Weight %	₦Billion	Weight %
Domestic Ordinary Shares	814.32	8.03%	730.40	7.09%	(83.91)	-10.30%
<b>FGN Securities:</b>	<b>6,648.86</b>	<b>65.58%</b>	<b>6,843.52</b>	<b>66.42%</b>	<b>194.67</b>	<b>2.93%</b>
FGN Bonds	6,424.97	63.37%	6,633.17	64.38%	208.20	3.24%
Treasury Bills	76.99	0.76%	78.86	0.77%	1.87	2.43%
Agency Bonds (NMRC)	12.08	0.12%	10.97	0.11%	(1.11)	-9.16%
Sukuk	112.96	1.11%	106.19	1.03%	(6.77)	-5.99%
Green	21.86	0.22%	14.33	0.14%	(7.53)	-34.45%
State Govt. Securities	110.58	1.09%	118.33	1.15%	7.75	7.01%
Corporate Debt Securities	735.61	7.26%	977.00	9.48%	241.38	32.81%
Supra-National Bonds	6.79	0.07%	7.82	0.08%	1.03	15.23%
Money Market Securities	1,494.40	14.74%	1,444.08	14.02%	(50.32)	-3.37%
<b>Mutual Funds:</b>	<b>31.61</b>	<b>0.31%</b>	<b>37.92</b>	<b>0.37%</b>	<b>6.32</b>	<b>19.98%</b>
Open/Close-End Funds	29.79	0.29%	35.21	0.34%	5.41	18.16%
REITs	1.81	0.02%	2.72	0.03%	0.90	49.89%
Real Estate Properties	0.63	0.01%	0.63	0.01%	(0.00)	-0.10%
Private Equity Fund	24.92	0.25%	24.65	0.24%	(0.27)	-1.08%
Infrastructure Fund	72.35	0.71%	81.71	0.79%	9.36	12.94%
Cash & Other Assets	198.87	1.96%	37.45	0.36%	(161.42)	-81.17%
<b>Net Assets Value</b>	<b>10,138.92</b>	<b>100.00%</b>	<b>10,303.51</b>	<b>100%</b>	<b>164.59</b>	<b>1.62%</b>

The RSA Fund II, which is the default RSA Fund under the Multi-Fund Structure, maintained the largest share of the Active RSA Funds as it represented 60.73% of the RSA 'Active' Funds. The Table below provides a breakdown of the RSA Active Funds.

**Table: RSA "Active" Funds – as at 30 September 2022**

RSA ACTIVE FUNDS AS At 30 September 2022		
FUND	₦Million	
RSA FUND I	65,638.33	0.64%
RSA FUND II	6,257,109.19	60.73%
RSA FUND III	3,951,409.48	38.35%
RSA FUND V	331.39	0.00%
RSA FUND VI	29,017.17	0.28%
<b>TOTAL</b>	<b>10,303,505.56</b>	<b>100.00%</b>



### 3.3.1.1 Sources of Growth/Diminution for RSA Active Funds

#### i. Contributions Received:

Monthly pension contributions totalling **₦367.62 billion** were received in Q3:2022 for RSA Funds I, II, III, V and VI Active. The amount was a decrease compared to the total contributions of **₦372.52** recorded in Q2:2022.

#### ii. Interest/Coupons and Dividends:

The interest/coupons received on investments in fixed income securities amounted to **₦266.13 billion** in Q3:2022. The amount indicated an increase of 15.60% compared to the sum of **₦230.21 billion** recorded in Q2:2022; the increase was attributed to higher yields on additional investments/ reinvestments in Fixed Income Securities during the period. Furthermore, dividends of **₦13.76 billion** received in RSA Active Funds represented a **₦11.91 billion** decrease relative to dividends of **₦25.66 billion** received in Q2:2022.

#### iii. Net Un-realized Gains/(losses) on Equities/Equity Funds and Bonds:

Total unrealized losses on the RSA 'Active' Funds in Q3:2022 amounted to **₦91.96 billion** compared to unrealized gains of **₦25.88 billion** Q2:2022. The unrealized losses were attributed to depreciation in both the prices of equity and bond during the period as the Pension Equity Index and the S&P FMDQ Nigeria Sovereign bond index depreciated by 9% and 4.38%, respectively.

#### iv. Net realized Gains/(losses) on Bonds:

Total realized gains for the period decreased significantly by **₦8.25 billion** from **₦10.25** Q2:2022 to **₦2 billion** in Q3:2022.

#### v. Transfers to RSA Retiree Funds and Benefits Payments:

Total transfers from RSA 'Active' Funds to RSA Retiree Fund and payment of 25% unemployment benefits in Q3:2022 amounted to **₦349.70 billion**, which was higher by **30.69%**, of **₦267.58 billion** outflows in Q2:2022.

A summary of the sources of portfolio growth/diminution in RSA Funds are highlighted in table below:

**Table : RSA “Active” Fund – Sources of Portfolio Growth between-Q2:2022 and Q3:2022**

S/NO	SOURCES OF PORTFOLIO GROWTH/DIMINUTION			
	DESCRIPTION	Q2: 2022	Q3: 2022	VARIANCE
		₦'Billion	₦'Billion	₦'Billion
1	New inflow of Funds:			
	Monthly Contributions/ Inter Fund Transfers	372.52	367.62	(4.90)
2	Investment Incomes:			
2.1	Interest/Coupons	230.21	266.13	35.92
2.2	Dividends/Rental Income	25.66	13.76	(11.91)
2.3	Net Realized Gains on Equity/Bonds	10.25	2.00	(8.25)
3	Net Unrealized Gains/(Losses) on Equities/Equity Funds/Bonds	25.88	(91.96)	(117.84)
4	Benefits Paid/Transfers to Retiree Fund	(267.58)	(349.70)	(82.12)
5	Asset Based Fees, Audit Fees (and VAT)	(43.41)	(43.26)	0.15
	<b>Net Portfolio Growth</b>	<b>353.54</b>	<b>164.59</b>	<b>(188.94)</b>

### 3.3.1.2 Portfolio Performance of the RSA Active Fund

The average rate of return for RSA Funds I, II, III, V and VI Active were 3.42%, 4.99%, 7.65%, 9.19% and 6.87% respectively, as presented in Table 6 below. The direction of performances for the funds reflected the asset allocation and security selection of the various funds under management.

**Table : RSA Funds - Average Rate of Return – Q3: 2022**

FUND	AVERAGE RATE OF RETURN (ANNUALIZED)	
	Q2:2022	Q3:2022
RSA FUND I	12.90%	3.42%
RSA FUND II	10.99%	4.99%
RSA FUND III	9.28%	7.65%
RSA FUND V	6.82%	9.19%
RSA FUND VI ACTIVE	9.61%	6.87%

The relatively lower performances of the RSA Funds for I, II & VI Active in Q3:2022 were due to significant depreciation in the prices of equities and Marked to Market (MTM) bonds during the period. Funds I and II recorded the highest unrealized losses due to higher exposure to Equities and MTM bonds.



### 3.3.2 RSA Retiree Fund IV and Fund VI – Retiree

The NAV of RSA ‘Retiree’ Funds increased by **N32.90 billion** from **N1.13 trillion** as at 30 June 2022 to **N1.16 trillion** as at 30 September 2022. The breakdown of the Net Assets Value of the RSA ‘Retiree Fund and the comparative variances for the period ended 30 June and 30 September 2022 are presented in Table below:

**Table: RSA ‘Retiree’ Fund Assets Jun./Sept. 2022**

ASSET CLASS	Jun-22		Sep-22		Variance Jun/Sept 2022	
	N'Billion	Weight %	N'Billion	Weight %	N'Billion	Weight %
Domestic Ordinary Shares	12.04	1.07%	11.07	0.95%	(0.98)	-8.12%
<b>FGN Securities:</b>	<b>763.06</b>	<b>67.66%</b>	<b>790.02</b>	<b>68.07%</b>	<b>26.96</b>	<b>3.53%</b>
FGN Bonds	729.25	64.67%	754.76	65.03%	25.51	3.50%
Treasury Bills	18.79	1.67%	19.40	1.67%	0.61	3.26%
Agency Bonds (NMRC & FMBN)	1.16	0.10%	1.12	0.10%	(0.04)	-3.21%
Sukuk	12.85	1.14%	13.98	1.20%	1.13	8.80%
Green Bonds	1.01	0.09%	0.76	0.07%	(0.25)	-25.16%
State Govt. Securities	14.90	1.32%	14.68	1.26%	(0.21)	-1.44%
Corporate Debt Securities	107.42	9.53%	141.22	12.17%	33.80	31.46%
Supra-National Bonds	0.77	0.07%	0.95	0.08%	0.18	23.67%
Money Market Securities	206.72	18.33%	192.98	16.63%	(13.74)	-6.65%
Open/Close End Funds	0.60	0.05%	0.60	0.05%	0.00	0.46%
Infrastructure Fund	0.20	0.02%	0.65	0.06%	0.45	224.27%
Cash & Other Assets	22.03	1.95%	8.47	0.73%	(13.56)	-61.55%
<b>Net Assets Value</b>	<b>1,127.73</b>	<b>100%</b>	<b>1,160.63</b>	<b>100%</b>	<b>32.90</b>	<b>2.92%</b>

#### 3.3.2.1 Sources of Portfolio Growth/Diminution RSA Retiree Fund

##### i. Transfers from RSA Active Funds:

Transfers into the RSA Retiree Funds increased by **N8.10 billion** as they rose to **N102.39 billion** in Q3:2022 relative to **N94.29 billion** received in Q2:2022.

##### ii. Income (Interests/Coupons):

The interest/coupons received on investments in fixed income instruments in Q3:2022 increased by **N3.16 billion** (11.33%).

### iii Net Realized Gains/(losses) on Bonds and Equities and Net Unrealized Gains/(Losses) on Bonds Equities:

The Net Unrealized Losses on bonds and equities amounted to **₦1.99 billion** for Q3:2022. This was due to net depreciation in the prices of securities in the Fund's portfolio. Additionally, the Fund realized losses amounting to **₦0.02 billion** on the disposal of securities during the period.

### iv. Retirement Benefits Paid:

Retirement Benefits paid in Q3:2022 increased by 12.02% to **₦96.18 billion** relative to **₦85.86 billion** in Q2:2022.

The major sources of net portfolio growth/diminution for the period are presented in the Table below:

**Table : RSA Retire Funds - Major sources of Portfolio Growth – Q2:2022/Q3:2022**

S/NO	SOURCES OF PORTFOLIO GROWTH/DIMINUTION	Q2: 2022	Q3: 2022	VARIANCE
		₦'Billion	₦'Billion	₦'Billion
<b>1</b>	New inflow of Funds:			
	Transfers from RSA 'Active'	94.29	102.39	8.10
<b>2</b>	Investment Incomes:			-
<b>2.1</b>	Interest/Coupons	27.99	31.15	3.17
<b>2.2</b>	Dividends	0.38	0.26	(0.12)
<b>2.3</b>	Net Realized Gains/(Losses) on Equities/Bonds	1.32	(0.02)	(1.34)
<b>3</b>	Net Unrealized Gains/(Losses) on Equities/Mutual Funds/Private Equity/Bonds	(0.50)	(1.99)	(1.49)
<b>6</b>	Retirement Benefits Paid	(85.86)	(96.18)	(10.32)
<b>7</b>	Income Based Fees (and VAT)	(2.43)	(2.72)	(0.29)
	<b>Net Portfolio Growth</b>	<b>35.18</b>	<b>32.90</b>	<b>(2.29)</b>

### 3.3.2.2 Portfolio Performance – RSA Retiree Fund IV

There was average rate of return of **9.34%** on the RSA Fund IV ('Retiree' Fund) in Q3:2022. This indicated a decrease of 0.83% relative to the **10.17%** rate of return in Q2:2022.

### 3.3.3 Review of CPFA/AES Funds

#### 3.3.3.1 CPFA Funds

The value of pension fund assets held by the CPFA Funds decreased by 2.33% (**₦35.56 billion**) to **₦1.49 trillion** in Q3:2022. The comparative summary of the CPFA Funds for the period ended 30 June 2022 and 30 September 2022 are presented in the Table below:

**Table : Summary of CPFA Pension Assets – Jun. 2022/Sep. 2022**

ASSET CLASS	CPFA FUNDS				Variance	
	Jun-22		Sep-22		Jun 2022/Sep 2022	
	₦'Billion	Weight %	₦'Billion	Weight %	₦'Billion	Weight %
Domestic Ordinary Shares	32.46	2.13%	28.81	1.94%	(3.65)	-11.23%
Foreign Ordinary Shares	99.91	6.55%	96.29	6.47%	(3.61)	-3.62%
<b>FGN Securities:</b>	<b>761.35</b>	<b>49.94%</b>	<b>711.12</b>	<b>47.76%</b>	<b>(50.23)</b>	<b>-6.60%</b>
FGN Bonds	414.79	27.21%	663.50	44.56%	248.70	59.96%
Treasury Bills	300.80	19.73%	0.68	0.05%	(300.12)	-99.78%
Agency Bonds (NMRC)	0.58	0.04%	0.55	0.04%	(0.04)	-6.35%
Sukuk Bonds	0.63	0.04%	0.59	0.04%	(0.04)	-6.82%
Green Bonds	44.55	2.92%	45.82	3.08%	1.27	2.85%
State Govt. Securities	18.96	1.24%	17.65	1.19%	(1.31)	-6.93%
Corporate Debt Securities	238.14	15.62%	223.33	15.00%	(14.82)	-6.22%
Money Market Securities	187.26	12.28%	213.99	14.37%	26.73	14.27%
Foreign Money Market Securities	13.25	0.87%	31.65	2.13%	18.40	138.88%
<b>Mutual Funds:</b>	<b>21.31</b>	<b>1.40%</b>	<b>17.02</b>	<b>1.14%</b>	<b>(4.29)</b>	<b>-20.13%</b>
Open/Close-End Funds	20.96	1.37%	17.02	1.14%	(3.94)	-18.82%
REITs	0.35	0.02%	-	0.00%	(0.35)	-100.00%
Real Estate Properties	124.20	8.15%	119.42	8.02%	(4.77)	-3.84%
Private Equity Fund	13.61	0.89%	11.35	0.76%	(2.26)	-16.62%
Infrastructure Fund	10.60	0.70%	15.97	1.07%	5.37	50.69%
Cash & Other Assets	3.49	0.23%	2.38	0.16%	(1.12)	-31.97%
<b>Net Assets Value</b>	<b>1,524.53</b>	<b>100.00%</b>	<b>1,488.98</b>	<b>100.00%</b>	<b>(35.56)</b>	<b>-2.33%</b>

- i. The total funds injected by the various Scheme sponsors to bridge funding deficits for members in Q3:2022 amounted to **₦15.58 billion**, representing a decrease of **₦0.72 billion**, compared to **₦16.30 billion** in Q2:2022.
- ii. Interest income also increased by **₦3.06 billion** to **₦32.29 billion** in Q3:2022, compared to **₦29.22 billion** in Q2:2022 due to additional investments in fixed income securities during the period.

The major sources of net portfolio growth/diminution for the period are presented below:

**Table: CPFA Funds - Major sources of Portfolio Growth/diminution – Q3:2022**

S/N	SOURCES OF PORTFOLIO GROWTH	Q2: 2022	Q3: 2022	VARIANCE
		₦'Billion	₦'Billion	₦'Billion
1	New inflow of Funds:			
	Fund Injections by Scheme Sponsors/Contributions	16.30	15.58	(0.72)
2	Investment Incomes:	37.29	38.13	0.84
2.1	Interest/Coupons	29.22	32.29	3.06
2.2	Dividends/Rental Income	2.54	2.12	(0.42)
2.3	Net Realized Gains/(Losses)	5.53	3.73	(1.80)
3	Net Unrealized Gains/(Losses) on Equities/Mutual Funds/Bonds	(51.53)	(57.00)	(5.47)
4	Benefit Payments	(17.44)	(30.73)	(13.29)
5	Asset Based Fees, Audit Fees (and VAT)	(1.39)	(1.53)	(0.14)
	<b>Net Portfolio Growth</b>	<b>(16.77)</b>	<b>(35.56)</b>	<b>(17.95)</b>

The annualized rates of return recorded on the CPFA Funds ranged between -11.66 and 8.99%. The return was reflective of the actual asset allocation and stock selection of the respective funds under management.

### 3.3.3.2 Approved Existing Scheme

The NAV of the Approved Existing Schemes dipped by **₦1.60 billion** (0.11%) from **₦1,437.15 billion** as at 30 June 2022 to **₦1,435.55 billion** as at 30 September 2022.

The breakdown of the NAV of the Approved Existing Schemes Fund and the comparative variances for the period ended 30 June 2022 and 30 September 2022, respectively are presented in the table below:



**Table: Summary of AES Pension Assets – Jun.2022/Sep. 2022**

ASSET CLASS	AES FUNDS				Variance Jun'22/Sep' 2022	
	30-Jun-22		30-Sep-22			
	₦'Billion	Weight %	₦'Billion	Weight %	₦'Billion	Weight %
Domestic Ordinary Shares	110.34	7.68%	98.30	6.85%	(12.04)	-10.91%
FGN Securities:	795.41	55.35%	812.07	56.57%	16.66	2.09%
FGN Bonds	748.49	52.08%	753.20	52.47%	4.71	0.63%
Treasury Bills	39.84	2.77%	51.29	3.57%	11.46	28.77%
Sukuk	6.40	0.45%	6.84	0.48%	0.43	6.77%
Green Bond	0.68	0.05%	0.74	0.05%	0.06	9.14%
State Govt. Securities	16.53	1.15%	15.86	1.10%	(0.67)	-4.07%
Corporate Debt Securities	108.44	7.55%	145.84	10.16%	37.40	34.49%
Supra-National Bonds	0.51	0.04%	0.61	0.04%	0.09	18.10%
Money Market Securities	254.43	17.70%	230.06	16.03%	(24.37)	-9.58%
Mutual Funds:	2.62	0.18%	4.09	0.28%	1.47	55.99%
Open/Close-End Funds	2.50	0.17%	4.09	0.28%	1.59	63.38%
REITs	0.12	0.01%	0.00	0.00%	(0.12)	-99.00%
Real Estate Properties	111.40	7.75%	109.32	7.61%	(2.08)	-1.87%
Private Equity Fund	0.34	0.02%	5.99	0.42%	5.65	1668.25%
Infrastructure Fund	5.22	0.36%	5.31	0.37%	0.09	1.72%
Cash & Other Assets	31.91	2.22%	8.11	0.56%	(23.80)	-74.60%
Net Assets Value	1,437.15	100.00%	1,435.55	100.00%	(1.60)	-0.11%

The major sources of net portfolio growth/diminution for the period are presented in the Table below:

**Table: AES Funds - Major sources of Portfolio Growth/diminution – Q3:2022**

SOURCES OF PORTFOLIO GROWTH	Q2: 2022	Q3: 2022	VARIANCE
	₦'Billion	₦'Billion	₦'Billion
New inflow of Funds:			
Fund Injections by Scheme Sponsors/ Contributions	10.55	4.24	(6.31)
Investment Incomes:			-
Interest/Coupons	32.54	36.24	3.70
Dividends/Rental Income	4.19	1.62	(2.57)
Other Income	-	-	-
Net Realized Gains/(Losses) on Equity/Bonds	0.79	0.60	(0.19)
Net Unrealized Gains/(Losses) on Equities/Bonds	(3.82)	(25.13)	(21.31)
Benefit Payments	(20.74)	(15.04)	5.71
Other Transfers/Remittances	0.58	(0.10)	(0.68)
Asset Based Fees, Audit Fees (and VAT)	(2.86)	(4.03)	(1.17)
<b>Net Portfolio Growth</b>	<b>21.22</b>	<b>(1.60)</b>	<b>(22.82)</b>

The net decrease in the total portfolio value was mainly attributed to unrealized losses on equity and bonds worth ₦21.31 billion during the period.

Furthermore, the average annualized rate of return on the AES Funds in Q3:2022 was 3.42% and ranged between -11.90% and 9.45%. The differences in performance across the cross section of AES funds was reflective of the actual assets allocation of the individual Funds

### 3.4 Financial Market Outlook for Q3 2022

The unresolved disruptions in global energy and commodity supply chains due to the Russia-Ukraine war has perpetuated the inflationary pressures recorded in the beginning of the year. Monetary authorities have sustained contractionary monetary policy measures leading to a slowdown in global economic growth and a downward revision of the global economic growth forecast for 2022.

The immediate consequence of tightening financial conditions in advanced economies is limited access to international capital and reversal of capital flows. However, the Nigeria economy has maintained a steady but low economic growth trajectory post Covid-19. The growth has been largely accounted for by the non-oil sector as significant subsidy payment and the inability of the country to maximize oil production volume has offset any potential benefits from elevated oil price levels.

## 3.5 Retirement/Terminal Benefits

### 3.5.1 Retirement by Programmed Withdrawal

The Commission approved **7,340** requests for retirees to draw pension through Programmed Withdrawal mode during the quarter under review. The retirees received a total lump sum of **₦34.64 billion** while their total monthly pension amounted to **₦518.18 million** as shown in the Table below:

**Table: Retirement by Programmed Withdrawal in Q3: (July to September 2022)**

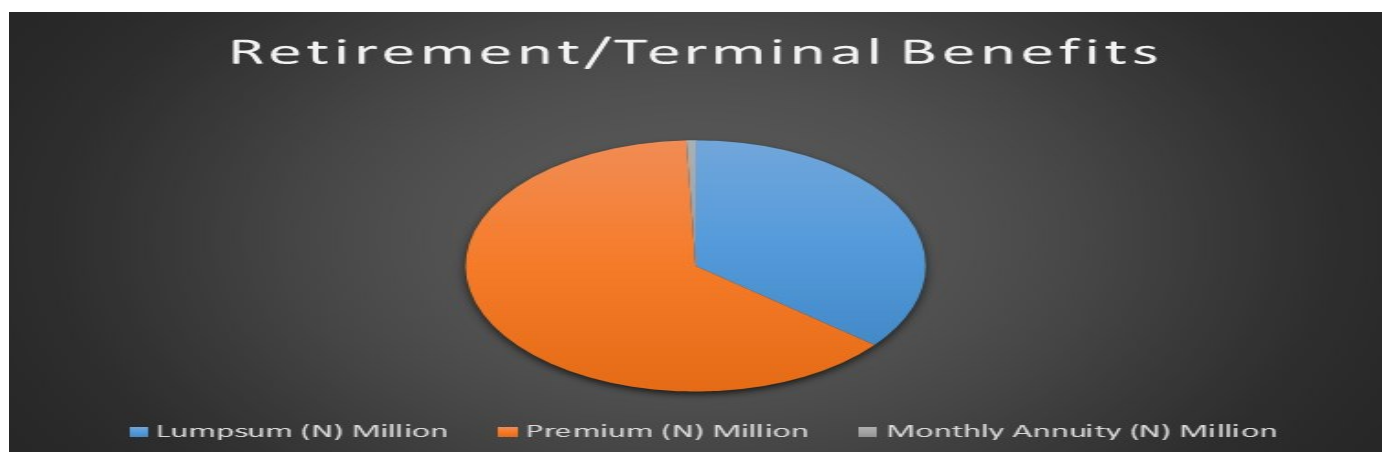
Period	Sectorial Approvals			Total	Lump sum (₦) Million	Monthly PW (₦) Million
	FGN	State	Private			
Inception — Jun 2022	154,512	31,335	121,925	307,772	852,968.06	13,360.92
Jul-Sep 2022	2,230	582	4,528	7,340	34,636.19	518.18
Total:	156,742	31,917	126,453	315,112	887,604.25	13,879.1

### 3.5.2 Retirement by Retiree Life Annuity

A total of **4,294** retirees chose annuity mode of pension payment during the quarter under review. A lump sum of **₦18.04 billion** was approved for payment to the retirees, while the sum of **₦32.00 billion** was approved for payment to Retiree Life Annuity Providers as premium in return for monthly annuity of **₦326.10 million** as reflected in the Table below:

**Table Retirement by Annuity in Q3: (July to September 2022)**

Period	Sectorial Approvals			Total	Lump sum (₦) Million	Premium (₦) Million	Monthly Annuity (₦) Million
	FGN	State	Private				
Inception – Jun 2022	54,897	11,955	31,151	98,402	175,273.13	563,226.78	5,620.5
Jul-Sep 2022	2,405	520	1,369	4,294	18,044.81	31,995.17	326.10
Total:	57,302	12,475	32,520	102,696	193,317.94	595,221.95	5,946.6



### 3.5.3 Approval of Death Benefits

During the quarter under review, approvals were granted for payment of death benefits amounting to **₦13.36 billion** to the legal beneficiaries/administrator of **2,304** deceased employees and retirees. This comprised of 1,722 public (FGN & State) and 582 private sector employees/retirees as summarized in the Table below.

**Table 3 Death Benefit in Q3: (July to September 2022)**

Period	Sectorial Approvals			Total	Total Amount Paid (₦) Million
	FGN	State	Private		
Inception — June 2022	53,352	7,857	20,020	81,229	297,069.66
Jul — Sep 2022	1,673	49	582	2,304	13,361.19
<b>Total</b>	<b>55,025</b>	<b>7,906</b>	<b>20,602</b>	<b>83,533</b>	<b>310,430.85</b>

*Note that Total Amount paid is exclusive of Group Life Insurance (If any)*

### 3.5.4 Enbloc Payment of Retirement Benefits

In the third quarter, approval was granted for enbloc payment of retirement benefits to **4,529** retirees, which totalled **₦2.40 billion**. These were retirees whose RSA balances could not provide a monthly pension of at least one third of the prevailing minimum wage (₦30,000.00).

**Table: Enbloc Payment of Retirement Benefits in Q3 :(July to September 2022)**

Period	Sectorial Approvals			Total	Amounts (₦) Million
	FGN	State	Private		
Inception — Jun 2022	7,295	4,055	125,757	137,107	34,749.81
July — Sep 2022	91	4	4,434	4,529	2,396.92
<b>Total:</b>	<b>7,386</b>	<b>4,059</b>	<b>130,191</b>	<b>141,636</b>	<b>37,146.73</b>

### 3.5.5 Withdrawal of 25 Percent from RSA Balances

The Commission granted approval for the payment of **₦8.28 billion** (being 25% of their RSA balances) to **11,913** RSA holders under the age of 50 years, who were disengaged from employment and unable to secure another job within four months as shown in the Table below:

**Table Withdrawal of 25% from RSA Balance in Q3: (July to September 2022)**

Period	Sectorial Approvals			Total	Amount (₦) Million
	FGN	State	Private		
Inception — Jun 2022	12,441	7,882	411,484	431,807	173,922.96
Jul — Sep 2022	435	87	11,391	11,913	8,276.50
<b>Total:</b>	<b>12,876</b>	<b>7,969</b>	<b>422,875</b>	<b>443,720</b>	<b>182,199.46</b>



### 3.5.6 Voluntary Contributions

During the quarter under review, the Commission granted approval for withdrawal from voluntary contribution amounting to **₦1.81 billion** to **772** contributors as shown in Table below.

**Table Accessing Voluntary Contributions in Q3: (July to September 2022)**

Period	Sectorial Approvals			Total	Total RSA balance (₦) Million
	FGN	State	Private		
Inception — Jun 2022	2,977	33	42,601	45,611	31,119.2
Jul — Sep 2022	0	0	772	772	1,809.35
<b>Total:</b>	<b>2,977</b>	<b>33</b>	<b>43,373</b>	<b>46,383</b>	<b>32,928.55</b>

### 3.5.7 Implementation of Pension Protection Fund

The Commission has incorporated the input from the Pension Fund Operators (PFOs) on the draft Regulation on Pension Protection Fund. The Regulation is currently undergoing approval process.