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NEWSLETTER

FEBRUARY 2022

I. Chairman's Report

With every new year we look forward to new beginnings, new resolutions, new achievements and new challenges. The light at the end of the 2021 tunnel was the lifting of the curfew, which brought a sigh of relief to most, giving some hope that we are returning to some type of normality. However, even though the Covid-19 pandemic seems to be slowly becoming less of a threat, we still find ourselves taking the necessary precautions and following the protocols. Above all, the past two years have reiterated how resilient and adaptive we as human beings are.

Financial markets have recovered well in 2021 and the SURF portfolios achieved excellent investment returns over the past 12 months, with the Growth Portfolio achieving 22.3% for the year 2021.

If you reduced your member contribution to SURF over the last two years, we urge you to increase your contribution rate as your financial situation recovers. Saving more and longer for retirement gives

members the benefits of capitalising on compound interest as well as smoothing out short-term volatility of returns.

Changes to the Insurance Act (Act 18 of 2017) now require that payment from the SU Group Life scheme (death benefit from the unapproved group life policy) be made directly to beneficiaries, according to the deceased member's beneficiary nomination form. We urge you to complete your beneficiary nomination form to ensure that there are no delays in the payment of your death cover in the unfortunate event of your death.

During the year, the Fund's actuary performed the annual actuarial valuation of the Fund as at 1 January 2021. The results showed that the Fund was in a sound financial position for the period under review.

Lastly, I wish everyone a productive and healthy year and I hope everyone will keep safe.

Prof Niel Krige
Chairman

2. Actuarial valuation – 1 January 2021

The Fund's actuary performed the annual actuarial valuation of the Fund as at 1 January 2021. The results showed that the Fund was in a sound financial position for the period under review. The Fund's assets were sufficient to cover members' fund values as well as the various reserves at a funding level of 100%. The actuary confirmed that the Fund's investment strategy remains appropriate for the Fund's membership structure and the expected term of the Fund's liabilities. The actuarial valuation was approved by the Board of Trustees and submitted to the Financial Sector Conduct Authority (FSCA).



3. How did markets perform over the quarter to 31 December 2021?

Global equities recovered from the drawdown experienced late in the third quarter to end the year near record highs. Equities were supported by an improvement in the economic environment and a strong earnings reporting season for global corporates, which resulted in further upgrades to earnings estimates. Markets remained volatile, however, with the emergence of the highly contagious Omicron Covid-19 variant contributing to a minor correction in late November.

A more aggressive stance from global central banks, particularly in the US and the UK, in response to rising inflation readings, gave rise to some uncertainty. There are indications that global supply constraints may be fading and inflationary pressures could reach a peak in the near term. However, expectations remain for interest rate hikes and tapering of monetary support. The US labour market has continued to tighten (the unemployment rate falling below 4%) and supports the interest rate tightening cycle in 2022.

Developed market (DM) equities rallied over the quarter amid the positive economic and earnings backdrop. The MSCI World Index (representing DMs) returned 7.8% in US dollars for the quarter. US equity valuations remain higher than those of broader DMs and have been concentrated in mega-cap tech stocks. Emerging market (EM) equities fell over the quarter, recording a return of -1.3%, largely due to a drop in the Chinese stock market. This was driven by a significant fall in Chinese growth towards year-end, following subdued consumer spending, an uptick in Covid-19 infection rates, strict containment measures by the Chinese government and constrained production activity.

SA's economic data points continued to be weak: GDP growth for Q3 2021 contracted by 1.5% quarter on quarter, and on an annual basis GDP growth slowed to 2.9% in the third quarter. The composite Purchasing Managers' Index (PMI), at an unchanged 48.4 for December, is also indicative of the economic contraction. This was largely due to lockdown measures and the civil unrest in July.

The South African Reserve Bank (SARB) increased the repo rate by 0.25% to 3.75% at their November 2021 meeting. As widely expected by the market, the SARB announced a further 0.25% repo rate hike on 27 January 2022. Inflation accelerated to 5.9% year on year in December, hitting its highest level since March 2017 and well above the 4.5% p.a. target set by the SARB. The increase in inflation has been mainly due to utilities, food and fuel price increases.

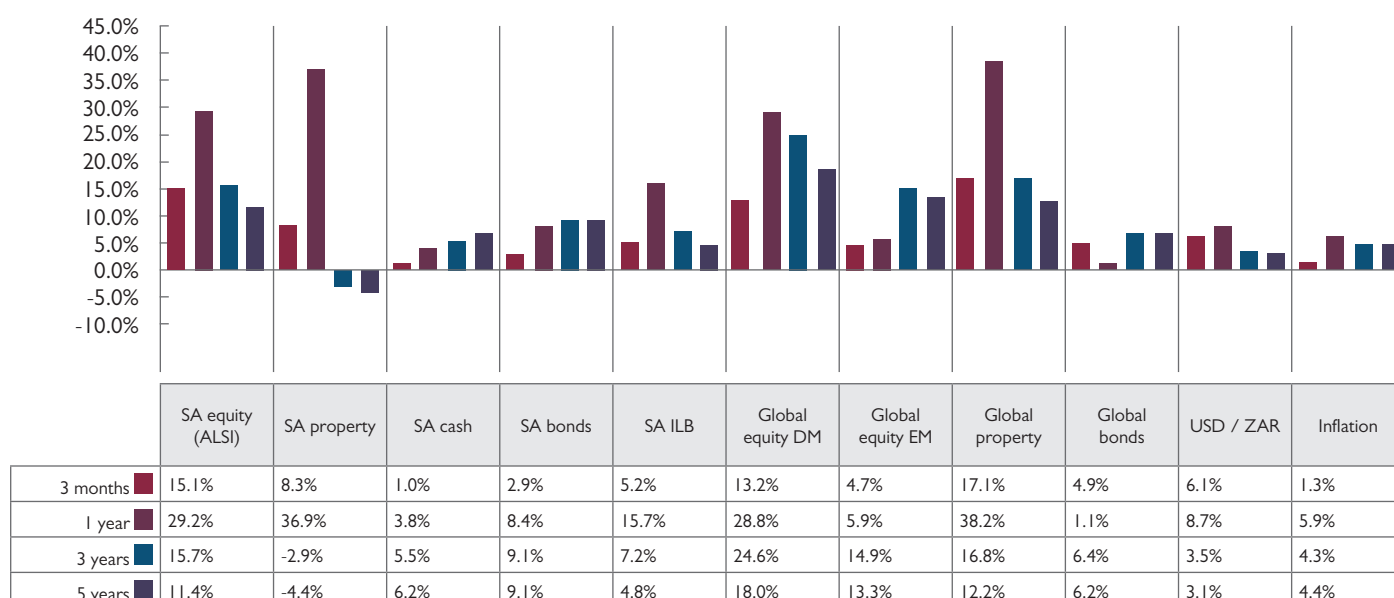
The FTSE/JSE Capped SWIX returned 8.7% for the quarter, driven by the resources index, which was up 21.6%, followed by solid gains in industrials, up 16.1%, and by the listed property index, up 8.4%. Over the year, industrials produced a more subdued return relative to resources and financials, largely attributable to the rapid drop in the share prices of Naspers and Prosus. The related companies' share prices were impacted by increased regulation of the technology sector by the Chinese government and lost more than 18% over the year.

Inflation-linked bonds were up 5.2% and fixed rate bonds were up 2.9% over the quarter, comfortably beating cash, which returned 1.0%.

The rand weakened against major currencies over the quarter, depreciating by 6.1% against the US dollar, 6.6% against the British pound and 4.1% against the euro. Over the full year, the rand lost ground ending 8.7% lower against the greenback.

The table below shows the major index returns in SA rands over various measurement periods ended 31 December 2021.

Major Index returns periods up to 5 years



4. Fund investments

SURF offers you a default lifestage investment portfolio where your money is invested in the Growth Portfolio until you reach age 60. From age 60, members' money is automatically phased from a high-growth / high-risk portfolio to a low-growth / low-risk portfolio over a six-year period.

According to this strategy, with effect from 1 January in the year of the member's 60th birthday, the fund value is transferred from the Growth Portfolio to the Aggressive and Conservative Absolute Return Portfolios in equal portions, via 25 quarterly transfers. This will result in the fund value being held in equal portions (50/50) in the two Absolute Return Portfolios at normal retirement date.

In addition, from age 53, members are offered investment options outside the default investment strategy. Members may choose from five investment portfolios, namely:

- Growth Portfolio (the default investment portfolio until age 60);
- Multi-managed Aggressive Absolute Return Portfolio;
- Multi-managed Conservative Absolute Return Portfolio;
- Capital Protection Portfolio; and
- A portfolio offering hedging against interest rate fluctuations.

SURF also offers members who wish to invest their fund credit according to Islamic principles, the option to invest in the Old Mutual Albaraka Balanced Shari'ah Portfolio. Members opting for the Shari'ah Portfolio cannot participate in the lifestage investment strategy. However, members are entitled at any time to switch back to the lifestage investment strategy from the Shari'ah Portfolio.

The Board of Trustees monitors and assesses the investment strategy of SURF on an ongoing basis. This process includes assessing the investment portfolios, strategic asset allocation as well as the performance of all the underlying asset managers.

Please consult with an accredited financial advisor should you wish to make use of any of the investment options listed above.

How did the Fund's lifestage and other member investment choice portfolios perform up to 31 December 2021?

Growth Portfolio

A summary of the Growth Portfolio's returns to 31 December 2021 is shown in the table below:

Period	Growth Portfolio	Peer group top quartile*	Inflation plus 5%
12 months	22.3%	23.8%	10.9%
36 months	14.0%	13.2%	9.5%
60 months	10.2%	10.0%	9.6%

* The peer group top quartile comprises the investment managers who outperformed three-quarters of their peer group. The peer group benchmarks are derived from the Willis Towers Watson Industry Median Survey.

It is important to remember that saving for retirement is a long-term investment. You are therefore urged not to focus too much on short-term investment returns. However, it is pleasing to note that the Growth Portfolio outperformed the peer group top quartile over the 3- and 5-year measurement periods to 31 December 2021.

A summary of the returns (net of fees) of the SURF portfolios up to 31 December 2021 is shown in the table below:

Portfolio	Inception	Return over 12-month period	Inflation over 12-month period	Return since inception (p.a.)	Inflation since inception (p.a.)
Growth	01/04/2009	22.3%	5.9%	13.1%	5.0%
Aggressive Absolute	01/02/2017	24.8%	5.9%	11.0%	4.4%
Conservative Absolute	01/02/2017	17.3%	5.9%	9.8%	4.4%
Capital Protection	01/04/2009	5.1%	5.9%	7.2%	5.0%
Shari'ah	01/12/2017	21.8%	5.9%	8.2%	4.4%
Inflation-linked Bond Portfolio	01/10/2020	11.6%	5.9%	13.1%	5.0%

The Growth Portfolio's one-year return was an excellent 22.3% in absolute terms while it has achieved a very good real return of 8.1% p.a. since inception (over the period of 1 April 2009 until 31 December 2021).

The Aggressive Absolute Return Portfolio's one-year return of 24.8% was extremely satisfactory, and 2.5% higher than the Growth Portfolio's return. The real return of this portfolio was 6.6% p.a. over the period since inception (four years and eleven months), which is an excellent outcome given the tough market conditions over this period.

The Conservative Absolute Return Portfolio's one-year return of 17.3% was excellent given the risk profile of the portfolio. Its real return of 5.4% p.a. since inception (four years and eleven months) was outstanding.

Given the low interest rate environment, the Capital Protection Portfolio delivered a return of 5.1% over the one-year measurement period. The inflation rate over this period was 5.9%, which means the portfolio delivered a negative real return of -0.8%. However, the SARB increased the repo rate in November 2021 and January 2022, by 0.25% each time, to its current level of 4%. This bodes well for the portfolio, as higher short-term interest rates mean the portfolio is expected to perform better in absolute and real terms. The portfolio has achieved a very good real return of 2.2% p.a. since inception.

The Shari'ah Portfolio's one-year return of 21.8% was pleasing. The portfolio delivered a real return of 3.8% p.a. over the period since inception (1 December 2017 until 31 December 2021).

The Inflation-linked Bond Portfolio delivered a return of 11.6% over the one-year measurement period and 13.1% p.a. over the period since inception. It underperformed its benchmark over these periods and the Investment Sub-committee is currently reviewing this portfolio.

For more information on the returns achieved by the underlying portfolios, please visit <http://www.retirementfundweb.co.za>.

5. Investment Policy Statement

The Investment Policy Statement of the Fund consists of two sections, namely the Founding Principles and the Implementation section. The Founding Principles section provides more detail about the Fund's mission, the core investment beliefs adopted by the Board of Trustees, the investment model, portfolio construction, manager selection, choice of indices (benchmarks), ESG policy, fee principles and conflicts of interest. The Implementation section details each of the Fund's member investment choice portfolios as well as the lifestage model.

The Investment Policy Statement of the Fund was reviewed in 2021 and the following changes were made to the Implementation section:

- The investment objective and investment manager of the Inflation-linked Bond Portfolio were added.
- The annuity strategy was reviewed and updated.

6. Rule changes

During 2021, the Fund rules were revised for the following reasons:

Rule Amendment 1

With effect from 1 March 2021:

- To provide for the transfer of unclaimed benefits of provident fund members to pension preservation funds and provident preservation funds, in line with the income tax legislation.
- To provide for the annuitisation of provident fund retirement benefits, as prescribed in terms of T-Day legislation.
- To provide that a combination of an annuity provided by the Fund and an annuity purchased from an Insurer may be chosen following the withdrawal of SARS General Note 18.

The rule amendment was registered and approved for tax purposes by the FSCA on 6 October 2021.

Rule amendment 2

With effect from 1 January 2022:

- To provide for the minimum (base) employer contribution rate in respect of new employees who become members from the effective date, namely 15% of pensionable salary.

The rule amendment was registered and approved for tax purposes by the FSCA on 15 September 2021.

7. Electronic benefit and projection statements

As of 2020, SURF distributes both benefit and projection statements electronically via InfoSlips. Members are able to access their statements via an attachment emailed to them. The statements are password protected by your identity number or your passport number. Hard copies of statements will still be provided to members who do not have access to email or the internet. Members can also access all statements distributed to them via the above platform, using their identity numbers as their password.

Remember, the projection statement accompanying your benefit statement only serves as a guideline to determine the estimated monthly pension as at normal retirement date. Therefore, it is important to consult with a financial advisor before you make any retirement decisions. The actual value of the monthly pension can only be determined at the time when the pension is purchased. Please note that the estimated monthly pension is reflected as a percentage of your monthly pensionable income. It is important to bear in mind that the pensionable income used for the projections amounts to 75% of cost of employment for most staff members.

The assumptions applied to the projection statements are the same as those used by the **Retirement Calculator** on the Sanlam Retirement Fund Web.

In calculating the estimated pension at retirement, the 31 December 2021 projection statements also take into account the post-retirement medical fund subsidy, which some members qualify for. This is a valuable benefit and demonstrates the difference it makes to your retirement projections.

Your benefit statement confirms your fund value as at 31 December 2021 and your retirement fund contributions from 1 January to 31 December 2021, as well as retirement, death and disability benefits. Please check the information on your benefit statement and contact the Human Resources Client Service Centre (+27 (0)21 808 2753 / sun-e-hr@sun.ac.za) if any details on the statement are incorrect.

You will be able to view your historical benefit and projection statements of the last two years on **InfoSlips Viewer**. To be able to do this, you will be required to register on InfoSlips Viewer. Here are a few simple steps to follow to obtain access to your statements:

- Go to <https://viewer.infoslipscloud.com> and click on "Register" at the bottom of the page.
- Your username is your email address. Enter a password that you will remember. The password must contain a capital letter, numerical digit and an acronym.
- Click on "Register".
- Select South Africa as a country.
- Select your email address and "Sign up".
- InfoSlips will send you a confirmation SMS for the user to complete the registration process.
- Click on the link in the SMS for the user to create log-in credentials, then select "Update" to complete the registration process.
- Once completed, the user can log in with the credentials created and view all previous statements.

8. Contributions to the Fund

In 2020, the Fund reduced the minimum contribution rate to SURF to 5% of pensionable salary, excluding contributions towards risk benefits, to provide some financial relief to members during the difficult time caused by Covid-19-induced lockdown restrictions. Members could restructure their remuneration package by selecting a lower contribution option.

To assist members to increase their contributions to SURF, the trustees agreed to automatically increase contributions in increments of 2.5% per year for members who have been contributing below 15% of pensionable salary. This first 2.5% incremental increase started in January 2021 and increases will continue until the member reaches the 15% of pensionable salary contribution level. However, should a member not be in a financial position to afford the automatic incremental increase of 2.5% of pensionable salary, the member may opt out by contacting the Human Resources Client Service Centre (+27 (0)21 808 2753 / sun-e-hr@sun.ac.za). Members should weigh up the advantages and disadvantages together with their financial advisors before they consider opting out.

The Fund has also reversed the rule amendment allowing for a decreased contribution rate of 5%, to ensure that all new employees appointed from 1 January 2022 contribute at least 15% of pensionable salary.

It is still the member's responsibility, in consultation with their financial advisor, to contribute adequately towards their retirement savings in order to maintain their pre-retirement lifestyle into retirement. What's more, compound interest earned on retirement investments favours those who save more and start earlier. SURF encourages members who can afford to meet the 15% of pensionable salary contribution level, to do so sooner rather than later.

SURF has reduced the levy to cover administration expenses of the Cost Reserve account from 0.225% to 0.15% of pensionable salary to assist members to save more for retirement.

Remember:

Contributions to retirement savings vehicles are tax deductible up to 27.5% of “remuneration” or “taxable income”, whichever is the greater, subject to a maximum of R350 000 per year. SURF allows members to contribute up to 35% of pensionable salary. Pensionable salary is 75% of total cost to company and therefore is approximately the same as 27.5% of remuneration or taxable income as allowed by SARS.

You can also make monthly Additional Voluntary Contributions (AVCs) or a lump sum AVC towards the Fund. These are additional contributions towards your retirement fund and are deducted directly from your salary via the employer’s payroll.

AVCs allow you to boost your retirement savings and carry no administration fee, which means it costs you nothing to make AVCs to SURF. You will benefit from the favourable investment fees because of the economies of scale achieved with the collective size of the Fund’s investment. The AVCs will be invested in the same investment portfolio as your fund contributions and therefore earn the same investment returns. You will thus benefit from solid investment returns which are tax free.

For retirement savings, use the **Retirement Calculator** on the Sanlam Retirement Fund Web to see the effect your *contribution rate, investment choice and retirement age* will have on your pension when you reach normal retirement date, which is expressed as your estimated pension ratio.

9. Important questions to ask your financial advisor

As we begin a brand-new year, it’s time to make sure that you are adequately informed about your financial position, and to prepare for what the future may bring. One important way to do this is to speak to a registered financial advisor. As much as we may feel that we understand the individual puzzle pieces when it comes to finances, financial advisors are able to help us see the bigger picture.

It can be challenging to decide on the most important issues to discuss with your advisor. Let’s look at some of the ways you can ensure that you make the most of any consultation you have with a registered financial advisor.

- **Tax:** Being aware of your annual tax contributions has various advantages. Not only will it ensure that you are in SARS’s good books, but it will also make you more aware of areas in which you qualify for tax rebates.
- **Fees:** Whether it is your bank account fees, your retirement fund fees or your insurance fees, knowing what you pay in financial levies can help you save small amounts that accumulate to become larger savings over time.
- **Insurance:** Many people don’t realise that they could be over-insured, especially as they get older and they have fewer dependants. Your financial advisor can assist you in evaluating whether you are overspending on insurance, helping you to make significant savings.
- **Retirement:** While reaching your retirement goals can feel particularly challenging in the bigger scheme of your future finances, your financial advisor can assist you with planning to increase your savings, and will also explain the benefits of doing so.
- **Your beneficiaries:** Any time an important life event takes place, such as a birth, death, marriage or divorce, it is crucial to review your last will and testament, as well as the beneficiaries you have nominated on all your policies and investments in the event of your death.

Finally, and most importantly, it is vital to ask: Am I on track with each of my financial goals? Setting realistic goals and staying focused on them is pivotal to achieving success. Without clearly defined goals, you may struggle to visualise the bigger picture of your finances, rather than just the individual puzzle pieces.

“Be stubborn about your goals and flexible about your methods.”

Disclaimer: *The information contained in this communication, including attachments, is not to be construed as financial advice in terms of the Financial Advisory and Intermediary Services Act of 2002 or any other form of advice. No warranty is provided that the information is appropriate or suitable for any particular purpose.*

Source: InSite Innovative Education Solutions (Pty) Ltd 2022 - www.insiteeducation.co.za

10. Cost of risk benefits

Covid-19 had a huge impact on the insurance industry and group insurance in particular. On a national level, the number of death claims experienced in the first three waves of the pandemic and the average claim amounts were much higher than expected and paid in previous years. The SU Group Life and Funeral schemes claims experienced mirrored the national experience. The death incidence doubled in 2021 compared to prior years. Similarly, the SURF spouse-and-child pension scheme (approved benefit) showed the same increase in number of claims.

The premium rate increase reflects the current risk profile of the schemes and the forward-looking expected experience in light of the economic environment and the potential impact of the Covid-19 pandemic. A full market exercise on the rates of all schemes was conducted in the last quarter of 2021. Momentum's rate for the insured Spouse's and Children's pension cover in SURF and the unapproved SU Group Life scheme increased for 2022. Due to the substantial premium increase, Momentum has agreed to allow employees to reduce their five times cover to three or four times cover for the unapproved SU Group Life scheme.

Momentum kept the rate for the Permanent Health Insurance benefits the same.

Old Mutual's rate for the spouse's cover and the funeral scheme also increased. We can assure you that we have obtained the best rates for the same benefits and terms and conditions in the market for our employees. Insurers have indicated that as more people get vaccinated and we build population immunity, the number of claims could decline, and premiums may be lowered again. We therefore urge all employees to get vaccinated.

Remember:

If you are a single member with no spouse and/or children, you can opt out of the insured Spouse's and Children's pension cover in SURF.

If you do exercise the option of no insured Death benefit in SURF and get married and/or have children at a later stage, you will have to select the insured Death benefit in SURF to ensure that the needs of your spouse and/or children are catered for in the event of your death.

Contact the Human Resources Client Service Centre (+27 (0)21 808 2753 / sun-e-hr@sun.ac.za) for more information on how to exercise these options.

11. Importance of updating your beneficiary nomination form

From 1 August 2021, all claims for the SU Group Life scheme (death benefit from the unapproved group life policy) will be paid out according to the deceased **member's beneficiary nomination form**. Where a minor child is nominated to receive benefits under the unapproved group life assurance scheme, the benefit will be paid to the parent or the legal guardian of the child, or to a trust if the member/parents has/have indicated to do so.

Previously, the Insurance Act allowed the insurer to pay the death benefit from the unapproved group life policy to the policyholder, which is the employer. The employer then identified the beneficiaries and allocated the benefits in terms of section 37C of the Pension Funds Act. However, changes to the Insurance Act (Act 18 of 2017) now require that **payment of unapproved death cover be made directly to beneficiaries, according to the deceased member's beneficiary nomination form**.

Where the deceased member has **not nominated** a beneficiary, or where the nomination is invalid, the insurer must pay the benefit to the deceased **member's estate**. This is not ideal, as it will mean that beneficiaries then have to endure the lengthy and expensive process of reporting the deceased estate to the Master of the High Court for winding up. This includes the appointment of an executor, who will have to draw up a distribution account that must be advertised and be open for inspection. This protracted process is not necessary if members clearly identify their beneficiaries by completing the nomination form.

In a nutshell, it means that it's more important than ever that you complete a beneficiary nomination form for the unapproved group life (death benefit) cover. The employer will keep the completed beneficiary nomination form. In the event of the member's death, the nomination form must be submitted with the claim.

Also remember to update your beneficiary nomination form whenever any major life-changing event (such as divorce, birth/adoption of a child or death of a nominee) occurs. Contact the Human Resources Client Service Centre (+27 (0)21 808 2753 / sun-e-hr@sun.ac.za) for more information on how to update your beneficiary nomination form.

12. Government's proposal on accessing a portion of your retirement benefit while you are still an active fund member

Current law and policy only allow members of retirement funds to access their retirement savings pre-retirement upon leaving their employment, i.e. on resignation and retrenchment.

Government is working on proposals to allow members to have access to limited pre-retirement withdrawals from retirement funds under certain conditions, provided that this is linked to compulsory preservation upon resignation from a company. A proposal for a structured two-pot system for retirement savings is being considered, which will enable the restructuring of future contributions. One bucket is to be preserved until retirement, and the second bucket will allow for pre-retirement access during emergencies or extraordinary circumstances.








National Treasury has asked members to be patient while it works on introducing the new system. Government is having talks with trade unions, retirement funds and relevant parties to sort out the finer details of how the limited pre-retirement withdrawals will work. Before pre-retirement withdrawals will be allowed, the Pension Funds Act will have to be amended and the rules of the retirement fund will have to allow for it. The pre-retirement withdrawals will apparently only be granted under special circumstances.

Members of retirement funds are advised NOT to contact their retirement funds to withdraw funds (unless retiring, resigning or retrenched), as retirement funds are not legally empowered to allow pre-retirement withdrawals until the law is enacted. We will keep you posted on any developments in this regard.

13. What is a provident fund?

Over the years, the Taxation Laws Amendment Act introduced a number of key changes to the tax deductibility of contributions and payment of benefits on retirement. Here is a refresher on what a provident fund is and how it works.

A provident fund is a retirement fund set up by an employer to support employees in providing financially for their retirement and to provide benefits to their families should the employee (member) pass away.

 <p>Tax deductibility of contributions paid into the fund – before 1 March 2016</p>	<p>Member contributions: not tax deductible. Employer contributions: up to 20% of approved remuneration. (Fringe benefit tax on employer contributions was not payable in the hands of the member.)</p>
 <p>Tax deductibility of contributions paid into the fund – after 1 March 2016</p>	<p>A total of 27.5% of the greater of remuneration or taxable income. The overall tax-deductible limit is R350 000 each year. Contributions over this limit are allowed but will not qualify for a tax deduction. (Contributions made by the employer are taxed as a fringe benefit in the hands of the member.)</p>
 <p>How the retirement benefit is paid out – before 1 March 2021</p>	<p>A member may take their full or a part their full accumulated balance in the fund in cash, and the remaining part can be used to buy a pension (or annuity).</p>
 <p>How the retirement benefit is paid out – after 1 March 2021</p>	<p>A member may take a maximum of 1/3 of their accumulated balance in the fund in cash, and the remaining 2/3 must be used to buy a pension (or annuity).⁽¹⁾ If the member's accumulated balance is less than R247 500, the full amount may be taken in cash on retirement.</p>
 <p>Transfer – before 1 March 2021</p>	<p>Transfer tax free to a pension or provident fund, or to an retirement annuity (RA) fund.</p>
 <p>Transfer – after 1 March 2021</p>	<p>Transfer tax free to a pension or provident fund, a pension or provident preservation fund, or to an RA fund.</p>
 <p>Withdrawal benefit (no changes)</p>	<p>Members may take a cash lump sum on withdrawal.</p>

⁽¹⁾ It is very important to note that this applies only to **contributions made after 1 March 2021** by members younger than 55 years old. All balances saved up to 28 February 2021 may still be taken as a full cash lump sum at retirement. Members over 55 are still able to take their whole accumulated balance in cash on retirement (provided they don't change funds).

Source: Pensions World SA

14. Sanlam Retirement Fund Web and Sanlam app – your access to the SURF

We encourage you to register on Sanlam's Retirement Fund Web and the Sanlam app. This will enable you to **access your personal details**, see **where your money is invested** and the **investment portfolio returns**, as well as your **up-to-date fund credit** and **risk benefits** – all at the click of a button, 24/7. The **Retirement Calculator** can assist you in checking whether you are saving enough for retirement. You will also be able to see all your Sanlam insurance and savings products via one portal.

How do I access the Retirement Fund Web?

- Visit www.sanlam.co.za. Click on *Login* (top right) and select *Secure Services*.
- Select *Register* and use your fund membership number (which is reflected on your benefit statement) or your identity number.
- Confirm your mobile number and email address.
- Select a user code / username.
- A temporary password will be sent to your mobile.

Use this temporary password to gain access. Change the temporary password, as it may only be used once.

How do I access the app?

Download the **Sanlam My Retirement** app from the Google Play Store or Apple App Store. Use your Sanlam Secure Services user code and password to access your SURF information.

15. Management of the Fund

The SURF Board of Trustees consists of five employer and five member trustees.

The trustees appointed by the employer are:

Name	Capacity	Background	Current term expires
Prof Niel Krige	Chair and Employer trustee	Prof Krige is extraordinary professor at USB and has served as a trustee since 18 November 2005.	17 November 2023
Prof Johann de Villiers	Employer trustee	Prof De Villiers is a professor in the Department of Business Management and has served as a trustee since 1 November 2000.	31 October 2024
Mr Manie Lombard	Employer trustee	Mr Lombard is Chief Director: Finance and has served as a trustee since 5 May 2011.	4 May 2023
Mr Victor Mothobi	Employer trustee	Mr Mothobi is Chief Director: Human Resources and has served as a trustee since 1 January 2018.	31 December 2023
Mr Johan van der Merwe	Employer trustee	Mr Van der Merwe is the Co-CEO of African Rainbow Capital and serves as a director on the boards of various other companies. He has served as a trustee since 5 February 2019.	4 February 2022

The elected member trustees are:

Name	Capacity	Background	Current term expires
Prof Tanja Ajam	Member trustee	Prof Ajam is a professor at the School of Public Leadership, and has served as an alternate trustee since 7 December 2019 and as a full member trustee since 28 August 2020.	6 December 2022
Mr Ché Bermosky	Member trustee	Mr Bermosky is a legal advisor at the University, and has served as an alternate trustee since 1 January 2018 and as a full member trustee since 7 December 2019.	6 December 2022
Mr Peter Kirsten	Member trustee	Mr Kirsten is working in the Remuneration and Benefits division of the Human Resources Department and has served as a trustee since 7 December 2016.	6 December 2022
Prof Wikus van Niekerk	Member trustee	Prof Van Niekerk is Dean of Engineering at the University and has served as a trustee since 7 December 2013.	6 December 2022
Prof Johan van Rooyen	Member trustee	Prof Van Rooyen was an associate professor in the Department of Business Management and has served as an alternate trustee and subsequently as a full trustee since 7 December 2010.	6 December 2022
Mr JP Steyn	Alternate member trustee	Mr JP Steyn is from the Department of Business Management and has served as an alternate trustee since 28 August 2020.	6 December 2022

Mr Japie Kotzé, a director in the Department of Human Resources, has been the principal officer of the Fund since 1 December 2012.

16. Financial advice available to members aged 53 and older

You are reminded that the SURF offers a financial advisory service free of charge to members aged 53 and older, provided by a panel of five preferred service providers. Members who are considering retirement or want to exercise individual investment choice are encouraged to make use of the advice service.

The service providers are:

Alexander Forbes Financial Planning Consultants:

+27 (0) 21 809 3750 | wesselsw@aforges.co.za

Efficient Wealth:

+27 (0) 21 914 8030 | andrew@efw.co.za

FinFocus:

+27 (0) 21 861 7000 | usafadvies@finfocus.co.za

Gravton:

+27 (0) 21 883 9192 | arissik@gravitonwm.com

Sanlam Financial Advice:

+27 (0)21 947 1028 | hanlie.wethmar@sanlam.co.za

SURF will pay for two consultations with one of the preferred service providers. The first consultation may be scheduled any time from age 53, and the second one in the 12 months prior to retirement.

Using the benefit is easy – just follow these steps:

1. Select a service provider.
2. Contact HR Client Services Centre (+27 (0) 21 808 2753 | sun-e-hr@sun.ac.za) to obtain a consultation voucher.
3. Make an appointment with your chosen service provider and take the voucher as proof that you are entitled to use the service.

17. The service providers of the Fund

The following service providers have been appointed by the Board of Trustees to assist with the management of the Fund. Their duties are set out below:

Service Provider	Service	Functions performed
Simeka Consultants & Actuaries	Benefit and actuarial advice	<ul style="list-style-type: none"> • Advice on the Fund's benefit structure and changes in legislation. • Assistance with member communication. • Assistance with corporate governance compliance. • Producing an annual actuarial valuation to determine the financial soundness of the Fund.
Willis Towers Watson	Investment advice	<ul style="list-style-type: none"> • Advice on the Fund's investment strategy. • Providing support with selection and evaluation of investment managers.
Sanlam Retirement Fund Administrators	Fund administration	<ul style="list-style-type: none"> • Monthly capturing of contributions. • Transfer and withdrawal of funds to and from the asset managers. • Payment of claims. • Issuing benefit statements. • Daily bookkeeping and preparation of the annual financial statements.
ABSA Bank	Bankers	<ul style="list-style-type: none"> • All fund transactions take place via the Fund's bank account.
Momentum	Insurer	<ul style="list-style-type: none"> • Insuring the Death benefit (Spouse's and Children's cover) as defined in the Fund rules.
Sygnia Allan Gray Coronation Ninety One Sanlam Old Mutual STANLIB	Asset managers	<ul style="list-style-type: none"> • Managing the investments of the Fund according to the mandates agreed with the Board of Trustees.
Ernst & Young Inc	Auditors	<ul style="list-style-type: none"> • Performing external audits.

18. Important contact details

If you need more information on SURF you may contact the Remuneration and Benefits division or the Benefit Consultant. Please contact the Principal Officer if you have any complaints about SURF.

Principal Officer	Japie Kotzé Tel: +27 (0)21 808 2754 Email: jjsk@sun.ac.za
Benefit Consultant	Alfreda April Tel: +27 (0)21 912 3316 Email: alfreda@simekaconsult.co.za
Remuneration and Benefits division	Peter Kirsten Tel: +27 (0)21 808 3740 Email: pkirsten@sun.ac.za / sun-e-hr@sun.co.za
Pension Funds Adjudicator (PFA)	Email: enquiries@pfa.org.za Members are entitled to contact the PFA if their complaints have not been dealt with satisfactorily by the Fund. Please consult the PFA's website (www.pfa.org.za) for more details.

