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**ZIMELE GUARANTEED PERSONAL PENSION PLAN**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST DECEMBER 2024**

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**Louise & Associates**  
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## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

### **Annual report and financial statements For the year ended 31st December 2024**

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## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

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#### **PLAN INFORMATION**

<b>TRUSTEES</b>	: Kingsland Court Trustee Services Ltd, : Flamingo Towers, 1st Floor, : Corner Mara Road/Hill Lane, Upper Hill, : P.O. Box 10285-00100, : Nairobi, Kenya.
<b>ADMINISTRATOR</b>	: Pacific Insurance Brokers (EA) Ltd, : The Insurance Centre, Rose Avenue, : Off Dennis Pritt Road, : Nairobi, Kenya.
<b>FUND MANAGER</b>	: Zimele Asset Management Company Limited, : Ecobank Towers, 7th Floor, : Muindi Mbingu Street, : P.O. Box 76528-00508, : Nairobi, Kenya
<b>CUSTODIAN</b>	: KCB Bank Kenya Limited, : Kencom House, Head Office, : P.O. Box 48400-00100, : Nairobi, Kenya.
<b>INDEPENDENT AUDITOR</b>	: Louise & Associates, : Certified Public Accountants, : Ramco Court, Mombasa Road, : P.O. Box 43272-00100, : Nairobi, Kenya.

## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

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### **REPORT OF THE TRUSTEES**

The Trustees present their report together with the audited financial statements for the year ended 31st December 2024.

### **INCORPORATION AND REGISTERED OFFICE**

The Plan began its operations in September 2009 and is registered under the Retirement Benefits Act, 1997. The registered office is at Ecobank Towers, 7th Floor on Muindi Mbingu Street, Nairobi.

### **INVESTMENT OBJECTIVES**

The main purpose of the Plan is to provide an investment for people to build savings for use in retirement in accordance with the provisions of Retirement Benefits Act and the regulations made thereunder. The investment objective of the Plan is to generate long term capital growth through investing the members' contributions in fixed income securities and other investments in accordance with the provisions of the Retirement Benefits Act and the regulations made thereunder.

### **CHANGE TO INCORPORATION DOCUMENTS**

There were no changes made to the incorporation documents (Trust Deed and Rules of the Scheme) during the period.

### **CONTRIBUTIONS**

This relates to contributions by various members and there is no defined rate of contributions set in the plans rules

### **FINANCIAL REVIEW**

The statement of changes in net assets available for benefits on page 10 shows an increase in net assets available for benefits for the year **2024 : Kshs 86,139,661** (2023: Kshs 30,997,414)

The statement of net assets available for benefits on page 10 shows the market fund value as at **31st December 2024 : Kshs 500,778,405** ( 2023: Kshs 414,638,744)

The plan declared an investment return of **15% (Kshs. 61,604,695)** on its investment balances during the year 2024 compared to 12% (Kshs. 47,630,491) declared in 2023.

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**REPORT OF THE TRUSTEES (CONTINUED)**

**MEMBERSHIP**

Membership of the Plan as at year end was as follows:

	<b>2024</b>	<b>2023</b>
	<b>Members</b>	<b>Members</b>
At start of year	4,958	2,488
Entrants	3,194	2,475
Exits	(28)	(5)
At end of year	<b>8,124</b>	<b>4,958</b>

**INVESTMENT OF FUNDS**

Under the terms of their appointment, Zimele Asset Management Company Limited ( The Fund Managers) are responsible for the investment of funds. The overall responsibility for investment and performance lies with the Trustees.

**CORPORATE TRUSTEE**

The Trustee is appointed in accordance with the Retirement Benefits Act, 1997. The corporatetrustee to the date of this report is shown on page 1.

**STATEMENT AS TO DISCLOSURE TO THE PLAN'S AUDITOR**

Each director of the corporate trustee at the time this report was approved, confirms that, to the best of theirknowledge and belief, the information furnished to the auditor for the purpose of the audit is correct andcomplete in every aspect.

**INDEPENDENT AUDITOR**

The plan's auditor, Louise & Associates who were appointed in the year, have expressed willingness to continue in office in accordance with section 34 (3) of the Retirement Benefits Act, 1997.

**For the Trustees:**  
**Kingsland Court Trustee Services Ltd,**

**Date:...27.../...03.../... 2025**

\_\_\_\_\_  
**Trustee**



\_\_\_\_\_  
**Trustee**

## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

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#### **STATEMENT OF TRUSTEE'S RESPONSIBILITIES**

The Retirement Benefits (Occupational Retirement Benefit Funds) Regulations, 2000 made under Retirement Benefits, Act 1997 require the Trustees' to prepare financial statements in a prescribed form for each financial year. They also require the Trustee to ensure that the plan keeps proper accounting records of its income, expenditure, liabilities and assets and that contributions are remitted to the administrator in accordance with the rules of the plan.

The Trustee is also responsible for safeguarding the assets of the plan and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustee accepts responsibility for the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error. The Trustee also accepts responsibility for:

- i) designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial statements;
- ii) selecting and applying appropriate accounting policies; and
- iii) making accounting estimates and judgments that are reasonable in the circumstances.

The Trustee is of the opinion that the financial statements give a true and fair view of the net assets available for benefits and changes in net assets available for benefits for the year then ended in accordance with the International Financial Reporting Standards and the Retirement Benefits Act. In preparing these financial statements, the Trustee has assessed the plan's ability to continue as a going concern.

#### **DECLARATIONS STATEMENT**

The Zimele Guaranteed Personal Pension Plan is an approved Plan within the meaning of The Retirement Benefits Act and The Regulations made thereunder;

The members of the Scheme are not liable for the debts of the Plan;

The Zimele Guaranteed Personal Pension Plan invests in equities and fixed income securities in accordance with the provisions of the Retirements Act and the Regulations made thereunder;

Nothing has come to the attention of the Trustees to indicate that the Plan will not remain a going concern for at least the twelve months from the date of this statement. The Trustee acknowledges that the independent audit of the financial statements does not relieve them of their responsibilities.

**For the Trustees:**

**Kingsland Court Trustee Services Ltd,**

**Date...27.../...03.../...2025**

.....  
Trustee



.....  
Trustee

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements For the year ended 31st December 2024

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#### PLAN GOVERNANCE DISCLOSURE STATEMENT

##### 1 Trustees in office

Name of Trustee	Age	Category	No. of Meetings attended during year	Certified (Yes/No)	Highest Qualification	Membership of other Trustee Boards
(Corporate Trustee) Kingsland Court Trustee Services Limited	N/A	Independent	Four	Yes	N/A	Yes

##### 2 Dates of Trustee Board Meetings

The trustee held four board meetings with service providers and one Annual General Meeting of members of the Scheme during the year ended **31 December 2024**. The board meetings were held on the dates set out below:

(a) 8 March 2024- Trustee Meeting

(b) 7 June 2024- Trustee Meeting

(c) 6 September 2024 – Trustee Meeting

(d) 6 December 2024 – Trustee Meeting

##### 3 Composition of Trustee Board - N/A – Corporate Trustee

##### 4 Committees of the Board - N/A – Corporate Trustee

The Corporate Trustee's main body for discharging its duties is its Corporate Trustee Services Committee ("CTSC"). This body operates very much like a trustee board and meets formally at least once per quarter. CTSC reviews the schemes' operations and governance under the broad headings of "Finance and Investments", "Governance, Audit and Risk" and "Member Administration, Relations and Services" focusing on reports from the service providers as well as other material. Service providers and representatives of the founder attend these meetings.

## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

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## **PLAN GOVERNANCE DISCLOSURE STATEMENT**

### **5 Fiduciary responsibility statement**

The Corporate Trustee is the governing body of the **Zimele Guaranteed Personal Pension Plan** and is responsible for the corporate governance of the Scheme. The Trustee is responsible for ensuring that the administration of the scheme is conducted in the best interests of the scheme's members and the sponsor. To achieve this, the trustee embraces its fiduciary responsibility by:

- (a) Acting honestly and not improperly using inside information or abuse its position;
- (b) Exercising the highest degree of care and diligence in the performance of its duties that a reasonable person in a like position would exercise in the circumstances; and
- (c) Performing its duties with the requisite degree of skill.

The scheme has complied with the laws, regulations and guidelines that govern retirement benefits schemes and the scheme's business operations.

### **6 Responsible corporate citizenship**

The scheme is 100% invested in a segregated basis and has not been involved in any activity that may undermine the well-being of the sponsor, members or the community in which it operates.

### **7 Key outcomes**

The Trustee seeks to achieve the following:

- (a) Building trust with the members and sponsor of the scheme so that they are satisfied with the administration of the scheme;
- (b) Supporting innovation and developing solutions that meet the members' and sponsor's needs; and
- (c) Ensuring that the scheme's administrative processes remain transparent and accessible to members and the sponsor.

The Trustee will measure the progress towards these outcomes through:

- (a) Triennial members' survey score. The Trustee is yet to conduct a survey to monitor the progress and success of this;
- (b) Regular Reports, feedbacks and meetings with the Sponsor. The Trustee discussed with the Sponsor regulatory matters and scheme activities during their quarterly meetings.



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**PLAN GOVERNANCE DISCLOSURE STATEMENT**

**8 Annual general meeting**

The Scheme Annual General Meeting for FY2023 was held on **18 June 2024**, a total of 123 members attended the meeting. All concerns and questions from attending members were adequately addressed by the Trustee and services providers present.

**9 Members' sensitization**

Members were sensitized regarding various options available to them following release of legal notices allowing member to access their benefits for purposes of home purchases at the Annual General Meeting.

**10 Trustee remuneration policy**

The Trustee was remunerated in accordance with the contract entered between the Trustee, Kingsland Court Trustee Services Limited and Zimele Asset Management Company Limited. All Scheme expenses are borne by the Scheme.

Signed .....  .....



Dated ...27.../...03...../...2025.....

*(Chairperson )*

**REPORT OF THE INDEPENDENT AUDITOR  
TO THE MEMBERS OF ZIMELE GUARANTEED PERSONAL PENSION PLAN**

**Opinion**

We have audited the accompanying financial statements of Zimele Guaranteed Personal Pension Scheme set out on pages 10 to 19 which comprise of the Statements of Net Assets available for Benefits at 31st December 2024 , the Statement of changes in Net Assets available for Benefits and Statement of changes in Funds and Reserves and Cash flows for the year ended and the notes to the financial statements, which include significant accounting policies and other explanatory information.

In our opinion, the financial statements give a true and fair view of the financial position of the Zimele Guaranteed Personal Pension Plan at 31st December 2024 and of its financial performance and cash flows for the year that ended in accordance with International Financial Reporting Standards and the requirements of the Retirement Benefits Act.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Trust in accordance with the International Ethics Standards Board for Accountants (IESBA), International Code of Ethics for Professional Accountants (including International Independence Standards) (the IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Kenya. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Other information**

The other information comprises Trustee and professional advisors, Report of the Trustee, Statement of Trustee's Responsibilities and the Trustees' Governance Report which we obtained prior to the date of this auditor's report, and the rest of the other information in the Annual Report which are expected to be made available to us after that date, but does not include the financial statements and our auditor's report thereon. The Trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information we have received prior to the date of this auditor's report we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## **REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF ZIMELE GUARANTEED PERSONAL PENSION SCHEME**

### **Responsibilities of Trustee for the financial statements**

The Trustee is responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards and the requirements of Retirement Benefits Act, and for such internal control as the trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustee is responsible for assessing the Plans' ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to liquidate the Plan or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- i) Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- ii) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- iii) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.

**REPORT OF THE INDEPENDENT AUDITOR  
TO THE MEMBERS OF ZIMELE GUARANTEED PERSONAL PENSION SCHEME**

**Auditor's responsibilities for the audit of the financial statements**

- iv) Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events of conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to date of our auditor's report. However, future events or conditions may cause the Plan to cease to continue as a going concern.
- v) Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

From the matters communicated with the Trustees, we determine those matters that were of most significance in the audit of the financial statement of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

**Engagement partner responsible for the audit resulting in this independent auditors report is :  
CPA Louisa Okwaro, Practicing certificate number: P/2920**

*Louise & Associates*



**Louise & Associates  
Certified Public Accountants  
Nairobi, Kenya**

**Date: \_\_27\_\_ / \_\_03\_\_ /2025**

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements

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#### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Notes	2024 Kshs	2023 Kshs
<b>Income from dealings with members</b>			
Contributions received	5	68,287,337	90,135,753
<b>Outgoings from dealings with members</b>			
Benefits payable	6	(61,795,033)	(73,719,199)
<b>Net additions from dealings with members</b>		<b>6,492,304</b>	<b>16,416,554</b>
<b>Return on investments</b>			
Investment income	7	61,604,695	47,630,491
<b>Net return on investments</b>		<b>61,604,695</b>	<b>47,630,491</b>
Administrative expenses	8	(3,580,029)	(1,893,045)
Investment management expenses	9	(10,095,760)	(9,135,297)
Impairment of chase bank deposits	10	-	(796,036)
		<b>(13,675,789)</b>	<b>(11,824,378)</b>
<b>Net investment income before tax</b>		<b>54,421,210</b>	<b>52,222,668</b>
Tax charge for the year	11	(360,845)	-
<b>Net investment income after tax</b>		<b>54,060,365</b>	<b>52,222,668</b>
<b>Unrealised gains/losses</b>			
Revaluation gain/(loss) on bonds		32,607,208	(21,225,253)
<b>Increase in net assets for the year</b>		<b>86,667,573</b>	<b>30,997,414</b>
Net assets available for benefits at start of the year		414,638,744	383,641,330
<b>Net assets available for benefits at end of year</b>		<b>501,306,317</b>	<b>414,638,744</b>

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#### STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS AS AT 31ST DECEMBER 202

	Notes	2024 Kshs	2023 Kshs
<b>Assets</b>			
Treasury bonds	12	368,164,173	312,940,751
Corporate bonds	13	713,334	812,157
Cash and fixed deposits	14	63,300,000	39,900,000
Investments in unit trust	15	66,382,194	59,633,140
		<b>498,559,701</b>	<b>413,286,048</b>
<b>Other Assets</b>			
Custodians and collection accounts balance	16	1,321,081	1,973,689
Receivables	17	3,605,227	659,814
		<b>4,926,308</b>	<b>2,633,503</b>
<b>Liabilities</b>			
Payables and accruals	18	1,818,848	1,280,807
Tax payable	11	360,844	-
		<b>2,179,692</b>	<b>1,280,807</b>
<b>NET ASSETS</b>		<b>501,306,317</b>	<b>414,638,744</b>

#### FINANCED BY:

Members balances and reserves	(Page 12)	<b>501,306,317</b>	<b>414,638,744</b>
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The financial statements set out on pages 10 to 19 were approved by the Trustee on

...27.../....03./....2025 and signed on their behalf by:

Trustee



Trustee



## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

### **Annual report and financial statements**

**For the year ended 31st December 2024**

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#### **STATEMENT OF CHANGES IN MEMBERS BALANCES & RESERVES**

	<b>Net Unit Holders Funds Kshs</b>	<b>Net Surplus Khs</b>	<b>Changes in Fair Value of Investments Kshs</b>	<b>Total Khs</b>
<b>Financial Year 2023</b>				
As at 1st January 2023	258,935,629	109,614,050	15,091,650	383,641,329
Net Contributions	16,416,554	14,580,861		30,997,415
As at 31 December 2023	<b>275,352,183</b>	<b>124,194,911</b>	<b>15,091,650</b>	<b>414,638,744</b>

#### **Financial Year 2024**

As at 1st January 2024	275,352,183	124,194,911	15,091,650	414,638,743
Net Contributions	6,492,304	80,175,270	-	86,667,574
As at 31 December 2024	<b>281,844,487</b>	<b>204,370,180</b>	<b>15,091,650</b>	<b>501,306,317</b>

The Net Unit Holders Fund represents the movement in contributions received and benefits paid to members

The Net Surplus Fund represents the cumulative profit/loss of the scheme

The Change in Fair Value of Investments represents the cumulative gains on the government securities

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements For the year ended 31st December 2024

#### STATEMENT OF CASH FLOWS

	2024	2023
	Kshs	Kshs
<b>Cashflow from operating activities</b>		
Contributions received	68,287,337	90,135,753
Benefits paid	(61,795,033)	(73,719,199)
Expenses paid	(13,675,789)	(11,028,342)
Impairment of chase bank deposits	-	(796,036)
<b>Cash flow before working capital changes</b>	<b>(7,183,485)</b>	<b>4,592,177</b>
 (Increase)/ decrease in receivables	(2,945,413)	220,195
Decrease / (increase) in payables and accruals	538,041	(120,196)
	(2,407,372)	99,999
<b>Net Cash flow from Operating Activities</b>	<b>(9,590,857)</b>	<b>4,692,176</b>
 <b>Cash flow from Investing Activity</b>		
Treasury bonds	(55,223,422)	(45,873,220)
Corporate bonds	98,823	(722,157)
Cash and fixed deposits	(23,400,000)	(3,603,964)
Investments in unit trust	(6,749,054)	20,515,297
<b>Net cash flow from Investment Activities</b>	<b>(85,273,653)</b>	<b>(29,684,044)</b>
 <b>Cash flow from Financing Activity</b>		
Investment income received	61,604,695	47,630,491
Revaluation gain/(loss)	32,607,208	(21,225,253)
<b>Net cash flow from Investment Activities</b>	<b>94,211,903</b>	<b>26,405,238</b>
<b>Net cash (outflow)/ inflow</b>	<b>(652,608)</b>	<b>1,413,369</b>
<b>(Decrease) /increase in cash and cash equivalents</b>	<b>(652,608)</b>	<b>1,413,369</b>
Cash and cash equivalents at start of year	1,973,689	560,320
<b>Cash and cash equivalents at end of year</b>	<b>1,321,081</b>	<b>1,973,689</b>



## **ZIMELE GUARANTEED PERSONAL PENSION PLAN**

### **Annual report and financial statements**

**For the year ended 31st December 2024**

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## **NOTES TO THE FINANCIAL STATEMENTS**

### **1. BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS**

#### **i) Basis of preparation**

The financial statements are presented in Kenya Shillings (KSh), and are prepared under the historical cost convention, as modified by the carrying of investments at fair value.

#### **ii) Statement of compliance**

The financial statements have been prepared in accordance with and comply with International Financial Reporting Standards and the Retirement Benefits Act 1997 as amended and the Retirement Benefits (Occupational Retirement Benefit Schemes) Regulations, 2000.

The financial statements summarise the transactions of the scheme and deal with the net assets at the disposal of the Trustees. They do not take account of obligations to pay benefits that fall due after the end of the financial year.

#### **iii) New and revised standards**

IFRS 9 Financial Instruments (issued in July 2014) – This standard will replace IAS 39 (and all the previous versions of IFRS 9) effective for annual periods beginning on or after 1 January 2018.

### **2. ACCOUNTING POLICIES**

The principal accounting policies adopted in the preparation of these financial statements are set out below:

#### **(a) Contributions**

Contributions from the members are accounted for in the period to which they fall due.

#### **(b) Interest income**

Interest income is accounted for in the period in which it is earned.

#### **(c) Benefits payable**

Benefits payable to seceding members are accounted for in the period to which they fall

#### **(d) Benefit transfers**

Benefit transfers are recognized in the period in which members join from other schemes or leave for other schemes.

### **3 SIGNIFICANT JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including exceptions of future events that are believed to be reasonable under the circumstances. There are no estimates or judgements made that give rise to a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements

For the year ended 31st December 2024

#### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### 4. FINANCIAL RISK MANAGEMENT DISCLOSURES

The scheme's activities expose it to a variety of financial risks, including credit risk and the effects of changes in foreign currency exchange rates and interest rates. The scheme's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on its financial performance, but the scheme does not hedge any risks.

Risk management is carried out by the Fund Manager, Zimele Asset Management Company Limited (ZAMCO). ZAMCO identifies, evaluates and manages financial risks, with emphasis on specific areas such as interest rate risk, credit risk and investing excess liquidity.

##### Market risk

##### (i) Foreign exchange risk

The scheme has no investments in offshore markets or in foreign currency and is therefore not exposed to foreign exchange risk arising from various currency exposures.

##### (ii) Cashflow and fair value interest rate risk

The scheme does not hold any interest bearing financial liability or overdraft at a variable rate which would expose the scheme to cash flow interest rate risk.

##### (iii) Credit risk

Credit risk refers to the risk that a counterparty will default on his obligations resulting in financial loss to the scheme and arises principally from the scheme's investments and contributions receivable. The fund does not have any significant concentrations of credit risk. The approved issuer assesses the credit quality of each investment, taking into account its credit rating. Individual risk limits are set based on internal or external ratings in accordance with limits set by the trustees.

##### (iv) Liquidity risk

Prudent liquidity risk management includes maintaining sufficient cash balances to cover anticipated benefit payments. The trustees agree with the approved issuer on the amount to be invested in assets that can be easily liquidated.

	2024 Kshs	2023 Kshs
<b>5. CONTRIBUTION INCOME</b>		
Members contributions	68,287,337	90,135,753
	<u><u>68,287,337</u></u>	<u><u>90,135,753</u></u>
<b>6. BENEFITS PAID</b>		
Pensions paid	61,795,033	73,719,199
	<u><u>61,795,033</u></u>	<u><u>73,719,199</u></u>

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements For the year ended 31st December 2024

#### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

	2024 Kshs	2023 Kshs
<b>7. INVESTMENT INCOME</b>		
Interest from Treasury Bonds	45,350,315	36,454,873
Interest on Call Deposits	9,697,021	4,988,803
Interest on Corporate Bonds	91,636	103,669
Interest in Fixed Income Investments	6,749,054	6,184,703
Realised loss on sale of Treasury Bonds	(283,331)	(101,557)
	<b>61,604,695</b>	<b>47,630,491</b>
<b>8 ADMINISTRATIVE EXPENSES</b>		
RBA levy	1,002,067	829,277
Bank charges	51,665	113,650
Audit fees	102,811	119,184
Trustees fees	1,016,566	663,893
Secretarial fees	20,000	-
Administration and processing	1,386,920	167,040
	<b>3,580,029</b>	<b>1,893,045</b>
<b>9 INVESTMENT MANAGEMENT EXPENSES</b>		
Fund manager	8,841,132	8,011,607
Custody fees	1,254,628	1,123,690
	<b>10,095,760</b>	<b>9,135,297</b>
<b>10 IMPAIRMENT OF CHASE BANK DEPOSIT</b>		
Impairment of Chase bank deposit	-	796,036
	<b>-</b>	<b>796,036</b>
<b>11 TAX</b>		
Tax charge	<b>360,844</b>	-
<i>Tax is charged on the plan investments income earned from the unregistered pool at the rate of 30% of non exempt adjusted income</i>		
Total investment income	61,604,695	
Less IFB	(11,587,140)	
Net investment income @ 100%	<b>50,017,555</b>	-
Less total expenses for the year	(12,653,718)	
Total adjusted taxable income @ 100%	<b>37,363,837</b>	-
Portion of non-exempt adjusted income @3%	1,202,815	
Tax thereon @30%	<b>360,844</b>	-

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements For the year ended 31st December 2024

#### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

	2024 Kshs	2023 Kshs
<b>11 TAX (Continued)</b>		
<b>Tax payable</b>		
At the start of the year	-	-
Charge for the year	360,844	-
<b>At the end of the year</b>	<b>360,844</b>	<b>-</b>
<b>12 TREASURY BONDS</b>		
Opening balance as at 1st January	312,940,751	266,257,532
Additions	30,849,545	70,460,030
Disposal	(7,950,000)	(2,450,000)
Realised loss on disposal	(283,331)	(101,557)
Revaluation gain/(loss)	32,607,208	(21,225,254)
Closing balance as at 31st December	<b>368,164,173</b>	<b>312,940,751</b>
<i>Unrealized gains and losses are not part of distributable income to members. The bond revaluation reserve is not distributable</i>		
<b>13 CORPORATE BONDS</b>		
Corporate bonds	713,334	812,157
	<b>713,334</b>	<b>812,157</b>
<b>14 CASH AND FIXED DEPOSITS</b>		
Call deposit investments	63,300,000	39,900,000
	<b>63,300,000</b>	<b>39,900,000</b>
<b>15 INVESTMENT IN UNIT TRUST</b>		
Investment in Zimele Money Market Fund	66,382,194	59,633,140
	<b>66,382,194</b>	<b>59,633,140</b>
<b>16 CUSTODIAN AND COLLECTION ACCOUNTS</b>		
KCB Custody	1,282,262	1,973,689
National Bank Custody	27,019	-
Mpesa Collection Account	11,800	-
	<b>1,321,081</b>	<b>1,973,689</b>

## ZIMELE GUARANTEED PERSONAL PENSION PLAN

### Annual report and financial statements

For the year ended 31st December 2024

#### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

	2024 Kshs	2023 Kshs
<b>17 RECEIVABLES</b>		
Interest receivables on corporate bonds	30,040	33,747
Interest receivables on term deposits	3,575,187	626,067
	<u>3,605,227</u>	<u>659,814</u>
<b>18 PAYABLES AND ACCRUALS</b>		
Custody fees payable	116,985	96,678
RBA Levy payable	1,002,018	829,277
Trustees fees payable	265,648	235,668
Audit fees payable	115,420	119,184
Administration fees payable	318,778	-
	<u>1,818,848</u>	<u>1,280,807</u>

#### 19 PLAN MANAGEMENT

The plan's objectives when managing funds are:

- to comply with the Retirement Benefits (Individual Retirement Benefits Schemes) Regulations, 2000 made under the Retirement Benefits Act, 1997.
- to safeguard the plan's ability to continue as a going concern, so that it can continue to provide returns for members and benefits for other stakeholders.

The Retirement Benefits Act, 1997 requires the plan's Trustee to invest members' funds using prudent investment policies that shall get the members market rates on their investments. This requirement has been complied with.

The Trustee sets the amount of fund in proportion to risk. The Trustee manages the plan structure and adjusts it in the light of changes in economic conditions and the risk characteristics of the underlying assets. The plan comprises members' funds.

#### 20 PRESENTATION

These financial statements are presented in Kenya Shillings (KShs).

#### 21 SUBSEQUENT EVENTS

There has been no significant event after the reporting date of signing these accounts which have a material financial statement impact as at 31st December 2024.