



**NATIONAL PENSION
COMMISSION
(PenCom)**

**FOURTH-QUARTER 2023
REPORT**

CORPORATE VISION AND MISSION

Vision

“To be an efficient regulator that promotes a resilient and sustainable pension industry delivering positive and measurable impact for contributors and the economy”

Mission

“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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SECTION ONE

1.0 Operating Environment

1.1 Macroeconomic Developments

The rate of inflation increased to **28.92%** in December, 2023 from **26.72%** in September, 2023. The Monetary Policy Rate (MPR) remained at **18.75%**. Inflationary pressures, however, continued on the rise in tandem with global trends.

The rising rate of inflation that has plagued the domestic economy attributed to the declining rate of Retirement Savings Account (RSA) registrations and remittance of contributions. The Pension Industry witnessed a slight decline of RSA registration from **93,633** in Q3:2023 to **88,213** in Q4: 2023. In addition, contributions decreased by **0.85%** during the quarter from **₦287.57 billion** in Q3 to **₦285.14 billion** in Q4. However, pension funds and assets witnessed a growth of **5.80%** from **₦17.35 trillion** as at Q3:2023 to **₦18.36 trillion** as at Q4:2023.

1.2 Developments in the Capital Market

1.2.1 The Stock Market

Activities on the Nigerian Bourse witnessed an increase as the All Share Index (NSE-ASI) and Market Capitalization closed at **74,773.74** points and **₦40.918 trillion** as at 29 December 2023, compared to **66,382.14 points** and **₦33.198 trillion** in Q3:2023 indicating a gain of **12.64%** (ASI) and **23.25%** (Mkt Cap), in Q4:2023.

1.2.2 The Bond Market

The S&P/FMDQ Sovereign Bond Index, that tracks the performance of sovereign debt publicly issued by the Federal Government of Nigeria, increased by **1.98%** from **₦644.32 billion** as at 29 September 2023 to **₦668.35 billion** as at 29 December 2023.

SECTION TWO

2.0 Regulatory and Supervisory Activities

2.1 Surveillance of the Pension Industry

2.1.1 Update on the On-Site Examination of Licensed Pension Operators

The Commission had concluded the 2023 On-site Examination of Licensed Pension Fund Operators (LPFOs) with a total of 28 LPFOs examined as at 31 December, 2023 in accordance with Section 92 (1) of the PRA 2014. The Examination assessed the safety of the pension assets under the management/custody of the LPFOs, their operational efficiency and effectiveness as well as their levels of compliance with extant pension legislation, regulations and guidelines.

The examination revealed that activities of the LPFO's were generally in accordance with extant legislations and sub-legislations. However, lapses were observed in terms of high volume of uncredited contributions and service delivery challenges.

During the quarter under review, the Commission had presented the 2023 On-site Examination reports to the Board of Directors of the following Operators:

- i. Nigeria Agip CPFA Limited
- ii. Nestle Nigeria Trust CPFA Limited
- iii. Shell Nigeria CPFA Limited
- iv. Progress Trust CPFA
- v. UBA Pension Custodian Limited

The reports highlighted key findings/issues from the Examination and commitments by the Board of Directors of these companies to address the issues, within agreed timelines.

2.1.2 Appointment, Resignations and Terminations of Executive/Non-Executive Directors and Top Management/Staff of Pension Fund Operators

The following appointments were approved by the Commission during the period.

Table 1: Appointment of Directors and Management Staff

| S/N | Name of Nominee | Operator | Position | Date of Appointment |
|------------|-----------------------------------|------------------------------------|---|----------------------------|
| 1 | Dr. James Isiah Ekele | Premium Pensions Limited | Head, Investment Department | 7-Nov-23 |
| 2 | Mr. Adeniji Alao | Tangerine APT Pensions Limited | Head, Internal Audit Department | 9-Nov-23 |
| 3 | Mr. Ahmed Mohammed Baba | Tangerine APT Pensions Limited | Head, Fund Accounting Department | 9-Nov-23 |
| 4 | Mr. Musa Dayyabu | Tangerine APT Pensions Limited | Acting Head, Corporate Services Department. | 17-Dec-23 |
| 4 | Mr. Lawal Olayinka | OAK Pensions Limited | Independent Non-Executive Director (INED) | 27-Nov-23 |
| 5 | Mr. Kassim Abdullahi | OAK Pensions Limited | Head, Business Development (North) | 30-Nov-23 |
| 6 | Mrs. Adobi Stella Nwapa | Zenith Custodian PFC | Non-Executive Director (NED) | 1-Dec-23 |
| 7. | Mr.Sunday Omenonye | Zenith Custodian PFC | Head, Internal Control & Risk Management Department | 27-Nov-23 |
| 8. | Mr. Kolade, Morakinyo Olomi | NPF Pensions Limited | Managing Director/Chief Executive Officer (MD/CEO) | 30- Nov -23 |
| 9. | AIG Oyediran O. Adesoye | NPF Pensions Limited | Non-Executive Director | 1- Dec -23 |
| 10. | DIG Bala Ciroma | NPF Pensions Limited | Non-Executive Director | 1- Dec -23 |
| 11. | CSP Lydia Ameh Enemona | NPF Pensions Limited | Non-Executive Director | 1- Dec -23 |
| 12. | Mr. Stanley Nyekachi Weje | NPF Pensions Limited | Head, Operations Department | 4- Dec -23 |
| 13 | Mrs. Hauwa Ismail Yahaya Sanusi | NPF Pensions Limited | Head, Corporate Affairs Department | 4- Dec -23 |
| 14. | Mrs. Egede-Njowusi Priscillia | NPF Pensions Limited | Executive Director | 14- Dec -23 |
| 15. | Mr. Ogunlade Adekunle Joel | NPF Pensions Limited | Chief Risk Officer | 14- Dec -23 |
| 16. | Mrs. Christiana Atinuke Anifowose | Veritas Glanvills Pensions Limited | Head, Human Resources/Admin. Department | 18- Dec -23 |

2.1.3 Resignations of Board and Top Management Staff

The Commission was notified of the resignations of two (2) Board Members and three (3) Top Management Staff from their respective LPFOs, during the period under review, as stated in Table 2 below:

Table 2: Resignations of Directors and Top Management Staff

| S/N | NAME | OPERATOR | POSITION | DATE OF RESIGNATION |
|------------|------------------------|--------------------------------|---------------------------------|----------------------------|
| 1. | Mr. Eric Idiah | Tangerine APT Pensions Limited | Non-Executive Director | 30 October, 2023. |
| 2. | Mr. Akinsola Akinbunmi | Tangerine APT Pensions Limited | Head, Internal Audit | 23 October, 2023. |
| 3. | Mrs. Abiola Mosuro | Tangerine APT Pensions Limited | Head, Corporate Services | 20 October, 2023. |
| 4. | Ms. Ada Obiajunwa | Tangerine APT Pensions Limited | Executive Director | 31 December, 2023. |
| 5. | Mrs. Folashade Igwe | UBA Pensions Custodian. | Head, Internal Audit Department | 31 December, 2023. |

2.1.4 Regulatory Activities

- i. The PenCom/PenOp Consultative Forum for Q4: 2023 was held on 23 November 2023, at the Marriott Hotel, GRA Ikeja, Lagos. Key issues were discussed such as the Data Recapture Exercise, update on NIMC's Tokenization Policy, amendment and development of regulations on investment/benefit administration, cyber security initiatives, implementation of the CPS by states and collaborations with PenOp and other External Stakeholders.
- ii. Following the transfer of its pension assets to licensed PFAs, Chevron Nigeria Closed PFA Limited returned its operating license to the Commission during the quarter under review.

2.2 Update on Compliance by the Private Sector

2.2.1 Issuance of Pension Clearance Certificates (PCCs)

During the quarter under review, the Commission had processed and issued a total of **2,846** PCCs to organizations that met the requirements and the sum of **₦17,124,205,113.76** was remitted into the Retirement Savings Accounts (RSAs) of **36,742** employees of the **2,846** organizations issued PCCs.

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

The Commission maintained the services of Recovery Agents (RAs) for the recovery of unremitted pension contributions and penalties from defaulting employers. During the quarter, the sum of **₦319,468,587.45** comprising principal contributions (**₦128,176,029.95**) and penalties (**₦191,292,557.50**) was recovered from thirty-two (**32**) defaulting employers. Meanwhile, the Commission Secretariat/Legal Advisory Services Department had been requested to take legal action against four (**4**) defaulting employers. From the commencement of the recovery exercise in June 2012 to 31 December 2023, a total sum of **₦25,447,085,186.71** comprising of principal contributions (**₦12,929,415,445.52**) and penalties (**₦12,517,669,741.19**) was recovered from defaulting employers.

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

The Commission received twenty (**20**) requests for refund of pension contributions to Military Personnel and other Security Agencies, out of which eleven (**11**) requests were processed for payment and the sum of **₦3,870,913.15** was refunded to the affected personnel during the quarter. Six (**6**) requests were already processed in earlier batches. One (**1**) rejected request could not be processed due to incomplete documentation while treatment of two (**2**) others were ongoing.

2.2.4 Supervision of the Pension Transitional Arrangement Directorate (PTAD)

Pension Transitional Arrangements Directorate (PTAD) held a meeting with the focus group on stakeholder engagement discussing the outcome of the Verification Exercise for Pensioners of Treasury Funded Parastatals, which took place at PTAD's Head Office in Abuja. Staff of the Compliance & Enforcement Department represented the Commission at the meeting. In addition, the Commission received 8 Defined Benefits Scheme related complaints within the quarter, all of which have been forwarded to PTAD for resolution. PTAD has reported that 1 complaint has been resolved while 7 are yet to provide the required documentation to enable resolution.

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

The Commission received eight (**8**) batches of NSITF transfer applications from Trustfund Pensions Limited (Trustfund) on behalf of eighty-nine (**89**) NSITF members requesting for the transfer of a sum of **₦5,509,262.51** into their respective RSAs. The requests were reviewed and approvals granted for the transfer of **₦4,925,475.82** into the RSAs of the **89** members with various Pension Fund Administrators, having met all the necessary requirements for the transfer of NSITF contributions. However, the outstanding **₦583,786.69** was observed to be contributions remitted after the enactment of the PRA 2004 (after July 2004) when the NSITF

Scheme was terminated thus, that portion of the request was not approved for transfer into the RSAs of the members.

Four (4) batches of applications for NSITF benefits payment were received for the payment of **₦1,136,716.33** to twenty-seven (27) NSITF contributors. The applications were processed and the sum of **₦1,136,716.33** was paid to the twenty-seven (27) NSITF contributors.

The Commission also granted approval to Trustfund for payment of monthly pension to the tune of **₦36,162,580.80** to **2,251** NSITF pensioners during the quarter. Thus, from 2006 to date, the total pension payments made to NSITF pensioners from the NSITF Fund amounted to **₦5,491,941,846.42**.

2.3 Compliance by State Governments

2.3.1 Status of Implementation of the Contributory Pension Scheme (CPS) and other Schemes by State Governments

There were no changes in the status of the implementation of the CPS and other pension arrangements by States within the period under review. The number of States (including the Federal Capital Territory) with laws on the CPS remained Twenty-Five (25) and Six (6) States are at the Bill stage. Six (6) States have adopted the Contributory Defined Benefit Scheme (CDBS). Two (2) out of the six (6), i.e. Jigawa and Kano are currently implementing the Scheme (Kano was yet to transfer pension assets for custody), while the four others (4), Gombe, Katsina, Zamfara and Adamawa were yet to commence implementation of the CDBS.

Further details on the status of the implementation of the CPS and other pension arrangements in the States are contained in Table 3 below:

Table 3: Status of Implementation of Pension Reforms in States and FCT in Q4:2023

| STATUS OF IMPLEMENTATION ON PENSION ARRANGEMENTS IN STATES AND THE FCT AS AT 31 DECEMBER, 2023 | | | | | | | | | | | |
|---|---|----------------------|----------------|------------|---------------|--------------|---------|--------|--------|----------|--------|
| S/N | MILESTONES | NO. OF STATES | DETAILS | | | | | | | | |
| 1 | States with Contributory Pension Scheme (CPS) Law. | 25 | Lagos | Kaduna | Ondo | Benue | Ogun | Kogi | Imo | Nasarawa | Bauchi |
| | | | FCT | Ekiti | Delta | Kebbi | Niger | Abia | Sokoto | Enugu | |
| | | | Osun | Edo | Anambra | Rivers | Bayelsa | Taraba | Ebonyi | Oyo | |
| 2 | States with Contributory Defined Benefits Scheme (CDBS) Law | 6 | Jigawa | Gombe | | | | | | | |
| | | | Kano | Zamfara | | | | | | | |
| | | | Adamawa | Katsina | | | | | | | |
| 3 | States at Bill Stage | 6 | Plateau | Borno | Kwara | | | | | | |
| | | | Cross river | Akwa- Ibom | Yobe | | | | | | |
| 4 | States with Pension Bureau/Board | 16 | Lagos | Kaduna | Ondo | Kebbi | Niger | Jigawa | | | |
| | | | FCT | Ekiti | Delta | Rivers | Bayelsa | | | | |
| | | | Osun | Edo | Benue | Ogun | kogi | | | | |
| 5 | States remitting employer and employee Pension Contributions under the CPS/CDBS | 11 | Lagos | Kaduna | Ondo | Benue | | | | | |
| | | | FCT | Ekiti | Delta | Jigawa (CDB) | | | | | |
| | | | Osun | Edo | Anambra | | | | | | |
| 6 | States remitting only employee Pension Contributions under the CPS | 2 | Kebbi | Rivers | | | | | | | |
| 7 | States paying Pension under CPS/CDBS | 8 | Lagos | Kaduna | Delta | | | | | | |
| | | | FCT | Ekiti | Jigawa (CDBS) | | | | | | |
| | | | Osun | Edo | | | | | | | |
| 8 | State that had conducted Actuarial Valuation | 9 | Lagos | Kaduna | Delta | FCT | Ekiti | Rivers | | | |
| | | | Osun | Edo | Benue | | | | | | |
| 9 | States with Retirement Benefits Bond Redemption Fund Account (RBBRFA) | 10 | Lagos | Kaduna | Delta | Niger | | | | | |
| | | | FCT | Ekiti | Anambra (LG) | | | | | | |
| | | | Osun | Edo | Rivers | | | | | | |
| 10 | States funding Accrued Rights | 8 | Lagos | Kaduna | Anambra (LG) | Osun | | | | | |
| | | | FCT | Edo | Rivers | Delta | | | | | |
| 11 | States with valid Group Life/Sinking Fund | 6 | Lagos | Kaduna | Osun | | | | | | |
| | | | FCT | Edo | Ondo | | | | | | |

2.3.2 Update on the Implementation of CPS in Benue State

The Commission had granted Benue State Government “No Objection” to execute the Portfolio Management Agreement (PMA) with Veritas Glanvills Pension Limited to manage its Retirement Benefits Bond Redemption Fund Account (RBBRFA) as part of the steps towards implementing the Contributory Pension Scheme in the State.

2.3.3 Update on Activities of Zonal Offices

2.3.3.1 South West Zonal Office (SWZO)

The SWZO met with the Management and staff of Shalina Healthcare Nigeria Limited on 23 October 2023. Discussions were on the workings of the Contributory Pension Scheme. The Organizations indicated interest to implement the CPS for their employees.

In addition, the SWZO carried out eight (8) enlightenment/sensitization workshops for a total of **218** participants within the quarter under review as seen in Table 4 below:

Table 4: Sensitization by South-West Zonal Office for Q4:2023

| S/N | Sensitization Topic | Date | Mode of Delivery | No. of Participants |
|-----|--|-----------|------------------|---------------------|
| 1 | Overview and Recent Developments | 06-Oct-23 | Physical | 28 |
| 2 | Workings and Recent Development of CPS | 13-Oct-23 | Physical | 11 |
| 3 | Overview and Recent Developments | 18-Oct-23 | Virtual | 13 |
| 4 | Overview and Recent Developments | 20-Oct-23 | Virtual | 50 |
| 5 | Overview and Recent Developments | 25-Oct-23 | Physical | 50 |
| 6 | Workings and Recent Development of CPS | 01-Nov-23 | Virtual | 10 |
| 7 | Workings and Recent Development of CPS | 15-Nov-23 | Physical | 21 |
| 8 | Workings and Recent Development of CPS | 15-Dec-23 | Physical | 35 |
| | | | | 218 |

2.3.3.2 South-South Zonal Office (SSZO)

The SSZO conducted a Sensitization Programme on the Benefits of Implementing the CPS in Cross River State on 25 October 2023 for over one hundred (**100**) Participants

Similarly, the SSZO conducted an enlightenment/sensitization workshop within the quarter under review, as seen in Table 5 below:

Table 5: Sensitization by South-South Zonal Office for Q4:2023

| S/N | Sensitization Topic | Date | Mode of Delivery | No. of Participants |
|-----|--|-----------|------------------|---------------------|
| 1 | Workings and Recent Development of CPS | 25-oct-23 | Physical | 100 |

2.3.3.3 South East Zonal Office (SEZO)

The SEZO had carried out six (6) enlightenment/sensitization workshops for a total of **132** participants within the quarter under review as indicated in Table 6 below:

Table 6: Sensitization by South-East Zonal Office for Q4:2023

| S/N | Sensitization Topic | Date | Mode of Delivery | No. of Participants |
|-----|--|-----------|------------------|---------------------|
| 1 | An Overview of the Contributory Pension Scheme and Recent Developments in the Pension Industry | 06-Oct-23 | Physical | 60 |
| 2 | Workings and Recent Development of CPS | 13-Oct-23 | Physical | 24 |
| 3 | Overview and Recent Developments | 18-Oct-23 | Virtual | 23 |
| 4 | Overview and Recent Developments | 20-Oct-23 | Virtual | 4 |
| 5 | Overview and Recent Developments | 01-Nov-23 | Physical | 5 |
| 6 | Workings and Recent Development of CPS | 10-Nov-23 | Virtual | 16 |
| | | | | 132 |

2.3.3.4 North West Zonal Office (NWZO)

The NWZO had carried out two (2) enlightenment/sensitization workshops for a total of twenty (**26**) participants within the quarter under review, as indicated in Table 7 below:

Table 7: Sensitization by North-West Zonal Office for Q4:2023

| S/N | Sensitization Topic | Date | Mode of Delivery | No. of Participants |
|-----|---|-----------|------------------|---------------------|
| 1 | Workings of the CPS and Recent Developments in the Pension Industry | 05-Oct-23 | Physical | 8 |
| 2 | Guidelines on Accessing 25% of RSA Balance for the Payment of Equity Contributions for Residential Mortgage | 19-Oct-23 | Physical | 18 |
| | | | | 26 |

2.3.3.5 North East Zonal Office (NEZO)

The NEZO had carried out two (2) enlightenment/sensitization workshops for a total of fifty-six (**56**) participants within the quarter under review as indicated in Table 8 below:

Table 8: Sensitization by North-East Zonal Office for Q4:2023

| S/N | Sensitization Topic | Date | Mode of Delivery | No. of Participants |
|-----|--|-----------|------------------|---------------------|
| 1 | Workings and Recent Developments in the Pension Industry | 30-Oct-23 | Physical | 21 |
| 2 | Workings and Recent Developments in the Pension Industry | 18-Dec-23 | Physical | 35 |
| | | | | 56 |

2.3.3.6 North Central Zonal Office (NCZO)

The NCZO had carried out an enlightenment/sensitization workshop for **50** participants within the quarter under review as indicated in the Table 9 below:

Table 9: Sensitization by North-Central Zonal Office for Q4:2023

| S/N | Sensitization Topic | Date | Mode of Delivery | No. of Participants |
|-----|--|----------|------------------|---------------------|
| 1 | Workings and Recent Developments in the Pension Industry | 8-Nov-23 | Physical | 50 |

2.4 Complaints/Enquiries Received

The Zonal Offices received a total of **1,964** complaints/enquiries on issues relating to multiple registrations and under payment/non-payment of retirement benefits. A total of **1,812** of the complaints/enquiries were resolved at the respective Zonal Offices while the remaining **152** were forwarded to the relevant Departments in the Commission's Head Office and are at various stages of resolution.

2.5 Update on RSA Registrations

2.5.1 RSA Membership Count by PFA

A total of **88,213** new RSAs were registered and associated PINs issued to employees in different sectors in the quarter ended 31 December 2023. Analysis of the RSA registrations across PFAs revealed that Stanbic IBTC Pension Managers continued to maintain the largest market share of **24%** of new

registrations with **21,212** contributors registered, followed by Access Pensions Limited, which had **19.9%** with **17,573** new contributors registered. ARM Pension Managers Ltd, Leadway Pensure PFA Ltd and Premium Pension Ltd followed with **9.4%**, **8.1%**, **6%** of the new registrations during the quarter respectively. Consequently, the top five (5) PFAs collectively held about **67.39%** while the bottom five (5) PFAs recorded an aggregate of **5.38%** of the **88,213** new RSAs registered in Q4:2023.

Table 10 below, provides details of the Retirement Savings Account (RSA) registration count by PFAs from inception to the end of the quarter under review.

Table 10: RSA Registration by PFA for Q4:2023

| SN | PFA | Inception to 30 September 2023 | No. of Contributors Registered in Q4, 2023 | Percentage (%) | Total RSAs Registered from Inception to 31 December 2023 |
|----|--|--------------------------------|--|----------------|--|
| 1 | Access Pensions Limited | 1,087,927 | 17,573 | 19.9% | 1,105,500 |
| 2 | ARM Pension Managers Limited | 910,254 | 8,294 | 9.4% | 918,548 |
| 3 | Crusader Sterling Pensions Limited | 379,440 | 4,335 | 4.9% | 383,775 |
| 4 | FCMB Pensions Limited | 746,181 | 3,741 | 4.2% | 749,922 |
| 5 | Fidelity Pension Managers Limited | 329,006 | 2,118 | 2.4% | 331,124 |
| 6 | Guaranty Trust Pension Managers Limited | 92,150 | 1,899 | 2.2% | 94,049 |
| 7 | Leadway Pensure PFA Limited | 707,883 | 7,106 | 8.1% | 714,989 |
| 8 | Nigerian University Pension Management Company | 27,836 | 315 | 0.4% | 28,151 |
| 9* | NLPC Pension Fund Administrators Limited | 358,379 | 2,162 | 2.5% | 360,541 |
| 10 | Norrenberger Pensions Limited | 164,137 | 1,210 | 1.4% | 165,347 |
| 11 | NPF Pension Fund Managers Limited | 323,342 | 473 | 0.5% | 323,815 |
| 12 | Oak Pensions Limited | 236,937 | 1,836 | 2.1% | 238,773 |
| 13 | Pension Alliance Limited | 608,790 | 2,638 | 3.0% | 611,428 |
| 14 | Premium Pension Limited | 789,673 | 5,273 | 6.0% | 794,946 |
| 15 | Radix Pension Managers Limited | 48,152 | 1,230 | 1.4% | 49,382 |
| 16 | Stanbic IBTC Pension Managers Limited | 2,053,882 | 21,212 | 24.0% | 2,075,094 |
| 17 | Tangerine Apt Pensions Limited | 270,591 | 1,501 | 1.7% | 272,092 |
| 18 | Trustfund Pensions Limited | 808,755 | 3,709 | 4.2% | 812,464 |
| 19 | Veritas Glansvills Pensions Limited | 160,367 | 1,588 | 1.8% | 161,955 |
| | Total | 10,103,682 | 88,213 | 100 | 10,191,895 |

2.5.2 Gender and Age Distribution

Analysis of the new registrations in Q4: 2023 by age and gender indicated that out of the **88,213** registrations, **83.45%** or **73,612** were active contributors below the age of 40 years. Out of this number, **42,406** or **48%** of the new registrations 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, **53,422** or about **61%** of those that registered during the quarter were males, thus sustaining dominance over the female gender in terms of registration into the scheme.

Table 11 below, provides details on the age and gender distribution of the registrations that took place during Q4:2023.

Table 11: Gender Distribution of RSA Registrations Q4: 2023

| 1 September-31 December 2023 | | | | |
|------------------------------|---------------|---------------|---------------|------------|
| Age | Female | Male | Total | Percentage |
| Less than 30 years | 19,331 | 23,075 | 42,406 | 48.07 |
| 30 - 39 years | 11,092 | 20,114 | 31,206 | 35.38 |
| 40 - 49 years | 3,500 | 7,411 | 10,911 | 12.37 |
| 50 - 59 years | 742 | 2,266 | 3,008 | 3.41 |
| 60 - 65 years | 102 | 409 | 511 | 0.58 |
| Above 65 years | 24 | 147 | 171 | 0.19 |
| Total | 34,791 | 53,422 | 88,213 | 100 |

2.6 Update on the Micro Pension Plan

2.6.1 Micro Pension Registration and Contribution

A total number of **8,927** Micro Pension Contributors (MPC) were registered during the period under review by seventeen (**17**) Pension Fund Administrators bringing the total number registered MPCs from inception to **114,382** as at December, 2023. Details of the registered MPCs by PFA is shown in Table 12 below:

Table 12: RSA Registrations for MPP Q4:2023

| S/N | PFA Name | RSA Count as at Q3:2023 | RSAs Registered in Q4:2023 | | | | | RSA Count as at Q4:2023 | Weight (%) |
|-----|--|-------------------------|----------------------------|-----|-------|-------|------------|-------------------------|------------|
| | | | Oct | Nov | Dec | Total | Weight (%) | | |
| 1 | Access Pensions Limited | 6,823 | 1,459 | 921 | 3,769 | 6,149 | 68.88 | 12,972 | 11.34 |
| 2 | ARM Pension Managers (PFA) Limited | 23,610 | 289 | 191 | 86 | 566 | 6.34 | 24,177 | 21.14 |
| 3 | Crusader Sterling Pensions Ltd | 1,548 | 32 | 29 | 45 | 106 | 1.19 | 1,654 | 1.45 |
| 4 | FCMB Pensions Limited | 4,569 | 50 | 41 | 57 | 148 | 1.66 | 4,718 | 4.12 |
| 5 | Fidelity Pension Managers Limited | 7,065 | 10 | 9 | 13 | 32 | 0.36 | 7,096 | 6.20 |
| 6 | Guaranty Trust Company | 3,252 | 7 | 1 | 0 | 8 | 0.09 | 3,260 | 2.85 |
| 7 | Leadway Pensure PFA Limited | 1,249 | 2 | 3 | 7 | 12 | 0.13 | 1,261 | 1.10 |
| 8 | NLPC Pension Fund Administrators Limited | 2,218 | 4 | 11 | 12 | 27 | 0.30 | 2,245 | 1.96 |
| 9 | Norrenberger Pensions | 1,132 | 2 | 0 | 7 | 9 | 0.10 | 1,141 | 1.00 |
| 10 | Oak Pensions Limited | 981 | 16 | 6 | 2 | 24 | 0.27 | 1,005 | 0.88 |
| 11 | Pensions Alliance Limited | 7,200 | 2 | 3 | 1 | 6 | 0.07 | 7,206 | 6.30 |
| 12 | Premium Pensions Limited | 6,767 | 7 | 3 | 7 | 17 | 0.19 | 6,784 | 5.93 |
| 13 | Radix Pension Managers Limited | 272 | 2 | 1 | 2 | 5 | 0.06 | 277 | 0.24 |

| | | | | | | | | | |
|--------------------|---------------------------------------|----------------|--------------|--------------|--------------|--------------|------------|----------------|------------|
| 14 | Stanbic IBTC Pension Managers Limited | 21,990 | 440 | 564 | 527 | 1,531 | 17.15 | 23,521 | 20.56 |
| 15 | Tangerine APT Pensions Limited | 7,809 | 91 | 74 | 65 | 230 | 2.58 | 8,039 | 7.03 |
| 16 | Trustfund Pensions PLC | 5,034 | 10 | 2 | 0 | 12 | 0.13 | 5,046 | 4.41 |
| 17 | Veritas Glanvills Pensions Limited | 3,936 | 15 | 19 | 11 | 45 | 0.50 | 3,980 | 3.48 |
| Grand Total | | 105,455 | 2,438 | 1,878 | 4,611 | 8,927 | 100 | 114,382 | 100 |

The table above reveals that in Q4:2023, Access Pensions Limited, accounted for **68.88%** of the new Micro Pension Plan (MPP) registration with a total of **6,149** out of the **8,927** registered participants while Stanbic IBTC Pension Managers Limited followed with **1,531** accounting for **17.15%** of the total registrations in the Quarter.

The total registration from inception to date shows that ARM Pension Managers (PFA) Limited, Stanbic IBTC Pension Managers Limited and Tangerine APT Pensions Limited registered the largest number of Micro Pension Contributors (MPCs) with **24,177 (21.14%)**, **23,521 (20.56%)** and **8,039 (7.03 %)** respectively, as at 31 December 2023.

2.6.2 Pension Contributions Received from Micro Pension Contributors for Q4:2023

The total Pension Contributions received from MPCs in Q4:2023 was **₦150,832,272.1**. This brought the total Pension Contributions made by the MPCs to **₦680,155,708.14** as at 31 December 2023 as shown in Table 13 below:

Table 13: Contributions Received for Micro Pension Plan (MPP) in Q4:2023

| S/N | PFA Name | MPP Contributions in Q4:2023 | | | | | Total Contributions as at Q4:2023 Amount (N) | Increase During Q4:2023 (%) |
|-----|-------------------------|------------------------------|---------------------|---------------------|------------------|------------|--|-----------------------------|
| | | October Amount (N) | November Amount (N) | December Amount (N) | Total Amount (N) | Weight (%) | | |
| 1 | Access Pensions Limited | 332,000.00 | 79,520.00 | 218,100.00 | 629,620.00 | 0.42 | 4,659,258.85 | 0.69 |

| | | | | | | | | |
|----|--|----------------------|-----------------------|----------------------|-----------------------|---------------|-----------------------|------------|
| 2 | ARM Pension Managers (PFA) Limited | 10,109,393.98 | 9,359,248.88 | 4,965,907.47 | 24,434,550.33 | 16.20 | 103,124,403.80 | 15.16 |
| 3 | Crusader Sterling Pensions Ltd | 68,500.00 | 52,100.00 | 200.00 | 120,800.00 | 0.08 | 3,223,857.75 | 0.47 |
| 4 | FCMB Pensions Limited | 259,800.00 | 190,460.00 | 164,320.00 | 614,580.00 | 0.41 | 14,376,169.48 | 2.11 |
| 5 | Fidelity Pension Managers Limited | 777,950.00 | 305,700.00 | 408,480.00 | 1,492,130.00 | 0.32 | 50,628,505.78 | 7.44 |
| 6 | Guaranty Trust Company | 300,000.00 | 125,000.00 | 63,800.00 | 488,800.00 | 0.05 | 3,907,847.21 | 0.57 |
| 7 | Leadway Pensure PFA Limited | 8,350.00 | 34,500.00 | 31,350.00 | 74,200.00 | 0.27 | 7,731,960.22 | 1.14 |
| 8 | NLPC Pension Fund Administrators Limited | 40,000.00 | 100,000.00 | 270,000.00 | 410,000.00 | 0.27 | 3,131,931.01 | 0.46 |
| 9 | Norrenberger Pensions | 10,000.00 | 0 | 25,000.00 | 35,000.00 | 1.07 | 8,362,786.32 | 1.23 |
| 10 | Oak Pensions Limited | 806,205.70 | 0 | 806,205.70 | 1,612,411.40 | 1.07 | 6,186,778.04 | 0.91 |
| 11 | Pensions Alliance Limited | 678,000.00 | 0 | 155,000.00 | 833,000.00 | 0.55 | 24,053,888.54 | 3.54 |
| 12 | Premium Pensions Limited | 561,000.00 | 4,270,000.00 | 1,597,000.00 | 6,428,000.00 | 4.26 | 40,913,763.14 | 6.02 |
| 13 | Radix Pension Managers Limited | 0 | 0 | 0 | 0 | 0 | 792,391.77 | 0.12 |
| 14 | Stanbic IBTC Pension Managers Limited | 8,981,341.40 | 91,085,330.03 | 8,432,670.86 | 108,499,342.29 | 71.93 | 347,532,434.77 | 51.10 |
| 15 | Tangerine APT Pensions | 1,011,572.86 | 364,588.66 | 423,133.56 | 1,799,295.08 | 1.19 | 17,323,464.05 | 2.55 |
| 16 | Trustfund Pensions PLC | 166,000.00 | 364,000.00 | 216,500.00 | 746,500.00 | 0.49 | 16,495,544.91 | 2.43 |
| 17 | Veritas Glanvills Pensions Limited | 572,577.00 | 497,250.00 | 1,544,216.00 | 2,614,043.00 | 1.73 | 27,710,722.50 | 4.07 |
| | Grand Total | 24,682,690.94 | 106,827,697.57 | 19,321,883.59 | 150,832,272.10 | 100.00 | 680,155,708.14 | 100 |

A breakdown of the pension contributions received in Q4 2023 showed that Stanbic IBTC Pension Managers Limited and ARM Pension Managers (PFA) Limited had the highest MPP contributions collected within the period with **₦108,499,342.29 (71.93%)** and **₦24,434,550.33 (16.20%)** respectively.

Out of the total pension contributions received from inception, Stanbic IBTC Pension Managers Limited, ARM Pension Managers (PFA) Limited and Fidelity Pension Managers Limited accounted for the largest amount with **₦347,532,434.77**, **₦103,124,403.80** and **₦50,628,505.78** representing **51.10%**, **15.16%** and **7.44%** respectively as at 31 December, 2023.

2.6.3 Contingent Withdrawals for Q2 2023

Seven (7) PFAs processed and approved MPP Contingent withdrawals for twenty-two (22) MPCs amounting to **₦4,865,603.98** in Q4:2023. as shown in Table 14 below:

Table 14: Contingent withdrawals from MPP Q4:2023

| S/N | PFA | No. of RSAs | Amount (₦) |
|--------------|--|-------------|---------------------|
| 1. | ARM Pension Managers (PFA) Limited | 5 | 178,272.54 |
| 2. | Fidelity Pensions Limited | 2 | 94,000.00 |
| 3. | NLPC Pension Fund Administrators Limited | 1 | 37,111.99 |
| 4. | Tangerine APT Pensions | 2 | 933,225.99 |
| 5. | Trustfund Pensions | 2 | 136,798.37 |
| 6. | Veritas Glanvills Pensions Limited | 3 | 319,985.98 |
| 7. | Stanbic IBTC Pensions Limited | 7 | 3,166,209.11 |
| Total | | 22 | 4,865,603.98 |

This brings the total contingent withdrawals to **₦47,566,411.97** by **200** Micro Pension Contributors (MPCs) as at 31 December 2023.

2.6.4 Conversion to Mandatory Contributory Pension Scheme (CPS)

A total of sixty-two (62) MPCs converted from MPP to the Mandatory CPS in Q4: 2023 with **₦10,280, 595.98** in contributions, as shown in Table 15 below.

Table 15: Conversion from MPP to Mandatory CPS Q4:2023

| S/N | PFA | No. of RSAs | Amount (₦) |
|--------------|---------------------------------------|--------------------|----------------------|
| 1. | ARM Pension Managers (PFA) Limited | 34 | 7,242.10 |
| 2. | CrusaderSterling Pensions Limited | 1 | 0.00 |
| 3. | Fidelity Pension Managers Limited | 3 | 0.00 |
| 4. | Oak Pensions Limited | 2 | 9,847,499.10 |
| 5. | Pension Alliance Limited | 4 | 15,749.18 |
| 6. | Stanbic IBTC Pension Managers Limited | 4 | 4,536.70 |
| 7. | Tangerine APT Pensions | 2 | 405, 568.90 |
| 8. | Trustfund Pension Managers Limited | 12 | 0.00 |
| Total | | 62 | 10,280,595.98 |

This brings the total conversion amount to **₦32,810,754.69** from **794** MPCs as at 31 December 2023.

2.6.5 Engagement with Key Stakeholders on MPP

The Commission participated at the 18th Abuja International Trade Fair and 2023 Lagos International Trade Fair held between 28th September and 9th October, 2023; and 3 and 12 November, 2023 respectively. The Abuja Trade was organized by the Abuja Chamber of Commerce and Industry (ACCI) while the Lagos International Trade fair was organized by the Lagos Chamber of Commerce and Industry (LCC) in collaboration with the Lagos State Government.

The Trade Fairs provided a platform for promoting and facilitating trade, commerce and investment in the both regions. It offered international and domestic exhibitors to show case new products, access new markets, build new business relationships, grasp developing trends and opportunities.

2.6.6 RSA Transfers

A total of **23,484** RSAs were transferred between PFAs alongside the associated pension assets. This covers RSA transfer requests submitted by PFAs from 1 September to 30 November 2023 that were due for transfer in the 4th quarter of 2023. The total value of the pension assets in respect of the **23,484** RSAs transferred was **₦105,763,870,346.25**.

The Commission also received a total of **28,271** RSA transfer requests during the quarter. However, it is noteworthy that a portion of these requests covering October and November had already been processed in Q4:2023 while the portion covering 1 – 31 December, 2023 would be processed in Q1:2024.

2.6.7 Resolution of Complaints

The Commission received a total of 1,323 complaints from RSA holders and employers through the numerous channels provided by the Commission. The nature of complaints ranged from data recapture issues, multiple RSAs, RSA transfers, mismatched Employer Codes, etc. As at the end of Q4 2023, the Commission had successfully resolved 1,310 of the complaints, representing a high successful complaints resolution rate of 99%. The remaining 13 complaints were at various stages of resolution.

SECTION THREE

3.0 Pension Industry Statistics

3.1 Pension Contributions

The total pension contributions remitted to individual RSAs in Q4:2023 stood at **₦285.14 billion**. Out of this total, the public sector accounted for **₦150.27 billion** or **52.70%**, while the private sector contributed **₦134.87 billion** or **47.30%**. The cumulative pension contributions from inception to the end of the fourth quarter of 2023 amounted to **₦9.94 trillion**. Details of the pension contributions remitted into the RSAs are shown below:

Table 16: Total Contribution from Inception to date

| 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 | 0.30 | 0 | 0 | 15.60 | 0.16 |
| 2005 | 34.68 | 0.67 | 0 | 0 | 34.68 | 0.35 |
| 2006 | 37.38 | 0.72 | 23.03 | 0.48 | 60.41 | 0.61 |
| 2007 | 80.63 | 1.56 | 68.34 | 1.43 | 148.97 | 1.50 |
| 2008 | 99.28 | 1.92 | 80.81 | 1.70 | 180.09 | 1.81 |
| 2009 | 137.10 | 2.65 | 91.21 | 1.91 | 228.31 | 2.30 |
| 2010 | 162.46 | 3.14 | 103.03 | 2.16 | 265.49 | 2.67 |
| 2011 | 228.92 | 4.42 | 119.53 | 2.51 | 348.45 | 3.51 |
| 2012 | 302.24 | 5.84 | 159.52 | 3.35 | 461.76 | 4.65 |
| 2013 | 278.50 | 5.38 | 225.42 | 4.73 | 503.92 | 5.07 |
| 2014 | 237.76 | 4.60 | 343.97 | 7.22 | 581.73 | 5.85 |
| 2015 | 200.05 | 3.87 | 358.91 | 7.53 | 558.96 | 5.62 |
| 2016 | 225.86 | 4.37 | 262.33 | 5.50 | 488.20 | 4.91 |
| 2017 | 257.11 | 4.97 | 353.73 | 7.42 | 610.84 | 6.15 |
| 2018 | 266.84 | 5.16 | 340.72 | 7.15 | 607.55 | 6.11 |
| 2019 | 331.56 | 6.41 | 369.13 | 7.74 | 700.69 | 7.05 |
| 2020 | 536.97 | 10.38 | 371.12 | 7.79 | 908.09 | 9.14 |
| 2021 | 491.75 | 9.51 | 387.40 | 8.13 | 879.15 | 8.84 |
| 2022 | 533.81 | 10.32 | 504.17 | 10.58 | 1,037.98 | 10.44 |
| Q1 2023 | 124.70 | 2.41 | 100.79 | 2.11 | 225.49 | 2.27 |
| Q2 2023 | 286.69 | 5.54 | 234.27 | 4.91 | 520.96 | 5.24 |
| Q3 2023 | 153.22 | 2.96 | 134.35 | 2.82 | 287.57 | 2.89 |
| Q4 2023 | 150.27 | 2.90 | 134.87 | 2.83 | 285.14 | 2.87 |
| Total | 5,173.38 | 100.00 | 4,766.65 | 100.00 | 9,940.03 | 100.00 |

3.1.1 Ranking of PFAs by the Amount of Contributions Received

The ranking of PFAs by cumulative pension contributions received from inception of the CPS to the end of Q4:2023, indicated that the top five ranked PFAs received **66.28%** of the total contributions as at the end of Q4:2023. Similarly, the top ten ranked PFAs accounted for **89.96%** of the total contributions. In comparison, the bottom five and bottom 10 PFAs accounted for **3.79%** and **14.88%** of the total pension contributions, respectively.

Table 17: Ranking of PFAs by Amount of Contributions Received

| RANK | AMOUNT | WEIGHT (%) |
|-----------|--------------------|------------|
| TOP 5 | 189,000,321,549.66 | 66.28 |
| TOP 10 | 251,614,947,103.78 | 89.96 |
| BOTTOM 5 | 10,807,053,363.96 | 3.79 |
| BOTTOM 10 | 42,428,602,504.23 | 14.88 |

3.1.2 Overview of Pension Industry Fund Portfolio

The Net Asset Value (NAV) of Pension Fund Assets as at 31 December 2023 was **₹18.36 trillion**, which comprised of **₹12.94 trillion**, RSA 'Active' Funds (i.e. RSA Funds I, II, III, V and VI active); **₹1.37 trillion**, RSA Retiree Fund IV; **₹1.94 trillion**, CPFAs; and **₹2.10 trillion**, Approved Existing Schemes.

Pension Fund Assets were mainly invested in Federal Government Securities (FGN), which accounted for **64.94%** of total assets. The composition of investments in FGN Securities were as follows: FGN Bonds, **96.06%**; Treasury Bills, **1.18%**; and Agency, Sukuk and Green Bonds, **2.76%**.

A Summary of the Pension Industry Portfolio across fund types for the quarter ended 31 December 2023 (Q4:2023), is shown in Table 18 below:

Table 18: Pension Fund Portfolio by Fund Type as at 31 December 2023

| | RSA FUNDS | | CPFAs | AES | TOTAL PENSION FUND ASSETS | WEIGHT |
|---------------------------------------|------------------|----------------------------|------------------|------------------|---------------------------|---------------|
| | RSA ACTIVE FUNDS | RSA IV and VI RETIREE FUND | | | | |
| | (I,II,III,V,VI) | | | | | |
| % OF PENSION ASSETS | 71% | 7% | 11% | 11% | 100% | |
| ASSET CLASS | ₦'Billion | ₦'Billion | ₦'Billion | ₦'Billion | ₦'Billion | |
| Domestic Ordinary Shares | 1,355.87 | 26.86 | 38.25 | 150.22 | 1,571.20 | 8.56% |
| Foreign Ordinary Shares | - | - | 202.19 | - | 202.19 | 1.10% |
| FGN Securities: | 8,750.87 | 975.45 | 937.88 | 1,256.50 | 11,920.70 | 64.94% |
| <i>FGN Bonds</i> | 8,508.44 | 945.71 | 802.32 | 1,193.68 | 11,450.16 | 62.38% |
| <i>Treasury Bills</i> | 132.46 | 17.46 | 18.82 | 45.76 | 214.50 | 1.17% |
| <i>Agency Bonds (NMRC)</i> | 7.38 | 0.40 | 0.57 | 1.55 | 9.90 | 0.05% |
| <i>Sukuk</i> | 101.23 | 11.72 | 1.16 | 14.70 | 128.80 | 0.70% |
| <i>Green' Bond</i> | 1.37 | 0.16 | 115.01 | 0.81 | 117.34 | 0.64% |
| State Govt. Securities | 202.47 | 23.10 | 12.78 | 33.01 | 271.36 | 1.48% |
| Corporate Debt Securities | 1,140.51 | 151.95 | 459.65 | 153.92 | 1,906.03 | 10.38% |
| Supra-National Bonds | 7.57 | 0.92 | - | 1.84 | 10.33 | 0.06% |
| Local Money Market Securities: | 1,189.36 | 162.99 | 53.14 | 231.66 | 1,637.15 | 8.92% |
| <i>Bank Placement</i> | 986.30 | 144.39 | 48.44 | 195.22 | 1,374.36 | 7.49% |
| <i>Commercial Papers</i> | 203.06 | 18.59 | 4.70 | 36.43 | 262.79 | 1.43% |
| Foreign Money Market Securities | - | - | 47.36 | - | 47.36 | 0.26% |
| Mutual Funds: | 73.84 | 1.70 | 3.46 | 31.70 | 110.70 | 0.60% |
| <i>Open/Close-End Funds</i> | 63.38 | 1.32 | 2.82 | 19.91 | 87.43 | 0.48% |
| <i>REITs</i> | 10.47 | 0.38 | 0.64 | 11.78 | 23.27 | 0.13% |
| Real Estate Properties | - | - | 103.36 | 153.92 | 257.28 | 1.40% |
| Private Equity Fund | 49.70 | - | 9.16 | 12.79 | 71.66 | 0.39% |
| Infrastructure Fund | 114.57 | - | 13.83 | 14.77 | 143.17 | 0.78% |
| Cash & Other Assets | 56.28 | 23.26 | 63.06 | 63.93 | 206.52 | 1.13% |
| Net Assets Value | 12,941.06 | 1,366.22 | 1,944.11 | 2,104.26 | 18,355.65 | 100.0% |

The industry NAV as at the end of the reporting period increased by **5.80%** (**₦1.01 trillion**) to **₦18.36 trillion** compared to a NAV of **₦17.35 trillion** as at 30 September, 2023. The growth in Q4:2023 was significant relative to the growth of **₦588.08 billion (3.51%)** recorded in Q3:2023. The growth was mainly due to significant positive investment returns and contributions received during the period.

The table below, shows the comparative Pension Industry Portfolio for the period ended 30 September and 31 December, 2023 respectively.

Table 19: Pension Industry Assets as at 30 September 2023 and 31 December 2023

| ASSET CLASS | TOTAL PENSION FUND ASSETS | | TOTAL PENSION FUND ASSETS | | VARIANCE | |
|---------------------------------|---------------------------|----------------|---------------------------|----------------|--------------------|--------------|
| | 30-Sep-23 | | 31-Dec-23 | | Sept' 23 - Dec' 23 | |
| | ₦Billion | Weight % | ₦Billion | Weight % | ₦Billion | Weight % |
| Domestic Ordinary Shares | 1,386.80 | 7.99% | 1,571.20 | 8.56% | 184.40 | 13.30% |
| Foreign Ordinary Shares | 153.68 | 0.89% | 202.19 | 1.10% | 48.51 | 31.57% |
| FGN Securities: | 11,309.20 | 65.18% | 11,920.70 | 64.94% | 611.50 | 5.41% |
| FGN Bonds | 10,839.19 | 62.48% | 11,450.16 | 62.38% | 610.97 | 5.64% |
| Treasury Bills | 199.78 | 1.15% | 214.50 | 1.17% | 14.72 | 7.37% |
| Agency Bonds (NMRC) | 10.64 | 0.06% | 9.90 | 0.05% | (0.74) | -6.96% |
| Sukuk | 161.13 | 0.93% | 128.80 | 0.70% | (32.33) | -20.06% |
| Green bonds | 98.46 | 0.57% | 117.34 | 0.64% | 18.88 | 19.17% |
| State Govt. Securities | 280.12 | 1.61% | 271.36 | 1.48% | (8.76) | -3.13% |
| Corporate Debt Securities | 1,855.99 | 10.70% | 1,906.03 | 10.38% | 50.04 | 2.70% |
| Supra-National Bonds | 10.38 | 0.06% | 10.33 | 0.06% | (0.04) | -0.39% |
| Local Money Market Securities | 1,587.14 | 9.15% | 1,637.15 | 8.92% | 50.01 | 3.15% |
| Foreign Money Market Securities | 50.87 | 0.29% | 47.36 | 0.26% | (3.51) | -6.90% |
| Mutual Funds: | 108.77 | 0.63% | 110.70 | 0.60% | 1.93 | 1.77% |
| Open/Close-End Funds | 85.33 | 0.49% | 87.43 | 0.48% | 2.10 | 2.46% |
| REITs | 23.44 | 0.14% | 23.27 | 0.13% | (0.17) | -0.73% |
| Real Estate Properties | 217.32 | 1.25% | 257.28 | 1.40% | 39.96 | 18.39% |
| Private Equity Fund | 63.64 | 0.37% | 71.66 | 0.39% | 8.02 | 12.60% |
| Infrastructure Fund | 130.18 | 0.75% | 143.17 | 0.78% | 12.99 | 9.98% |
| Cash & Other Assets | 195.55 | 1.13% | 206.52 | 1.13% | 10.97 | 5.61% |
| Net Assets Value | 17,349.63 | 100.00% | 18,355.65 | 100.00% | 1,006.01 | 5.80% |

The value of investments in domestic quoted ordinary shares stood at **₦1.57 trillion (8.56%** of total assets under management) indicating a net increase of **₦184.40 billion (7.99%)** compared to **₦1.39 trillion** as at 30 September, 2023. The increase in the value of investments in domestic quoted equities was primarily due to the appreciation in the prices of some stocks during the reporting period, as the Nigerian Stock Exchange Pension Index (NSE-PI) appreciated by **13.79%** in Q4:2023.

The value of investments in FGN Securities increased by **₦611.50 billion (5.41%)** to **₦11.92 trillion** as at 31 December 2023 from **₦11.31 trillion** as at 30 September 2023. The increase in the value of investments in FGN Securities was majorly due to additional investments, coupon accruals and unrealized gains on FGN bonds in the Held-for Trading buckets.

3.2 Review of RSA Funds

3.2.1 RSA 'Active' Funds

The NAV of the RSA 'Active' Funds, which includes RSA 'Active' Funds I, II, III, Fund V as well as Fund VI Active increased by **4.45%** as at 31 December 2023. This represented a net growth of **₦549.75 billion (4.45%)** as the NAV grew from **₦12.35 trillion** as at 30 September, 2023 to **₦12.90 trillion** as at 31 December, 2023. These figures were exclusive of the balances of **₦38.79 billion** and **₦38.29 billion** in respect of the Contributions of FGN workers domiciled with the CBN and awaiting transfers to PFAs as at 30 September and 31 December, 2023 respectively.

The breakdown of the NAV of the RSA 'Active' Funds exclusive of the unremitted contributions domiciled with CBN and the comparative variances for the period ended 30 September and 31 December, 2023 respectively are presented in Table 20 below:

Table 20: RSA Active Fund Assets –30 September/ 31 December 2023

| ASSET CLASS | RSA ACTIVE FUND | | | | Variance | |
|---------------------------|------------------|----------------|------------------|----------------|-----------------|--------------|
| | Sep-23 | | Dec-23 | | Sep' 23/Dec' 23 | |
| | ₦Billion | Weight % | ₦Billion | Weight % | ₦Billion | Weight % |
| Domestic Ordinary Shares | 1,195.01 | 9.67% | 1,355.87 | 10.51% | 160.86 | 13.46% |
| FGN Securities: | 8,329.16 | 67.43% | 8,712.58 | 67.52% | 383.42 | 4.60% |
| FGN Bonds | 8,087.16 | 65.47% | 8,508.44 | 65.94% | 421.29 | 5.21% |
| Treasury Bills | 86.62 | 0.70% | 94.17 | 0.73% | 7.55 | 8.72% |
| Agency Bonds (NMRC) | 9.41 | 0.08% | 7.38 | 0.06% | (2.03) | -21.59% |
| Sukuk | 142.01 | 1.15% | 101.23 | 0.78% | (40.78) | -28.72% |
| Green | 3.97 | 0.03% | 1.37 | 0.01% | (2.61) | -65.57% |
| State Govt. Securities | 211.55 | 1.71% | 202.47 | 1.57% | (9.07) | -4.29% |
| Corporate Debt Securities | 1,172.71 | 9.49% | 1,140.51 | 8.84% | (32.21) | -2.75% |
| Supra-National Bonds | 7.82 | 0.06% | 7.57 | 0.06% | (0.24) | -3.13% |
| Money Market Securities | 1,157.78 | 9.37% | 1,189.36 | 9.22% | 31.58 | 2.73% |
| Mutual Funds: | 67.54 | 0.55% | 73.84 | 0.57% | 6.31 | 9.34% |
| Open/Close-End Funds | 56.95 | 0.46% | 63.38 | 0.49% | 6.42 | 11.28% |
| REITs | 10.58 | 0.09% | 10.47 | 0.08% | (0.12) | -1.11% |
| Private Equity Fund | 44.79 | 0.36% | 49.70 | 0.39% | 4.91 | 10.96% |
| Infrastructure Fund | 104.24 | 0.84% | 114.57 | 0.89% | 10.34 | 9.92% |
| Cash & Other Assets | 62.42 | 0.51% | 56.28 | 0.44% | (6.14) | -9.84% |
| Net Assets Value | 12,353.02 | 100.00% | 12,902.77 | 100.00% | 549.75 | 4.45% |

The RSA Fund II, which is the default RSA Fund under the Multi-Fund Structure, maintained the largest share of the total assets of the Active RSA Funds as it represented **60.16%** of the total assets of the RSA 'Active' Funds as at the end of the reporting period. Table 21 provides a breakdown of the shares of the NAV of RSA Active Funds.

Table 21: Assets of the RSA Active Funds – as at 31 December 2023

| ASSETS OF THE RSA ACTIVE FUNDS AS At 31 DECEMBER 2023 | | |
|--|----------------------|----------------|
| FUND | ₦'Million | |
| RSA FUND I | 151,359.29 | 1.17% |
| RSA FUND II | 7,762,303.96 | 60.16% |
| RSA FUND III | 4,941,965.06 | 38.30% |
| RSA FUND V | 731.41 | 0.01% |
| RSA FUND VI Active | 46,408.89 | 0.36% |
| TOTAL | 12,902,768.61 | 100.00% |

3.2.2 Sources of Portfolio Growth/Diminution for RSA Active Funds

i. Contributions Received:

Monthly pension contributions totaling **₦496.58 billion** were received in Q4:2023 for RSA Funds I, II, III, V and VI Active. The amount had decreased by **₦67.54 billion** (11.97%) compared to the total contributions of **₦564.12** recorded in Q3:2023.

ii. Interest/Coupons and Dividends:

The interest/coupons received on investments in fixed income securities amounted to **₦358.04 billion** in Q4:2023. The amount indicated an increase of **6.49%** compared to the sum of **₦336.22 billion** recorded in Q3:2023. Furthermore, dividends of **₦11.91 billion** received by RSA Active funds represented a **₦7.84 billion** decrease relative to dividends of **₦19.75 billion** received in Q3:2023.

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

Total unrealized gains on the RSA 'Active' Funds in Q4:2023 amounted to **₦153.64 billion** compared to unrealized gains of **₦69.15 billion** Q3:2023. The

unrealized gains were significantly attributed to appreciation in the prices of equities during the period as the Pension Equity Index appreciated by 13.79%.

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

Total realized gains for the period decreased by **₦8.31 billion** from **₦23.16 billion** in Q3:2023 to **₦14.85 billion** in Q4:2023.

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 amounted to **₦423.18 billion** in Q4:2023, which was lower by **₦1.61 billion** from **₦424.78 billion** transfers in Q3:2023.

A summary of the sources of portfolio growth/diminution in RSA Funds are highlighted in table 22 below:

Table 22: Comparative Summary of RSA “Active” Fund – Sources of Portfolio Growth between Q3 and Q4 2023

| S/NO | SOURCES OF PORTFOLIO GROWTH/DIMINUTION | | | |
|------|--|---------------|---------------|--------------|
| | DESCRIPTION | Q3: 2023 | Q4: 2023 | VARIANCE |
| | | ₦'Billion | ₦'Billion | ₦'Billion |
| 1 | New inflow of Funds: | | | |
| | Monthly Contributions/ Inter Fund Transfers | 564.12 | 496.58 | (67.54) |
| 2 | Investment Incomes: | | | |
| 2.1 | Interest/Coupons | 336.22 | 358.04 | 21.82 |
| 2.2 | Dividends/Rental Income | 19.75 | 11.91 | (7.84) |
| 2.3 | Net Realized Gains on Equity/Bonds | 23.16 | 14.85 | (8.31) |
| 3 | Net Unrealized Gains/(Losses) on Equities/Equity Funds/Bonds | 69.15 | 152.64 | 83.49 |
| 4 | Benefits Paid/Transfers to Retiree Fund | (424.78) | (423.18) | 1.61 |
| 5 | Asset Based Fees, Audit Fees (and VAT) | (57.13) | (61.10) | (3.97) |
| | Net Portfolio Growth | 530.49 | 549.75 | 19.27 |

vi. Portfolio Performance of the RSA Active Fund

The average annualized rate of return for RSA Funds I, II, III, V and VI Active were 18.15%, 17.5%, 15.10%, 13.75% and 12.00% respectively, as presented in Table 21 below: The performances of the Funds reflected the portfolio mix and allocation to various securities under their management.

Table 23: Comparative Summary of RSA Funds – Average Rate of Return between Q3 and Q4:2023

| | Q3:2023 | Q4:2023 |
|--------------------|----------------|----------------|
| RSA FUND I | 16.60% | 18.15% |
| RSA FUND II | 13.56% | 17.75% |
| RSA FUND III | 9.16% | 15.10% |
| RSA FUND V | 14.39% | 13.75% |
| RSA FUND VI ACTIVE | 12.70% | 12.00% |

The relatively better performances of the RSA Funds for I, II & VI Active in Q4 2023 were due to appreciation in the prices of equities and Marked to Market (MTM) bonds during the period. Funds I and II recorded the highest unrealized gains due to higher exposure to Equities and MTM bonds.

3.3 RSA Retiree Fund IV and “Fund VI – Retiree

The NAV of RSA ‘Retiree’ Funds increased by **N56.26 billion** from **N1.31 trillion** as at 30 September, 2023 to **N1.37 trillion** as at 31 December, 2023.

The breakdown of the Net Assets Value of the RSA ‘Retiree Fund and the comparative variances for the period ended 30 September 2023 and 31 December 2023 are presented in Table 24 below:

Table 24: Comparative Summary of RSA Retiree Fund Assets between September 2023 and December 2023

| ASSET CLASS | Sep-23 | | Dec-23 | | Variance Sept'2023 / Dec' 2023 | |
|----------------------------|-----------------|----------------|-----------------|----------------|--------------------------------|--------------|
| | ₦Billion | Weight % | ₦Billion | Weight % | ₦Billion | Weight % |
| Domestic Ordinary Shares | 23.08 | 1.76% | 26.86 | 1.97% | 3.79 | 16.40% |
| FGN Securities: | 935.65 | 71.43% | 975.45 | 71.40% | 39.80 | 4.25% |
| FGN Bonds | 904.28 | 69.03% | 945.71 | 69.22% | 41.43 | 4.58% |
| Treasury Bills | 16.89 | 1.29% | 17.46 | 1.28% | 0.57 | 3.40% |
| Agency Bonds (NMRC & FMBN) | 0.65 | 0.05% | 0.40 | 0.03% | (0.25) | -37.77% |
| Sukuk | 13.68 | 1.04% | 11.72 | 0.86% | (1.96) | -14.31% |
| Green Bonds | 0.16 | 0.01% | 0.16 | 0.01% | (0.01) | -3.43% |
| State Govt. Securities | 23.52 | 1.80% | 23.10 | 1.69% | (0.42) | -1.80% |
| Corporate Debt Securities | 156.48 | 11.95% | 151.95 | 11.12% | (4.54) | -2.90% |
| Supra-National Bonds | 0.95 | 0.07% | 0.92 | 0.07% | (0.03) | -3.11% |
| Money Market Securities | 152.73 | 11.66% | 162.99 | 11.93% | 10.25 | 6.71% |
| Open/Close End Funds | 1.06 | 0.08% | 1.70 | 0.12% | 0.64 | 60.61% |
| Cash & Other Assets | 16.48 | 1.26% | 23.26 | 1.70% | 6.78 | 41.11% |
| Net Assets Value | 1,309.96 | 100.00% | 1,366.22 | 100.00% | 56.26 | 4.29% |

3.3.1 Sources of Portfolio Growth/Diminution RSA Retiree Fund

i. Transfers from RSA Active Funds:

Transfers into the RSA Retiree Funds increased during the period by **₦32.96 billion** (33%) to **₦132.81 billion** in Q4:2023 relative to **₦99.85 billion** received in Q3:2023. The increase in transfers to Retiree Funds was due to higher transfers from the RSA funds in respect of retirees during the quarter.

ii. Income (Interests/Coupons):

The interest/coupons received on investments in fixed income instruments in Q4:2023 increased by **₦4.1 billion** (10.84%).

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

The Net Unrealized Gains on bonds and equities amounted to **₦2.79 billion** for Q4:2023. This was due to higher net appreciation in the prices of securities in the Fund's portfolio. Additionally, the Fund realized gains amounting to **₦0.76 billion** from the disposal of securities during the period.

iv. Retirement Benefits Paid:

Retirement Benefits paid in Q4:2023 increased by **22.88%** to **₦117.89 billion** relative to **₦95.94 billion** in Q3:2023. The noted increase in benefit payments was due to higher lump-sum and annuity premium payment made during the quarter.

The major sources of net portfolio growth/diminution for the period are presented in Table 25 below:

Table 25: Comparative Summary of RSA Retiree Funds – Major Sources of Growth Q3 and Q4 2023

| S/NO | SOURCES OF PORTFOLIO GROWTH/DIMINUTION | Q3: 2023 | Q4: 2023 | VARIANCE |
|------------|---|--------------|--------------|--------------|
| | | ₦'Billion | ₦'Billion | ₦'Billion |
| 1 | New inflow of Funds: | | | |
| | Transfers from RSA 'Active' | 99.85 | 132.81 | 32.96 |
| 2 | Investment Incomes: | | | |
| 2.1 | Interest/Coupons | 36.98 | 40.99 | 4.01 |
| 2.2 | Dividends | 0.29 | 0.12 | (0.17) |
| 2.3 | Net Realized Gains/(Losses) on Equities/Bonds | 1.77 | 0.76 | (1.00) |
| 3 | Net Unrealized Gains/(Losses) on Equities/Mutual Funds/Private Equity/Bonds | 0.83 | 2.79 | 1.97 |
| 6 | Retirement Benefits Paid | (95.94) | (117.89) | (21.95) |
| 7 | Income Based Fees (and VAT) | (3.19) | (3.33) | (0.14) |
| | Net Portfolio Growth | 40.59 | 56.26 | 15.67 |

v. Portfolio Performance – RSA Retiree Fund IV

The average rate of return of **12.94%** was recorded on the RSA Fund IV ('Retiree' Fund) in Q4:2023. This indicated an increase of **1.47%** relative to the **11.47%** rate of return in Q3:2023. However, the average rate of return on the RSA VI Retiree Fund increased from **10.30%** in Q3:2023 to **11.84%** in Q4:2023.

3.4 Review of CPFA/AES Funds

3.4.1 CPFA Funds

The value of pension fund assets held by the CPFA Funds increased by **16.53%** (**₦275.78 billion**) to **₦1.94 trillion** in Q4:2023 compared to **₦1.67 trillion** in Q3:2023. The comparative summary of the CPFA Funds for the period ended 30 September, 2023 and 31 December, 2023 are presented in Table 26 below:

Table 26: Comparative Summary of CPFA Pension Assets between September 2023 and December 2023

| ASSET CLASS | CPFA FUNDS | | | | Variance | |
|---------------------------------|-----------------|----------------|-----------------|----------------|--------------------|---------------|
| | Sep-23 | | Dec-23 | | Sep 2023/ Dec 2023 | |
| | ₦Billion | Weight % | ₦Billion | Weight % | ₦Billion | Weight % |
| Domestic Ordinary Shares | 31.09 | 1.86% | 38.25 | 2.29% | 7.16 | 23.01% |
| Foreign Ordinary Shares | 153.68 | 9.21% | 202.19 | 12.12% | 48.51 | 31.57% |
| FGN Securities: | 810.87 | 48.60% | 937.88 | 56.22% | 127.01 | 15.66% |
| FGN Bonds | 704.86 | 42.25% | 802.32 | 48.09% | 97.46 | 13.83% |
| Treasury Bills | 11.10 | 0.67% | 18.82 | 1.13% | 7.72 | 69.56% |
| Agency Bonds (NMRC) | 0.58 | 0.03% | 0.57 | 0.03% | (0.01) | -1.67% |
| Sukuk Bonds | - | 0.00% | 1.16 | 0.07% | 1.16 | 100.00% |
| Green Bonds | 94.33 | 5.65% | 115.01 | 6.89% | 20.68 | 21.92% |
| State Govt. Securities | 11.75 | 0.70% | 12.78 | 0.77% | 1.03 | 8.80% |
| Corporate Debt Securities | 369.84 | 22.17% | 459.65 | 27.55% | 89.81 | 24.28% |
| Money Market Securities | 48.59 | 2.91% | 53.14 | 3.19% | 4.55 | 9.35% |
| Foreign Money Market Securities | 50.87 | 3.05% | 47.36 | 2.84% | (3.51) | -6.90% |
| Mutual Funds: | 3.33 | 0.20% | 3.46 | 0.21% | 0.13 | 3.93% |
| Open/Close-End Funds | 2.94 | 0.18% | 2.82 | 0.17% | (0.12) | -4.06% |
| REITs | 0.39 | 0.02% | 0.64 | 0.04% | 0.25 | 64.10% |
| Real Estate Properties | 77.07 | 4.62% | 103.36 | 6.20% | 26.29 | 34.12% |
| Private Equity Fund | 7.84 | 0.47% | 9.16 | 0.55% | 1.32 | 16.80% |
| Infrastructure Fund | 12.86 | 0.77% | 13.83 | 0.83% | 0.97 | 7.54% |
| Cash & Other Assets | 90.54 | 5.43% | 63.06 | 3.78% | (27.48) | -30.35% |
| Net Assets Value | 1,668.34 | 100.00% | 1,944.12 | 116.53% | 275.78 | 16.53% |

The total funds injected by the various Scheme sponsors to bridge funding deficits for members in Q4:2023 amounted to **₦13.66 billion**, representing a decrease of **₦14.69 billion**, compared to **₦28.35 billion** in Q3:2023.

Interest income increased by **N26.38 billion** to **N57.50 billion** in Q4:2023, compared to **N31.13 billion** in Q3:2023 due to an additional/new investment in fixed income securities during the period.

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

Table 27: Comparative Summary of CPFA Funds Major Sources of Portfolio Growth/Diminution Between Q3 and Q4 2023

| S/N | SOURCES OF PORTFOLIO GROWTH | Q3: 2023 | Q4: 2023 | VARIANCE |
|-----|--|-----------------|---------------|---------------|
| | | N'Billion | N'Billion | N'Billion |
| 1 | New inflow of Funds: | | | |
| | Fund Injections by Scheme Sponsors/Contributions | 28.35 | 13.66 | (14.69) |
| 2 | Investment Incomes: | 101.69 | 199.34 | 97.64 |
| 2.1 | Interest/Coupons | 31.13 | 57.50 | 26.38 |
| 2.2 | Dividends/Rental Income | 34.70 | 2.60 | (32.11) |
| 2.3 | Net Realized Gains/(Losses) | 35.86 | 139.24 | 103.37 |
| 3 | Net Unrealized Gains/(Losses) on Equities/Mutual Funds/Bonds | (111.63) | 86.63 | 198.25 |
| 4 | Benefit Payments | (367.26) | (20.08) | 347.18 |
| 5 | Asset Based Fees, Audit Fees (and VAT) | (2.12) | (3.76) | (1.64) |
| | Net Portfolio Growth | (350.97) | 275.78 | 626.75 |

The quarterly unaudited rates of return recorded on the CPFA Funds ranged between **3.15%** and **20.78%**. The return was reflective of the actual asset allocation and stock selection of the respective funds under management as the CPFA Funds recorded significant improvement in unrealized/realized gains.

3.4.2 Approved Existing Schemes

The NAV of the Approved Existing Schemes increased by **N123.52 billion (6.24%)** from **N1.98 trillion** as at 30 September 2023 to **N2.10 trillion** as at 31 December, 2023.

The breakdown of the NAV of the Approved Existing Schemes Fund and the comparative variances for the periods ended 30 September, 2023 and 31 December, 2023 respectively are presented in the table 28 below:

Table 28: Comparative Summary of AES Pension Assets between September 2023 and December 2023

| ASSET CLASS | AES FUNDS | | | | Variance Sep'23/Dec'23 | |
|---------------------------|-----------------|----------------|-----------------|----------------|---------------------------|----------------|
| | 30-Sep-23 | | 31-Dec-23 | | N'Billion | Weight % |
| | N'Billion | Weight % | N'Billion | Weight % | | |
| Domestic Ordinary Shares | 137.62 | 6.95% | 150.22 | 7.58% | 12.59 | 9.15% |
| FGN Securities: | 1,194.73 | 60.32% | 1,256.50 | 63.44% | 61.77 | 5.17% |
| FGN Bonds | 1,142.89 | 57.70% | 1,195.23 | 60.34% | 52.34 | 4.58% |
| Treasury Bills | 46.39 | 2.34% | 45.76 | 2.31% | (0.63) | -1.36% |
| Agency Bonds (NMRC) | - | 0.00% | - | 0.00% | - | 0.00% |
| Sukuk | 5.44 | 0.27% | 14.70 | 0.74% | 9.26 | 170.06% |
| Green Bond | - | 0.00% | 0.81 | 0.04% | 0.81 | 100.00% |
| State Govt. Securities | 33.31 | 1.68% | 33.01 | 1.67% | (0.29) | -0.88% |
| Corporate Debt Securities | 157.36 | 7.94% | 153.92 | 7.77% | (3.44) | -2.19% |
| Supra-National Bonds | 1.61 | 0.08% | 1.84 | 0.09% | 0.23 | 14.53% |
| Money Market Securities | 228.03 | 11.51% | 231.66 | 11.70% | 3.63 | 1.59% |
| Mutual Funds: | 36.48 | 1.84% | 31.70 | 1.60% | (4.78) | -13.11% |
| Open/Close-End Funds | 24.39 | 1.23% | 19.91 | 1.01% | (4.48) | -18.36% |
| REITs | 12.09 | 0.61% | 11.78 | 0.59% | (0.30) | -2.51% |
| Real Estate Properties | 140.25 | 7.08% | 153.92 | 7.77% | 13.67 | 9.75% |
| Private Equity Fund | 11.00 | 0.56% | 12.79 | 0.65% | 1.79 | 16.27% |
| Infrastructure Fund | 12.47 | 0.63% | 14.77 | 0.75% | 2.30 | 18.43% |
| Cash & Other Assets | 27.88 | 1.41% | 63.93 | 3.23% | 36.05 | 129.33% |
| Net Assets Value | 1,980.74 | 100.00% | 2,104.26 | 106.24% | 123.52 | 6.24% |

The major sources of net portfolio growth/diminution for the period are presented in Table 29 below:

Table 29: Comparative Summary of AES Portfolio Growth/Diminution between September 2023 and December 2023

| SOURCES OF PORTFOLIO GROWTH | Q3: 2023 | Q4: 2023 | VARIANCE |
|--|---------------|---------------|-----------------|
| | N'Billion | N'Billion | N'Billion |
| New inflow of Funds: | | | |
| Fund Injections by Scheme Sponsors/Contributions | 368.00 | 30.44 | (337.56) |
| Investment Incomes: | | | |
| Interest/Coupons | 46.47 | 57.54 | 11.07 |
| Dividends/Rental Income | 3.04 | 1.39 | (1.65) |
| Other Income | - | - | - |
| Net Realized Gains/(Losses) on Equity/Bonds | 3.66 | 4.93 | 1.27 |
| Net Unrealized Gains/(Losses) on Equities/Bonds | (14.22) | 53.93 | 68.15 |
| Benefit Payments | (34.66) | (21.40) | 13.26 |
| Asset Based Fees, Audit Fees (and VAT) | (3.75) | (3.33) | 0.42 |
| Net Portfolio Growth | 368.55 | 123.52 | (245.03) |

The net increase in the total portfolio value was mainly attributed to funds injections by Schemes Sponsors of **N30.44**, Interest/Coupons income amounting to **N57.54 billion** and Net Unrealized/realized Gains on Equity/Bonds during the period. Furthermore, the annualized rate of return on the consolidated AES Funds in Q4:2023 was **24.92%** compared to **5.94%** in Q3:2023. The marked improvement in the funds performances was attributed to appreciation in the prices of equities in the PFAs portfolio during the period.

3.5 Retirement/Terminal Benefits

3.5.1 Retirement by Programmed Withdrawal

The PFAs submitted **6,598** requests for retirees to draw pension through Programmed Withdrawal mode during the quarter under review. The Commission approved **6,592** requests, while six (**6**) were rejected due to wrong computations of lump sum or monthly pensions. Out of the **6,592** retirees whose benefits were approved, **2,860** were from the private sector, while **3,732** were from the public sector.

A lump sum of **N34,380.82** million was approved for the **6,592** retirees, while their monthly pension was **N488.19** million, as shown in Table 30 below:

Table 30: Retirement by Programmed withdrawal in Q4 2023

| Period | Request Submitted | Request Approved | Request Rejected | Sectorial Approvals | | | Lump sum (N) Million | Monthly PW (N) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|--------|---------|----------------------|------------------------|
| | | | | FGN | State | Private | | |
| Inception - Sept 2023 | 341,107 | 337,137 | 3,970 | 163,861 | 36,653 | 136,623 | 993,909.57 | 15,385.75 |
| Q4 2023 | 6,598 | 6,592 | 6 | 2,713 | 1,019 | 2,860 | 34,380.82 | 488.19 |
| Total | 347,705 | 343,729 | 3,976 | 166,574 | 37,672 | 139,483 | 1,028,290.39 | 15,873.94 |

3.5.2 Retirement by Retiree Life Annuity

The PFAs submitted **4,036** requests from retirees to receive pension through Retiree Life Annuity (RLA) mode during the quarter under review. Out of that, **4,026** requests were approved, while ten (**10**) were rejected due to incorrect computations. Out of the **4,026** retirees whose benefits were approved, **1,533** were from the private sector, while the remaining **2,493** were from the public sector as shown in Table 31 below:

A lump sum of **N16,426.26** million was approved for the **4,026** retirees, while **N31,904.78 million** was paid to RLA providers for their monthly annuity payment of **N384.78 million**.

Table 31: Retirement by Annuity in Q4 2023

| Period | Request submitted | Request Approved | Request rejected | Sectorial Approvals | | | Lump sum (N) Million | Premium (N) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|--------|---------|----------------------|---------------------|
| | | | | FGN | State | Private | | |
| Inception – Sept 2023 | 119,512 | 115,849 | 3,663 | 62,487 | 15,625 | 37,737 | 242,491.27 | 697,148.23 |
| Q4 2023 | 4,036 | 4,026 | 10 | 2,042 | 451 | 1,533 | 16,426.26 | 31,904.78 |
| Total | 123,548 | 119,875 | 3,673 | 64,529 | 16,076 | 39,270 | 258,917.53 | 729,053.01 |

3.5.3 Approval of Death Benefits

A total of **2,272** beneficiaries applied to access the death benefits of deceased employees/retirees. Out of that, **2,269** requests were approved, while three (**3**) were rejected due to incorrect documentations. Out of the **2,269** death benefit requests approved, **726** were from the private sector, while the remaining **1,543** were from the public sector. A total of **₦14,002.47** million was approved for the **2,269** beneficiaries, as shown in Table 32 below.

Table 32: Approval of Death Benefits in Q4 2023

| Period | Request submitted | Request approved | Request rejected | Sectorial Approvals | | | Amounts (N) Million |
|-------------------------|-------------------|------------------|------------------|---------------------|--------|---------|---------------------|
| | | | | FGN | State | Private | |
| Inception – Sept 2023 | 95,720 | 94,177 | 1,543 | 60,806 | 9,699 | 23,672 | 372,914.68 |
| September-December 2023 | 2,272 | 2,269 | 3 | 1,089 | 454 | 726 | 14,002.47 |
| Total | 97,992 | 96,446 | 1,546 | 61,895 | 10,153 | 24,398 | 386,917.15 |

3.5.4 Enbloc Payment of Retirement Benefits

The Commission received **3,703** requests from retirees for enbloc payments during the quarter under review. Out of that, **3,693** retirees' requests were approved as their RSA balances could not provide a monthly pension of at least one-third of the prevailing minimum wage (**₦30,000.00**), while ten (**10**) were rejected because of incorrect Annual Total Emolument (ATE). Out of the **3,693** retirees whose benefits were approved, **3,440** were from the private sector, while the remaining **253** were from the public sector. The sum of **₦2,752.59** million was approved for the **3,693** retirees, as shown in Table 33 below.

Table 33: Enbloc Payment of Retirement Benefits in Q4

| Period | Request submitted | Request approved | Request rejected | Sectorial Approvals | | | Amounts (N) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|--------------|----------------|---------------------|
| | | | | FGN | State | Private | |
| Inception - Sept 2023 | 159,806 | 156,301 | 3,505 | 7,764 | 4,296 | 144,241 | 45,058.98 |
| Q4 2023 | 3,703 | 3,693 | 10 | 100 | 153 | 3,440 | 2,752.59 |
| Total | 163,509 | 159,994 | 3,515 | 7,864 | 4,449 | 147,681 | 47,811.57 |

3.5.5 Withdrawal or 25 Percent from RSA Balances

A total of **10,307** RSA holders requested to access 25% of their RSA balances due to temporary loss of employment. Out of that, **10,299** RSA holders' requests were approved, while eight (**8**) were rejected because their ages were above 50 years. Out of the **10,299** applicants whose benefits were approved, **9,819** were from the private sector, while the remaining **480** were from the public sector.

The sum of **₦6,504.96**million was approved for the **10,299** RSA holders under the age of 50 years, as shown in Table 34 below:

Table 34: Withdrawal of 25% from RSA Balance in Q4 2023

| Period | Request submitted | Request approved | Request rejected | Sectorial Approvals | | | Amount (N) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|--------------|----------------|--------------------|
| | | | | FGN | State | Private | |
| Inception – Sept 2023 | 499,841 | 482,857 | 16,984 | 13,893 | 8,709 | 460,255 | 217,483.97 |
| Q4 2023 | 10,307 | 10,299 | 8 | 245 | 235 | 9,819 | 6,504.96 |
| Total | 510,148 | 493,156 | 16,992 | 14,138 | 8,944 | 470,074 | 223,988.93 |

3.5.6 Pre- Act/NSITF Contributions Approved for Payment

A total of ninety-two (**92**) retirees requested payment of Pre-Act/NSITF benefits. Ninety-one (**91**) RSA holders' requests were approved, while one (**1**) was rejected because his age was above 50 years. Out of the ninety-one (**91**) applicants whose benefits were approved, eighty-six (**86**) requests were approved were from the private sector, while the remaining 5 were from the public sector (FGN & States).

The sum of **₦232.30** million was approved for the ninety-one (**91**) retirees, as shown in Table 35.

Table 35: Pre-Act/NSITF Contributions

| Period | Request submitted | Request approved | Request rejected | Sectorial Approvals | | | Net Amount Payable (₦) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|-----------|---------------|--------------------------------|
| | | | | FGN | State | Private | |
| Inception – Sept 2023 | 14,598 | 12,019 | 2,579 | 185 | 32 | 11,802 | 11,899.03 |
| Q4 2023 | 92 | 91 | 1 | 4 | 1 | 86 | 232.30 |
| Total | 14,690 | 12,110 | 2,580 | 189 | 33 | 11,888 | 12,131.33 |

3.5.7 Requests for Equity Contribution for Residential Mortgage

A total of **1,128** RSA holders requested to access up to 25% of their RSA balances towards payment of equity contributions for residential mortgage during the quarter under review. Approvals were granted to **991** requests amounting to **₦9,618.74** million, while **137** were rejected due to incorrect documentations. Out of the **991** applicants whose benefits were approved, **304** were from the private sector, while the remaining **687** were from the public sector, as shown in Table 36 below.

Table 36: Approved Requests for Equity Contributions for Residential Mortgage

| Period | Request submitted | Request approved | Request rejected | Sectorial Approvals | | | Net Amount Payable (₦) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|-----------|------------|--------------------------------|
| | | | | FGN | State | Private | |
| Inception – Sept 2023 | 852 | 746 | 106 | 508 | 9 | 229 | 8,983.08 |
| Q4 2023 | 1,128 | 991 | 137 | 666 | 21 | 304 | 9,618.74 |
| Total | 1,980 | 1,737 | 243 | 1,174 | 30 | 533 | 18,601.82 |

3.5.8 Voluntary Contributions

A total of **694** RSA holders requested to access their voluntary contributions during the quarter under review. Approvals were granted to **678** contributors to access **₦1,523.45** million, while sixteen (**16**) were rejected due to incorrect computations. The **667** RSA holders whose benefits were approved were from the private sector, while eleven (**11**) were from the public sector, as shown in Table 37 below.

Table 37: Approvals for Accessing Voluntary Contribution in Q4 2023

| Period | Request submitted | Request approved | Request rejected | Sectorial Approvals | | | Net Amount Payable (N) Million |
|-----------------------|-------------------|------------------|------------------|---------------------|-------|---------|--------------------------------|
| | | | | FGN | State | Private | |
| Inception – Sept 2023 | 49,767 | 49,559 | 208 | 3,121 | 49 | 46,389 | 39,557.40 |
| Q4 2023 | 694 | 678 | 16 | 11 | 0 | 667 | 1,523.45 |
| Total | 50,461 | 50,237 | 224 | 3,132 | 49 | 47,056 | 41,080.85 |

3.5 Financial Market Outlook for Q1: 2024

The large-scale adjustment impact of significant reforms in Nigerian economy, which began in Q2:2023 persisted through Q3 and Q4 2023. The lingering effect was further exacerbated by continuous currency depreciation and persistent high inflation associated with exchange pressures. Head line inflation remained significantly elevated at 28.92% as 31 December 2023 while the Naira exchange rate depreciated further by 16.99% in Q4:2023 relative to Q3:2023. The resultant decrease in real wages sustained weak consumer effective demand. However, the effect of petrol subsidy removal appeared to taper off as the rate of change in retail prices of petrol products moderated during the quarter.

The capital market maintained its resilience during the period as the equity market witnessed a general appreciation in the prices of stocks with the Nigeria All Share Index further appreciating by 12.6% in Q4:2023 relative to 8.88% in Q3:2023. However, bond prices appreciated as the average yield on 10-year government bonds declined to 14.39% in Q4:2023 from 14.70% in Q3:2023.

Nigeria economy is likely to continue its low-level growth in Q1:2024 as the effect of the current challenges become moderated by monetary policy actions targeted at inflation and exchange rate depreciation. Additionally, fiscal policy measures through significant budgetary allocation to security, health and social welfare as well as agriculture may push economic growth slightly further.

Pension funds are expected to increase on the back of investment performance (particularly due to sustained performance in equity market), economic expansion and wage increase.